



**Connecting Businesses  
With talent**



# **Job Demand and Supply**

presented by

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Solutions Manager of JobStreet.com Malaysia

July 2016

# SEEK ASIA



**Over 500,000 Corporate Hirer**

**Over 24 Million Candidates**

**Over 6,000 People** working for SEEK globally

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# JobStreet.com Malaysia



**Over 3 Million**  
Total registration



**Over 80k**  
Employers

**Over 7 Million**  
Visits



**Over 2.4 Million**  
Total unique visitors



**Over 64 Million**  
Total page views



**26**  
Page views  
Per unique visitor

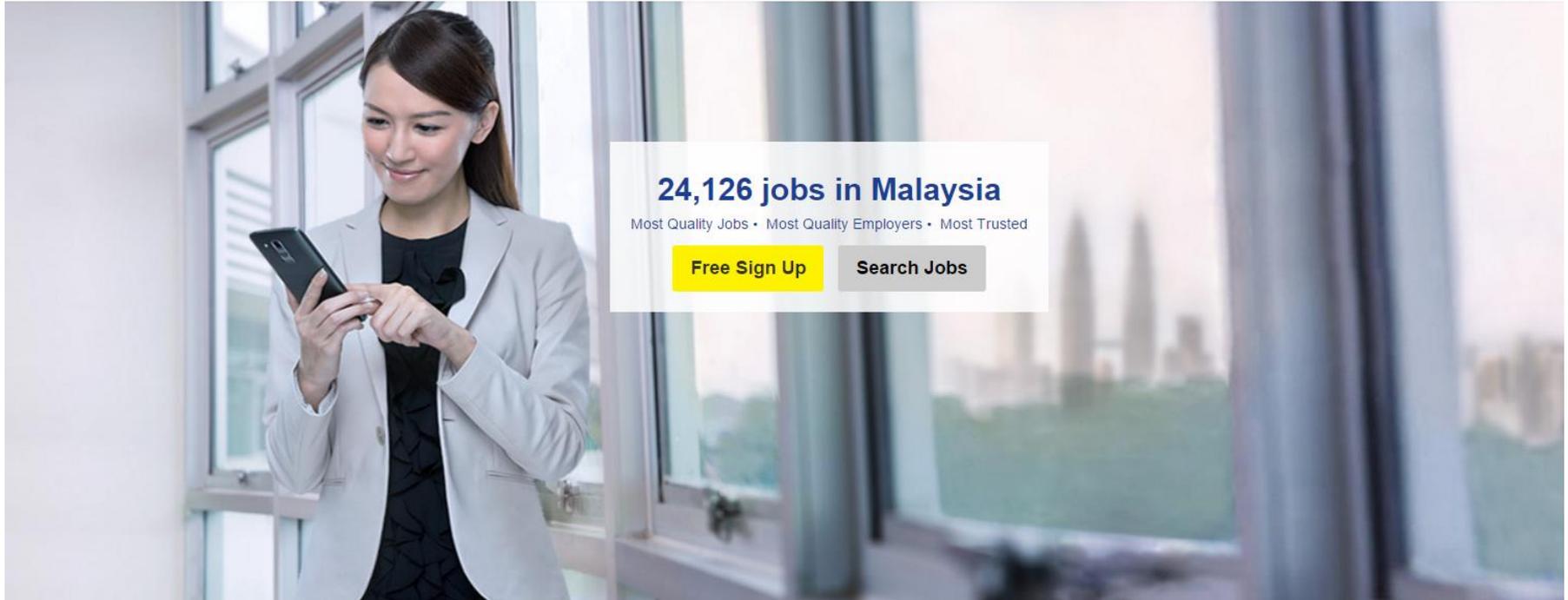


**Over 11min**  
Time spent  
Per unique visitor



# **Job Market Update 2016**

An average of 20,000 jobs monthly



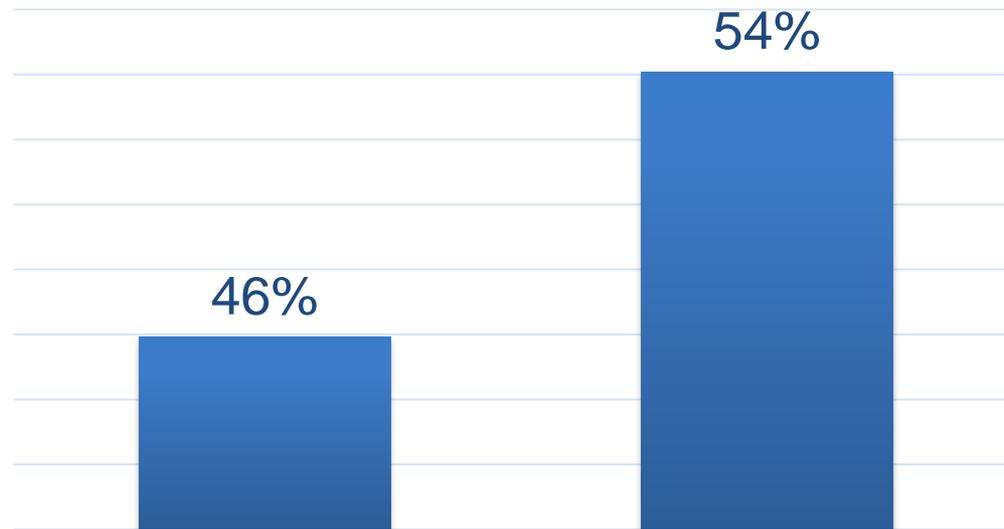
**24,126 jobs in Malaysia**  
Most Quality Jobs • Most Quality Employers • Most Trusted

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*Last updated: 13 July 2016*

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## Q2 2016 Job Market Outlook Survey

