

GRADUATE EMPLOYMENT SURVEY

CLASS OF 2025 FINDINGS

APRIL 2026

| PREPARED BY JL RESOURCES



UNIVERSITY OF
NEWCASTLE
AUSTRALIA



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INSTITUTE OF
HIGHER EDUCATION

A WHOLLY OWNED ENTITY OF
THE UNIVERSITY OF NEWCASTLE

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

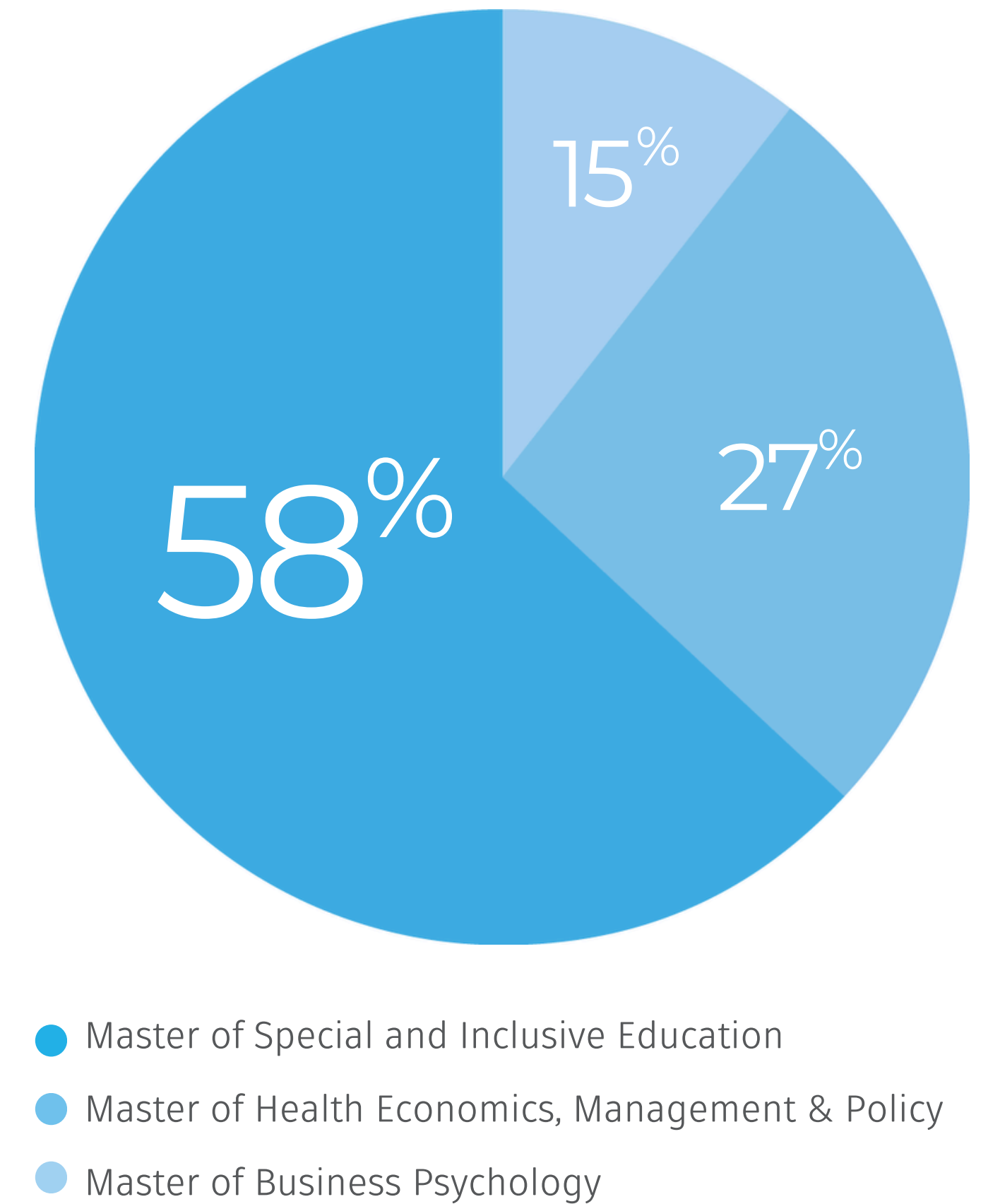
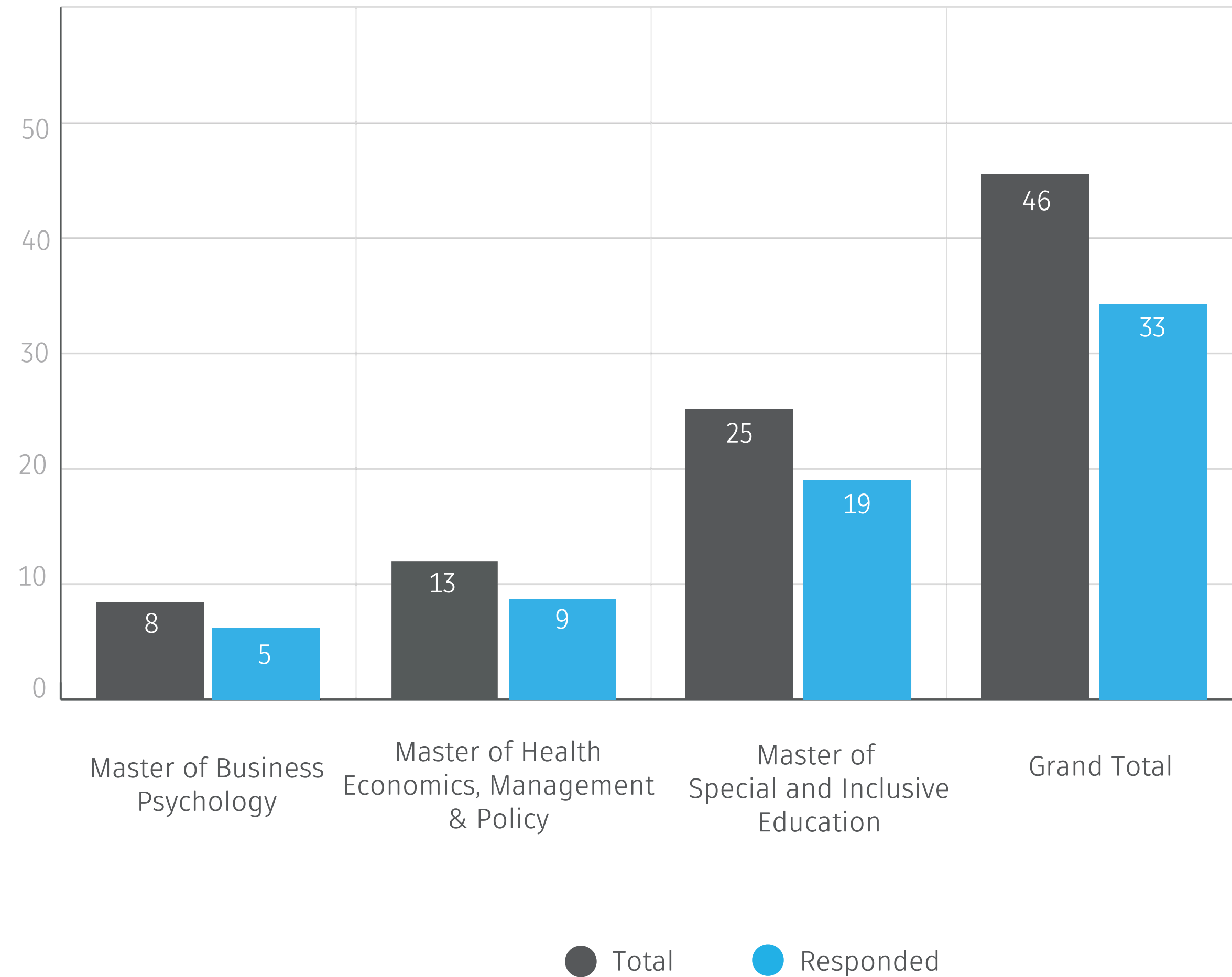
- The NAIHE Graduate Employment Survey (GES) for the Class of 2025 was conducted between the period of for the period of 20 March 2026 to 6 April 2026.
- JL Resources was engaged to conduct the GES on behalf of NAIHE to ensure independence in the survey.
- The GES was sent to a total of 46 NAIHE PEI graduates who received their University of Newcastle, Australia (UONA) awards in 2025.
- The participation rate was 72% with a total of 33 responses received by the closing date on 6 April 2026.
- The findings of the GES is provided in the subsequent slides.

