

**James Cook University  
(Singapore campus)**

**Graduate Employment  
Survey 2023/2024**

**Research Report**





# About the Study

## Background & Objectives:

### James Cook University Singapore (JCUS)

commissioned Blackbox Research to conduct the **Graduate Employment Survey** for **2023** with recent cohorts of JCU Singapore graduates.

The aim of this survey was to understand JCU Singapore graduates' employment activities post-graduation and evaluate the skills and experiences they have gained during their time at JCU Singapore so that JCU Singapore can develop and deliver industry relevant activities and engagement for their current and future students.

## Survey Details:

**Target Respondents:** JCU Singapore graduates from the **SP53 (2022), SP51 and SP52 (2023)** cohorts

**Methodology:** Online Quantitative Survey  
(Using JCU Singapore Database)

### Sample Collected:

TOTAL	234
SP53 (2022)	77
SP51 (2023)	82
SP52 (2023)	75

**Response Rate**  
**20%**

### Database Size:

TOTAL	1,180
SP53 (2022)	378
SP51 (2023)	400
SP52 (2023)	402

**Survey Period:** June to Oct 2024



# Report Outline

**01** KEY OUTCOMES

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**02** GRADUATES' EMPLOYMENT JOURNEY

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**03** GRADUATES' NATURE OF WORK AND INCOME PROSPECTS

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**04** GRADUATES' PREFERENCES FOR FURTHER STUDIES

**05** OVERALL JCU SINGAPORE EXPERIENCE AND SUPPORT

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**06** WAY FORWARD

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**07** APPENDIX

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# Key Outcomes

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**84.9% of JCU Singapore graduates from Bachelor courses are employed in Singapore, with two-thirds in full-time roles earning a median salary of SGD 3,500, surpassing the SSG benchmarks.**

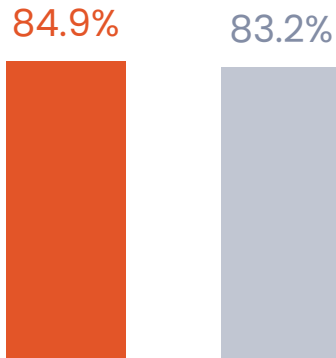
## Key Outcomes: Overall Employment

### Employment Rate



**84.9%**

JCU Singapore Graduates from Bachelor courses are employed within Singapore



■ JCU Singapore (Bachelor Courses) 2022/23  
■ SSG Benchmark 2022/23

### Full-Time Employment

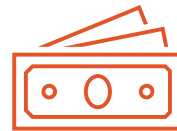


**63.0%**

Graduates from Bachelor courses have secured full-time permanent employment in Singapore



### Monthly Gross Median Salary



**\$3,500**

is the monthly gross median salary reported by Graduates from Bachelor courses who have full-time permanent employment in Singapore



