

GRADUATE EMPLOYMENT SURVEY

907 fresh graduates from SUSS were surveyed in November 2025 and the overall response rate obtained was 72.8%.

SUSS: 2025 GES Employment Rates¹ and Salaries of Graduates by Bachelor Degree

Degree	Response Rate	Proportion of Graduates in the Labour Force who had/were			Basic Monthly Salary ⁵		Gross Monthly Salary ⁶			
		Secured Employment ²	Currently Employed ³	In Full-Time Permanent Employment ⁴	Mean	Median	Mean	Median	25 th Percentile	75 th Percentile
S R Nathan School of Human Development										
Bachelor of Early Childhood Education	68%	100.0%	97.9%	93.8%	\$3,623	\$3,700	\$3,698	\$3,800	\$3,500	\$3,995
Bachelor of Human Resource Management	75%	90.1%	85.2%	72.8%	\$4,031	\$4,000	\$4,143	\$4,000	\$3,700	\$4,300
School of Social Work and Social Development										
Bachelor of Social Work	82%	94.9%	88.6%	82.3%	\$3,984	\$3,950	\$4,045	\$3,950	\$3,850	\$4,050
School of Business										
Bachelor of Accountancy	72%	93.8%	87.5%	85.9%	\$4,254	\$4,350	\$4,371	\$4,350	\$4,300	\$4,500
Bachelor of Science in Business Analytics	73%	83.3%	80.3%	69.7%	\$4,866	\$4,600	\$4,990	\$4,800	\$4,200	\$5,439
Bachelor of Science in Finance	68%	89.2%	83.8%	64.9%	\$4,625	\$4,325	\$4,775	\$4,400	\$4,145	\$5,134
Bachelor of Science in Marketing	71%	84.9%	77.4%	56.2%	\$3,908	\$3,600	\$3,971	\$3,715	\$3,500	\$4,200
Bachelor of Science in Supply Chain Management	72%	82.4%	72.1%	63.2%	\$3,900	\$3,800	\$4,009	\$4,000	\$3,600	\$4,325
School of Humanities and Behavioural Sciences										
Bachelor of Public Safety and Security	89%	91.8%	87.8%	69.4%	\$4,422	\$4,215	\$4,930	\$5,000	\$4,185	\$5,800
School of Law										
Bachelor of Laws (LLB) ⁷	N.A.	N.A.	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:

- 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 2025 (i.e. approximately six months after completing their final examinations).
- Secured Employment refers to graduates (i) working on a full-time permanent, part-time, temporary or freelance basis, (ii) who had accepted a job offer and were starting later or (iii) who were taking steps to start a business venture.
- Currently Employed refers to graduates working on a full-time permanent, part-time, temporary or freelance basis.
- 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.
- 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.
- 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.
- The Class of 2024 Law graduates will be surveyed in JAUGES 2026. Previously, data on law graduates is obtained from a follow-up survey one year after graduation, to allow those who chose to continue with the practical law course/pupillage to complete their training. However, under a new practical training framework, the period of practical training has been lengthened to one year from six months previously. As such, they will be surveyed two years after graduation.

Frequently Asked Questions:

1. What do the response rates indicate?

The Graduate Employment Survey is a census, i.e. it polls all graduates from each course. The response rate for a course is the proportion of graduates in that course that responded to the survey. The higher the response rate, the greater the proportion of graduates who responded to the survey, and hence the more confident we are that the results represent the graduate cohort for the course. The target response rate for the Joint Autonomous University Graduate Employment Survey is 70%.

2. 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 the Bachelor of Science in Business Analytics course offered by SUSS shows that 50% of the graduates are earning more than \$4,800, and the mean gross monthly salary is \$4,990. 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 and Management graduates is less different from 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.

3. *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.

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