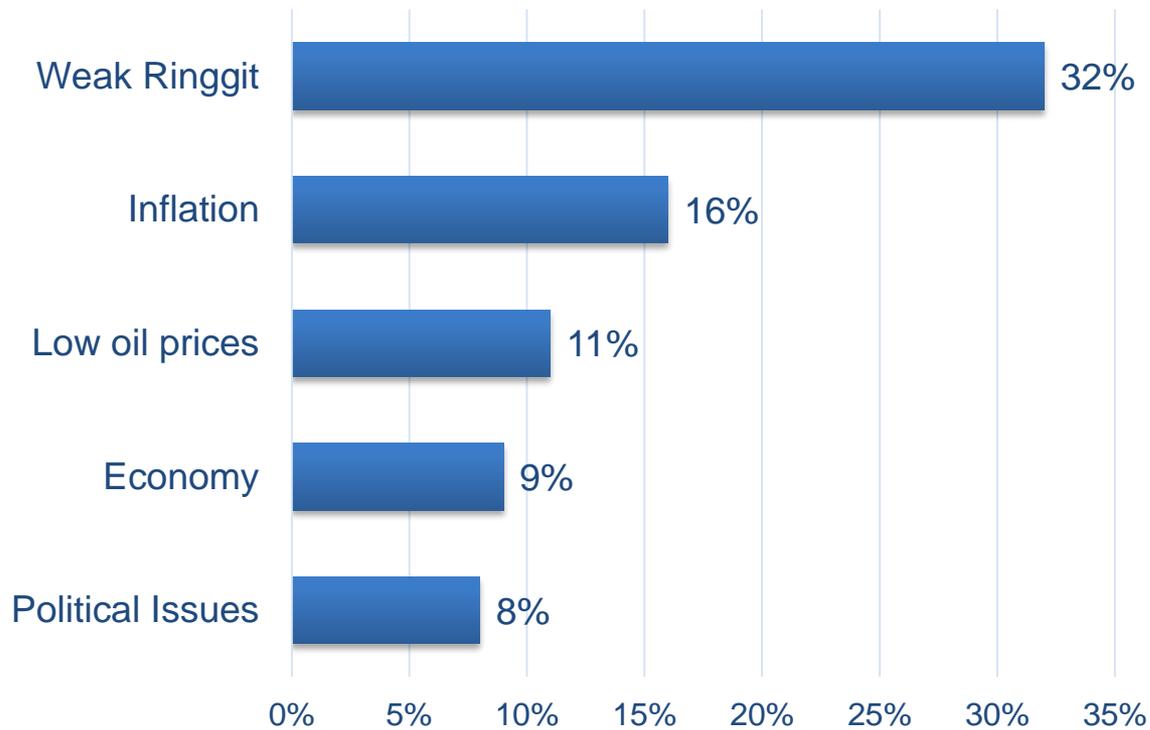


46% of the employers said that their businesses have been taking a hit in the past few months

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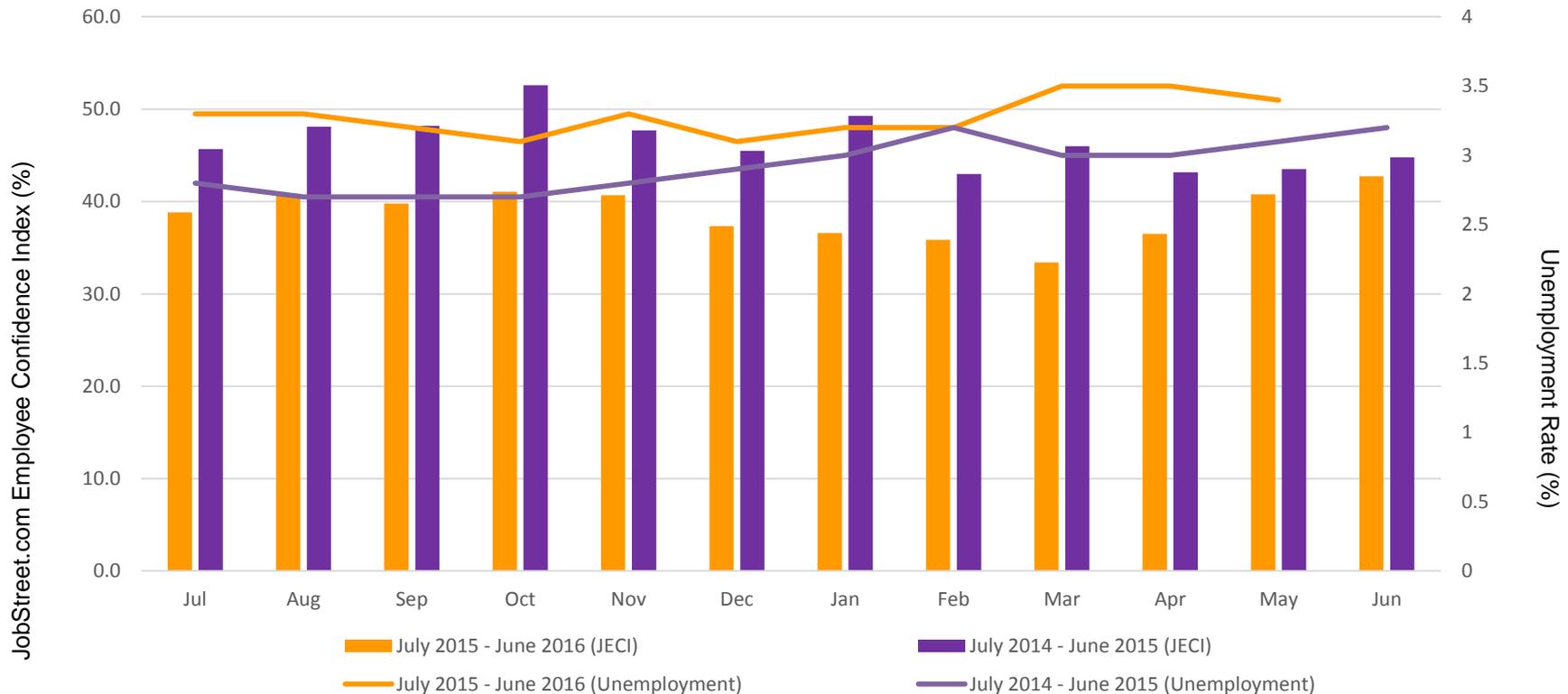
## Q2 2016 Job Market Outlook Survey

