

# GRADUATE EMPLOYMENT SURVEY

## CLASS OF 2024 FINDINGS

MAY 2025 | PREPARED BY JL RESOURCES



# AGENDA

## **Background**

## **Survey Findings**

Part 1: Respondents Profile

Part 2: Employment Status

Part 3: Employment Details

Part 4: Employment Achievements

Part 5: Further Studies/Continuing Education

Part 6: Program Outcomes

Part 7: Engagement Opportunities

# BACKGROUND

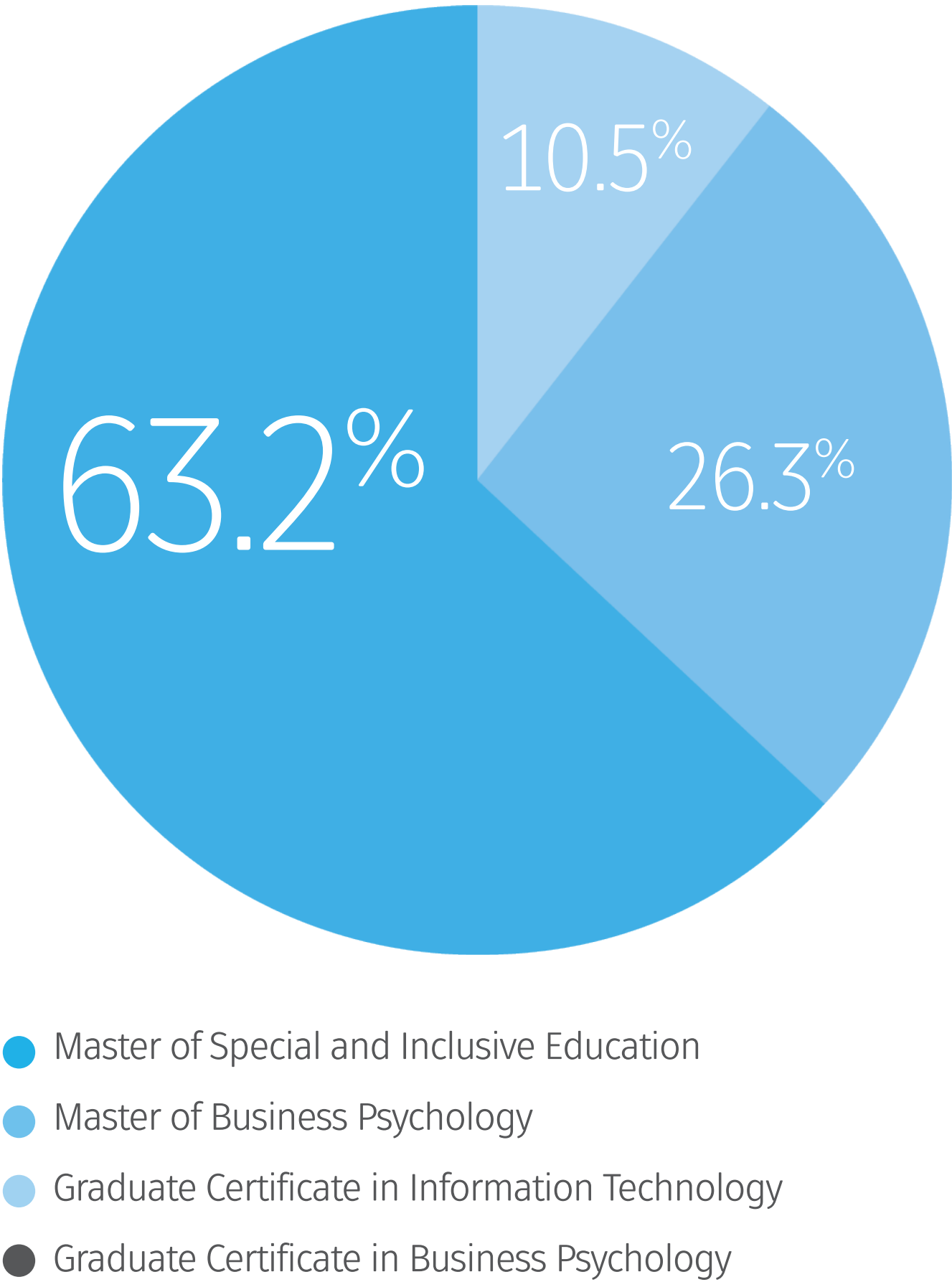
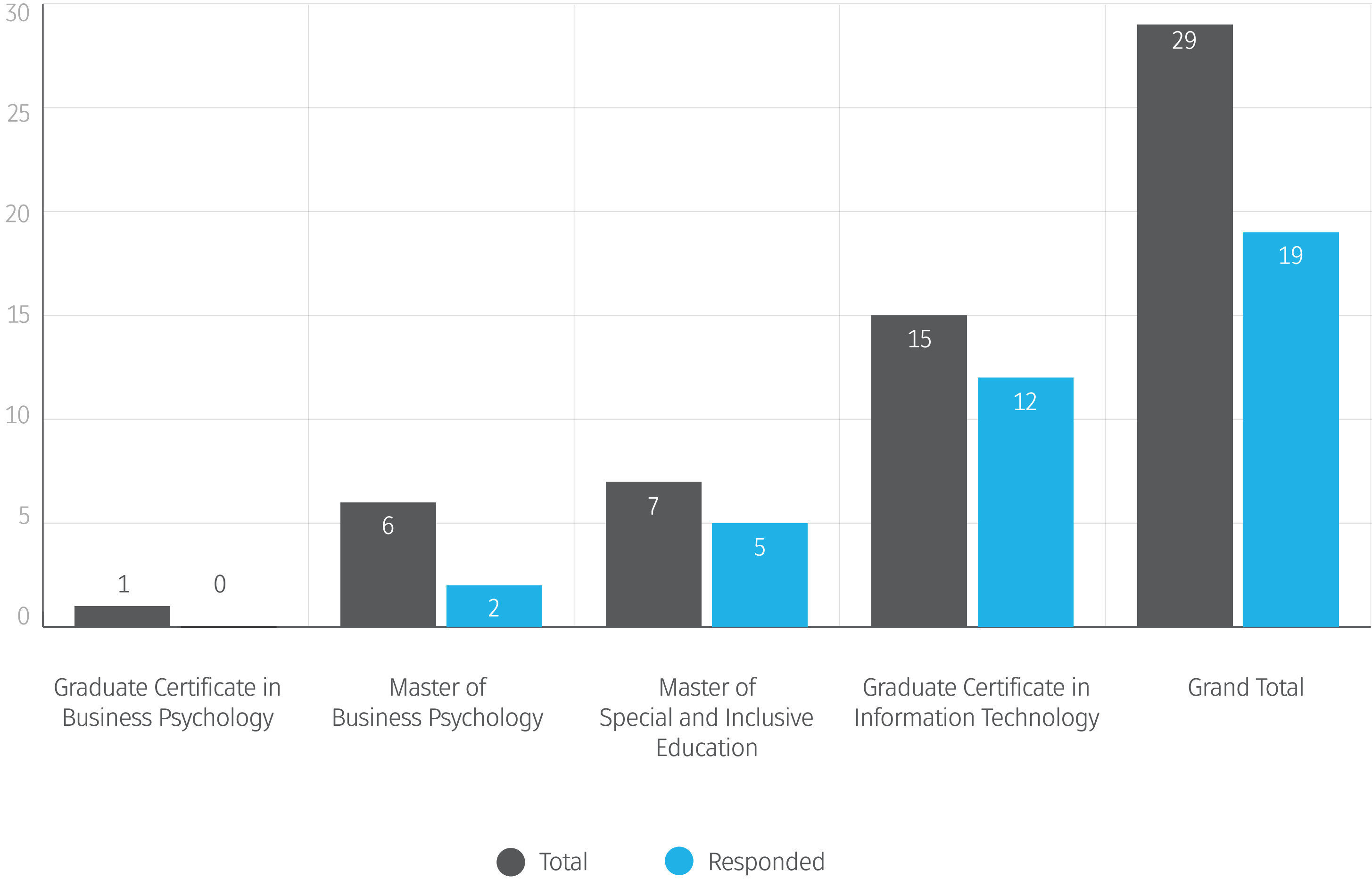
- The NAIHE Graduate Employment Survey (GES) for the Class of 2024 was conducted in March 2025 for the period of 12 to 31 March 2025.
- JL Resources was engaged to conduct the GES on behalf of NAIHE to ensure independence in the survey.
- The GES was sent to a total of 29 NAIHE PEI graduates who received their University of Newcastle, Australia (UONA) awards in 2024.
- The participation rate was 66% with a total of 19 responses received by the closing date on 31 March 2025.
- The findings of the GES is provided in the subsequent slides.