KPIs – GRADUATE ACHIEVEMENT

METRICS	MEASUREMENT	RESULTS (2024)	RESULTS (2025)
Employment rate	# of graduates employed / # of graduate	16/19 (84%)	30/33 (91%)
Average Salary	Average salaries of grads employed	\$3501-\$7000*	\$3501-\$7000*
Employment type (Full-time)	# of full-time / # of grads employed	16/16 (100%)	28/30 (93%)
Employment type (Part-time)	# of part-time / # of grads employed	0/16 (0%)	2/30 (7%)
Achievement (Promotion)	# of graduates with promotion / # of graduates employed	3/16 (19%)	4/30 (13%)
Achievement (Increase in salary)	# of graduates with salary increment / # of graduates employed	4/16 (25%)	8/33 (28%)
Further studies	# of graduates in further studies / # of graduates	3/19 (16%)	4/33 (12%)

*Above 83% of graduates earn more than \$3500.

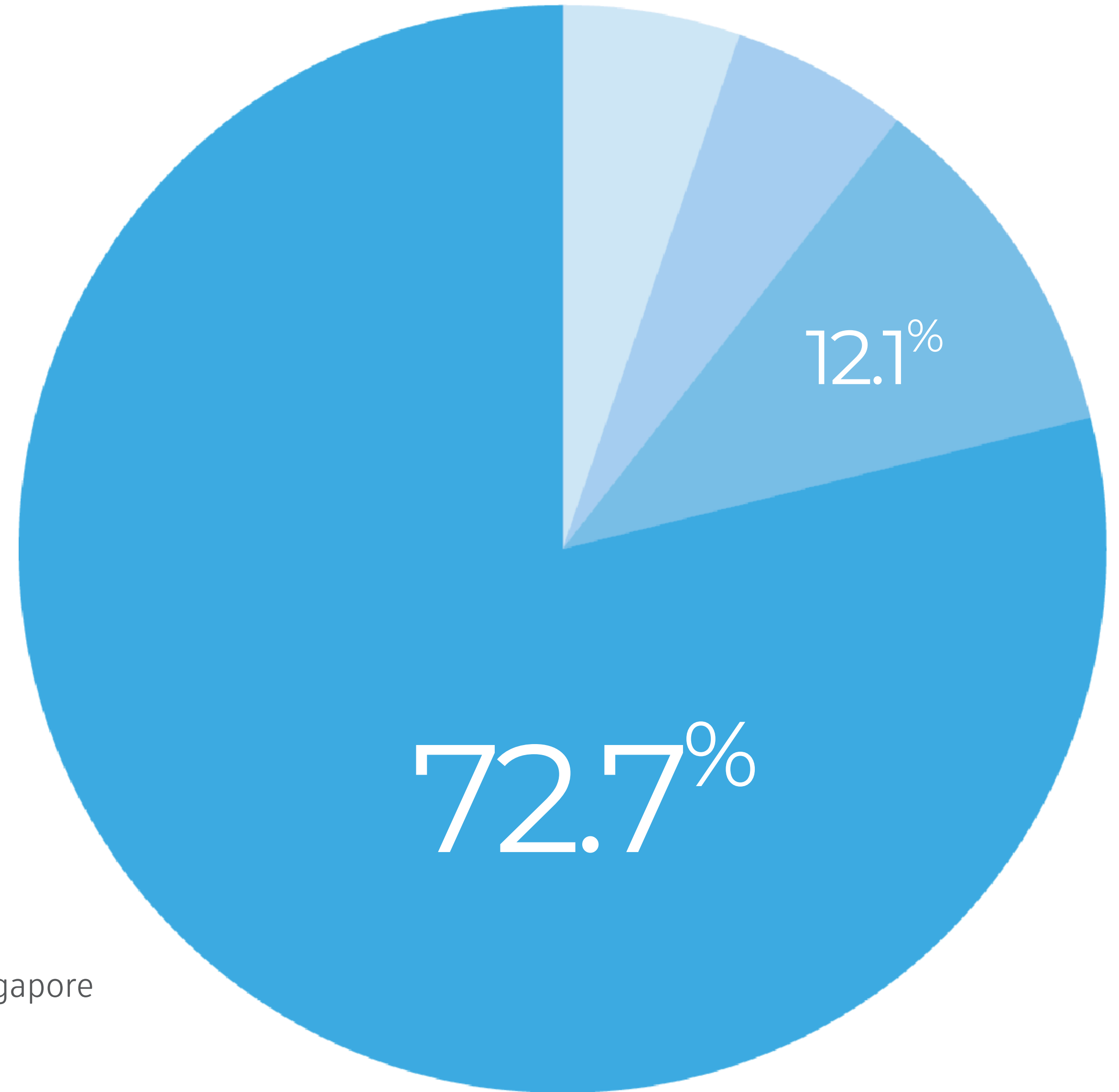
RESPONDENTS BY PROGRAM



RESIDENTIAL STATUS IN SINGAPORE

84.9% of respondents are Singapore Citizens and PR

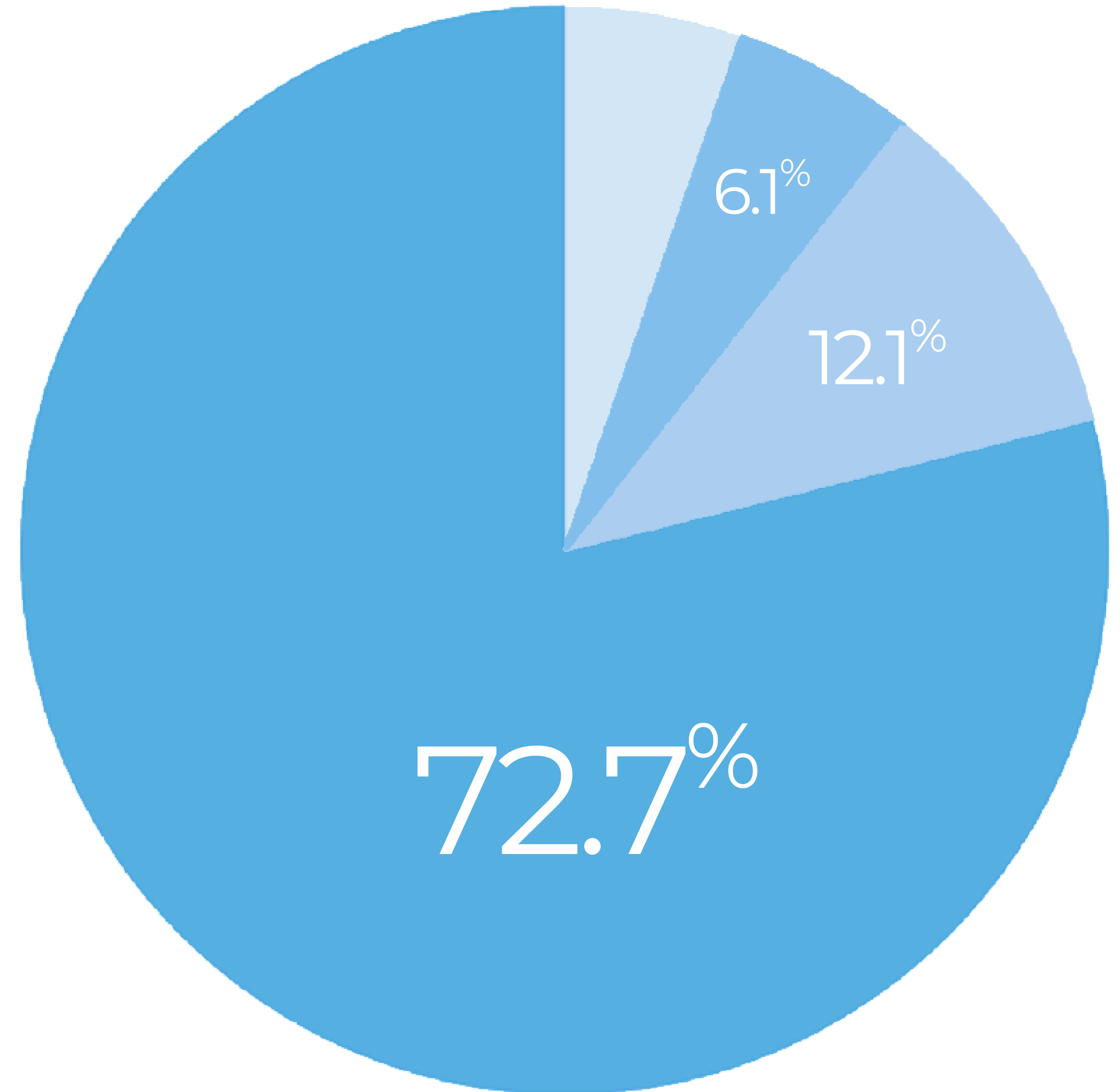
- Singapore Citizen
- Permanent Resident
- Work Pass Holders (EP, WP, SPass)
- Dependant or Long-Term Pass Holders / Currently not residing in Singapore



CURRENT EMPLOYMENT STATUS

90.9% of respondents are currently in employment
(Full-time, part-time and self-employed)

