

Graduate Employment Survey 2022

Summary

1. Key Findings

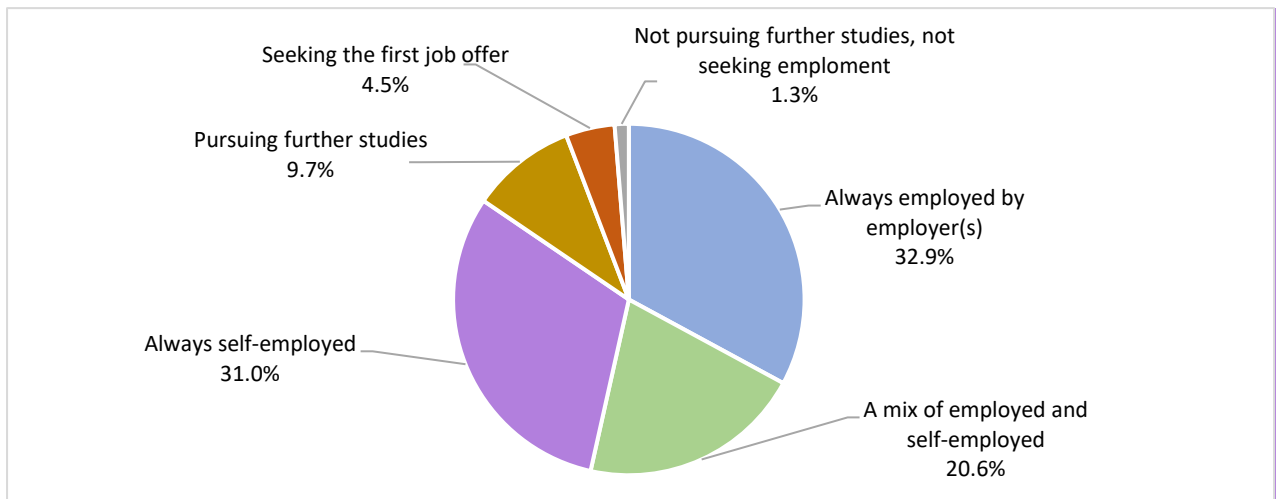
- 1.1 The overall employment and further study rate was 94.2%.
- 1.2 58.7% of respondents secured their first job offer before graduation.
- 1.3 76.1% of respondents have sought a job and received job offer(s). Among them:
 - 1.3.1 91.5% received their first job offer within 3 months.
 - 1.3.2 67.8% received 3 or more job offers. An average of 5.82 job offers were received.
- 1.4 84.5% of respondents were in employment. Among them:
 - 1.4.1 38.9% were employed by employer(s), 36.6% were self-employed and 24.4% were a mix of employed and self-employed.
 - 1.4.2 77.9% of them worked 18 hours or more per week.
 - 1.4.3 71.0% worked in the Performing Arts sector and 19.1% in the Film, Video and Music sector of the Cultural and Creative Industries. 42.7% worked in the Education sector of other industries.
 - 1.4.4 The median monthly income was HK\$14,546 and the mean monthly income was HK\$16,564.
- 1.5 69.0% of respondents gained some industry experiences when studying at the Academy. Among the respondents who received job opportunities, 72.4% believed that industry experiences were helpful in job hunting.
- 1.6 “Applying knowledge, skills and experiences”, “thinking and acting independently” and “collaborating effectively with others” were the most valuable learning experiences.

2. Survey Methodology

2.1 The survey was conducted in the form of an online self-administered questionnaire among all 269 graduates and a total of 155 graduates completed the survey. The response rate was 57.6%.

3. Recent Employment Status

3.1 The overall level of “always employed by employer(s)¹”, “always self-employed”, “a mix of employed and self-employed” and “pursuing further studies” was 94.2%.



3.2 The main reasons for respondents not seeking employment and not pursuing further studies were planning their career or planning to start a business, and one respondent cited his/ her own personal reason for not finding a job or pursuing further education.