# KPIs – GRADUATE ACHIEVEMENT

METRICS	MEASUREMENT	RESULTS (2024)
Employment rate	# of graduates employed / # of graduate	16/19 (84%)
Average Salary	Average salaries of grads employed	\$3501-\$7000*
Employment type (Full-time)	# of full-time / # of grads employed	16/16 (100%)
Employment type (Part-time)	# of part-time / # of grads employed	0/16 (0%)
Achievement (Promotion)	# of graduates with promotion / # of graduates employed	3/16 (19%)
Achievement (Increase in salary)	# of graduates with salary increment / # of graduates employed	4/16 (25%)
Further studies	# of graduates in further studies/ # of graduates	3/19 (16%)

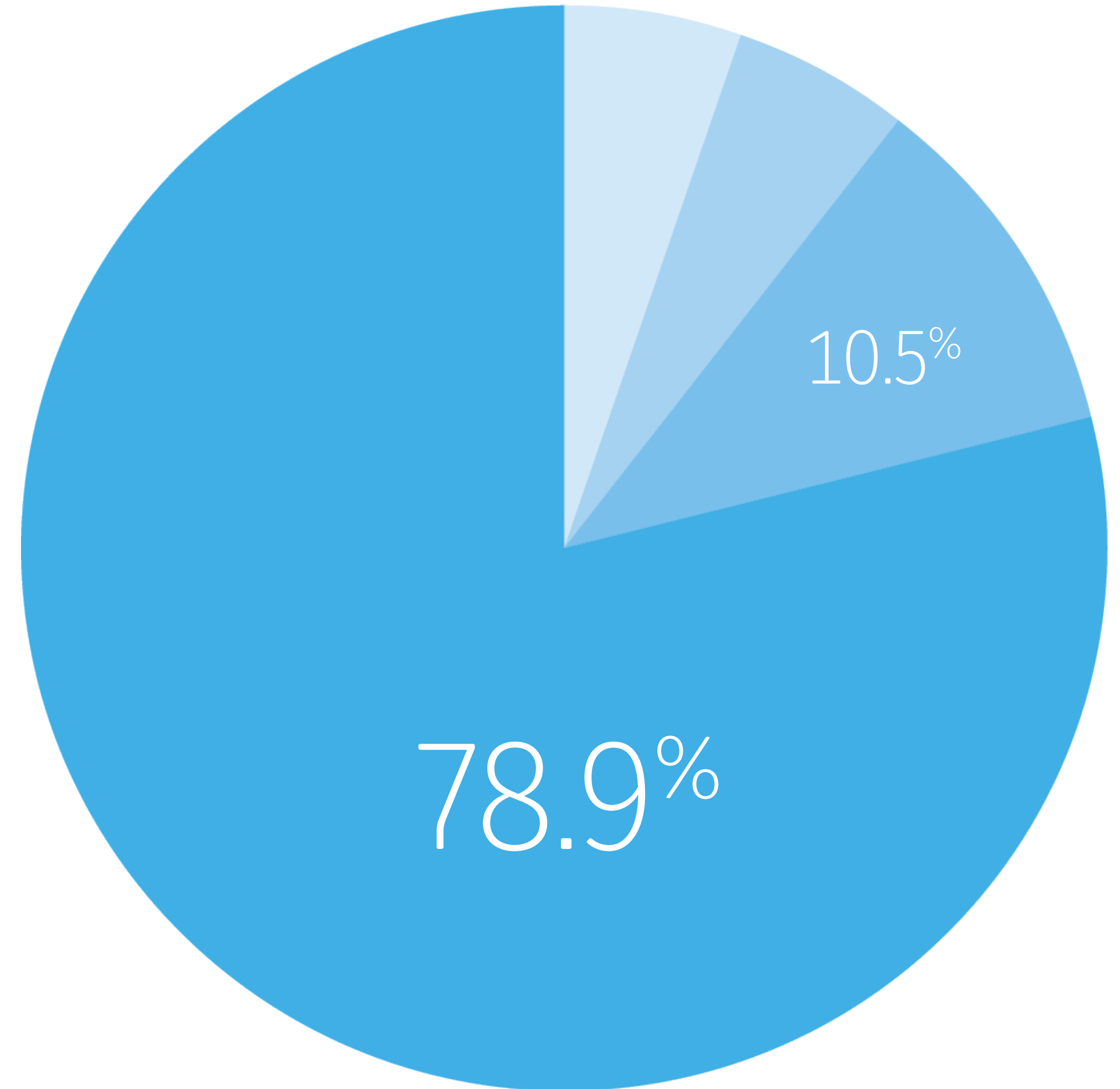
*\*Above 87% of graduates earn more than \$3500.*