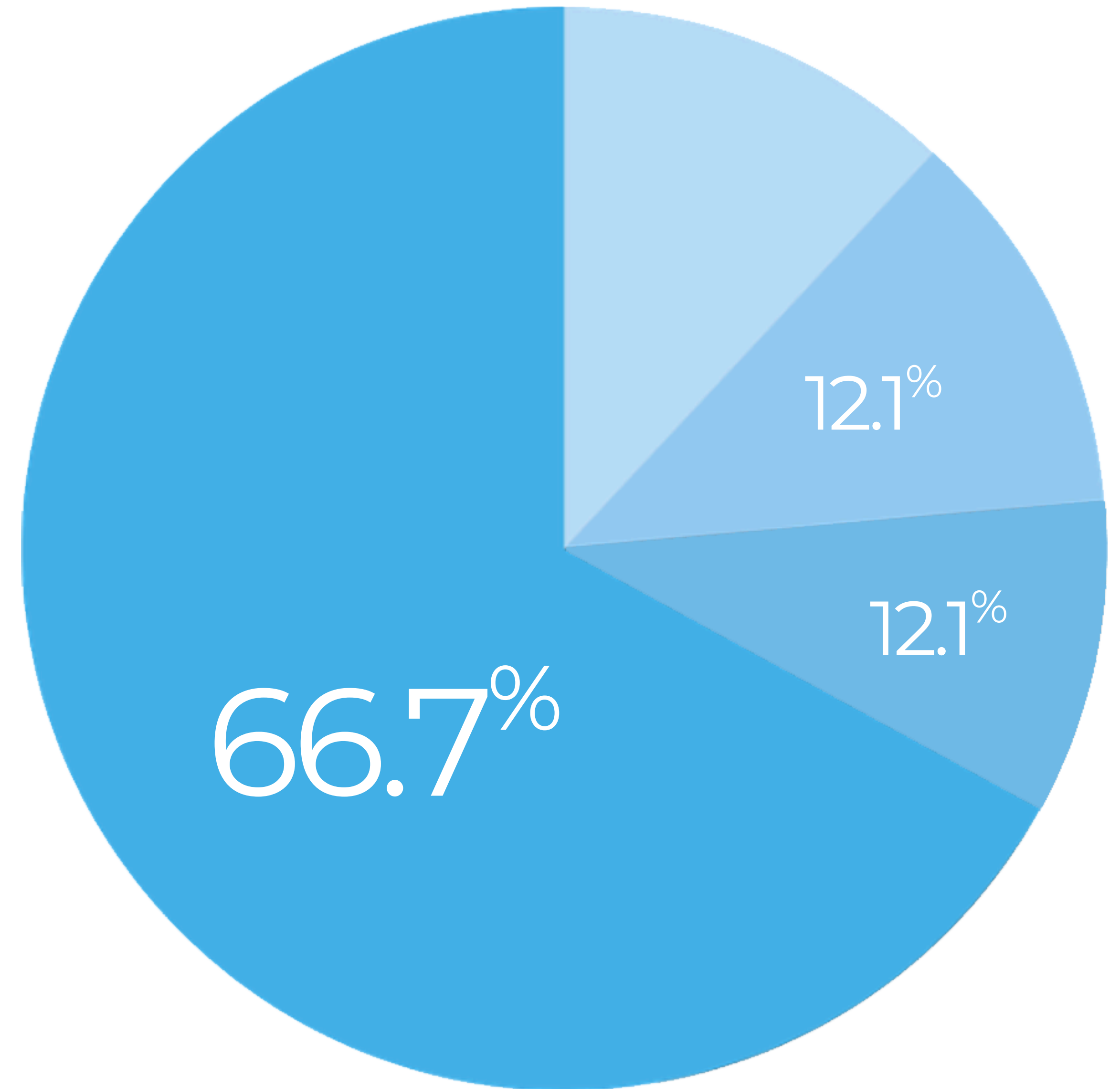
- Employed (Full-Time)
- Employed (Part-time)
- Self-employed
- Unemployed and seeking employment / Unemployed and not seeking employment / Pursing further studies



IF EMPLOYED, WHEN DID YOU SECURE IT

79% of graduates secured employment before graduation

- Before enrolling in the program
- While enrolling in the program
- Currently unemployed
- Within 3 months of graduation / 3-6 months after graduation / More than 6 months after graduation