¹ Have a full-time contract with one employer and working not less than 35 hours per week

3.3 The following table shows the overall employment and further study rate among the 6 Schools:

Employment Status	CO	DA	DR	FTV	MU	TEA ²
Always employed by employer(s) [a]	66.7%	51.7%	23.5%	45.0%	14.6%	31.0%
Always self-employed [b]	-	24.1%	29.4%	20.0%	36.6%	40.5%
A mix of employed and self-employed [c]	33.3%	13.8%	5.9%	25.0%	29.3%	19.0%
Pursuing further studies [d]	-	6.9%	35.3%	-	12.2%	4.8%
Overall rate of employment and further studies [a+b+c+d]	100.0%	96.6%	94.1%	90.0%	92.7%	95.2%
Seeking the first job offer	-	3.4%	5.9%	10.0%	4.9%	2.4%
Not pursuing further studies, not seeking employment	-	-	-	-	2.4%	2.4%

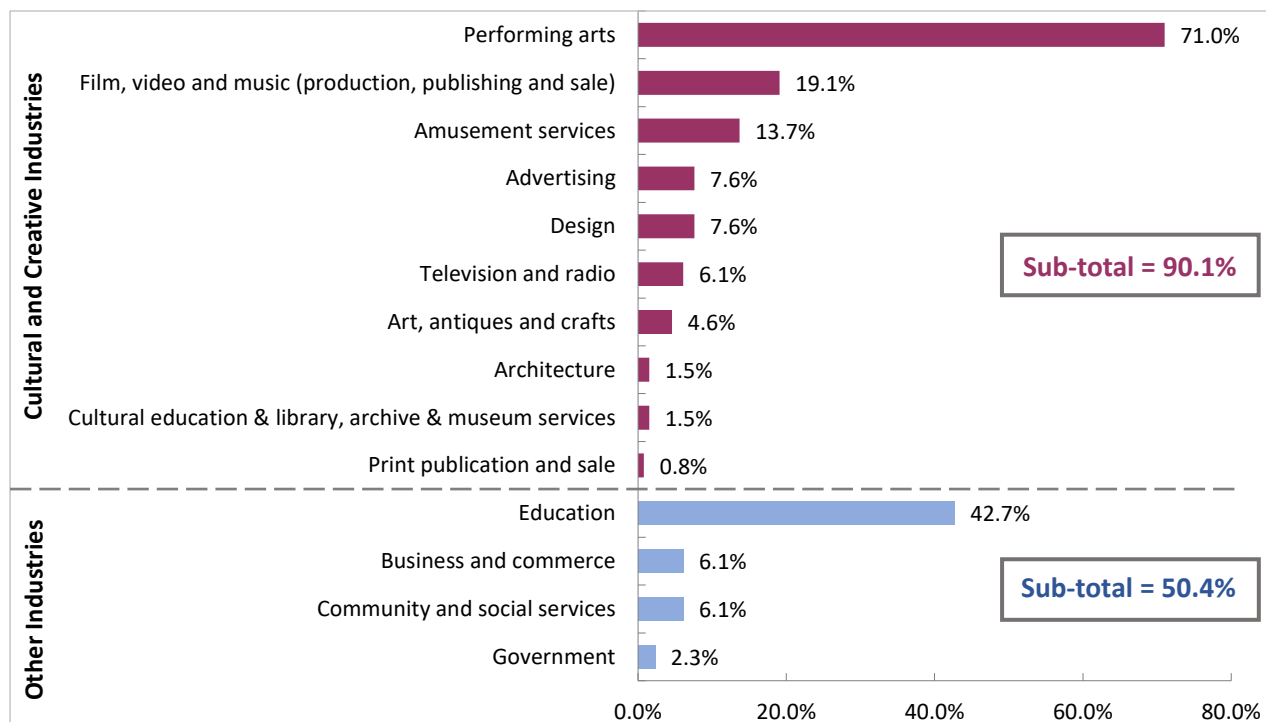
3.4 The following table shows the overall level of employment and further studies among respondents' places of origin:

Employment Status	Local Graduate	Mainland Graduate	Other Non-local Graduate
Always employed by employer(s) [a]	30.9%	33.3%	71.4%
Always self-employed [b]	33.1%	16.7%	14.3%
A mix of employed and self-employed [c]	21.3%	16.7%	14.3%
Pursuing further studies [d]	11.0%	-	-
Overall rate of employment and further studies [a+b+c+d]	96.3%	66.7%	100.0%
Seeking the first job offer	2.9%	25.0%	-
Not pursuing further studies, not seeking employment	0.7%	8.3%	-

² The abbreviated forms represent the names of 6 Schools: Chinese Opera (CO), Dance (DA), Drama (DR), Film and Television (FTV), Music (MU) and Theatre and Entertainment Arts (TEA).

4. Employment Details³

4.1 The chart below shows the industries in which respondents were employed after graduation. 90.1% of employed respondents were engaged in cultural and creative industries.



³ Multiple responses were allowed as respondents might have portfolio careers working with employment contracts from several employers.

