

GRADUATE EMPLOYMENT SURVEY

835 fresh graduates and 28 follow-up graduates from SUSS were surveyed in November 2024 and the overall response rate obtained were 75.6% and 57.1% respectively.

SUSS: 2024 GES Employment Rates¹ and Salaries of Graduates by Bachelor Degree

Degree	Proportion of Graduates in the Labour Force who were		Basic Monthly Salary ⁴		Gross Monthly Salary ⁵			
	Employed ²	In Full-Time Permanent Employment ³	Mean	Median	Mean	Median	25 th Percentile	75 th Percentile
S R Nathan School of Human Development								
Bachelor of Early Childhood Education	82.6%	80.4%	\$3,454	\$3,550	\$3,576	\$3,600	\$3,500	\$3,800
Bachelor of Human Resource Management	86.7%	68.4%	\$3,870	\$3,700	\$3,973	\$3,800	\$3,520	\$4,200
Bachelor of Social Work	84.7%	74.6%	\$3,850	\$3,825	\$3,936	\$3,850	\$3,820	\$4,000
School of Business								
Bachelor of Accountancy	90.2%	90.2%	\$4,362	\$4,325	\$4,411	\$4,338	\$4,045	\$4,350
Bachelor of Science in Business Analytics	72.1%	69.1%	\$4,455	\$4,300	\$4,708	\$4,458	\$3,900	\$5,100
Bachelor of Science in Finance	87.0%	83.3%	\$4,489	\$4,300	\$4,661	\$4,500	\$3,999	\$5,000
Bachelor of Science in Marketing	84.7%	71.2%	\$3,787	\$3,600	\$3,994	\$3,700	\$3,500	\$4,125
Bachelor of Science in Supply Chain Management	87.5%	79.2%	\$4,001	\$4,000	\$4,067	\$4,000	\$3,650	\$4,500
School of Humanities and Behavioural Sciences								
Bachelor of Public Safety and Security	84.8%	71.7%	\$4,409	\$4,460	\$4,852	\$4,916	\$4,167	\$5,438
School of Law								
Bachelor of Laws (LLB) ^{6**}	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Source: Graduate Employment Survey jointly conducted by NUS, NTU, SMU, SUTD, SIT and SUSS

Notes:

1. Employment rates refer to the number of graduates employed as a proportion of graduates in the labour force (i.e. those who were working, or not working but actively looking and available for work) as at 1 November 2024 (i.e. approximately six months after completing their final examinations).
2. Employment refers to graduates working on a full-time permanent, part-time, temporary or freelance basis.
3. Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.
4. Basic monthly salary pertains only to full-time permanently employed graduates. It comprises basic pay before deduction of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, overtime payments, commissions, fixed allowances, other regular cash payments, lump sum payments, and payments-in-kind are excluded.
5. Gross monthly salary pertains only to full-time permanently employed graduates. It comprises basic salary, overtime payments, commissions, fixed allowances and other regular cash payments, before deductions of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, lump sum payments, and payments-in-kind are excluded.
6. Data on law graduates reflects outcomes for the class of 2023 graduates, and is obtained from a follow-up survey one year after graduation. This was to allow those who chose to continue with the one-year practical law course/pupillage to complete their training.

** - No data is shown due to the low response rates.

Frequently Asked Questions:

1. What is the difference between mean and median salaries?

The mean monthly salary is an average of the salaries of the full-time permanently employed graduates. The median monthly salary is the salary of the 'central' (i.e. 50th Percentile) graduate amongst the full-time permanently employed graduates when they are arranged by salary. It is useful to refer to these two indicators together. The median is a useful reference when the salaries are not symmetrically distributed (e.g. when the group contains graduates with exceptionally low or high salaries, especially when the number of respondents is relatively small).

For example, the median gross monthly salary for Bachelor of Science in Marketing offered by SUSS shows that 50% of the graduates are earning more than \$3,700, and the mean gross monthly salary is \$3,994. This indicates that there are some high earners who have raised the mean salary. In contrast, the mean gross monthly salary of Bachelor of Science in Supply Chain Management graduates is relatively similar to the median gross monthly salary. This indicates that the salaries are more evenly distributed on both sides of the median for this group of graduates.

2. *What do the 25th and 75th percentile gross monthly salaries indicate?*

If there are 100 students from that course who responded, then the 25th percentile (i.e. the lower quartile) gross monthly salary indicates that 25 graduates earn less than that salary, and the 75th percentile (i.e. the upper quartile) indicates that 75 graduates earn less than the gross monthly salary indicated.

Disclaimer

The data published in this document is provided on an “as is” basis without any warranties of any kind. To the fullest extent permitted by law, MOE does not warrant and hereby disclaims any warranty as to the accuracy, correctness, completeness, reliability or fitness for any particular purpose of such data. The reader of this document assumes all responsibility and risk for the use of such data. MOE shall not be liable for any damage or loss of any kind caused as a result (directly or indirectly) of the use of such data, including but not limited to any damage or loss suffered as a result of reliance on the data published in this document.