

AN6100 PROGRAMMING ESSENTIALS



# SINGAPORE FRESH GRADS DASHBOARD

*strategy*

Wu Yuyang

Xu Yiyi

Cai Yilin

Huang Ziying

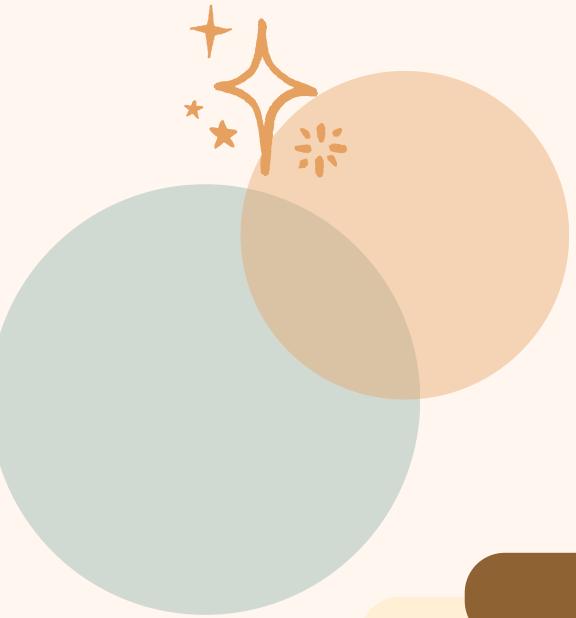
Li Qirong

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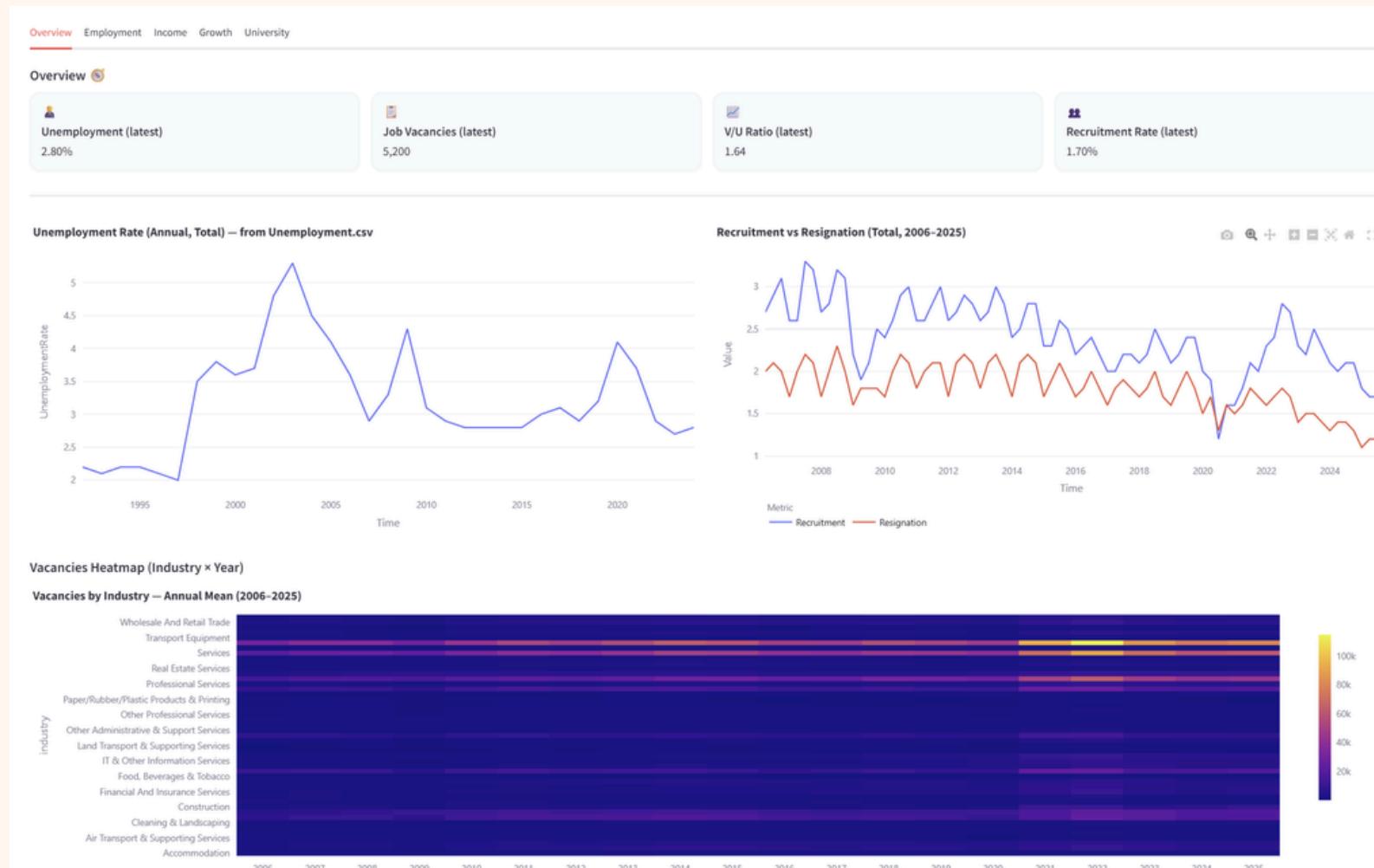
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# Overview