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

YES

69.7%

NO

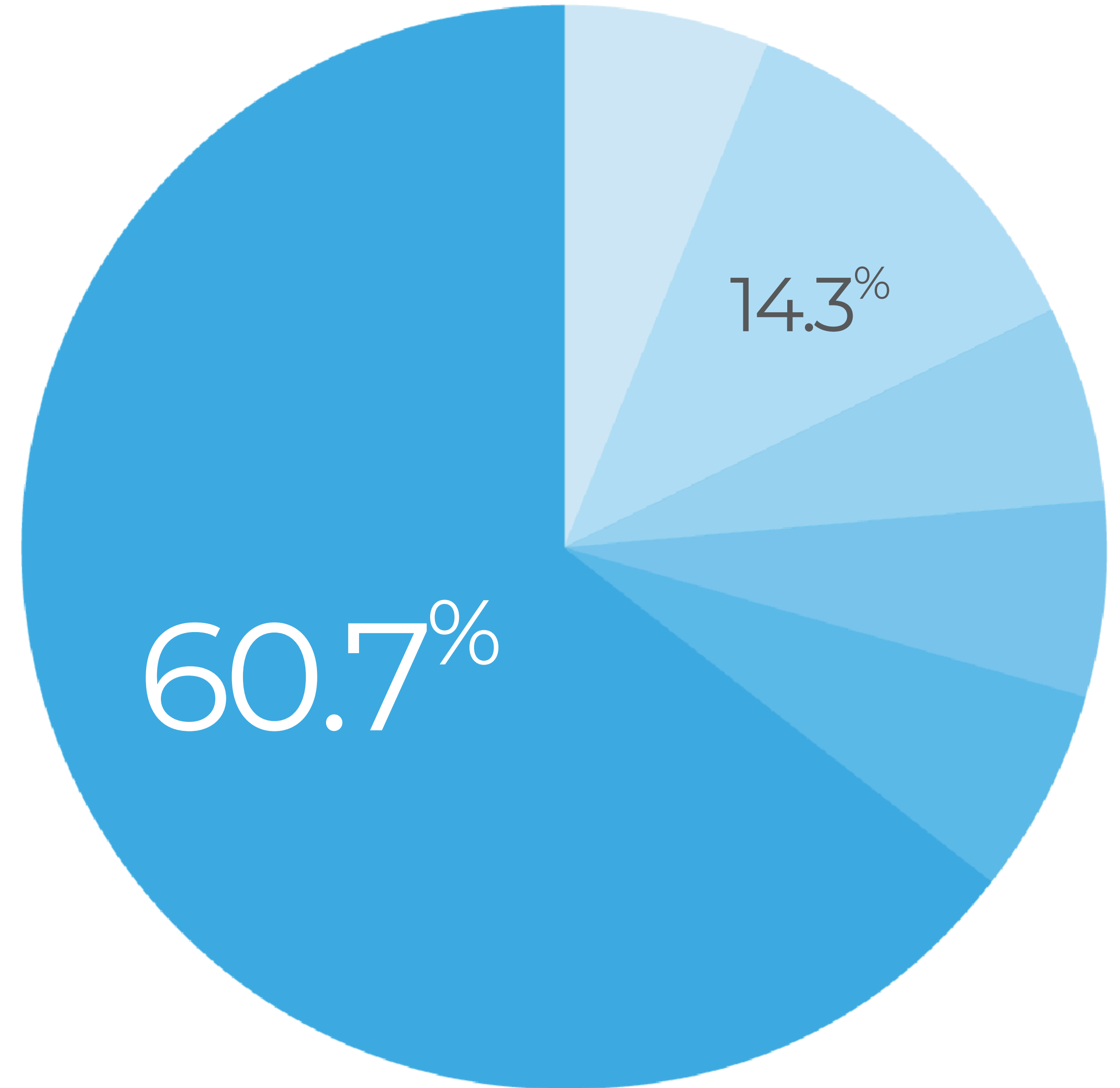
30.3%

INDUSTRY SECTOR

- Education
- Government & Civil Service
- Healthcare & Pharmaceuticals
- Non-Profit & Associations
- Technology & IT
- Construction / Integrated Facilities Management / Early Intervention Services / Digital Marketing

COMMENTARY

- 17/28 respondents are from the Education sector (60.7%)
MSIE (15) program/ MBP (2)
- 4/28 respondents are from Healthcare & Pharmaceuticals section (14%) (All from MHEMP program)
- Other respondents are across other sectors which shows more distribution of NAIHE graduates across industry



EMPLOYMENT DETAILS

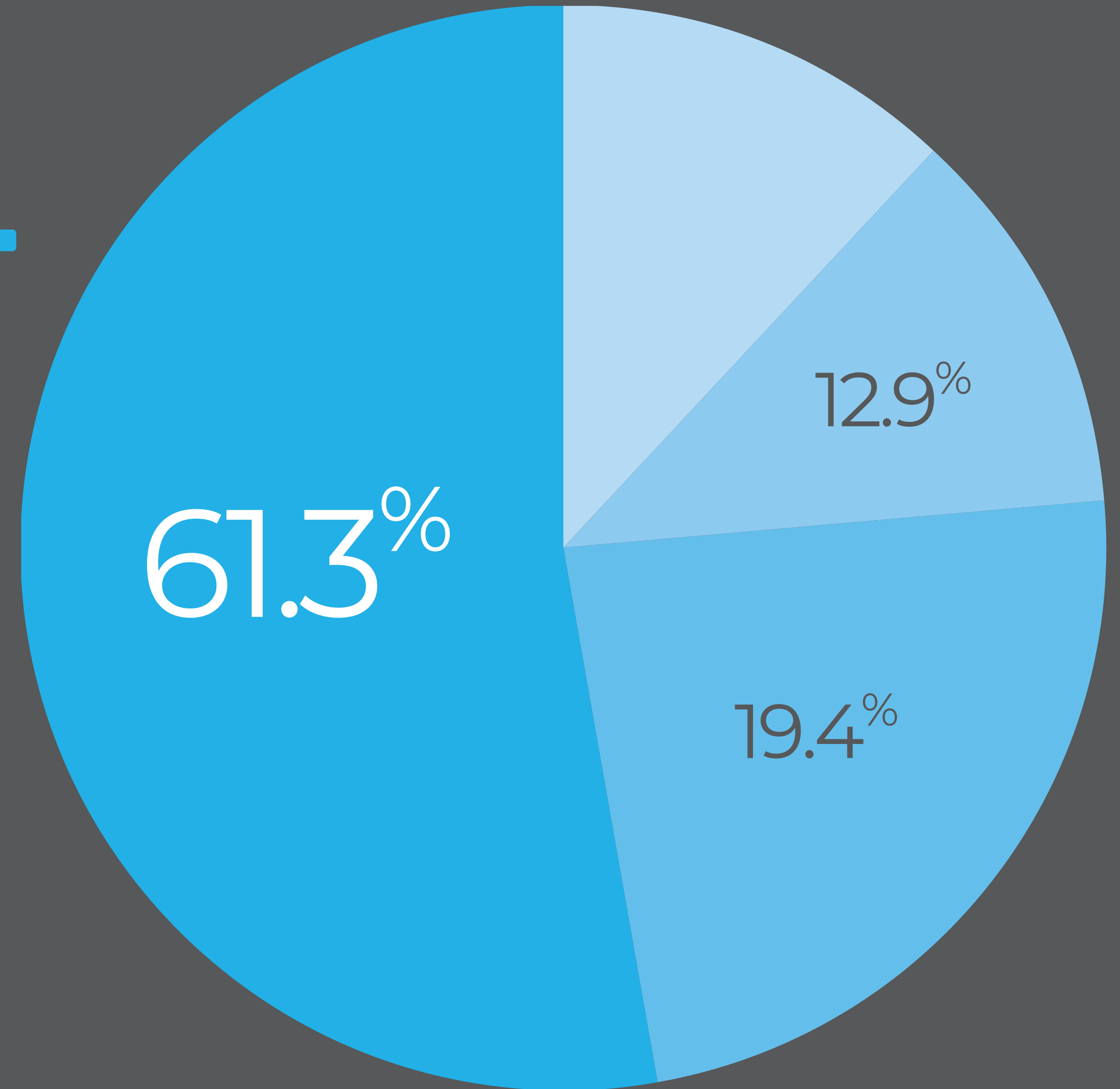
JOB TITLES

Assistant Director
Assistant HR Manager
Centre Executive
Director
Early Interventionist
English Preschool Educator
Finance Manager
Freelance tutor
Lecturer
Manager
Math Teacher
Media Strategy Manager APAC
Medical officer
Numeracy teacher
Nurse Clinician
Preschool childcare teacher
Science information manager
Senior Early Intervention Educator
Senior Preschool Teacher
Senior Staff Nurse
Senior Teacher (EIPIC AND STUDENT CARE)
Special Education Teacher
Special Educational Needs Officer
Teacher
Trainer