### The contributing factors



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## JobStreet.com Employee Confidence Index vs Malaysia Unemployment Rate



- Candidate's confidence in finding a job has also seen a drop of 17% this year versus last year
- This negative sentiment also correlates to the Malaysian unemployment rate as well which increased by 14%

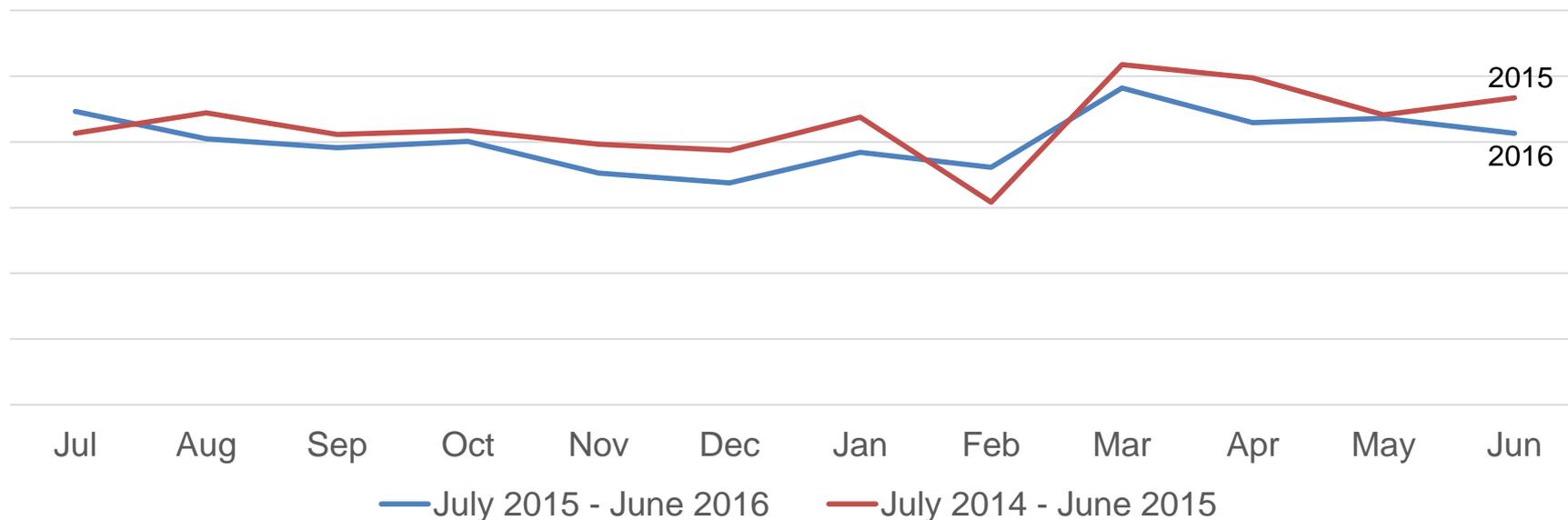
Source :

Unemployment rate : Department of statistics Malaysia, JobStreet.com  
 Employment Confidence Index (JECI) : JobStreet.com statistics

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## JobStreet.com Job Posting Trend