To provide an 'at-a-glance' summary of the core dynamics in the graduate job market.



## UNEMPLOYE RATE

The long-term trend of the Annual Unemployment Rate since 1995, allowing us to see historical peaks and valleys.

## RECRUIT/RESIGNATION

A comparison of Recruitment versus Resignation over time. As you can see, the blue 'Recruitment' line has consistently stayed above the red 'Resignation' line, which means the job market is always allowing talents in.

## VACANCIES

A Heatmap. Visualizes job vacancies by Industry (on the y-axis) and by Year (on the x-axis). The brighter the color, the more vacancies there were, which helps us quickly identify the hottest job sectors over time.

## OVERVIEW

In summary, this 'Overview' page combines immediate, high-level data with long-term historical context. For a deeper analysis, we can click on the other tabs like 'Employment', 'Income', or 'University'."

# Employment

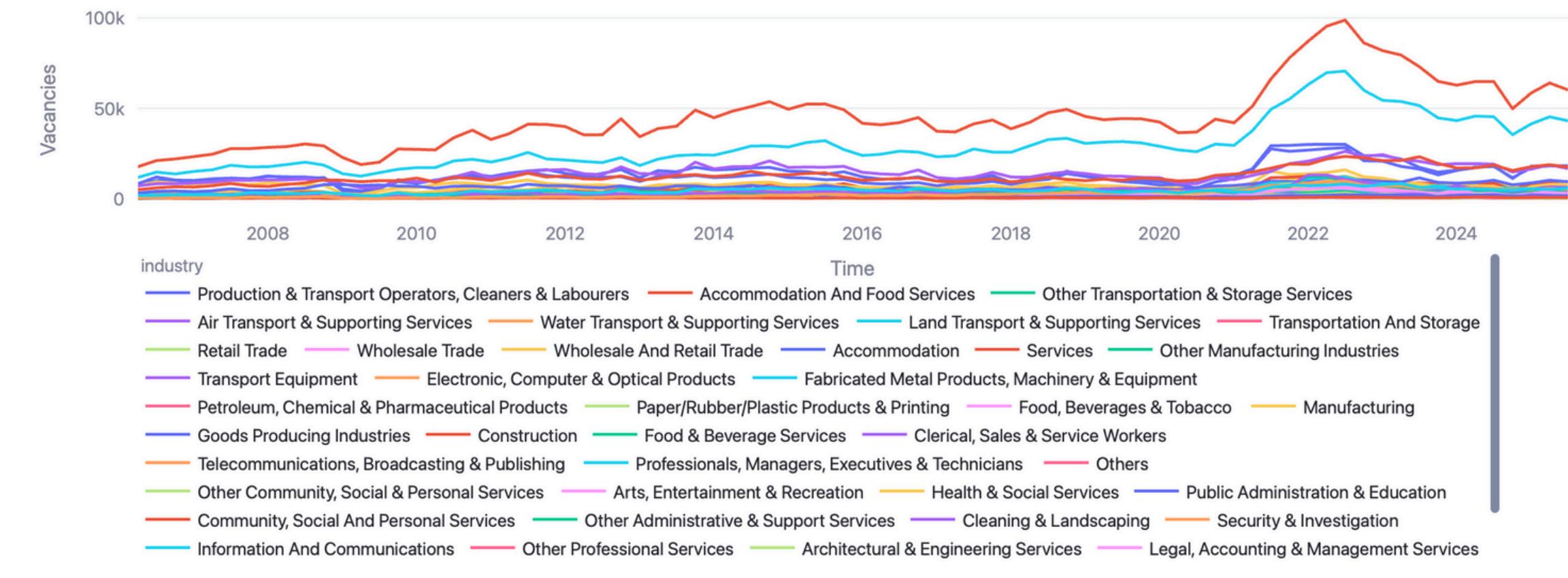


## Employment – Industry & Recruitment/Resignation

Vacancies: Industries (2006Q1–2025Q2)