ORGANISATIONS

AltSchool International Pte Ltd
Hashtag Interactive Pte Ltd
AOP
APSN Education Ltd
AWWA School Bedok
China Harbour
Little footprints
Meta
MindchampsAllied Care (x2)
MOE FAJT
National University of Singapore
Ninewells Hospital (Sri Lanka)
Northshore Primary School
NTUC First Campus
PCF SPARKLETOTS PRESCHOOL
Rainbow Centre
Singapore Food Agency
Spark Education
Takeda
Temasek Polytechnic
TrainkidsEarly Intervention And Educare
UEMS Group
Woodlands Hospital
Yishun Health

EMPLOYMENT ACHIEVEMENT – JOB LEVELS



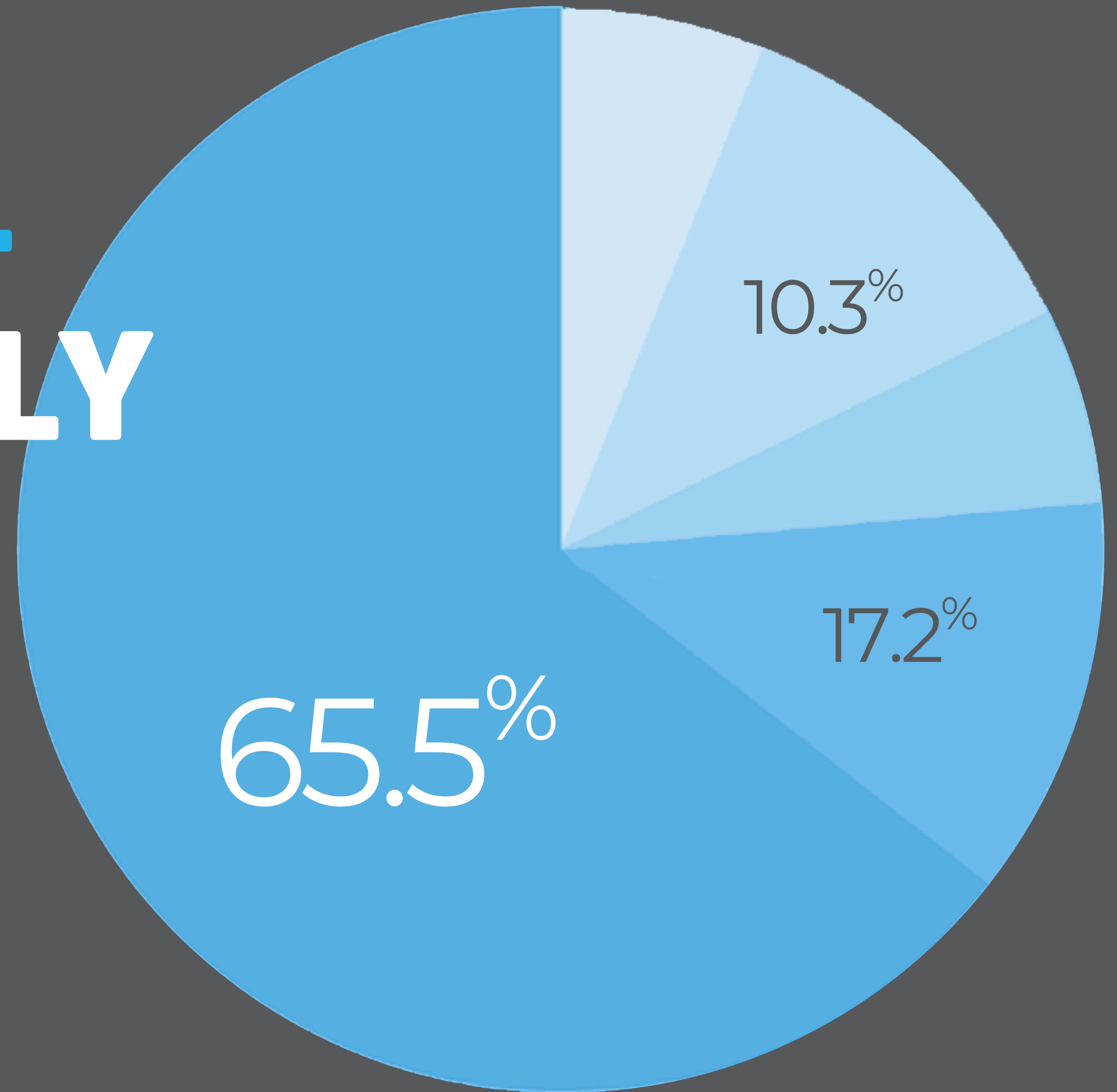
- Mid-level / Professional roles
- Senior-level / Managerial roles
- Entry level / Junior roles
- Director level roles / Executive / C-Suite roles