July 2015 – June 2016 vs July 2014 – June 2015

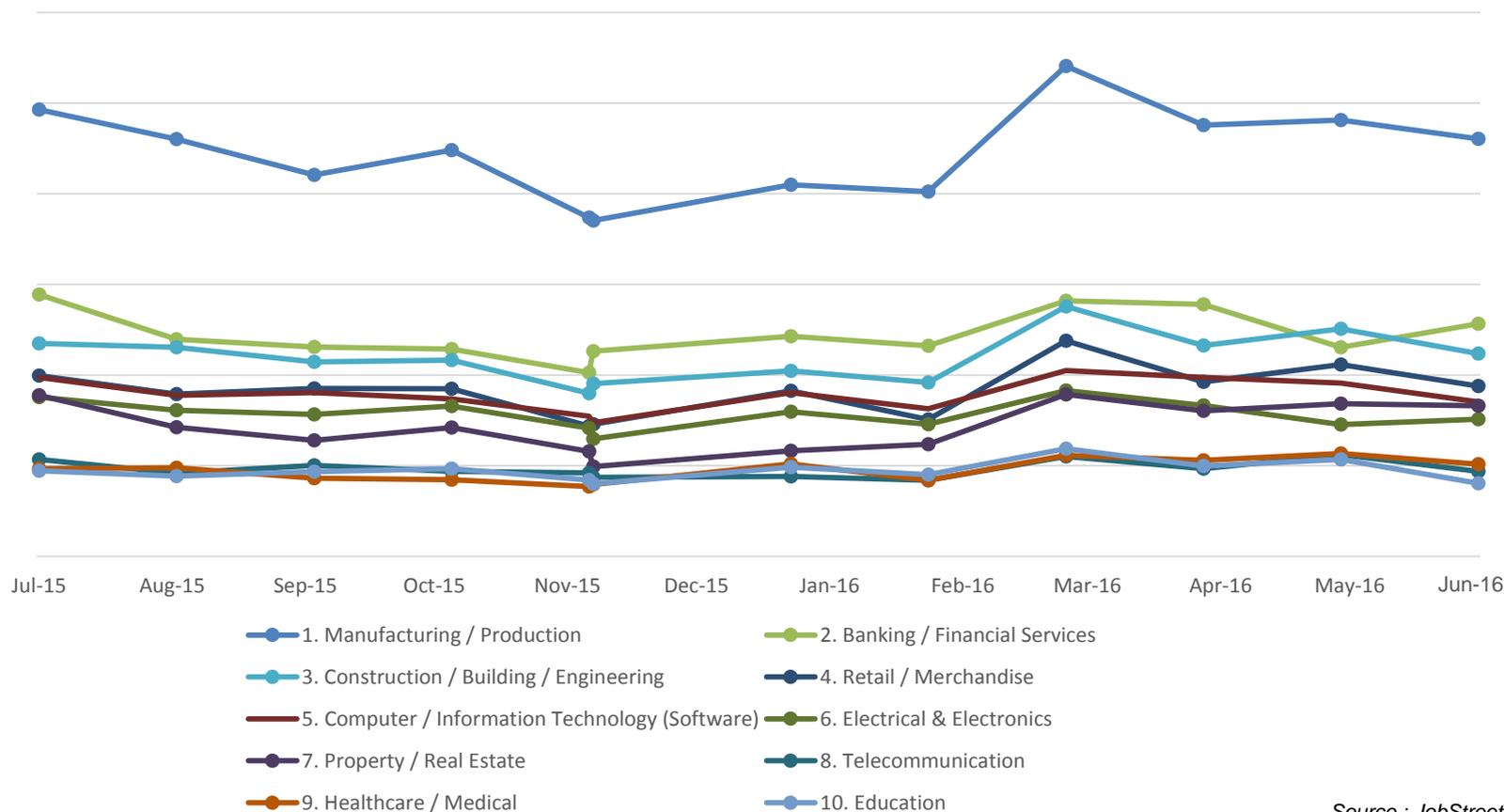


- Trend of job posting usually picks up after Chinese New Year and bonus payout
- There is a downward trend (decrease of 5%) for the number of job posted versus the same period last year

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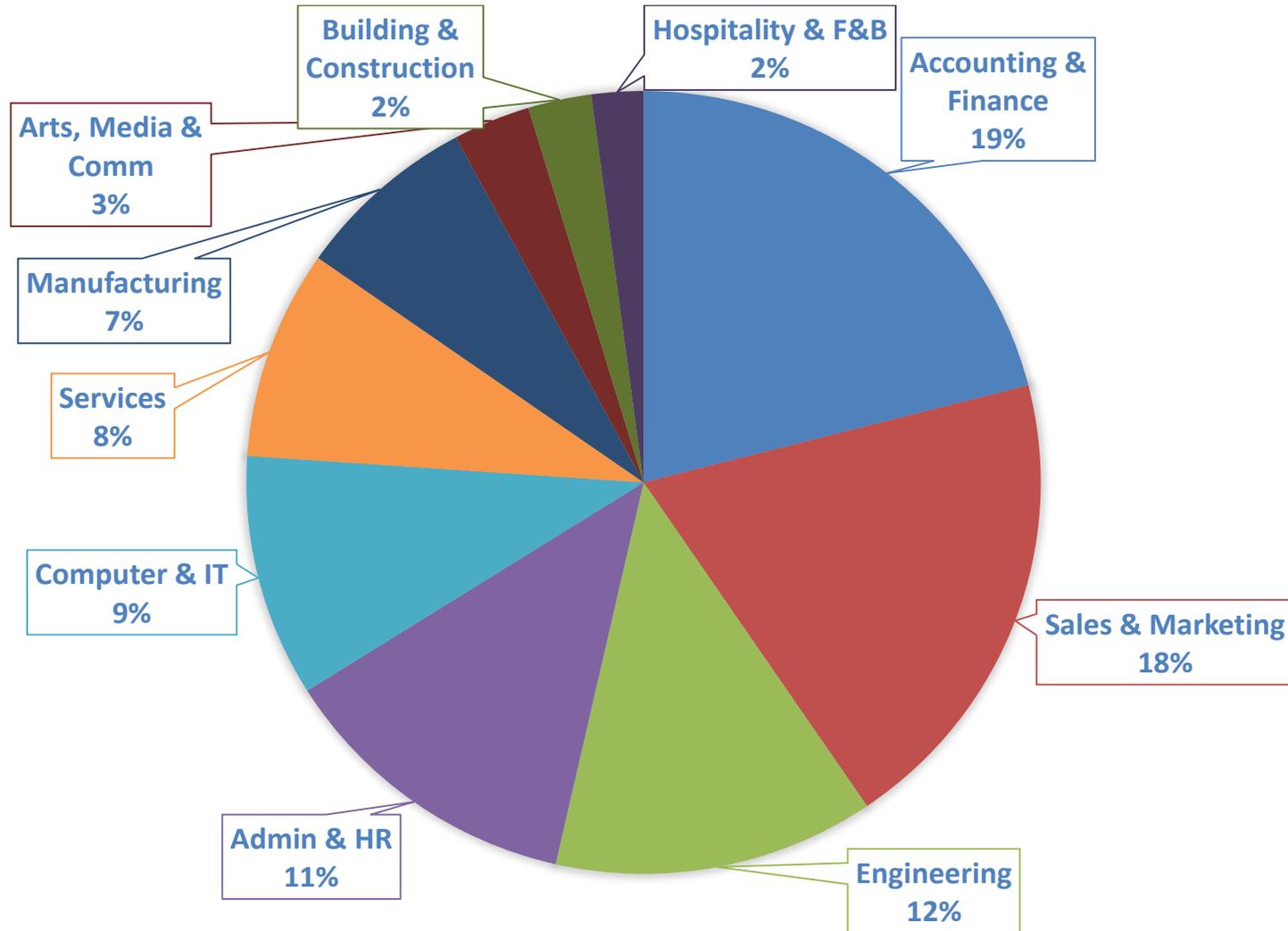
## Top 10 Industries by number of Job Posting

- Manufacturing industry still leads and remains strong, despite a marginal decrease of 7% compared to last year.
- Banking & Financial Services has declined by 21% compared to same period last year.