Choose options

### Job Vacancies (Quarterly, 2006–2025)

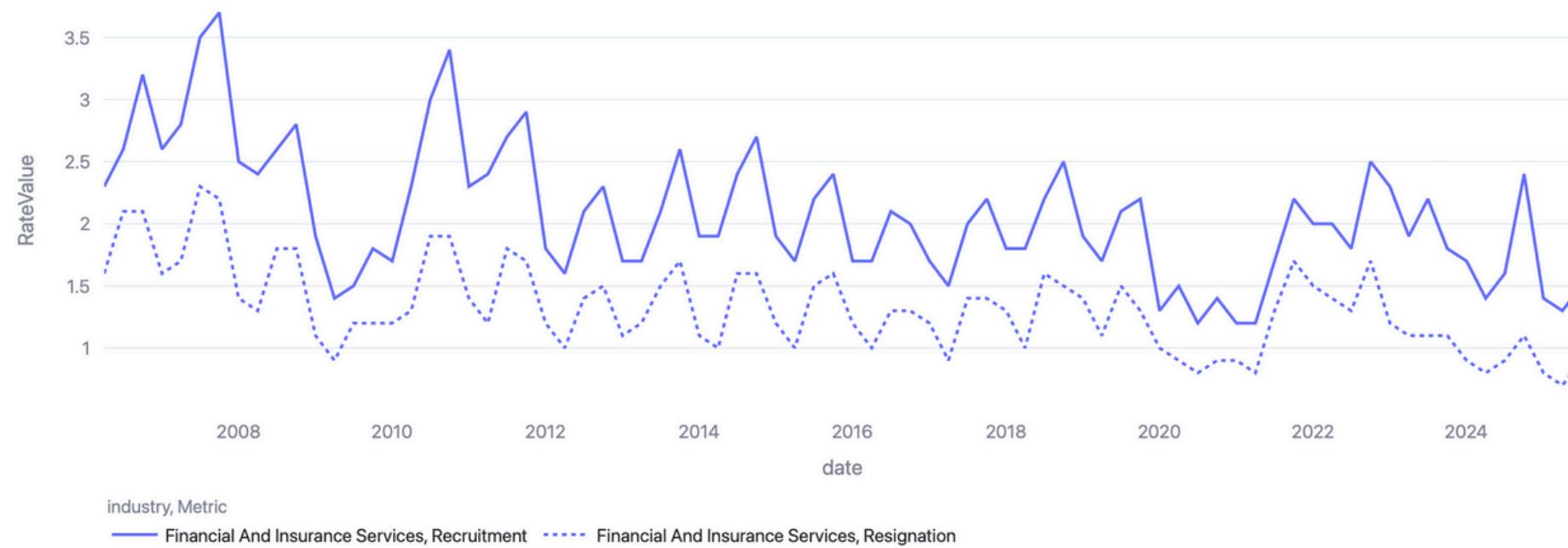


- Sharp rise in 2022 → post-COVID rehiring boom
- Since 2023 → Job openings stabilized, market balanced but expanding
- Insight: A strong and resilient labor market & healthy environment for fresh graduates

Rates: Select industries

Financial And In... x

#### Recruitment & Resignation Rates — Selected Industries (Quarterly)



## Resilience:

- Even in 2020 downturn, quick rebound
- Ratio vs Overall Market:
- Finance (blue line) stays above benchmark,
- reaching record-high by 2023