EMPLOYMENT ACHIEVEMENT – GROSS MONTHLY SALARY

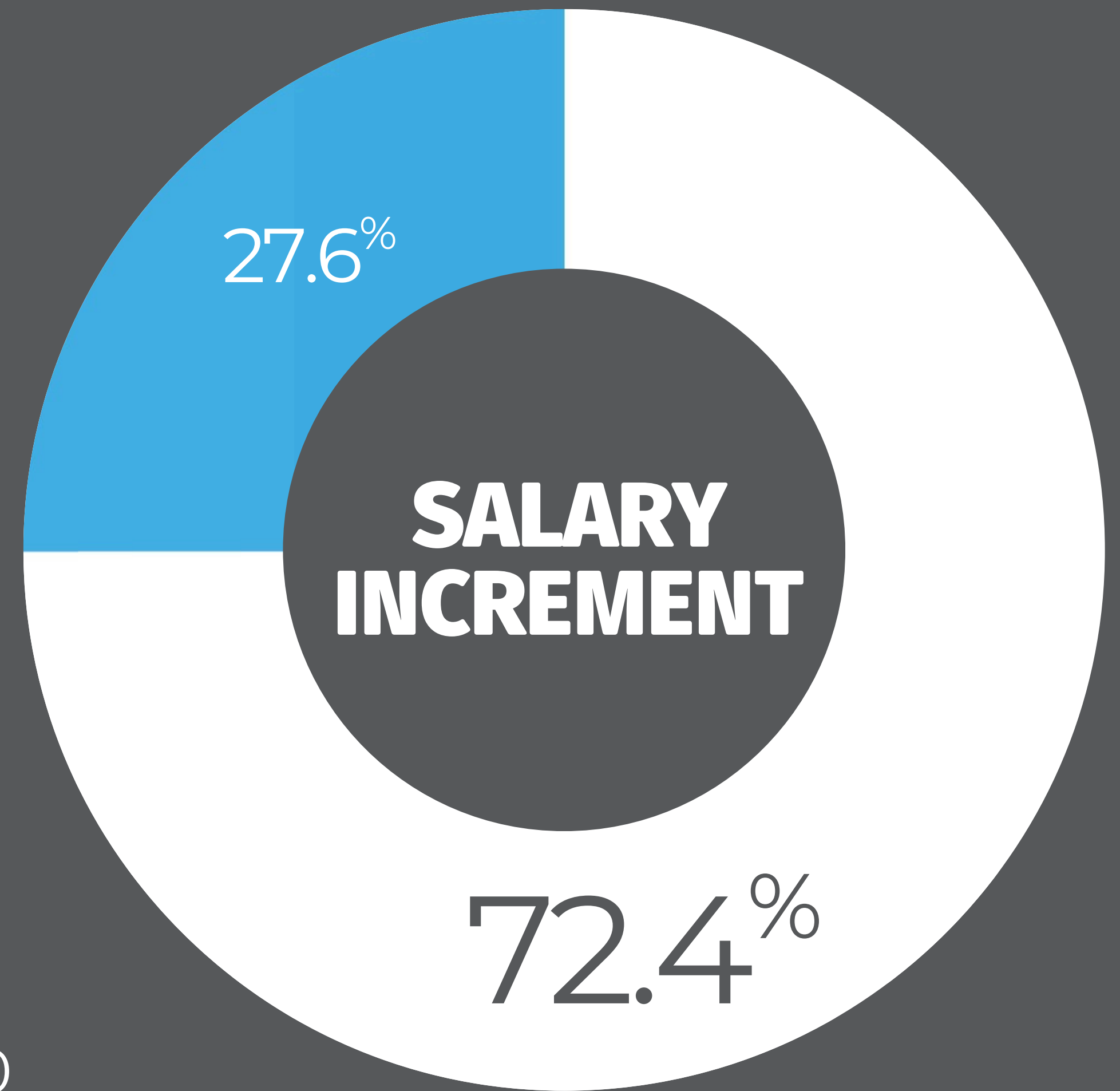
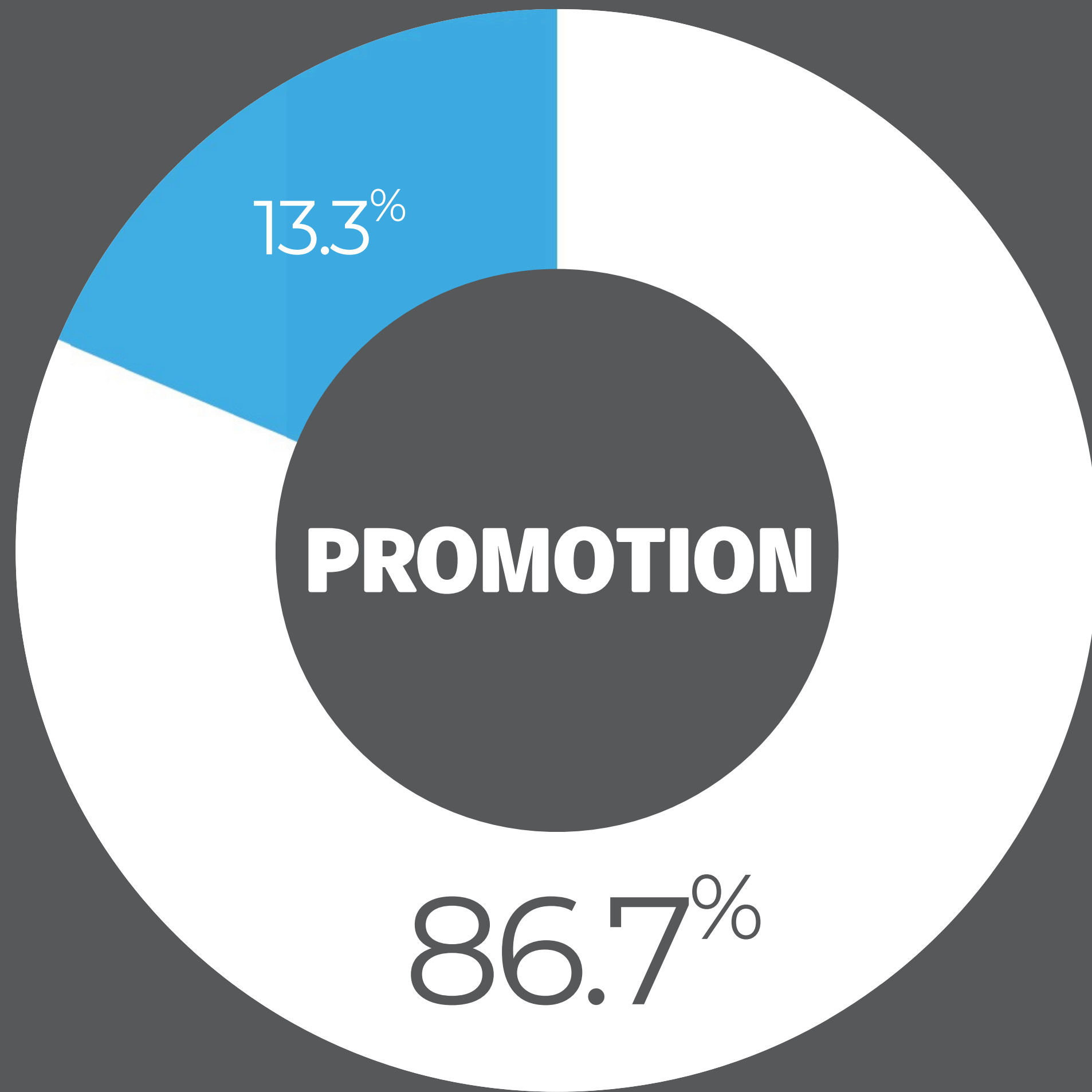
Above 87% of graduates earn more than \$3500