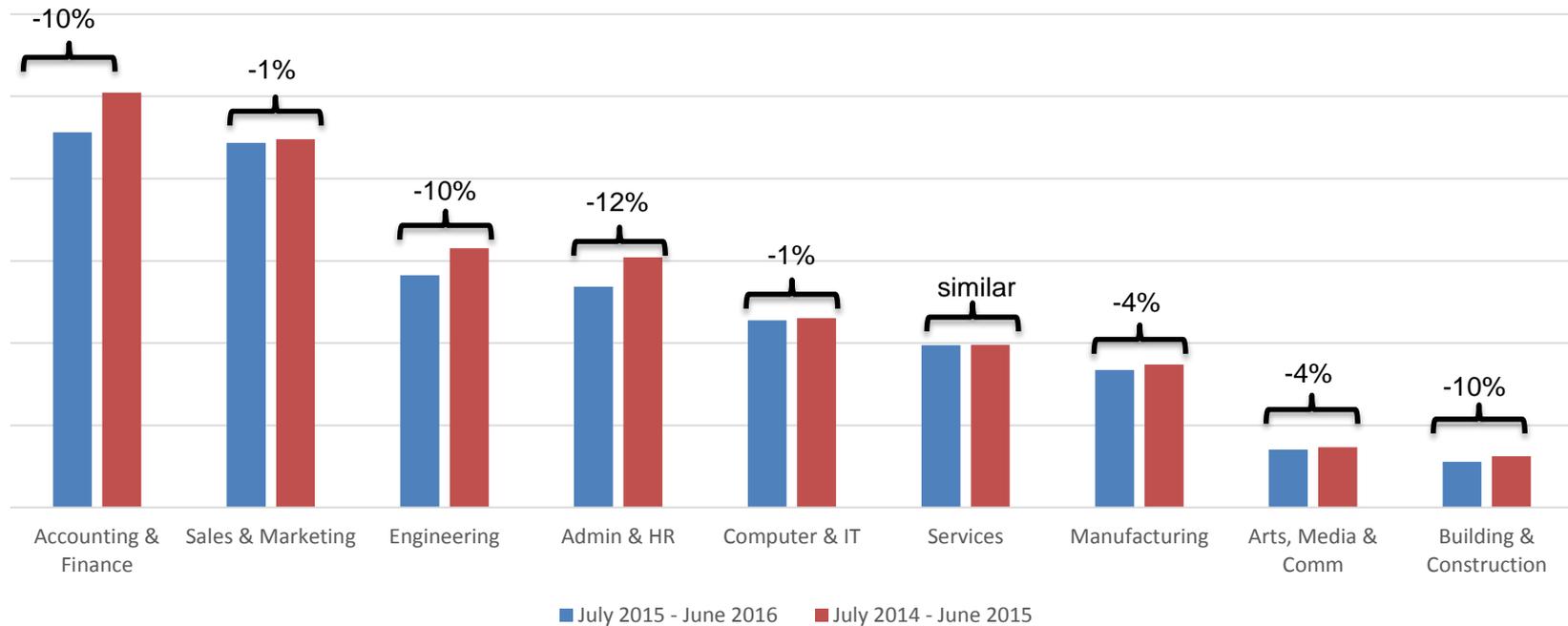


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## Top 10 Specialization for Job Posting