# RESPONDENTS BY PROGRAM



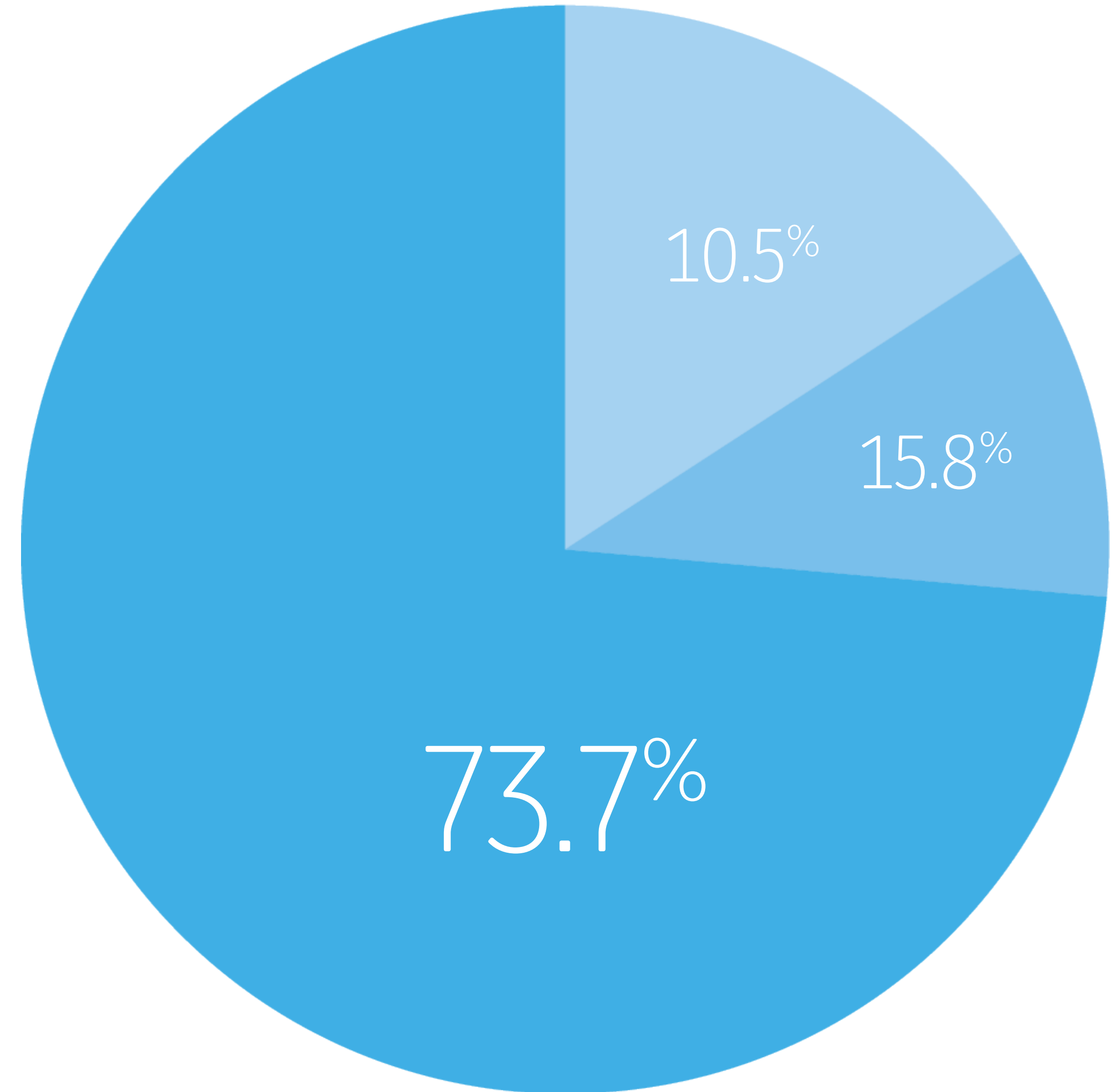
# RESIDENTIAL STATUS IN SINGAPORE

- Singapore Citizen
- Permanent Resident
- Work Pass Holders (EP, WP, SPass)
- Dependant or Long-Term Pass Holders
- Currently not residing in Singapore



# CURRENT EMPLOYMENT STATUS

- Employed (Full-Time)
- Employed (Part-time)
- Self-employed
- Unemployed and seeking employment
- Unemployed and not seeking employment
- Pursing further studies