4.2 Among employed respondents, 21.7% were employed by the 8 of the 11 major performing arts groups funded by Culture, Sports and Tourism Bureau (CSTB).

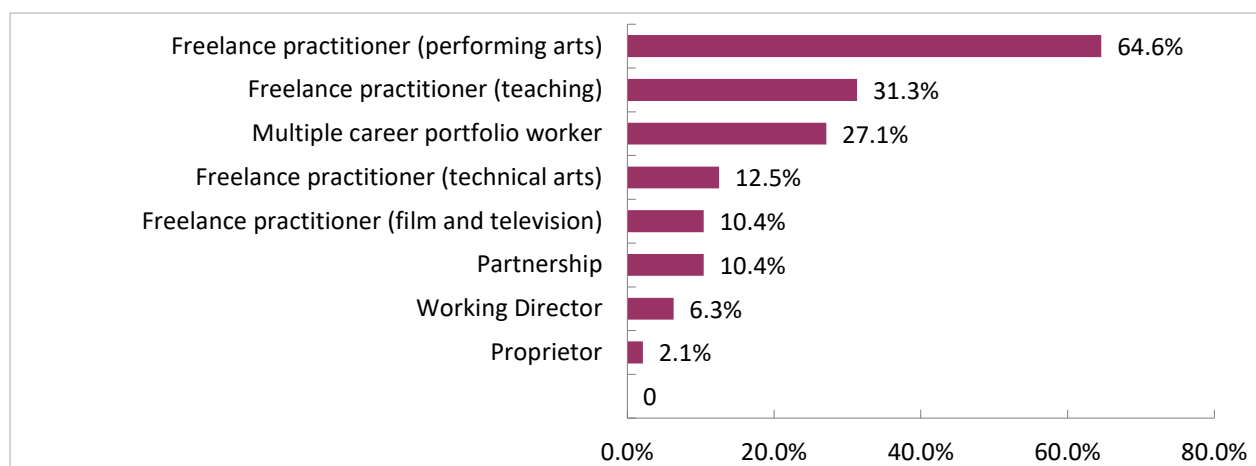
4.3 The following table shows the major employers of the respondents:

Major Employers	No. of Respondents	Percentage Employed
Major Performing Arts Groups	18	21.7%
- Hong Kong Dance Company	5	6.0%
- City Contemporary Dance Company	4	4.8%
- Hong Kong Ballet	3	3.6%
- Hong Kong Repertory Theatre	3	3.6%
- Chung Ying Theatre Company	2	2.4%
- Hong Kong Chinese Orchestra	2	2.4%
- Hong Kong Philharmonic Orchestra	2	2.4%
- Zuni Icosahedron	1	1.2%
The Hong Kong Academy for Performing Arts	11	13.3%
Hong Kong Disneyland	10	12.0%
Leisure and Cultural Services Department	3	3.6%
West Kowloon Cultural District Authority	3	3.6%

5. Self-Employment Details⁴

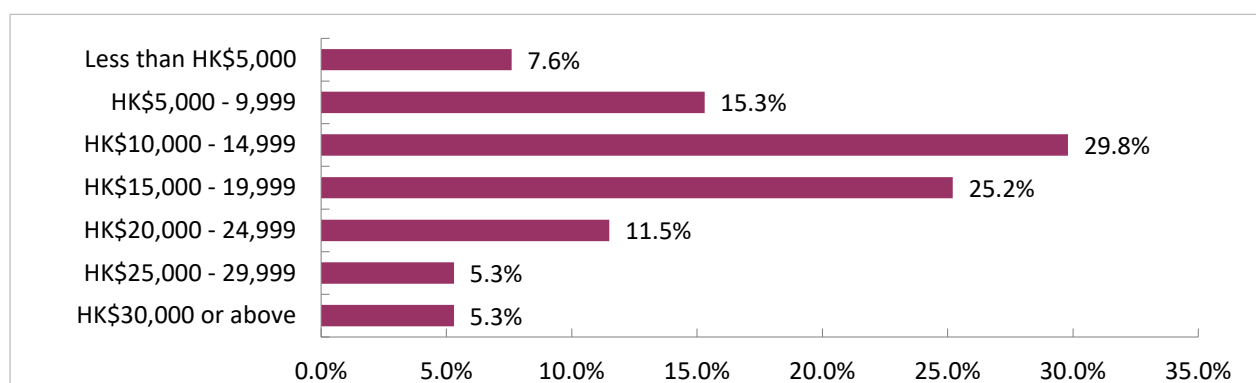
5.1 Freelance and project-based employment are popular options for performing arts graduates as this employment pattern allows flexibility to engage in a variety of activities and further study.

