

# Graduate Employment Survey 2020

## Summary

### 1. Key Findings

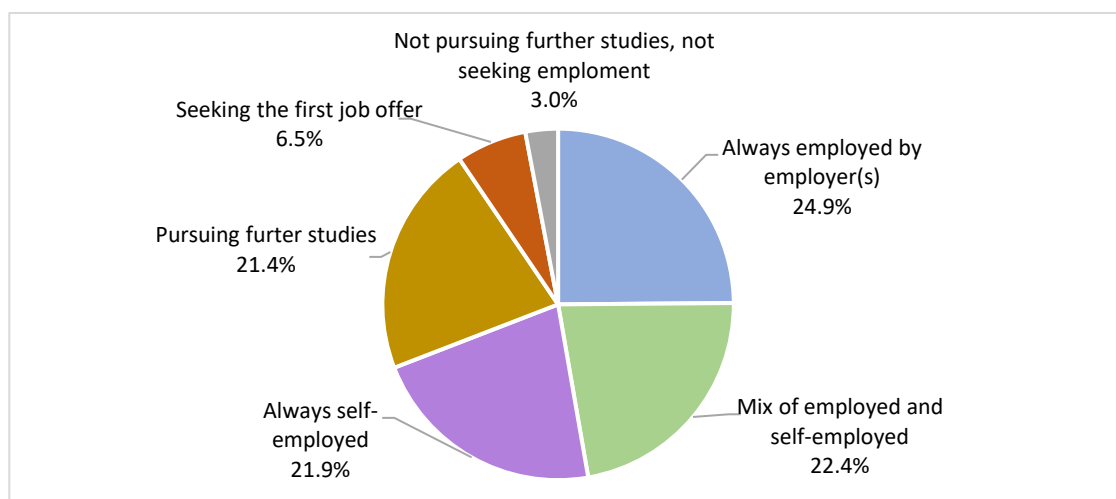
- 1.1 The overall level of respondents in employment or undertaking further studies was 90.6%.
- 1.2 44.3% of respondents secured their first job offer before graduation.
- 1.3 69.2% of respondents have received job offer(s). Among them:
  - 1.3.1 85.6% received their first job offer within 3 months.
  - 1.3.2 63.3% received 3 or more job offers. 6.27 job offers were received on average.
  - 1.3.3 36.0% were employed by employer(s), 31.7% were self-employed and 32.4% were a mix of employed and self-employed. 72.7% of them worked 18 hours or more per week.
  - 1.3.4 65.5% worked in the Performing Arts sector, 41.7% in the Education sector and 17.3% in the Film, Video and Music sector.
  - 1.3.5 The mean and median of average monthly income were HK\$11,870 and HK\$10,823 respectively.
- 1.4 67.7% of respondents had gained some industry experience when studying at the Academy. Among those who have received job offer(s), 76.0% found the industry experience helpful to job seeking.
- 1.5 “Applying knowledge, skills and experience”, “thinking and acting independently” and “collaborating effectively with others” were the most valued learning experiences.

### 2. Survey Methodology

- 2.1 The survey was conducted in the form of online self-administered questionnaires to all 304 graduates and a total of 201 graduates has completed the survey. The response rate was 66.1%.

### 3. Recent Employment Status

3.1 The overall level of “always employed by employer(s)<sup>1</sup>”, “always self-employed”, “mix of employed and self-employed” and pursued further studies was 90.6%.



3.2 The main reasons for respondents not seeking employment and not pursuing further studies were starting their own business/forming a performing arts group, health issue, planning their career plan and planning to pursue further studies.

3.3 The following table shows the overall rate of employment and further studies among the six Schools.

Employment Status	Chinese Opera	Dance	Drama	Film and Television	Music	Theatre and Entertainment Arts
Always employed by employer(s) [a]	40.0%	33.3%	30.4%	18.8%	11.5%	28.1%
Always self-employed [b]	10.0%	19.4%	30.4%	18.8%	28.8%	17.2%
Mix of employed and self-employed [c]	10.0%	13.9%	13.0%	25.0%	25.0%	29.7%
Pursuing further studies [d]	40.0%	27.8%	26.1%	-	25.0%	15.6%
<b>Overall rate of employment and further studies [a+b+c+d]</b>	<b>100.0%</b>	<b>94.4%</b>	<b>100.0%</b>	<b>62.5%</b>	<b>90.4%</b>	<b>90.6%</b>
Seeking the first job offer	-	5.6%	-	31.3%	5.8%	4.7%
Not pursuing further studies, not seeking employment	-	-	-	6.3%	3.8%	4.7%