# ARE YOU CURRENTLY EMPLOYED IN THE SAME OR A RELATED INDUSTRY AS YOUR PROGRAM OF STUDY?

**YES**

57.9%

**NO**

42.1%

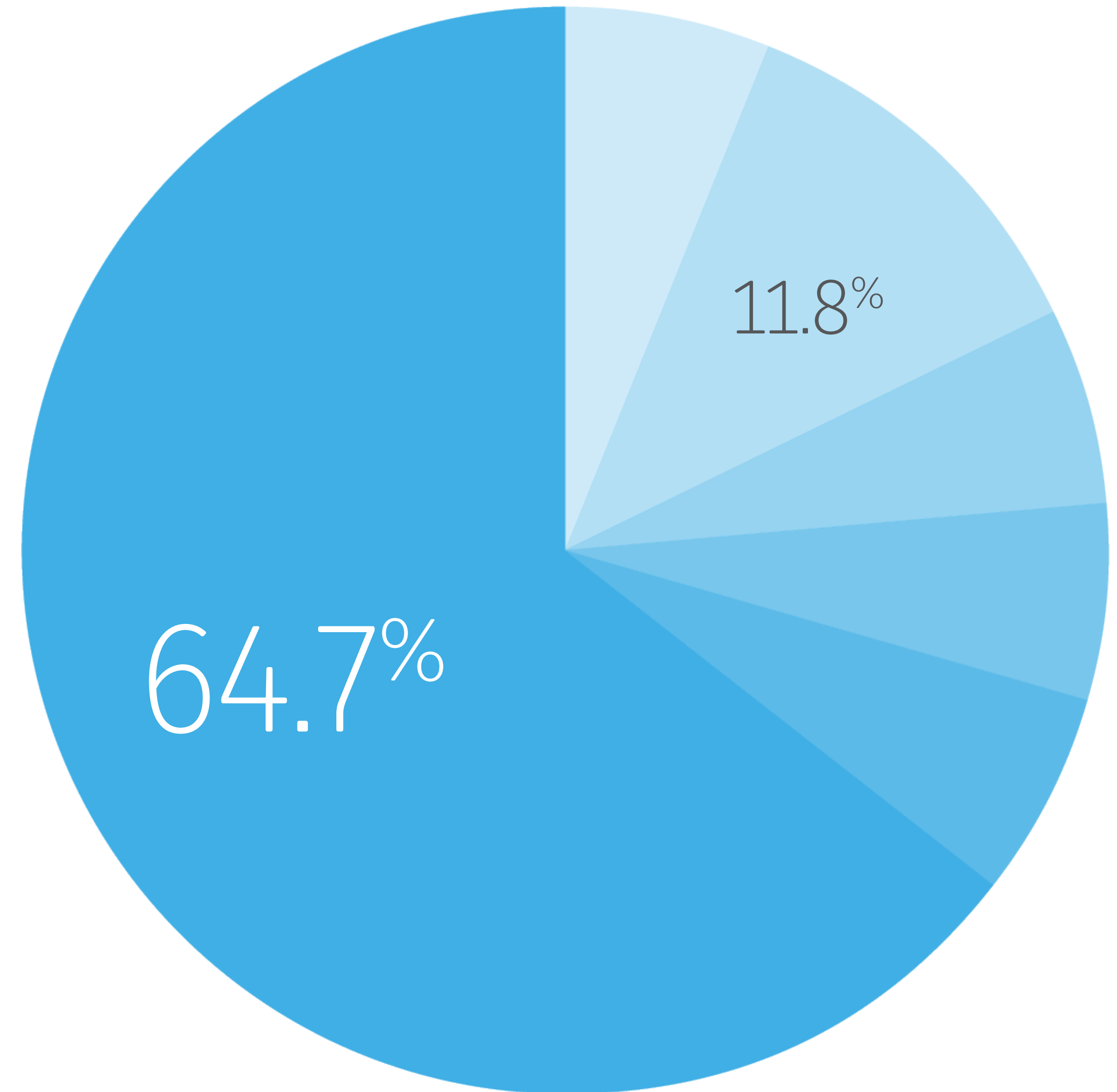


# INDUSTRY SECTOR

- Education
- Government & Civil Service
- Finance & Banking
- Technology & IT
- Energy
- not working. seeking employment

## COMMENTARY

- 11/19 respondents are from the Education sector (64.7%)  
– MSIE program
- 2/19 respondents are from the Energy sector  
(both are BEnvOHS alumni from MBP program)
- Other respondents are across other sectors



