

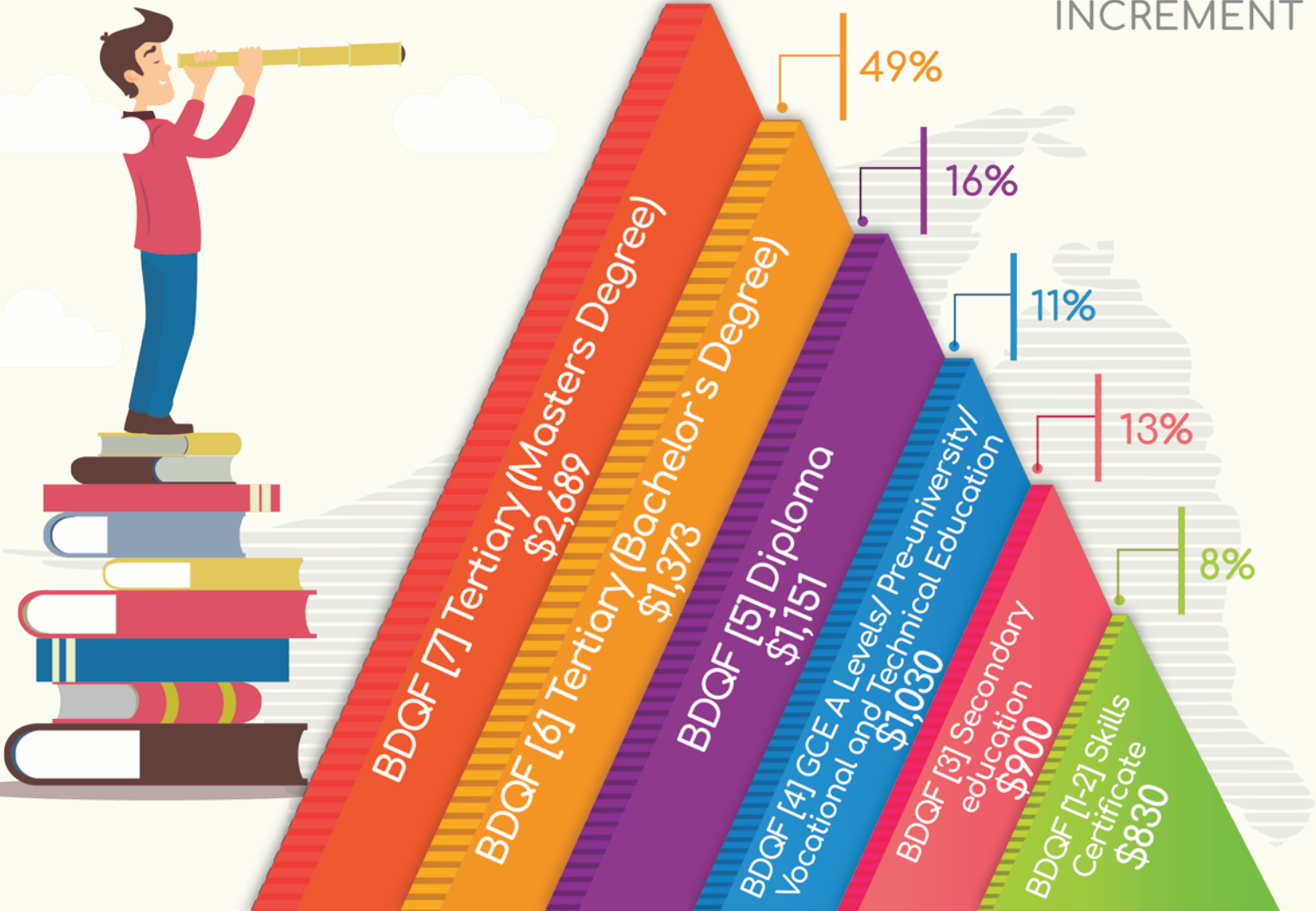


FACTS & FINDINGS

AVERAGE MONTHLY SALARY BASED ON LEVEL OF EDUCATION

(Based on 1 to 5 years working experience)

INCREMENT



FINDINGS & ANALYSIS: Is it possible to become a high earner without a formal education? It is rather obvious as our survey results show how income is affected by two factors: Education and Years of Experience. Based on the above image, there is a significant increase in the average monthly salary when one attains a higher level of education. The average monthly salary for employees holding Bachelor Degree (\$1,373) & Masters Degree (\$2,689) shows a much higher difference of 49% when compared to those with a lower level of education: Diploma (\$1,151), GCE A Level/Pre-University/Vocational and Technical Education (\$1,030), Secondary Education (\$900) & Skills Certificate (\$830). On a positive note, employees with Skills Certificate qualifications can experience a salary increment of 8% to 16% higher should they upgrade to attain a Secondary education or GCE A Level/Pre-University/Vocational and Technical Education or Diploma or eventually a Bachelor Degree respectively. Without doubt, when one acquires a higher level of qualification, one earns a higher remuneration. However to point out, qualification alone does not contribute to a higher income; the years of working experience does come into effect. Among 297 employees surveyed, those holding Masters Degree who command the highest average monthly earnings of \$2,689, 33% of them have 5 years working experience while 66% have at least 2 years of working experience. Employees holding Bachelor Degree who bring home an average of \$1,373 monthly, 16% of them have 5 years working experience and 43% with at least 2 years of working experience. To conclude, the average monthly salary shown above does not literally mean the actual starting salary for an employee without any working experience but may hold a specific qualification. Also do bear in mind that both "Education Level" and "Years of Experience" are factors that will affect one's salary. Refer to the next page for the average monthly salary based on both factors.