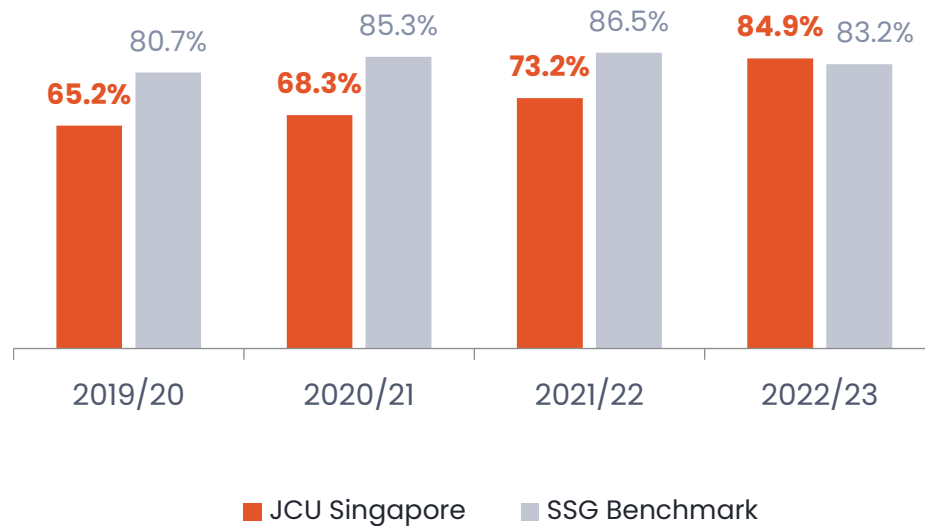




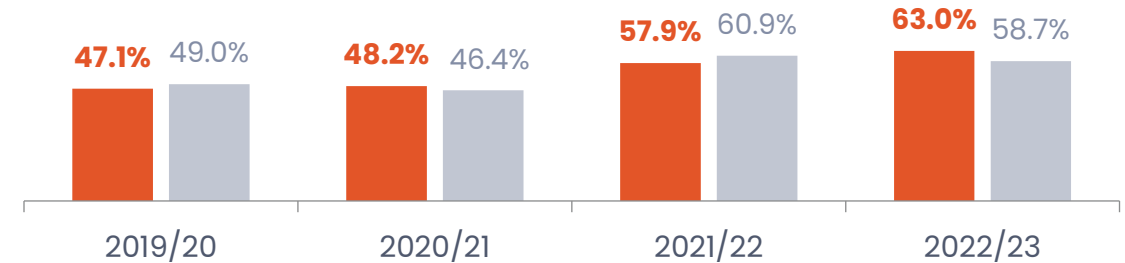
# JCU Singapore has demonstrated consistent year-on-year growth across employment rate, full-time employment, and gross median salary.

## Key Outcomes: Year on Year

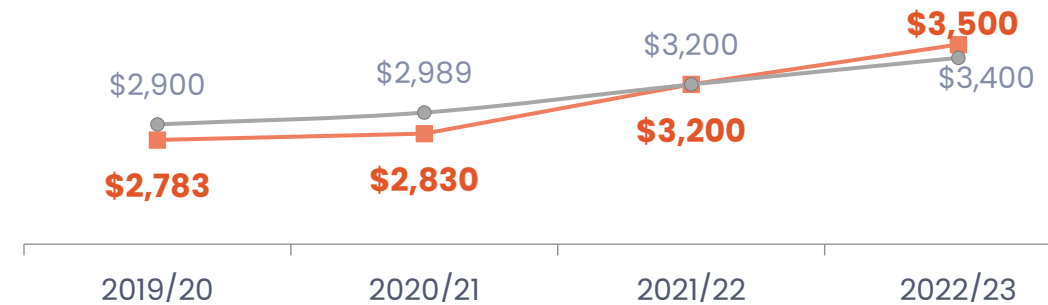
### Employment Rate



### Full-Time Employment



### Monthly Gross Median Salary



# Graduates' Employment Journey

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# More than 8 in 10 JCU Singapore graduates are employed, with two-thirds in full-time roles; SP53, 2022 cohort achieves the highest employment rate.

## Employment Status

Among Graduates (Employed / Unemployed) excluding currently pursuing further studies or not looking for work