The average salary (midpoint) for graduates earning between \$3,501 and \$7,000 is approximately \$5,250.50

- Up to \$3,500
- \$3,501 – \$7,000
- \$7,001 – \$10,000
- \$10,001 – \$13,000
- Above \$13,000



EMPLOYMENT ACHIEVEMENTS



● YES ● NO

ARE YOU CURRENTLY PURSUING FURTHER STUDIES?

YES

12.1%

Doctor of Education from Edgewood University
Doctor of Education
Psychology Honours programme
Phd

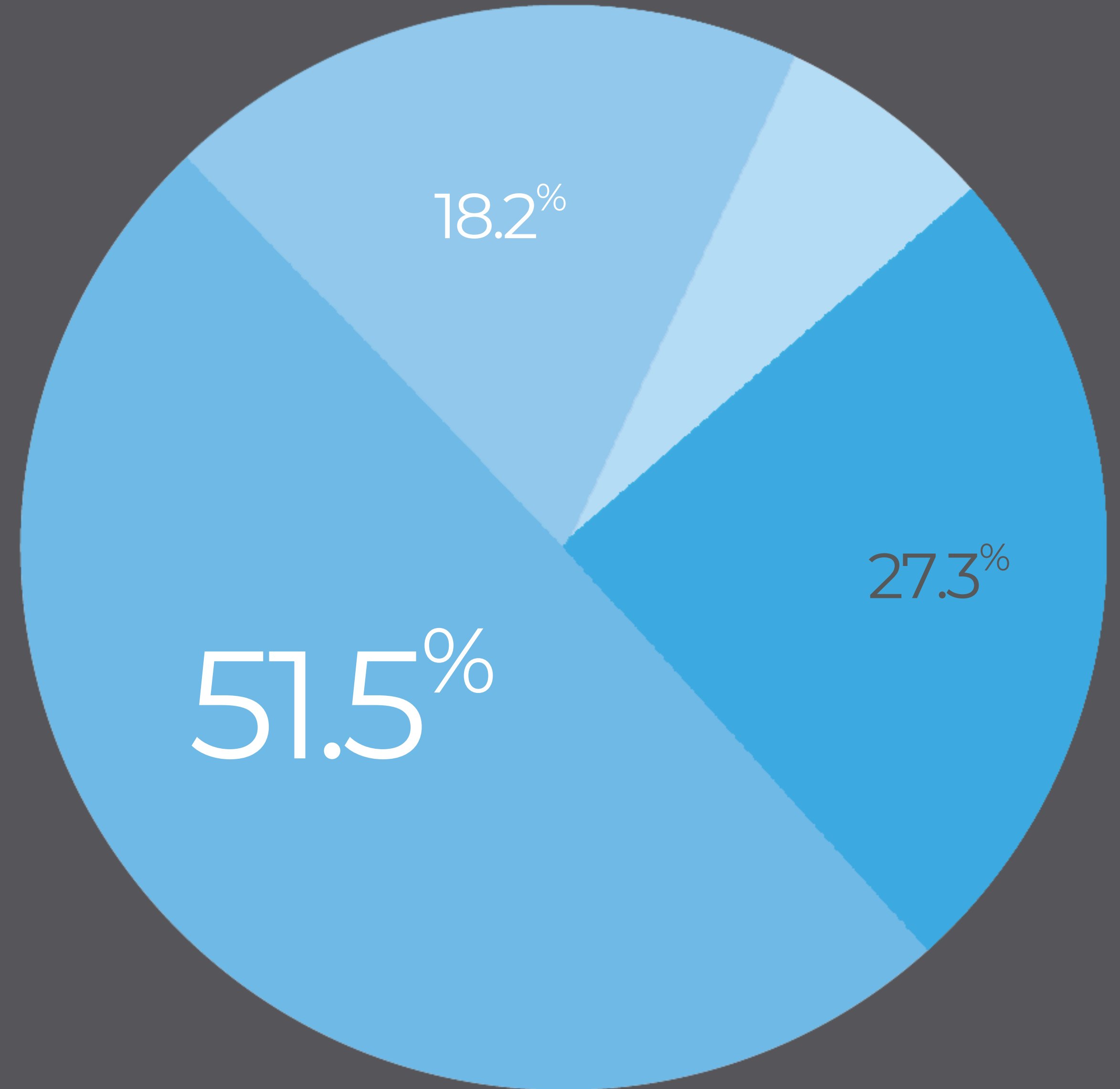
NO

87.9%

PROGRAM OUTCOMES

Above 89% of graduates found the outcomes of their program moderately to highly relevant to their careers and employment

- Highly relevant
- Moderately relevant
- Somewhat relevant
- Slightly relevant / Not relevant at all



THANK YOU



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