5.2 The following chart shows the types of self-employment after graduation:



6. Average Monthly Income

6.1 Respondents' average monthly income, including bonuses, commissions and other cash allowances, was shown below. The median monthly income was HK\$14,546 and the mean monthly income was HK\$16,564.

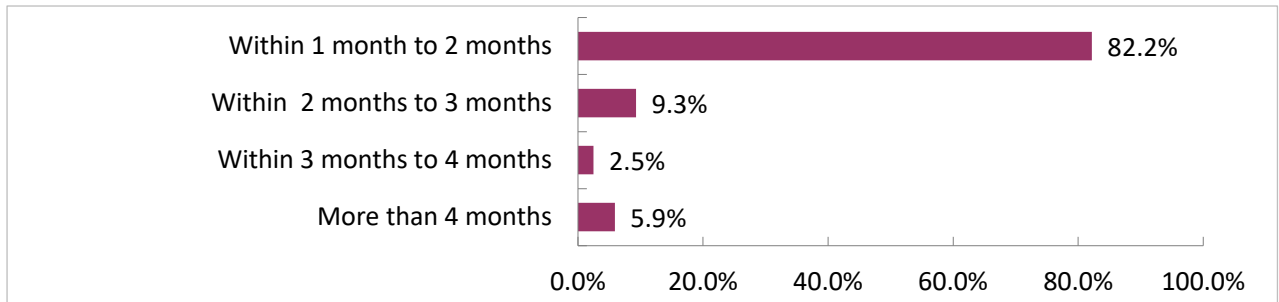


⁴ Multiple responses were allowed as respondents might have portfolio careers with various freelance and project-based employment.

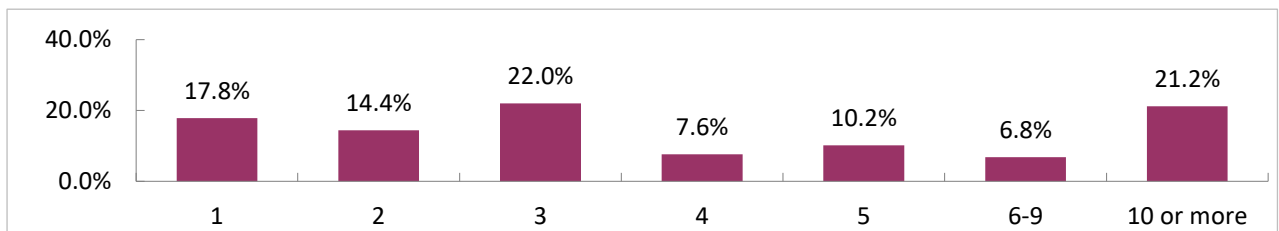
7. Job-hunting

7.1 58.7% of the respondents found a job offer before graduation.

7.2 Among the respondents who had received job offer(s), 91.5% received the first job offer within 3 months of starting their job search.



7.3 The number of job offers (including any paid employment) received by the respondents was shown below. Respondents received an average of 5.82 job offers.



7.4 Friends/Relatives (49.2%) and schoolmates (42.4%) were the two main sources of job opportunities or vacancies, followed by lecturers (26.3%), social media (24.6%) and employment agencies/recruitment websites (16.1%).

7.5 After the 5th wave of COVID-19 pandemic and the lifting of anti-epidemic policies, the unemployment rate has rebounded and there were more job opportunities in the market for the Academy graduates in the AY2021/22. According to the figures from the Census and Statistics Department, among the Arts, Entertainment and Recreation industry, the unemployment rate recovered from 11.3% in 2022 Q1 to 4.3% in 2023 Q1.

8. Overall Learning Experiences

- 8.1 Those respondents who have received job offer(s) were invited to rate, on a scale of 0 to 10, how much skills they have learned during their time at the Academy and how important each skill was to their current jobs.
- 8.2 “Applying knowledge, skills and experiences”, “thinking and acting independently” and “collaborating effectively with others” were the skills that respondents considered relatively important and they have learned much at the Academy, which were the most valuable learning experiences at the Academy.