# EMPLOYMENT DETAILS

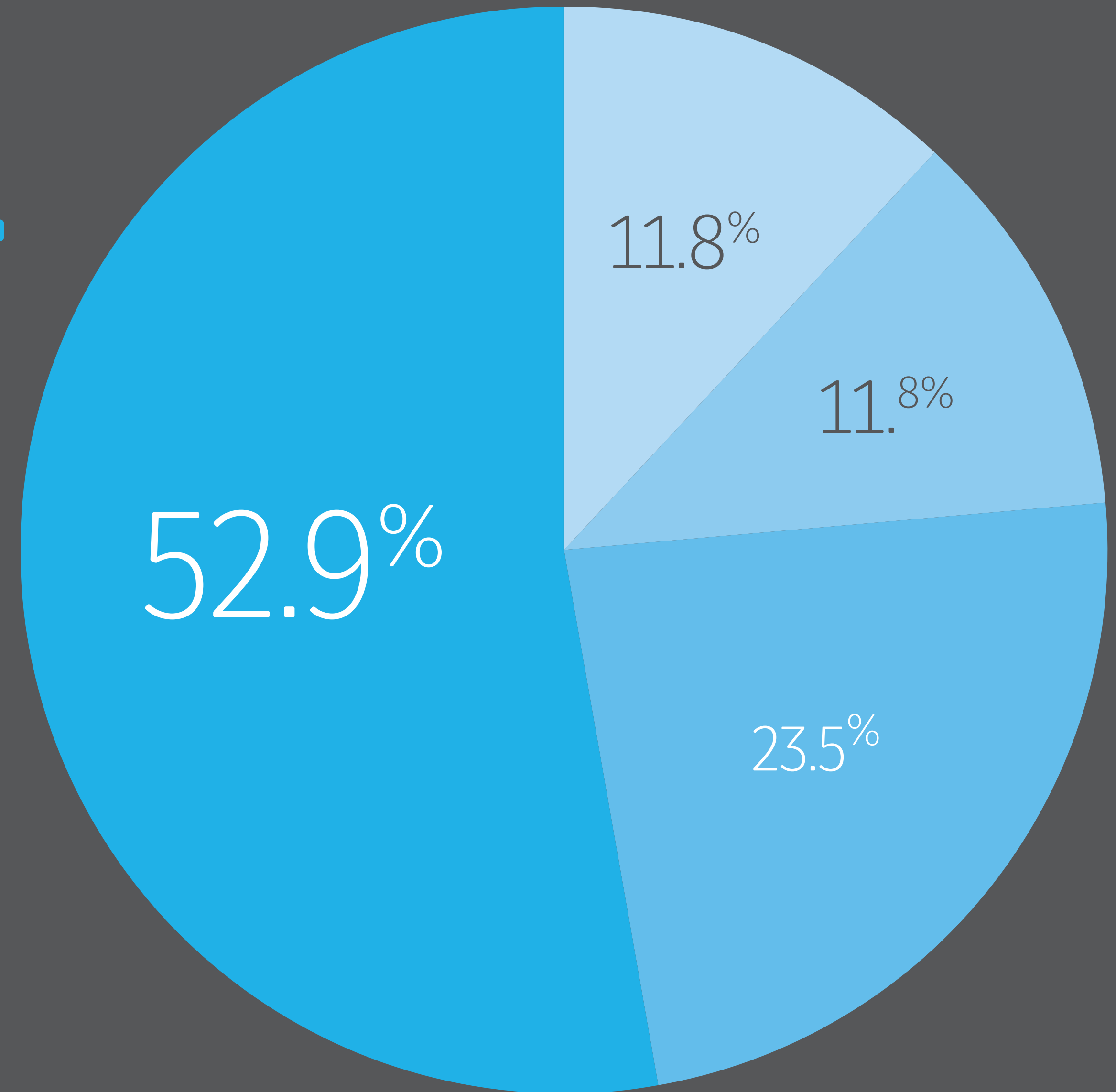
## JOB TITLES

Academic Programmes Officer  
Adjunct Lecturer  
Faculty Mentor  
Head of QHSSE  
HSE Officer  
ICT Executive cum Trainer  
Intervention Specialist  
Project Lead (Inclusion and Teacher Quality I)  
Special Educational Needs Counsellor  
Teacher  
Team Lead (Technical Operations)  
Technology Auditor

## ORGANISATIONS

CTC Global Pte Ltd  
Maribank  
Methodist Preschool Services Pte Ltd  
Ministry of Education  
Ministry of Family and Social Development  
Nanyang Academy of Fine Arts  
Orita Sinclar School of Design and Music  
Republic Polytechnic  
Sembcorp Industries  
Stamford American International School  
Times Publishing Limited

# EMPLOYMENT ACHIEVEMENT – JOB LEVELS

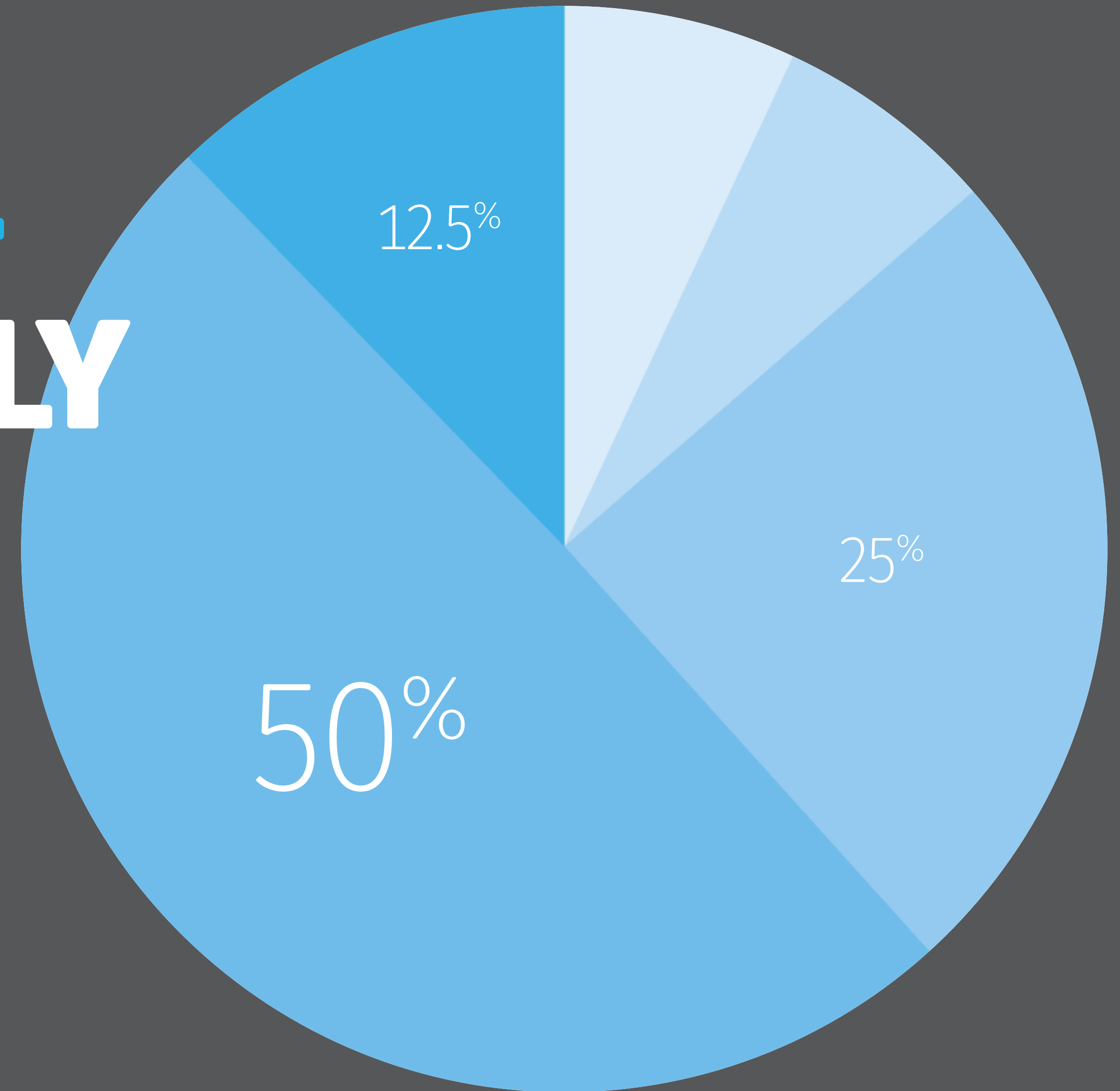


- Mid-level / Professional roles
- Senior-level / Managerial roles
- Director level roles
- Executive / C-Suite roles