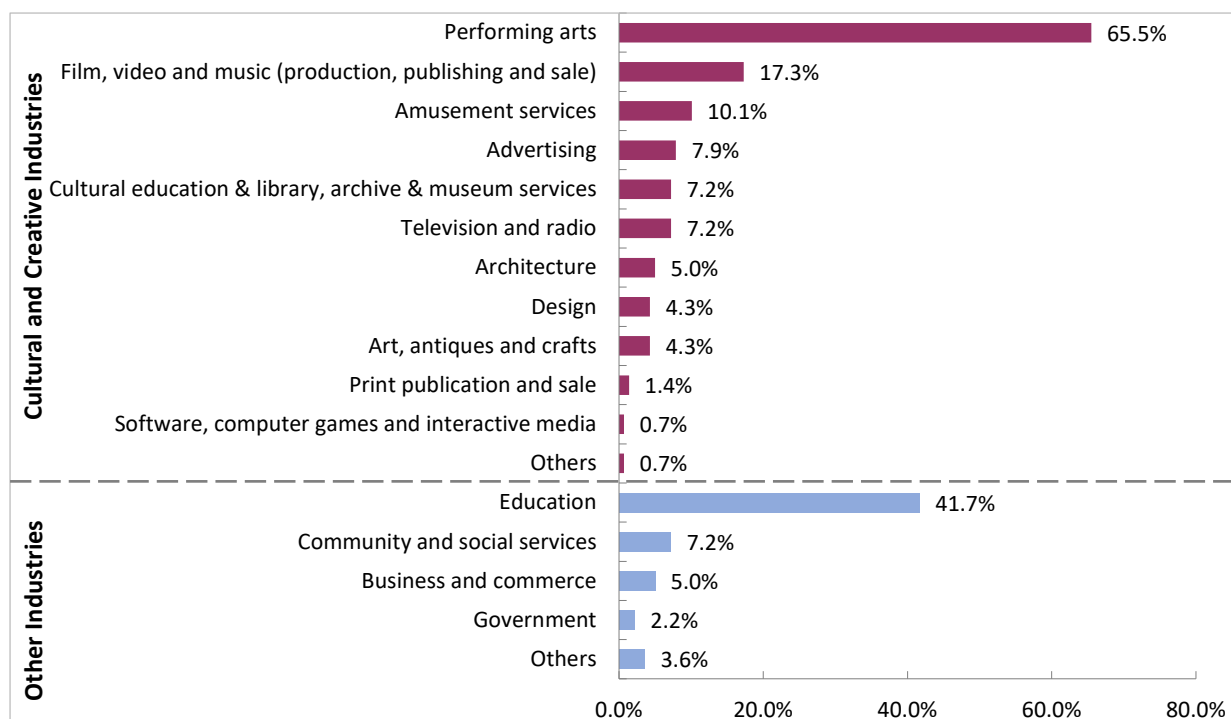
<sup>1</sup> Having full-time contract with one employer and working not less than 35 hours per week

3.4 The following table shows the overall level of employment and further studies among respondents' places of origin.

Employment Status	Local Graduate	Mainland Graduate	Other Non-local Graduate
Always employed by employer(s) [a]	25.0%	9.1%	50.0%
Always self-employed [b]	22.3%	18.2%	16.7%
Mix of employed and self-employed [c]	22.3%	36.4%	-
Pursuing further studies [d]	20.7%	27.3%	33.3%
<b>Overall rate of employment and further studies [a+b+c+d]</b>	<b>90.2%</b>	<b>90.9%</b>	<b>100.0%</b>
Seeking the first job offer	6.5%	9.1%	-
Not pursuing further studies, not seeking employment	3.3%	-	-

#### 4. Employment Details<sup>2</sup>

4.1 The following chart shows respondents' employment sector(s) since graduation. 65.5% of respondents in employment were working in the “performing arts” sector.



<sup>2</sup> Multiple response allowed as respondents might work with employment contracts from several employers, i.e. a portfolio career, or might have worked for more than 1 employer since graduation.