## Financial & Insurance Services

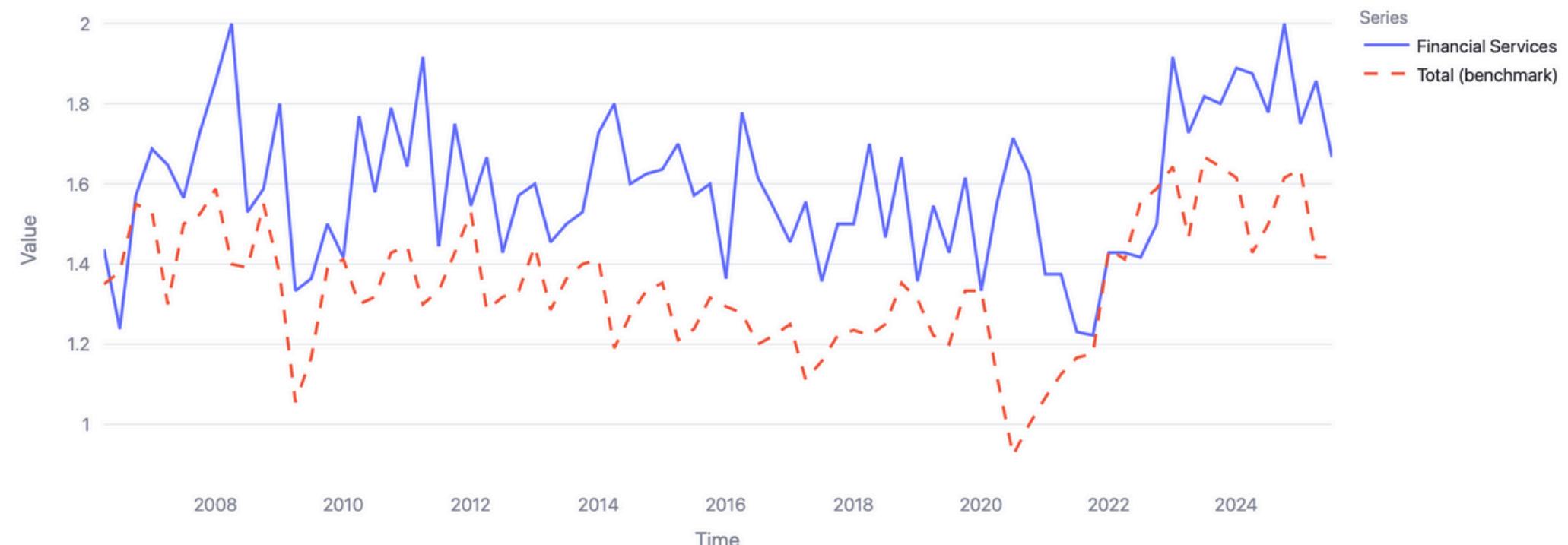
- Recruitment > Resignation:
- Sector consistently absorbs more talent than it loses
- Seasonal Pattern:
- Peaks during graduate intake & year-end expansion