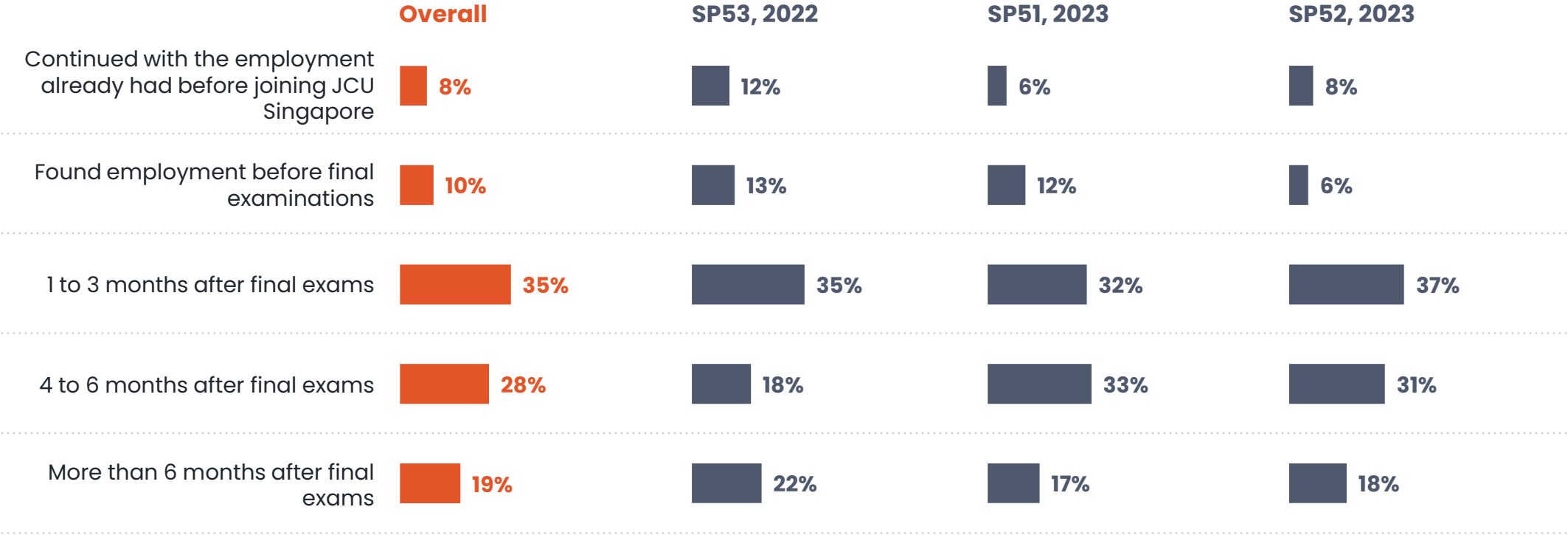






# Close to a third have searched for jobs for 1–3 months after final exams. 1 in 10 found employment before final examinations.

## Job Search Duration






Half of those in Science and technology have found a job 1-3 months after final exams. Higher proportions of those in the Social health and sciences have continued with the employment they had before joining JCU Singapore.

Job Search Duration by JCU Singapore Schools

	Overall	Business	Social Health & Sciences	Science & Technology
Base	191	82	72	37
Continued with the employment already had before joining JCU Singapore	8%	6%	14%	3%
Found employment before final examinations	10%	9%	14%	8%
1 to 3 months after final exams	35%	34%	28%	49%
4 to 6 months after final exams	28%	32%	28%	19%
More than 6 months after final exams	19%	20%	17%	22%

# Graduates' Nature of Work and Income Prospects

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 Graduates have been working in varied types of organisations. Large corporations, small and micro enterprises and government affiliated organisations are the top organisations students have been working for after 6 months of exams.

### Type of Org Working with after 6 Months of Exams

Overall	SP53, 2022	SP51, 2023	SP52, 2023
<b>21%</b> Large corporations	22%	23%	19%
<b>20%</b> Small and micro enterprises	17%	29%	13%
<b>14%</b> Government or government affiliated organisations	20%	9%	13%
<b>13%</b> MNC	11%	13%	15%
<b>12%</b> Medium enterprises	11%	11%	15%
<b>7%</b> Not for profit organisations	6%	7%	8%
<b>6%</b> Startups	6%	2%	9%
<b>7%</b> Others	7%	7%	8%



 Those working with large corporations majorly comprise of business graduates while Social science graduates largely work with government organisations.

## Current Organisation Type

	Overall	Business	Social Health & Sciences	Science & Technology
<i>Base</i>	163	75	61	27*
Large corporations	21%	31%	11%	19%
Small and micro enterprises	20%	17%	21%	22%
Government or government affiliated organisations	14%	9%	25%	4%
MNC	13%	16%	8%	15%
Medium enterprises	12%	13%	7%	22%
Not for profit organisations	7%	0%	18%	0%
Startups	6%	5%	5%	7%
Others	7%	8%	5%	11%

# Graduates employed in Singapore mostly work with government organisations while those working in China work in large and medium enterprises.

## Current Organisation Type

	Overall	Singapore	China	Indonesia	India	Others
<i>Base</i>	163	66	32	21*	12*	32
Large corporations	21%	15%	31%	19%	33%	22%
Small and micro enterprises	20%	17%	9%	38%	8%	28%
Government or government affiliated organisations	14%	24%	13%	5%	8%	3%
MNC	13%	14%	13%	14%	17%	9%
Medium enterprises	12%	3%	25%	5%	25%	19%
Not for profit organisations	7%	17%	0%	0%	0%	0%
Startups	6%	3%	0%	19%	8%	6%
Others	7%	8%	9%	0%	0%	13%

 Executives, Associates, Assistants, Managers and Educators are the common designations. Close to a third work in non-managerial positions, while more than a quarter work in junior management positions.