4.2 10.5% of the employed graduates were employed by the HAB-funded nine major performing arts groups.

4.3 The following table shows the major employers of the graduates.

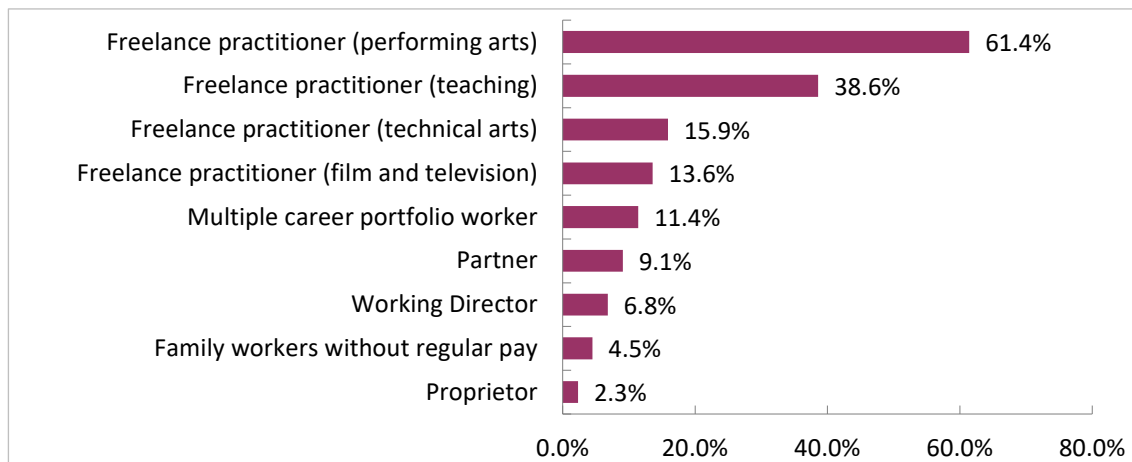
Major Employers	No. of Respondents	Percentage Employed
The Hong Kong Academy for Performing Arts	12	12.6%
Nine Major Performing Arts Group	10	10.5%
- Hong Kong Chinese Orchestra	3	3.2%
- Hong Kong Dance Company	3	3.2%
- Hong Kong Repertory Theatre	3	3.2%
- Chung Ying Theatre Company	1	1.1%
- Hong Kong Ballet	1	1.1%
- Hong Kong Sinfonietta	1	1.1%
- Zuni Icosahedron	1	1.1%
- City Contemporary Dance Company	0	0.0%
- Hong Kong Philharmonic Orchestra	0	0.0%
Hong Kong Disneyland	5	5.3%
Leisure and Cultural Services Department	5	5.3%
Théâtre de la Feuille	4	4.2%
Ocean Park Hong Kong	3	3.2%
West Kowloon Cultural District Authority	3	3.2%

## 5. Self-Employment Details<sup>3</sup>

5.1 Freelance and project-based employment are popular options for performing arts graduates as this employment pattern allows flexibility to engage in various activities and to undertake further study.

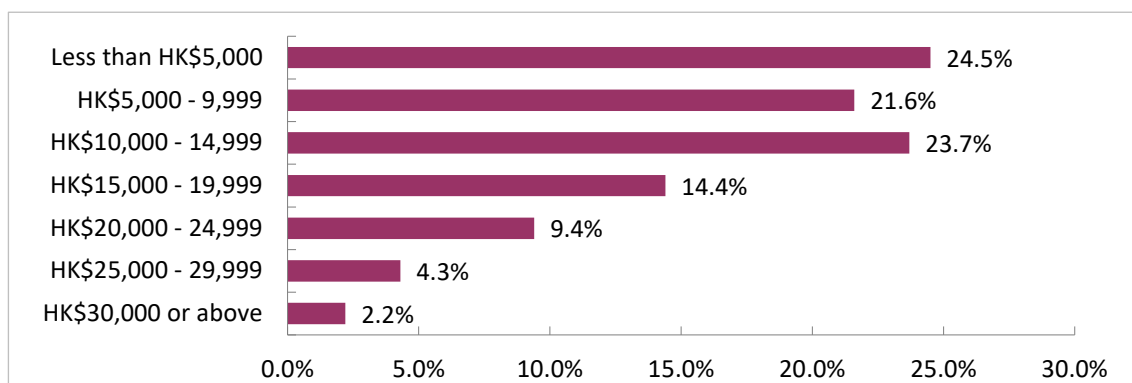
<sup>3</sup> Multiple response allowed as respondents might work with employment contracts from several employers, i.e. a portfolio career.