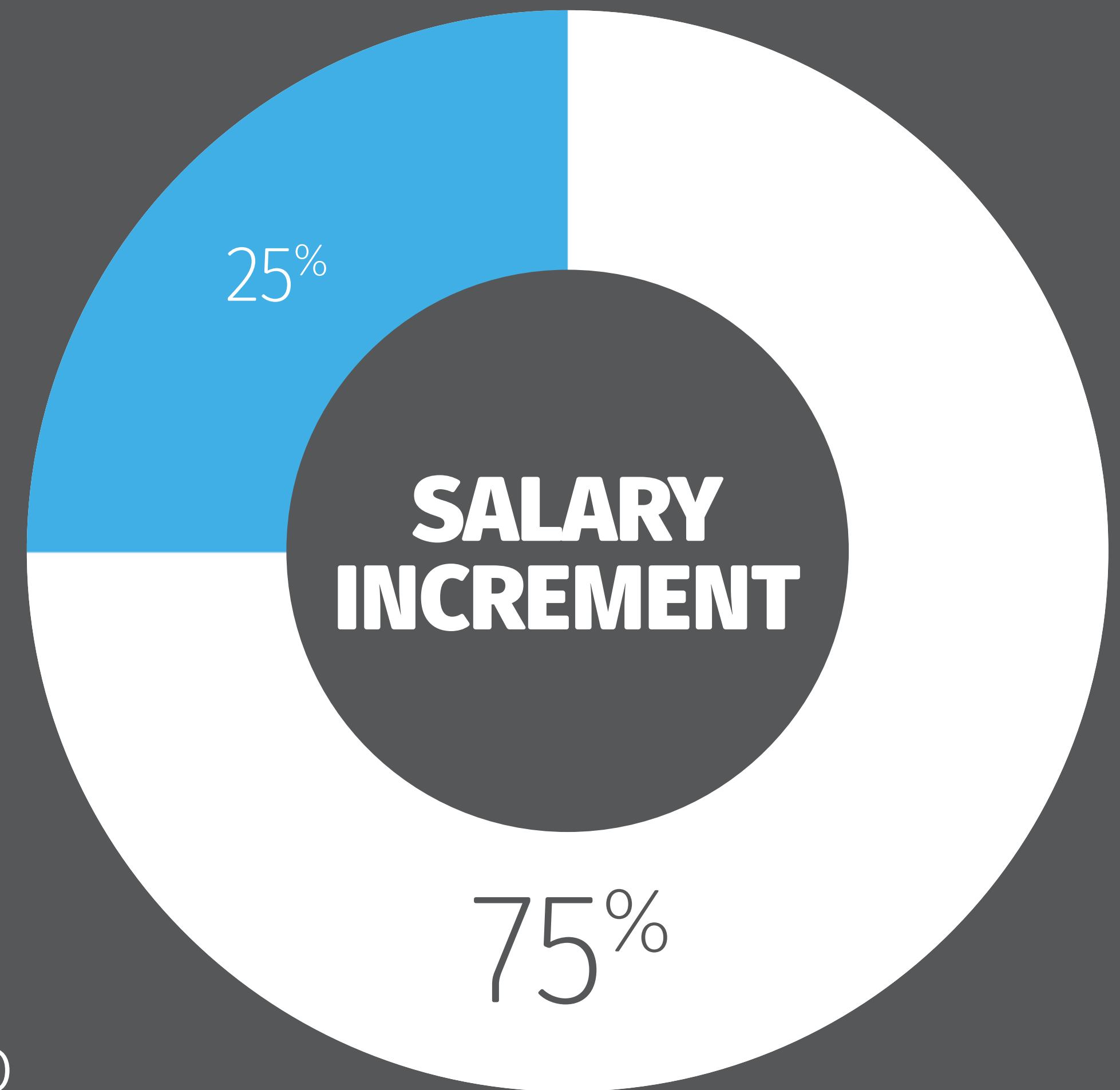
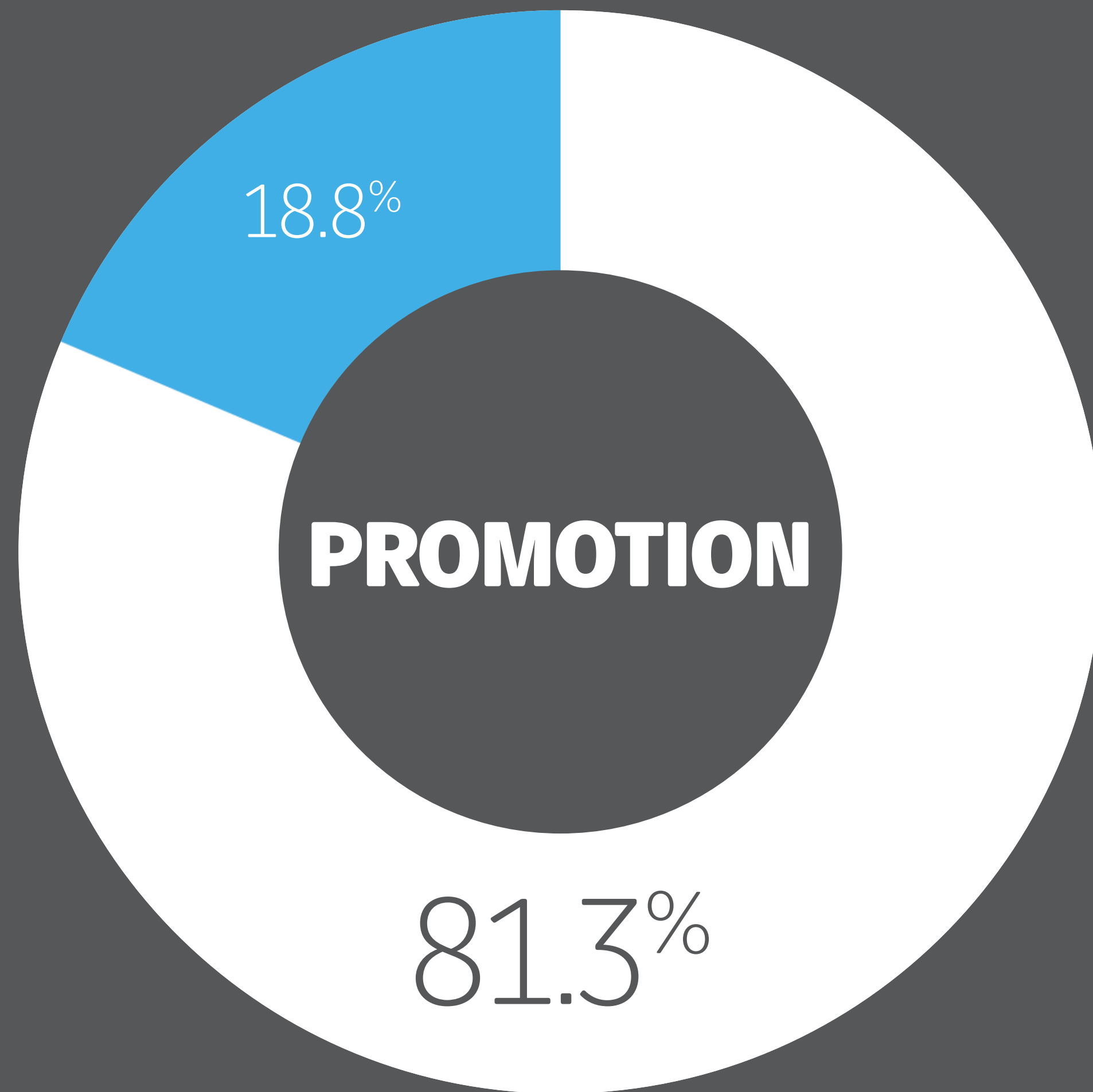
# EMPLOYMENT ACHIEVEMENT – GROSS MONTHLY SALARY

ABOVE 87% OF GRADUATES EARN MORE THAN \$3500.