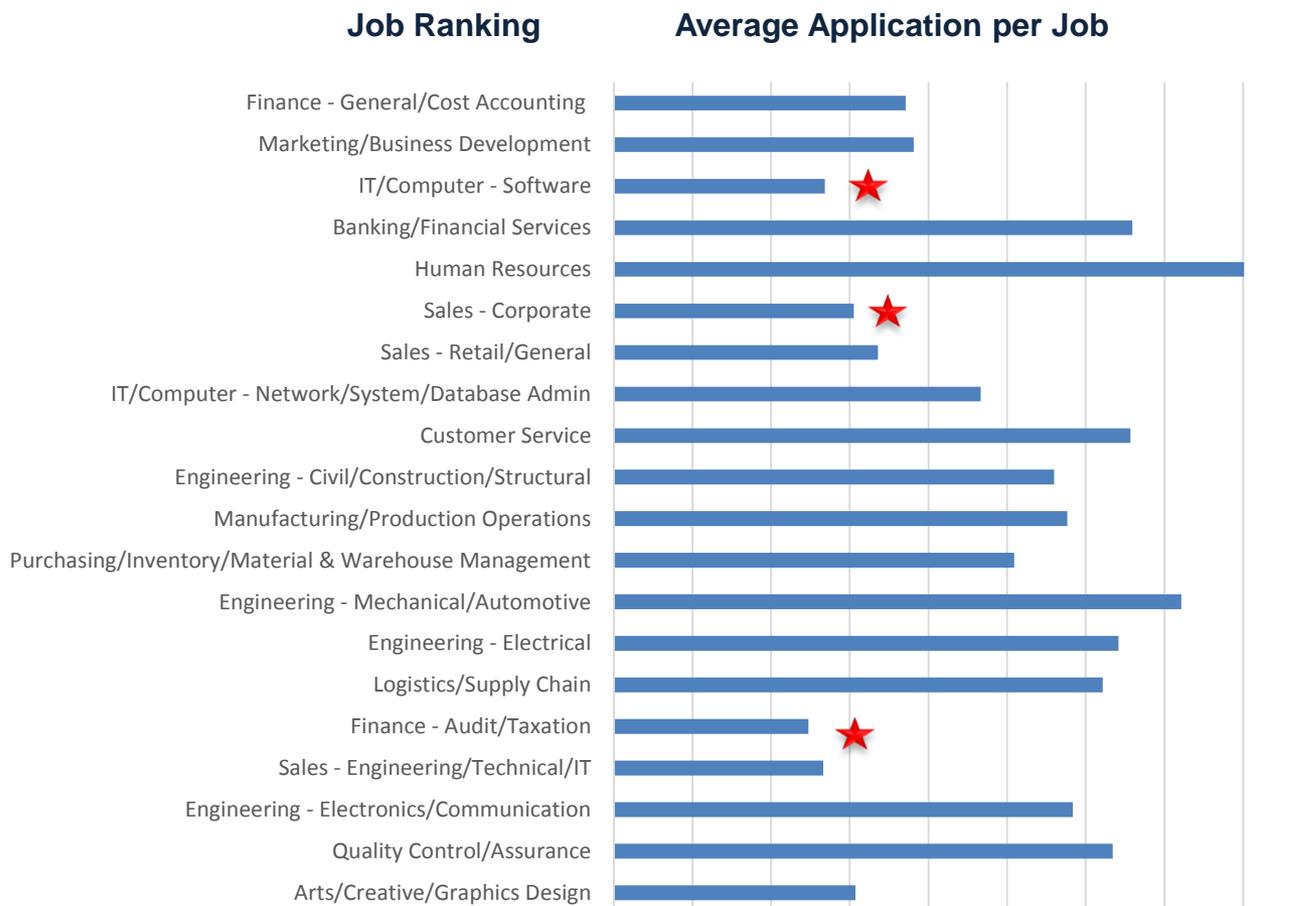


## Top Specialization by number of Job Posting (group performance)



- There is a decrease in demand for all the top specialization
- A double digit drop for Engineering, Admin& HR and Accounting & Finance specialization

## Top 20 Sub Specialization (Detailed)



- Although IT/Computer-Software in the Top 5 Job Ranking, however it has the least average candidate applications.

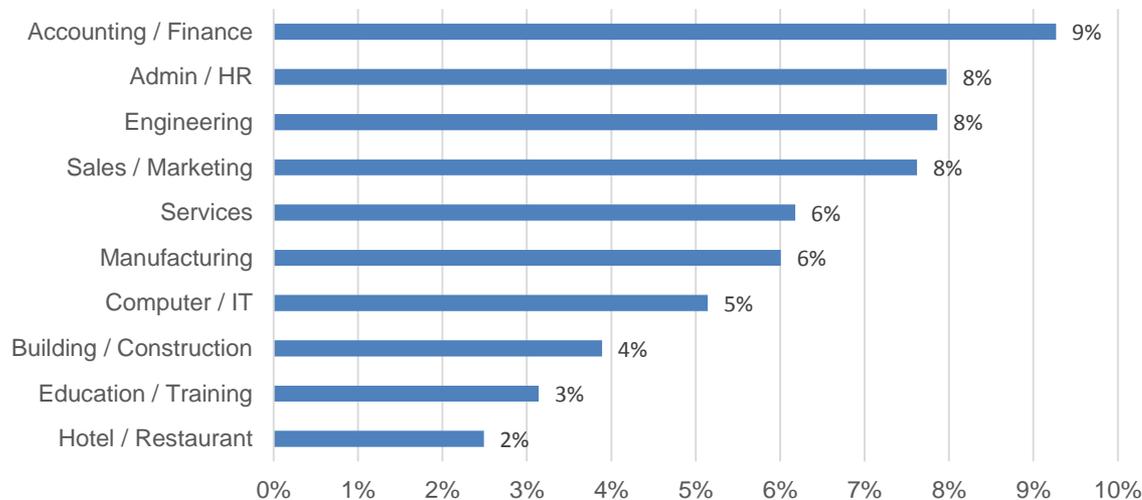
# Candidate Fact Sheet

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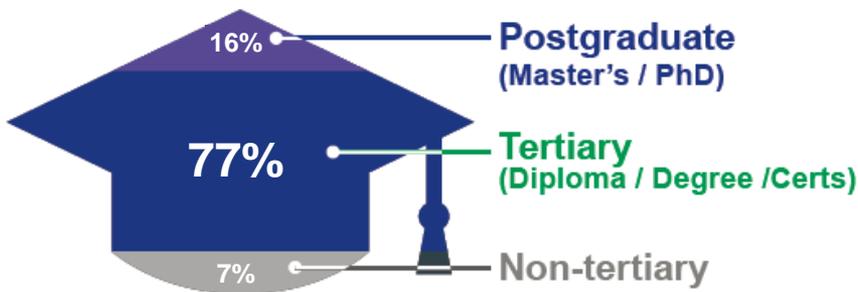


**Over 3 Million**  
Total registration

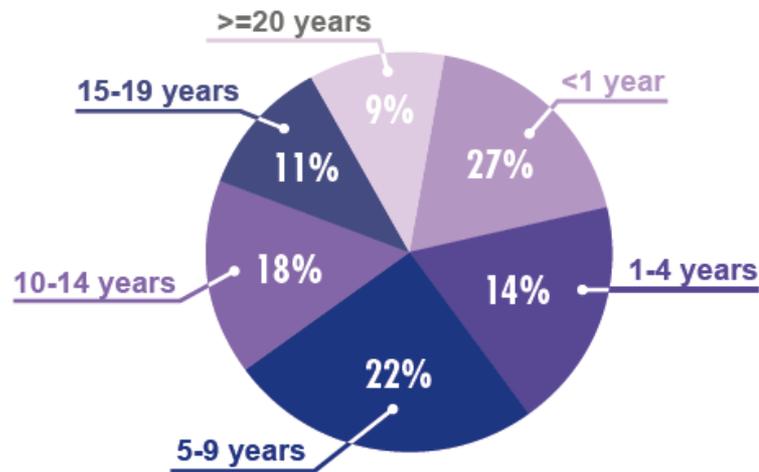
## Top 10 Specialization of Registered Candidates