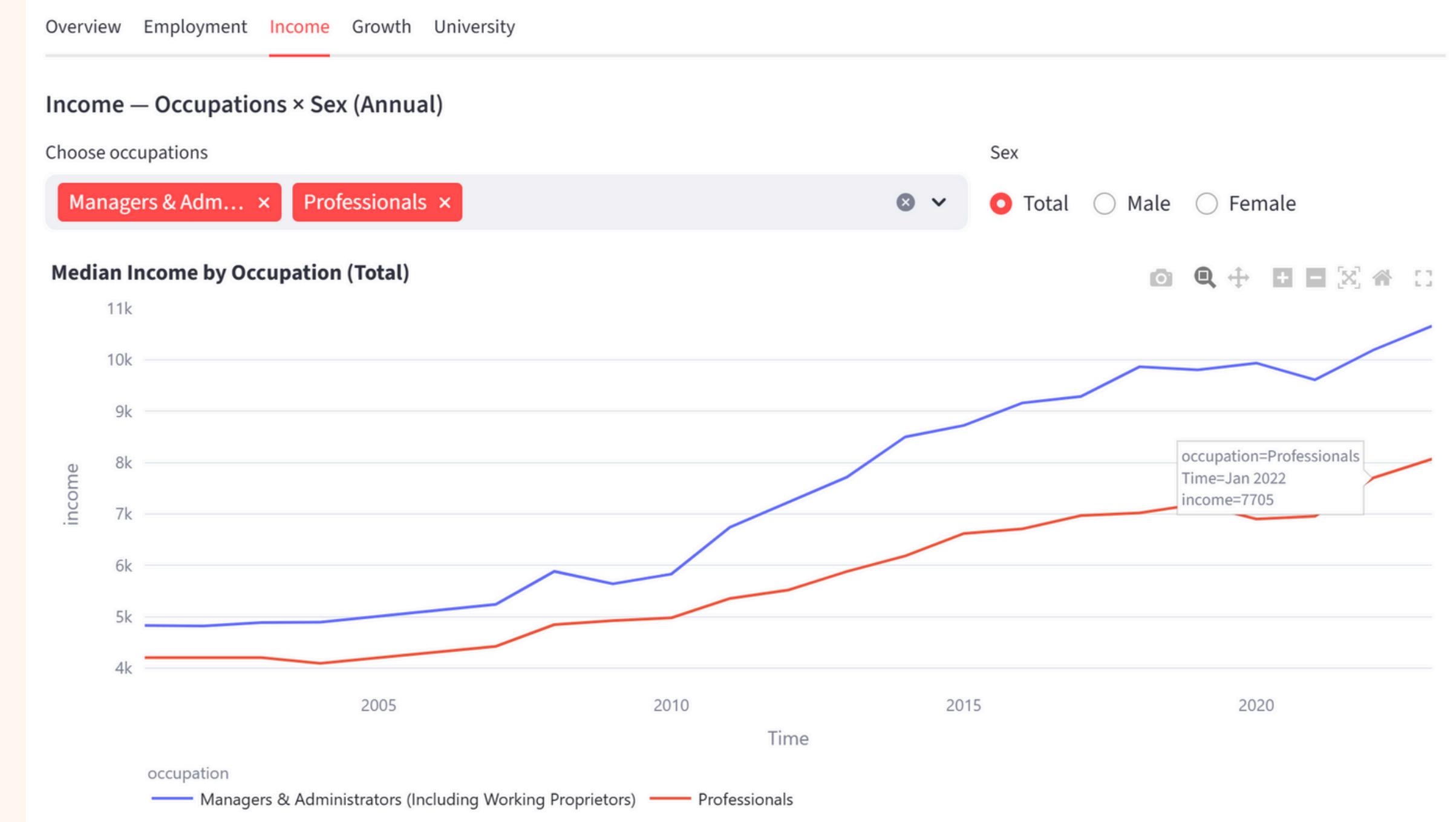
Choose one industry (for Ratio)

Financial Services

Show Total benchmark

#### Recruitment / Resignation Ratio — Financial Services (Quarterly)





**Occupations x Sex:**  
**Clear High-Value Career Tracks:** Roles like **Professionals & Managers** command the highest and fastest-growing median incomes, highlighting the most lucrative fields for graduate talent.