## Job Roles and Job Levels

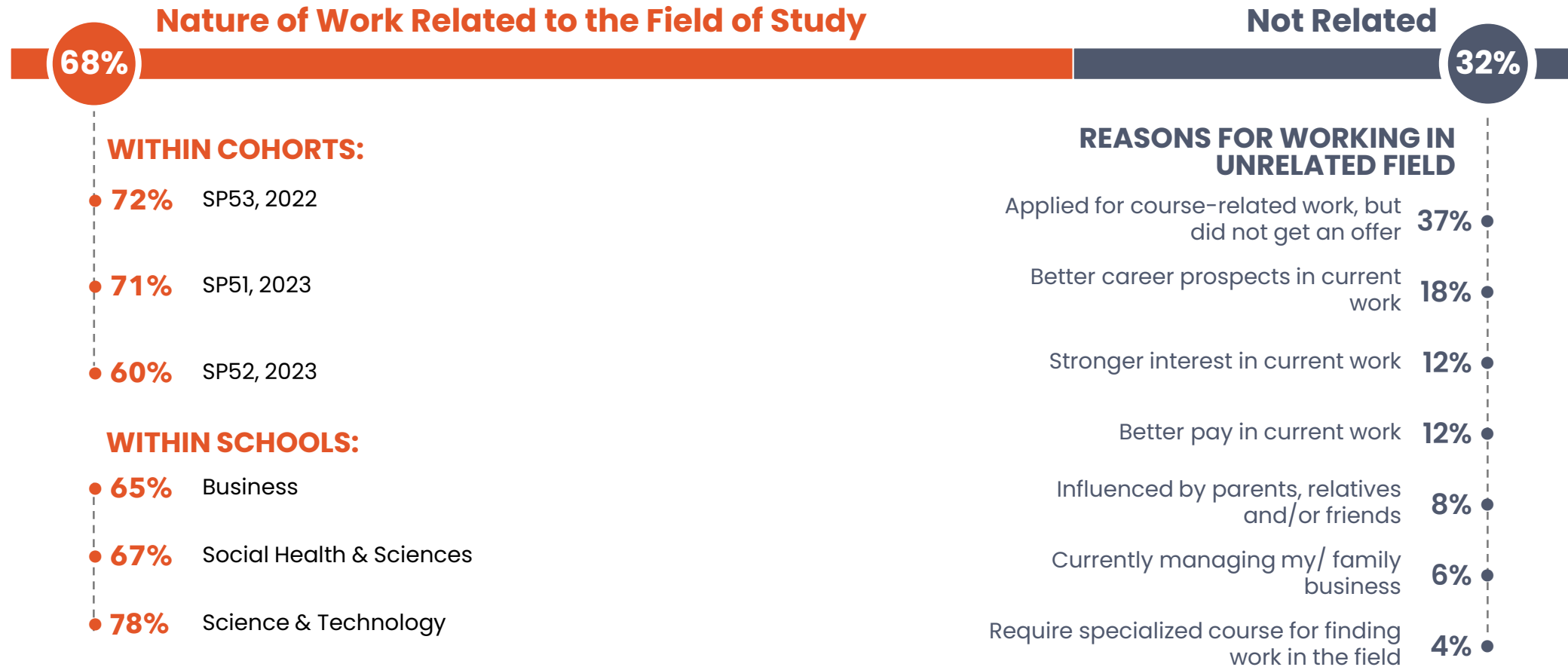
	Overall	SP53, 2022	SP51, 2023	SP52, 2023
Executive	15%	11%	13%	21%
Associate	10%	6%	11%	13%
Assistant	9%	13%	7%	8%
Manager	9%	15%	5%	6%
Educator (Lecturer/Teacher/ Trainer)	9%	11%	9%	6%
Business Owner	7%	9%	5%	6%
Psychologist (Therapist/ Counsellor)	6%	7%	4%	8%
Developer	6%	7%	5%	4%
Analyst	5%	4%	5%	6%

	Overall	SP53, 2022	SP51, 2023	SP52, 2023
Non-managerial (e.g. Entry level)	34%	33%	27%	43%
Junior management	28%	24%	38%	21%
Middle management	11%	15%	11%	8%
Administrative	7%	2%	11%	9%
Top management (e.g. C-Suite exec / Founder)	4%	7%	4%	0%
Intern	4%	2%	4%	6%
Senior management	3%	2%	4%	4%
Sole Proprietor	2%	6%	0%	2%
Others	7%	9%	4%	8%



Close to a third of students work in a different field of expertise as compared to their current study. This is mostly due to lack of offer in course related work.