5.2 The following chart shows the types of self-employment since graduation.



## 6. Average Monthly Income

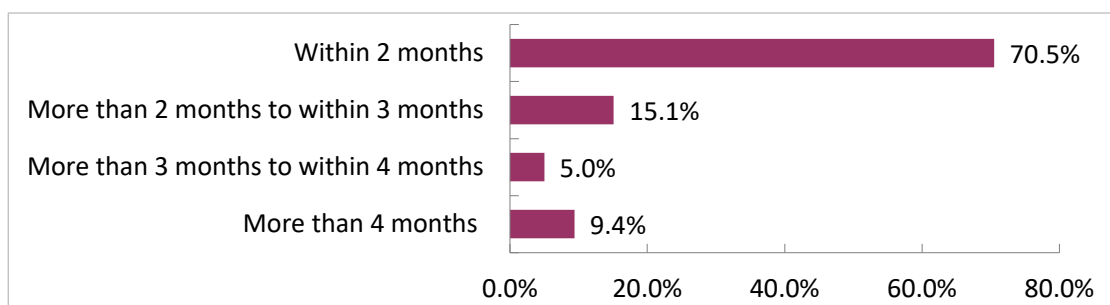
6.1 The average monthly income (including bonus, commission and other cash allowance) of the respondents was shown in the following chart. The mean and median of average monthly income were HK\$11,870 and HK\$10,823 respectively.



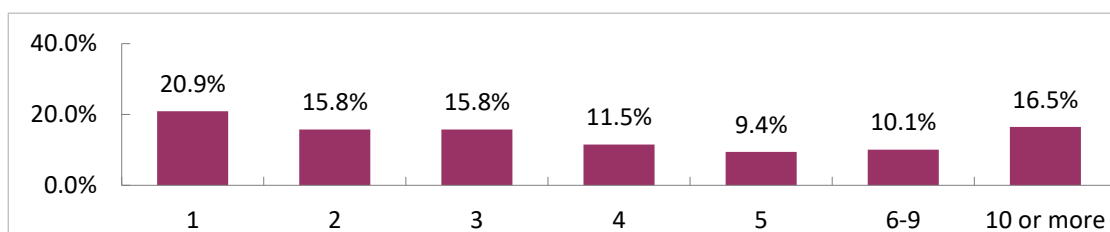
## 7. Job-hunting

7.1 44.3% of the respondents received their first job offer before graduation.

7.2 Among those respondents who have received job offer(s), 70.5% of them received the first job offer within 2 months after starting job seeking.



7.3 The number of job offers (including any jobs with pay) received by the respondents was shown in the following chart. On average, respondents received 6.27 job offers.



7.4 Friends/relatives (51.1%) and schoolmates (36.7%) were the two main sources of job opportunities or vacancies, followed by employment agencies/recruitment websites (20.9%), social media (19.4%) and ex-employers (17.3%).

7.5 Due to the pandemic, it has been a difficult time for Academy graduates to secure job opportunities. According to the figures from Census and Statistics Department, among the Arts, Entertainment and Recreation industry, the unemployment rate has increased sharply from 2.1% in Q4 2019 to the highest 13.1% in Q1 2021.

## 8. Overall Learning Experiences

8.1 Those respondents who have received job offer(s) were invited to rate, in a scale of 0 to 10, how much skills they have learned during their time at the Academy and the importance of the various skills to their present jobs. The mean scores of each skill were calculated to reflect the importance / how much they learned of each skill. The higher the scores of the skill, the more importance the skill was / the more respondents have learned at the Academy.

8.2 “Applying knowledge, skills and experience”, “thinking and acting independently” and “collaborating effectively with others” were the most learned, most important, and the most valued learning experiences the respondents had at the Academy.