## Income – Sex × Age (Annual)

Income measure

Including employer CPF  Excluding employer CPF

### Median Income by Sex – 15 - 29 (Incl CPF)



Age group

15 - 29

## Sex × Age:

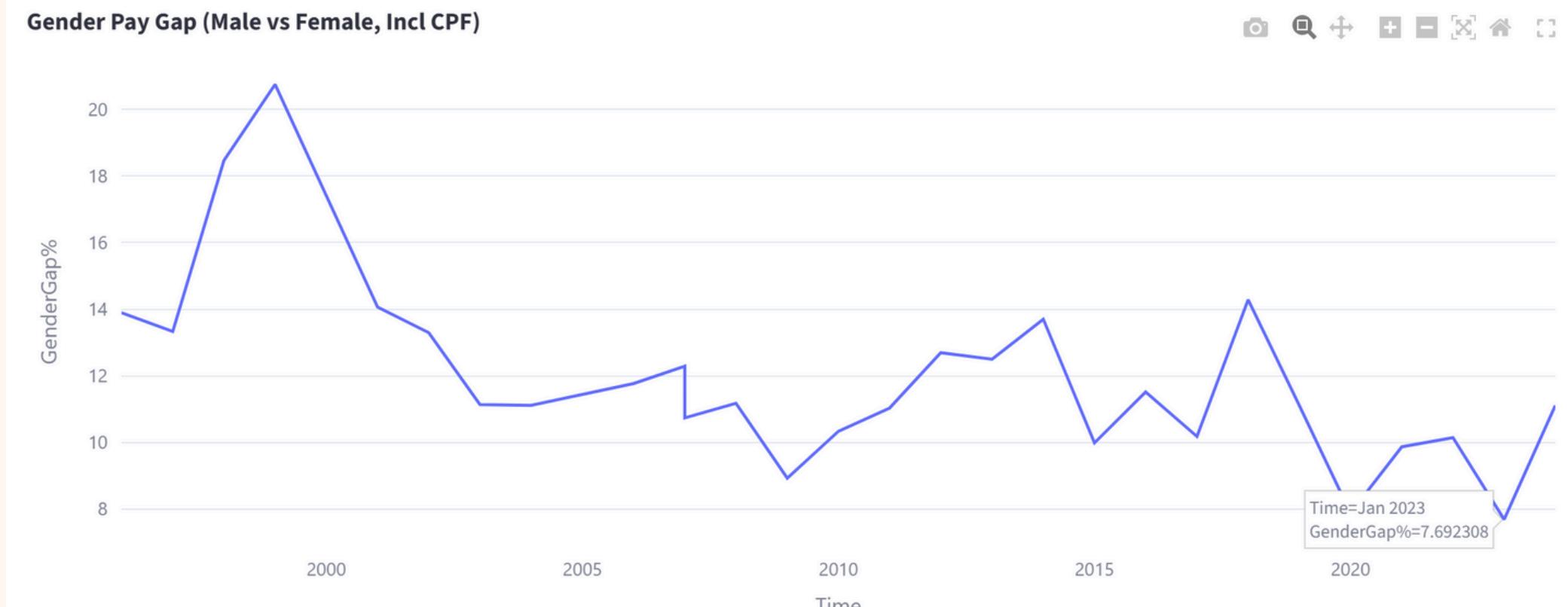
**Significant Long-Term Growth Potential:** The substantial gap between the overall median income (driven by peak earners aged 30-49) and the starting salary for graduates (15-29) reveals a steep and rewarding career progression path.

## Income Growth & Gender Gap

Gender gap measure

Including employer CPF  Excluding employer CPF

### Gender Pay Gap (Male vs Female, Incl CPF)



## Gender Pay Gap:

**A Trend Towards Greater Equity:** The consistently narrowing gender pay gap indicates a progressive and fairer work environment, enhancing Singapore's appeal as a long-term career destination for everyone.