- Up to \$3,500
- \$3,501 – \$7,000
- \$7,001 – \$10,000
- \$10,001 – \$13,000
- Above \$13,000
- Did not indicate



# EMPLOYMENT ACHIEVEMENTS



● YES ● NO

# ARE YOU CURRENTLY PURSUING FURTHER STUDIES?

**YES**

15.8%

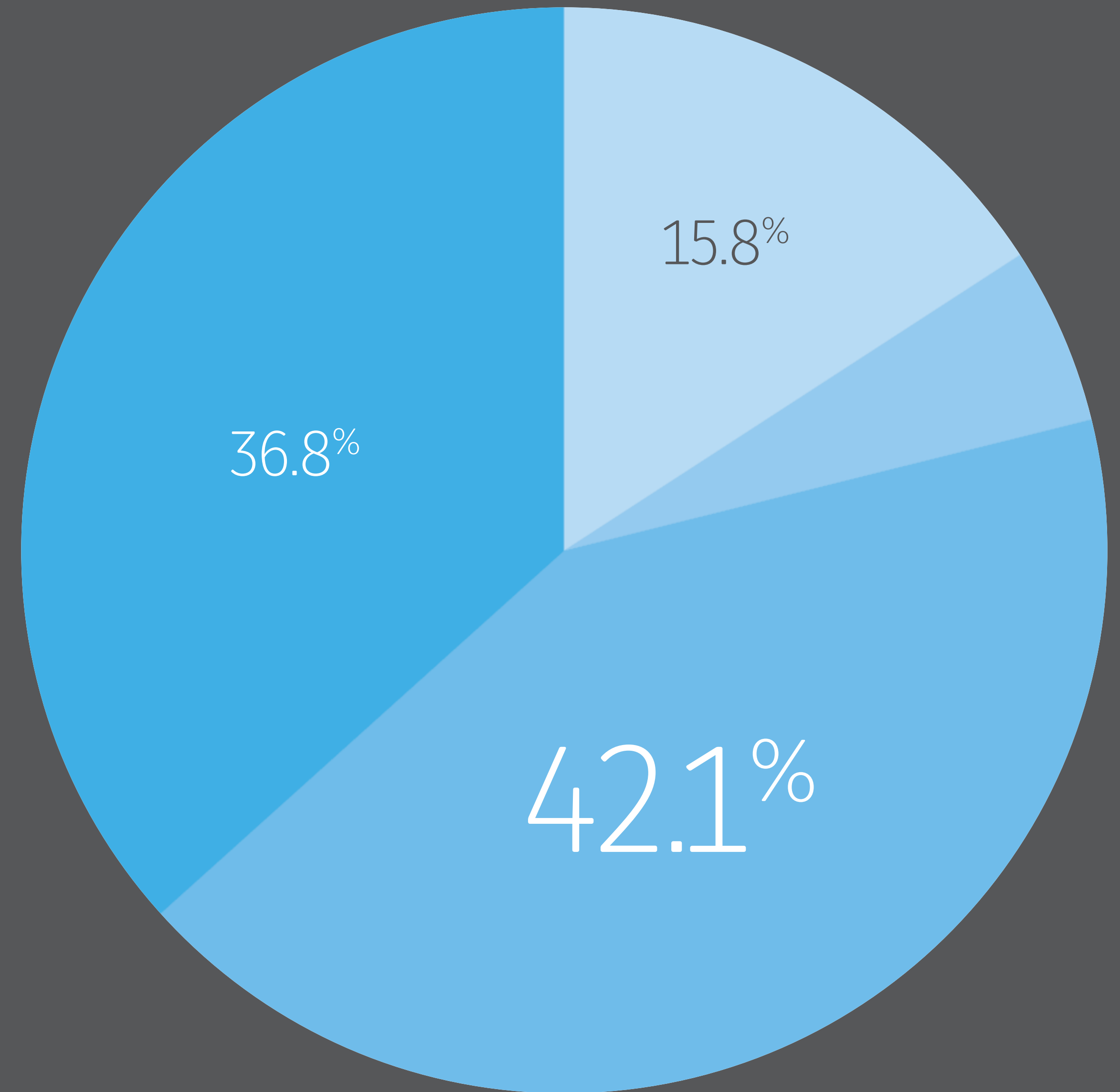
PHD  
DOCTORATE OF EDUCATION (EDD)  
MASTER PROGRAM OF CYBER SECURITY

**NO**

84.2%

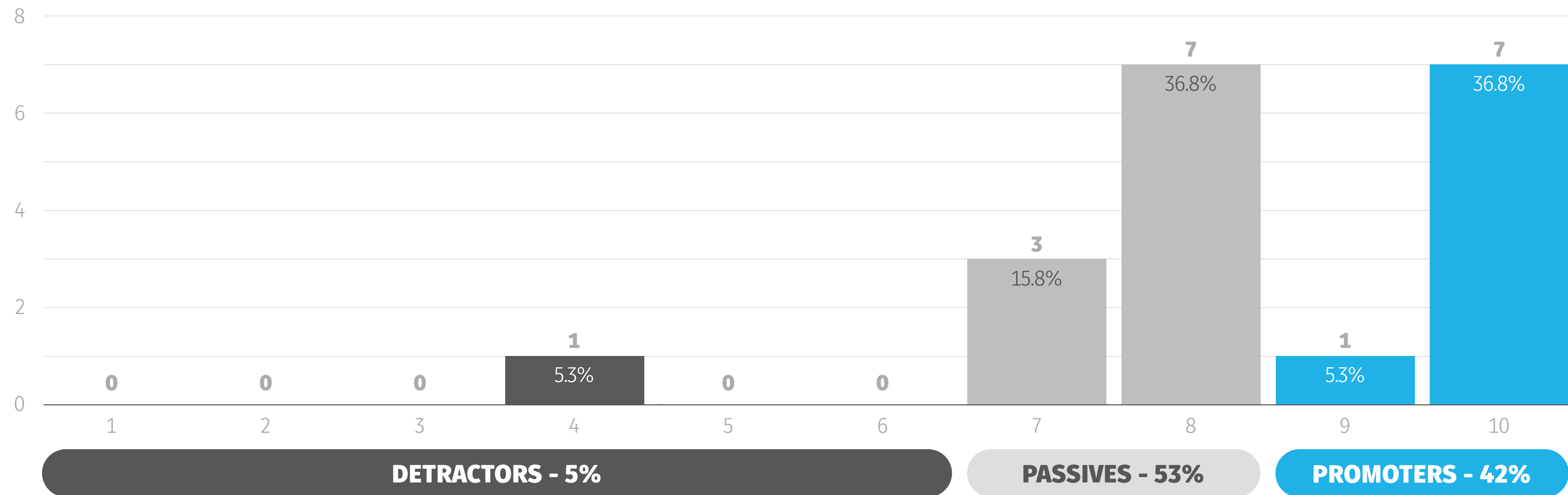
# PROGRAM OUTCOMES

- Highly relevant
- Somewhat relevant
- Neutral
- Slightly relevant
- Not relevant at all



# HOW LIKELY ARE YOU TO RECOMMEND THIS PROGRAM TO OTHERS?

(RATE ON A SCALE OF 1 TO 10, WHERE 10 IS EXTREMELY LIKELY)

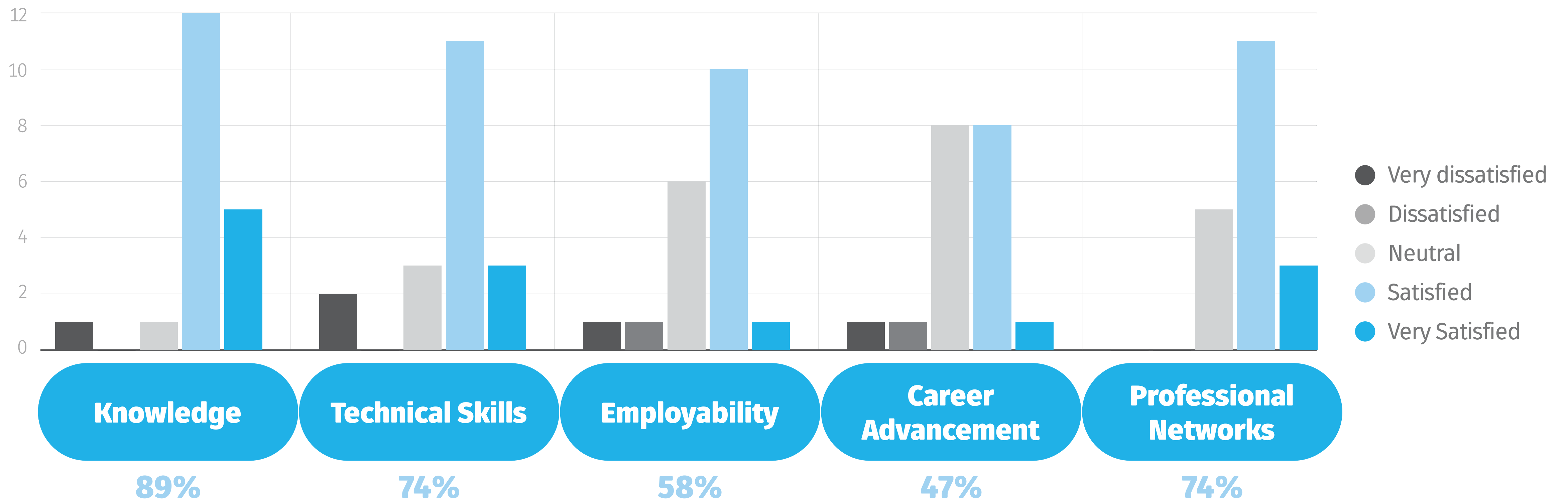


**NET PROMOTER SCORE = PROMOTERS – DETRACTORS = 37% (GREAT)**



# HOW SATISFIED ARE YOU WITH THE OUTCOMES OF YOUR PROGRAM

(RATE ON A SCALE OF 1 TO 5, WHERE 5 IS VERY SATISFIED)



# HOW SATISFIED ARE YOU WITH THE OUTCOMES OF YOUR PROGRAM

(RATE ON A SCALE OF 1 TO 5, WHERE 5 IS VERY SATISFIED)

	Knowledge	Technical Skills	Employability	Career Advancement	Professional Networks
Very dissatisfied	5%	11%	5%	5%	0%
Dissatisfied	0%	0%	5%	5%	0%
Neutral	5%	16%	32%	42%	26%
Satisfied	63%	58%	53%	42%	58%
Very Satisfied	26%	16%	5%	5%	16%



# WHAT SKILLS OR KNOWLEDGE FROM YOUR PROGRAM HAVE BEEN MOST VALUABLE IN YOUR CAREER?

- Additional tweaking of LPs for certain pool of students to make the entire class more interactive and engaging without leaving any students behind.