Job-related Skills	How Much Skill Learned	Importance
Applying Knowledge, Skills and Experience	7.41	8.71
Thinking and Acting Independently	7.30	8.58
Collaborating Effectively with Others	7.18	8.55
Talking about Areas of Expertise	7.13	8.09
Thinking Critically	6.97	8.35
Demonstrating Creativity	6.60	8.07
Communicating Competently and Confidently	6.58	8.77

## 9. Industry Experiences

9.1 67.7% of the respondents gained industry experience, including internship, work experience, or performance experience when studying at the Academy.

9.2 Among these respondents, 58.1% of them gained the experience through the Academy (25.7% wholly and 32.4% partly).

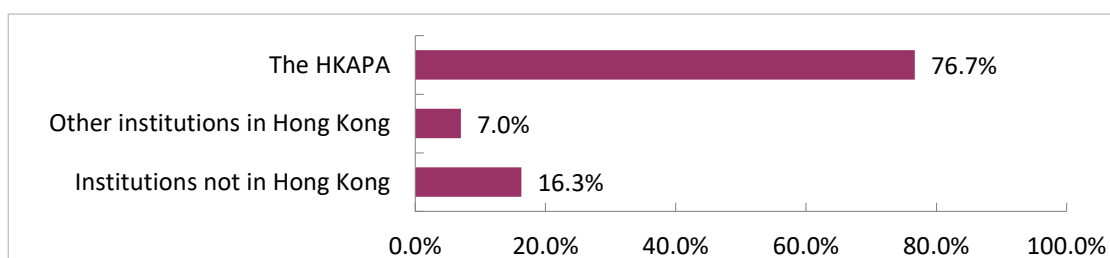
9.3 Majority of these respondents gained industry experience from The Hong Kong Academy for Performing Arts (33.8%), Hong Kong Disneyland (4.4%), Chung Ying Theatre Company (3.7%), Hong Kong Chinese Orchestra (2.9%), Leisure and Cultural Services Department (2.9%) and Ocean Park Hong Kong (2.9%).

9.4 12.5% gained their industry experience in nine major performing arts groups.

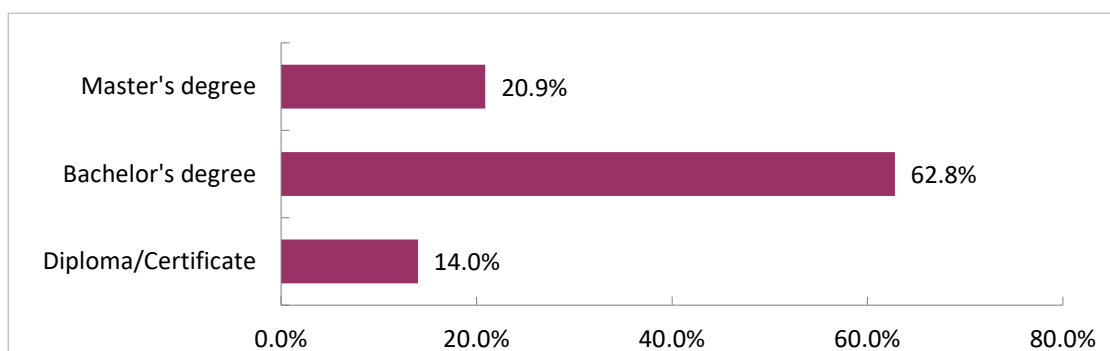
9.5 61.5% of those respondents who had gained industry experience and had received job offer scored 7 or above out of 10 marks that the industry experience was helpful / very helpful to job seeking.

## 10. Further Studies

10.1 76.7% of those respondents who were pursuing further studies and have not received any job offer continued their study in the Academy.



10.2 62.8% of these respondents were studying Bachelor's Degree, while 20.5% were studying Master's Degree.



10.3 93.3% of these respondents were studying programmes related to performing arts.



## 11. Master's Programme

- 11.1 81.3% of Master's Degree respondents scored 7 or above out of 10 marks that obtaining a Master's Degree from the Academy had helped them to improve their career prospects.
- 11.2 When asked which areas of the Master's Degree had added value to their future careers, 81.3% replied that it was the "Reputation of The HKAPA", 68.8% chose "Learning experience (academic)", 56.3% chose "Curriculum and teaching" and 37.5% chose "Alumni and graduate networks" and "Reputation of an MFA/MMus Degree of The HKAPA" respectively.

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