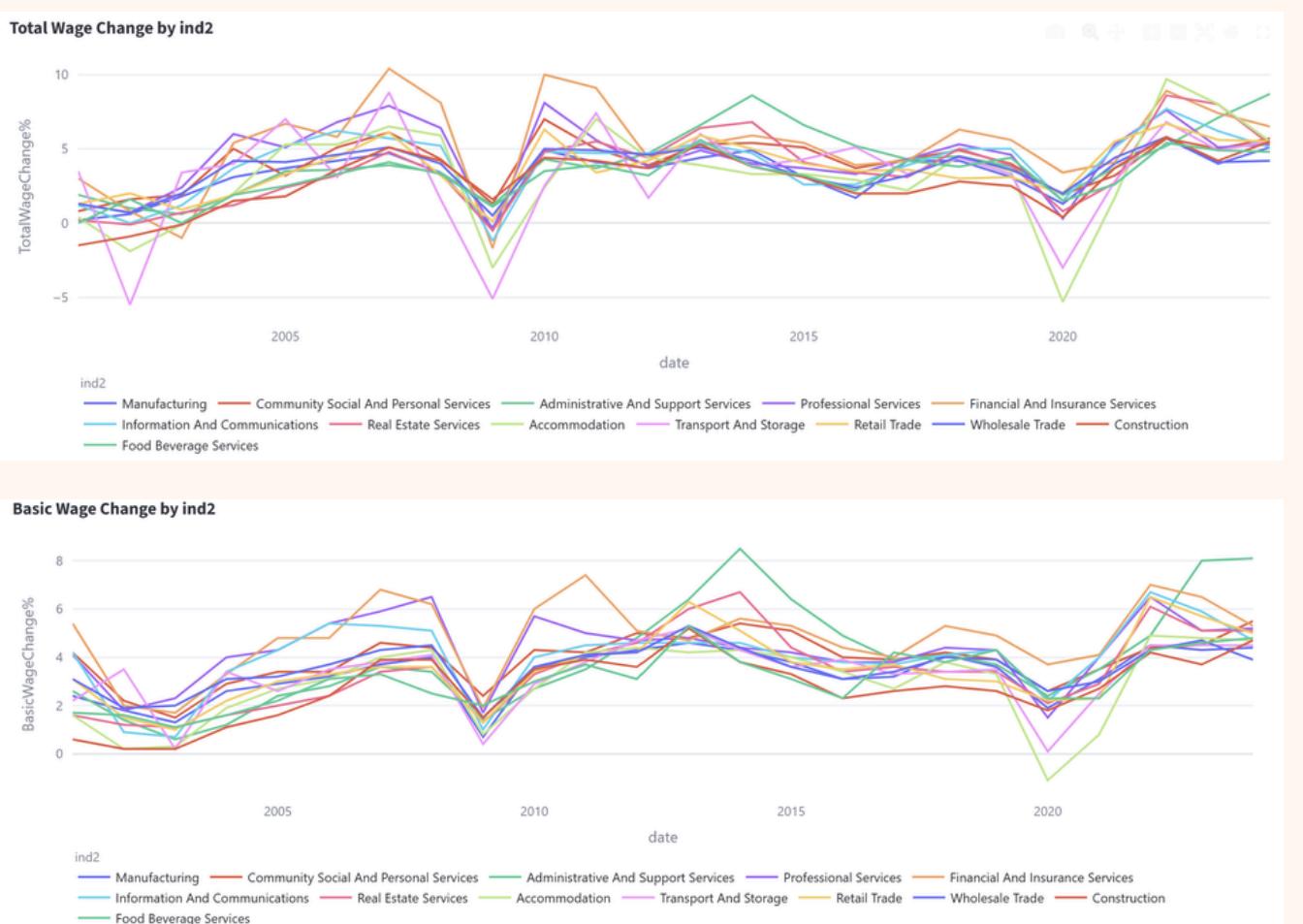
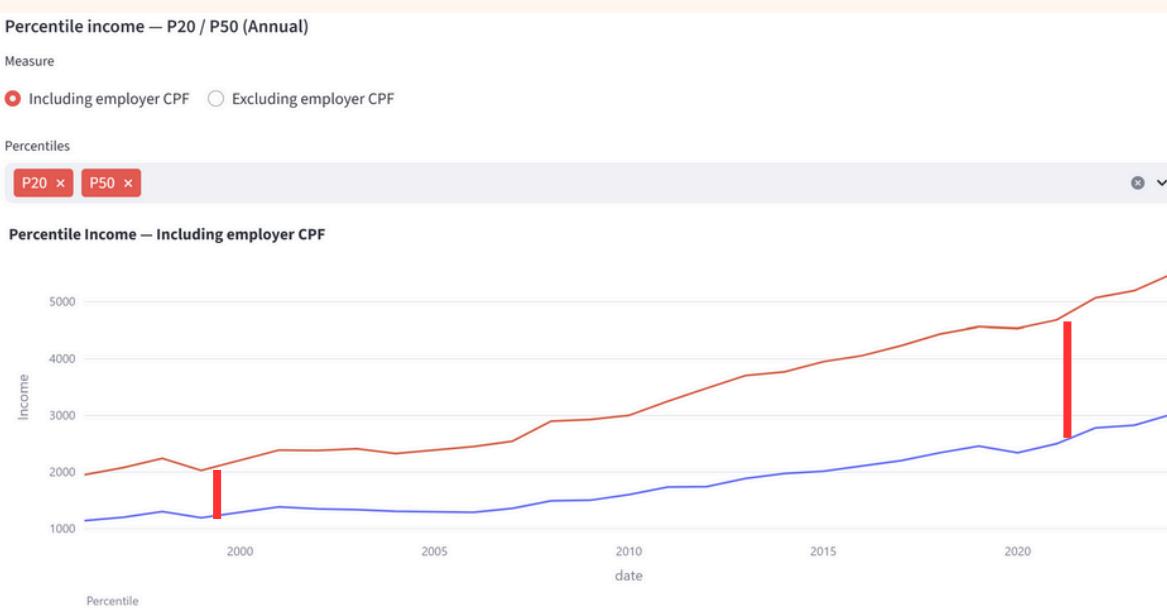
# OCCUPATION CHOOSE

- Female professionals show slightly more consistent growth resilience compared to their male counterparts in the "Professionals" category.
- The highest growth peaks (brightest yellow) in the "Managers & Administrators" category are more pronounced in the Male chart .



