

Employers satisfied with work performance of local graduates

Most employers are satisfied with the work performance of local first degree and sub-degree graduates, according to the findings of a survey conducted from the first to fourth quarters of 2018 and released today (July 11) on students who graduated from locally accredited first degree and sub-degree programmes in 2016. The survey was commissioned by the Education Bureau.

Overall, about 97 per cent of the surveyed employers were satisfied with the overall performance of first degree graduates, including 74 per cent who indicated that they were quite satisfied or very satisfied with the graduates' performance. About 95 per cent of the surveyed employers were satisfied with the work performance of the sub-degree graduates, including 56 per cent who were quite satisfied or very satisfied with their performance.

The survey aimed to collect employers' opinions on nine broad aspects of graduate performance, namely language proficiency (English and Chinese), numerical competency, information technology literacy, analytical and problem-solving abilities, work attitude, interpersonal skills, management skills, technical knowledge required for the job, and knowledge on current affairs and self-learning ability. The survey results show that, of these nine aspects, work attitude was perceived by employers as the most important aspect of competence.

The 2016 first degree graduates performed the best in terms of work attitude, followed by information technology literacy, language proficiency and interpersonal skills. Their performance scores in all nine major aspects are over 3.50 on a five-point scale, indicating that the graduates' performance was better than "generally meeting employers' required standard". The overall work performance score of the graduates is 3.70, showing that they have met and sometimes exceeded the employers' required standard. This is also the highest score obtained in the eight rounds of surveys conducted since 1998.

On the other hand, the overall work performance score of the 2016 sub-degree graduates is 3.48. Their performance scores in nine broad aspects are all over 3.20, showing that the graduates' performance was better than "generally meeting employers' required standard". The sub-degree graduates performed the best in terms of work attitude, followed by information technology literacy, interpersonal skills and technical knowledge required for the job.

The survey also solicited the employers' opinions on how to step up industry-institution collaboration, and their willingness to participate in collaborative initiatives. More than half of the employers saw a need to step up industry-institution collaboration and expressed willingness to provide

internships and pre-employment training for post-secondary students.

The survey was conducted from the first to fourth quarters of 2018 through questionnaires to the employers, from both private and public sectors, of the relevant graduates. Over 2,200 valid responses were received, covering nearly 2,000 local first degree graduates and over 200 local sub-degree graduates from 1,800 companies, organisations and government bureaux/departments.

Details of the executive summary of the survey are available at the webpage (www.cspe.edu.hk/en/resources-surveys.html).