## Nature of Work and Field of Study





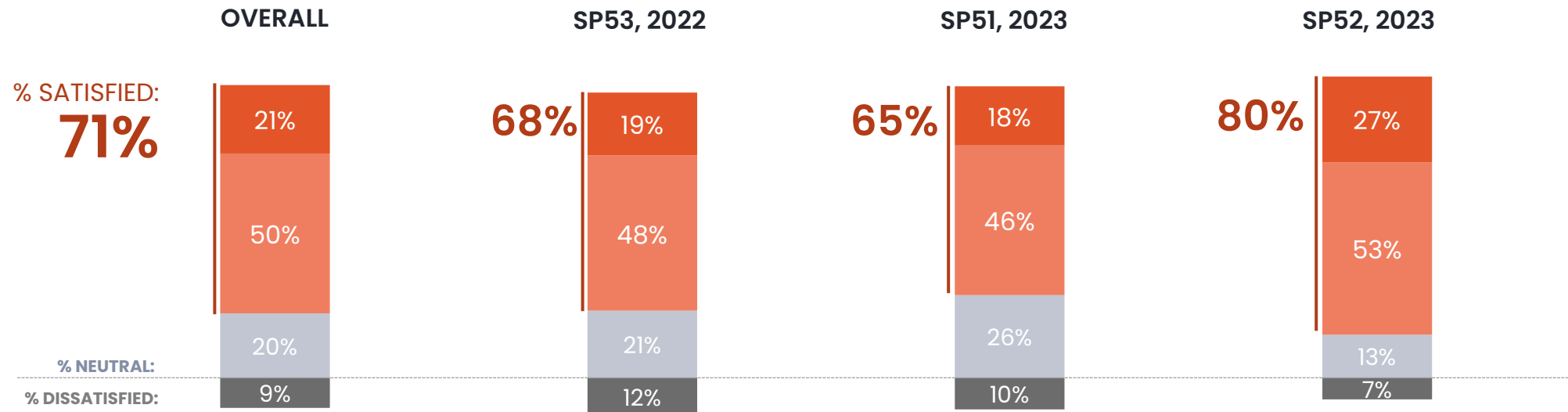
# Overall JCU Singapore Experience and Support

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More than 70% of students are satisfied with JCU Singapore. Satisfaction is the highest among those from SP52, 2023.

## Overall Satisfaction with JCU Singapore






## Social science and business graduates exhibit highest levels of satisfaction.

### Overall Satisfaction with JCU Singapore

	Overall	Business	Social Health & Sciences	Science & Technology
<i>Base</i>	234	98	89	47
<b>T2B Satisfied</b> ( <i>Very Satisfied + Satisfied</i> )	<b>71%</b>	<b>73%</b>	<b>74%</b>	<b>70%</b>
Very Satisfied	21%	31%	13%	17%
Satisfied	50%	42%	61%	43%
Neutral	20%	18%	16%	32%
Dissatisfied	6%	5%	8%	2%
Very Dissatisfied	3%	4%	2%	6%


 Education at JCU Singapore helped to develop new job skills, boosted self-confidence and productivity the most. However, less than half from SP52 think the education helped them to attune to new job responsibilities.

## Perceived Achievement of Goals at JCU Singapore

Based on Overall Agreement Scores: 'Totally' + 'To a large extent'

	SP53, 2022	SP51, 2023	SP52, 2023
<b>65%</b> Developed new job skills	75%	61%	60%
<b>65%</b> Boosted confidence/self-esteem	70%	61%	64%
<b>63%</b> Productivity / Efficiency	66%	61%	60%
<b>62%</b> Ability to deliver better service	66%	63%	57%
<b>62%</b> Encouraged to do further training	58%	59%	68%
<b>55%</b> More employable	62%	48%	55%
<b>52%</b> New job responsibilities	57%	54%	44%



 **Higher proportion of those in Business thought that education in JCU Singapore helped to boost productivity, self-confidence and encouraged them to do further training.**

## Perceived Achievement of Goals at JCU Singapore

Based on Overall Agreement Scores: 'Totally' + 'To a large extent'

	Overall	Business	Social Health & Sciences	Science & Technology
<i>Base</i>	234	98	89	47
Developed new job skills	65%	62%	69%	66%
Boosted confidence /self-esteem	65%	70%	64%	55%
Productivity / Efficiency	63%	71%	57%	53%
Ability to deliver better service	62%	69%	60%	53%
Encouraged to do further training	62%	70%	58%	49%
More employable	55%	58%	56%	45%
New job responsibilities	52%	59%	52%	36%

## Reach out and learn more about **Blackbox** at:



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