## P20/P50 INSIGHT

- While both the median (P50) and low-end (P20) incomes have grown, the gap between them is widening significantly, especially since 2010. **This indicates increasing income stratification among fresh graduates.**
- The market rewards top performers more aggressively. Landing in a low-growth role (closer to P20) means falling farther behind the median cohort over time. **Graduates must secure a P50+ role to maintain relative competitiveness.**

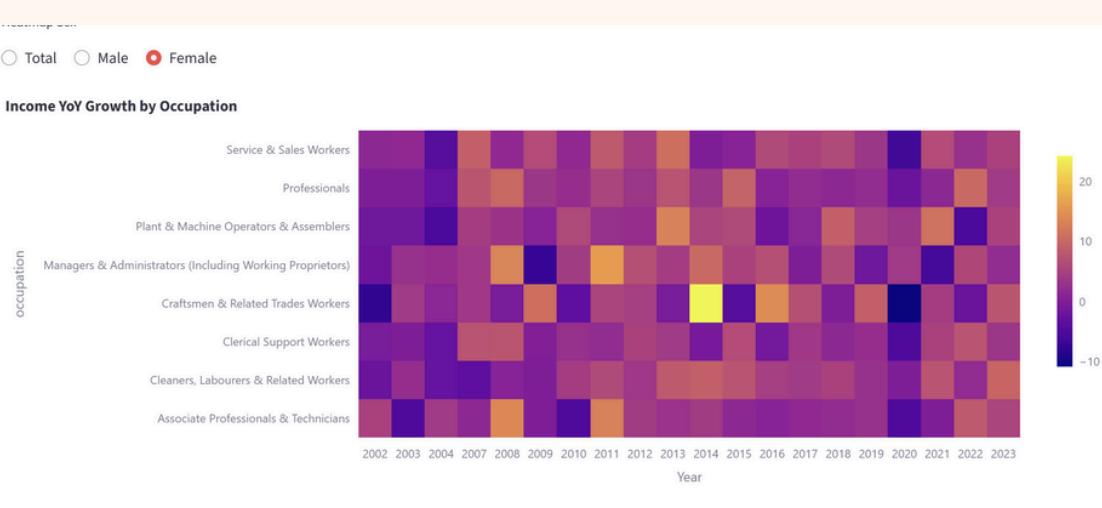
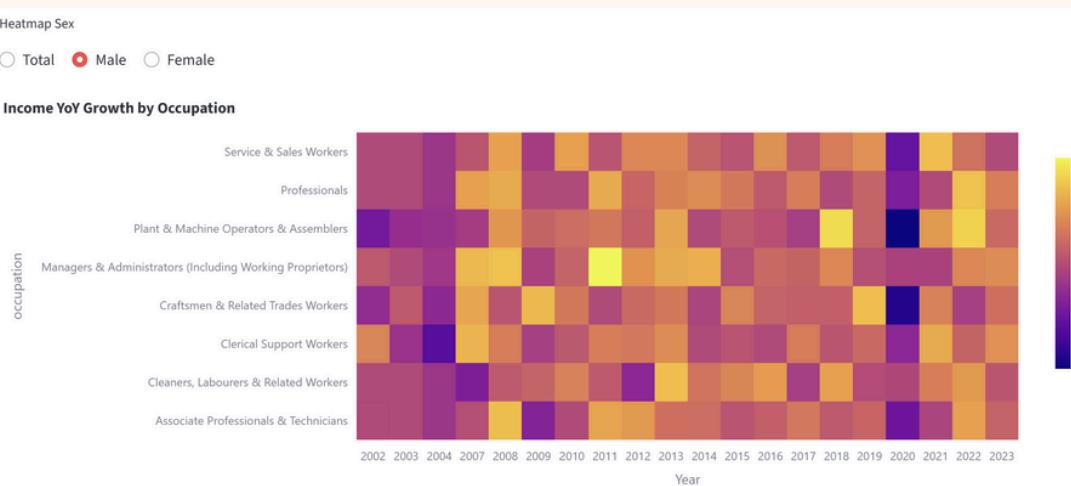


## WAGE CHANGE

### High Volatility = High Reward (and High Risk)

Industries that see the largest swings in Total Wage Change (e.g., Financial & Insurance Services, Transport & Storage, Professional Services) also experience the most severe downside dips during economic shocks (e.g., 2009, 2020).

- Sectors offering the highest return potential (high TWC peaks) demand a higher tolerance for cyclical risk (deep TWC troughs).
- Contrast: Industries like Community Services show much flatter TWC lines.



**THANK**  
*You*