- All modules were highly relevant for educators in the field of inclusive education.
- Being able to link practice to theory has been most helpful.
- Critical thinking/ Technical skills/ Writing skills.
- Data Science, Python.
- Deeper understanding of psychology as it is applied industrially.
- Different pedagogical approaches such as UDL to be more inclusive in mainstream schools.
- More in depth research and readings on the specialization.
- Policy and design.
- Policy knowledge.
- Positive behaviour support, tiered system of support.
- Psychology - Organisational behaviour, making ethical decisions, CSR and HRM.
- Psychology portion of the program provided info on what causes people to react.
- Research relating to Special Needs Education.
- Strategy and research.
- Student observation.
- Understanding organisational processes.

# ENGAGEMENT OPPORTUNITIES

Subscribe to our mailing list

**7** (36.8%)

Share your testimonial

**2** (10.5%)

Become a peer mentor

**4** (21.1%)

Speak as a guest or industry s ...

**5** (26.3%)

Join networking events

**7** (36.8%)

Attend alumni gatherings

**8** (42.1%)

Not at the moment

**8** (42.1%)

# ARE YOU A MEMBER OF UON SINGAPORE ALUMNI CHAPTER?

**YES**

52.6%

**NO**

26.3%

**NO,  
but please  
sign me up**

21.1%

# THANK YOU