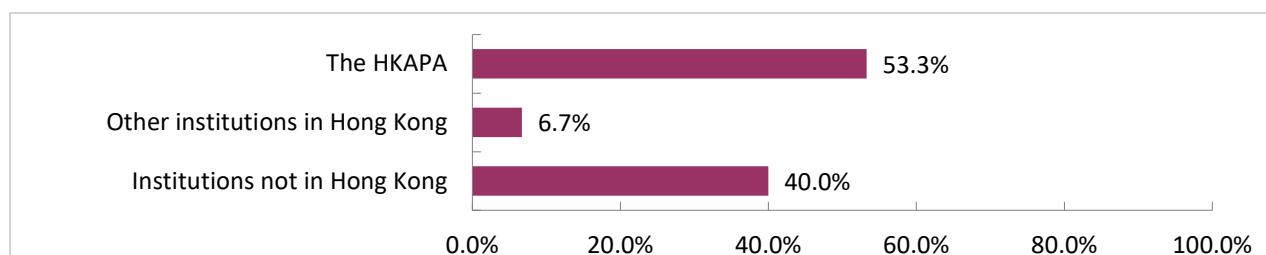
Job-related Skills	How Much Skill Learned	Importance
Applying Knowledge, Skills and Experiences	7.63	8.76
Thinking and Acting Independently	7.46	8.65
Talking about Areas of Expertise	7.37	8.25
Thinking Critically	7.30	8.36
Collaborating Effectively with Others	7.29	8.51
Demonstrating Creativity	7.05	8.10
Communicating Competently and Confidently	6.92	8.58

9. Industry Experiences

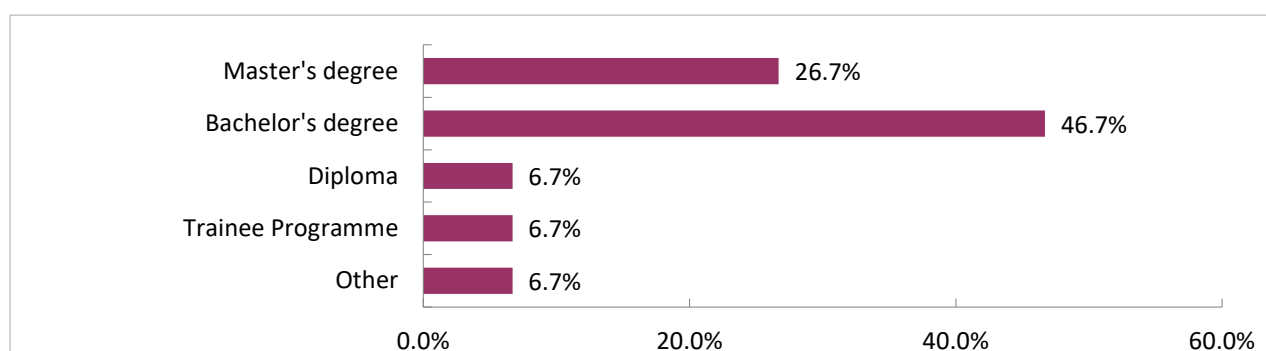
- 9.1 69.0% of the respondents gained industry experiences, including internship, work experiences, or performance experiences during their studies at the Academy.
- 9.2 Among these respondents, 57.9% of them gained the experiences through the Academy (19.6% fully and 38.3% partially).
- 9.3 Majority of these respondents gained industry experiences from the Hong Kong Academy for Performing Arts (41.1%), Hong Kong Chinese Orchestra (3.7%), Leisure and Cultural Services Department (3.7%), and Hong Kong Disneyland (2.8%).
- 9.4 11.2% gained their industry experiences in 8 major performing arts groups.
- 9.5 Among the respondents who gained industry experiences and received job opportunities, 72.4% scored 6 or above out of 10 and believed that industry experiences were helpful/very helpful in finding a job.

10. Further Studies

10.1 Among those who did not receive a job offer but wanted to continue their studies, 53.3% continued their study at the Academy.



10.2 46.7% of respondents were pursuing a bachelor's degree, while 26.7% were studying a master's degree.



10.3 86.7% of respondents were taking programmes related to performing arts.

11. Master's Programme

- 11.1 86.4% of master's degree respondents scored 6 or above out of 10 marks, believing that obtaining a master's degree from the Academy would improve their career prospects.
- 11.2 When asked which areas of the master's degree could add value to their future careers, 63.6% answered "Reputation of The HKAPA", 54.5% answered "Reputation of an MFA/MMus Degree of The HKAPA", 50.0% chose "Learning experiences (academic)", 45.5% chose "Alumni and graduate networks", and 40.9% chose "Curriculum and teaching".

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