## Education

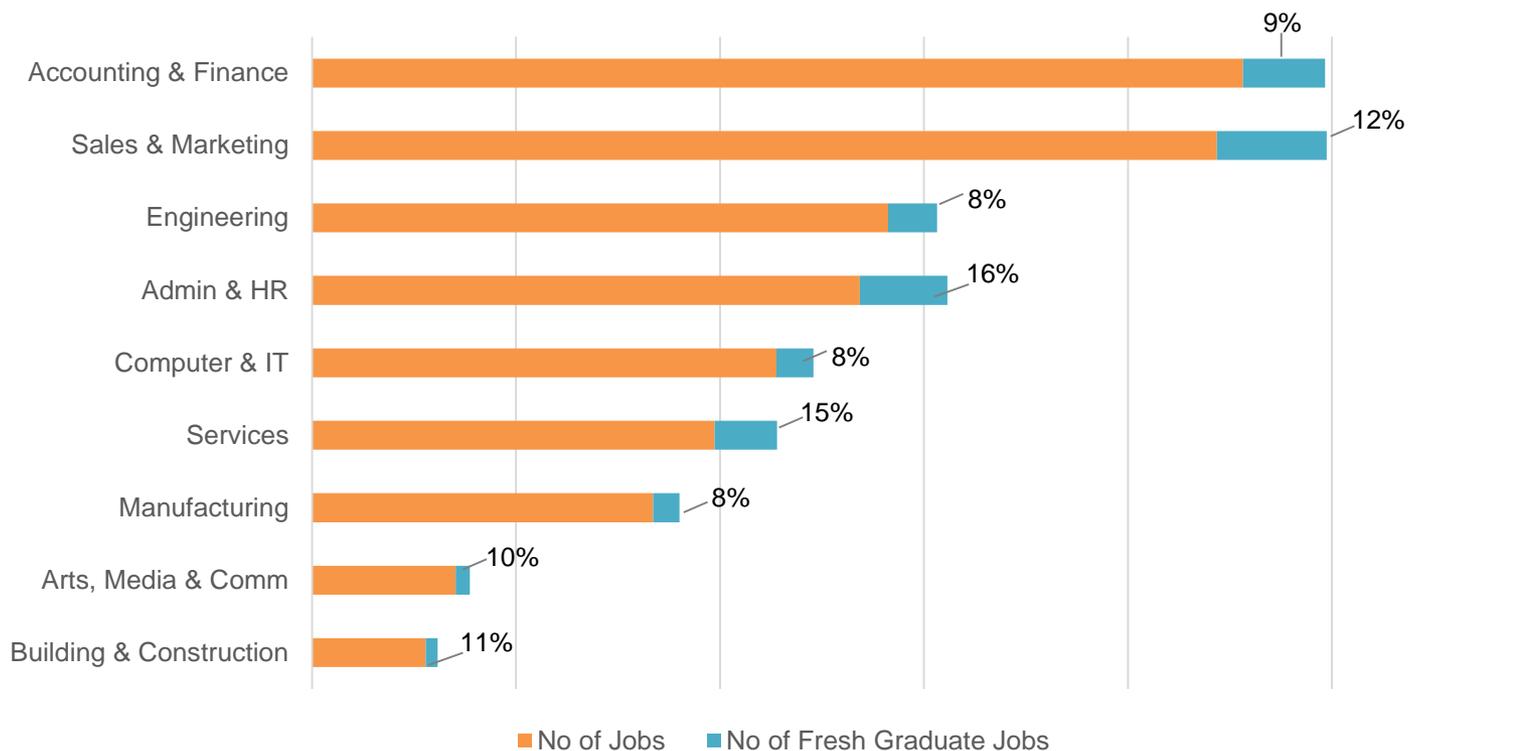


## Years of Experience



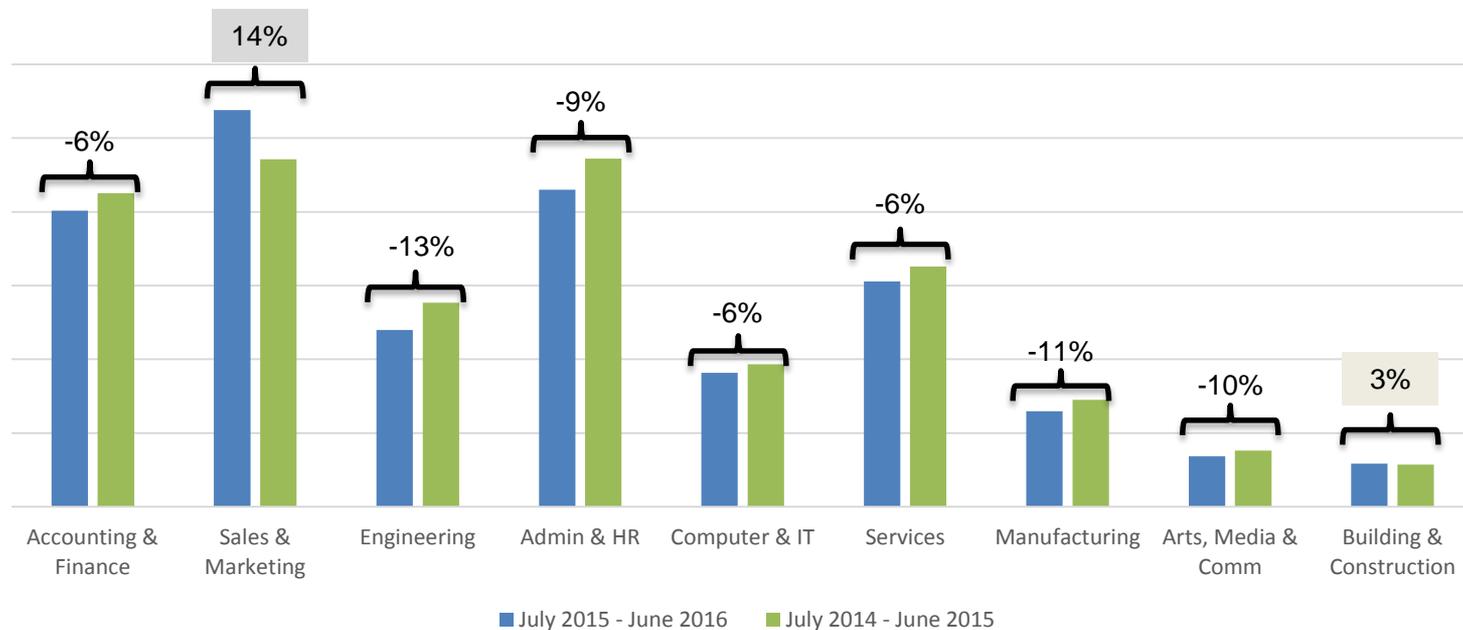
# Fresh Graduate

## Number of fresh graduate jobs against top specialization



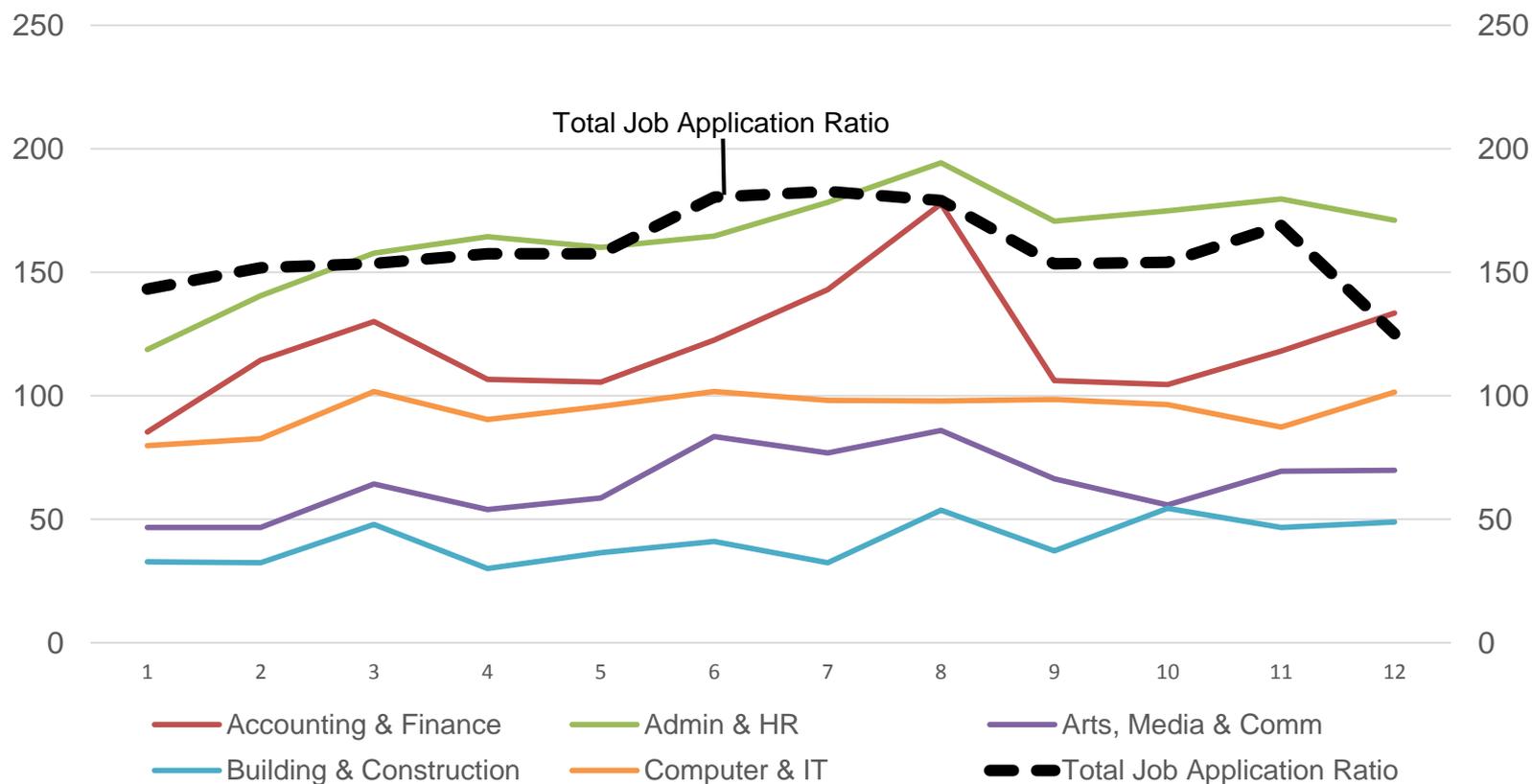
- Overall job demand dropped due to the current economy situation
- Specializations that has high demand for fresh graduates
  - Admin & HR : 16%
  - Services : 15%
  - Sales & Marketing : 12%

## Top Fresh Graduate Jobs Growth by Specialization



- Overall demand for fresh graduates dropped except for Sales & Marketing and Building & construction graduates

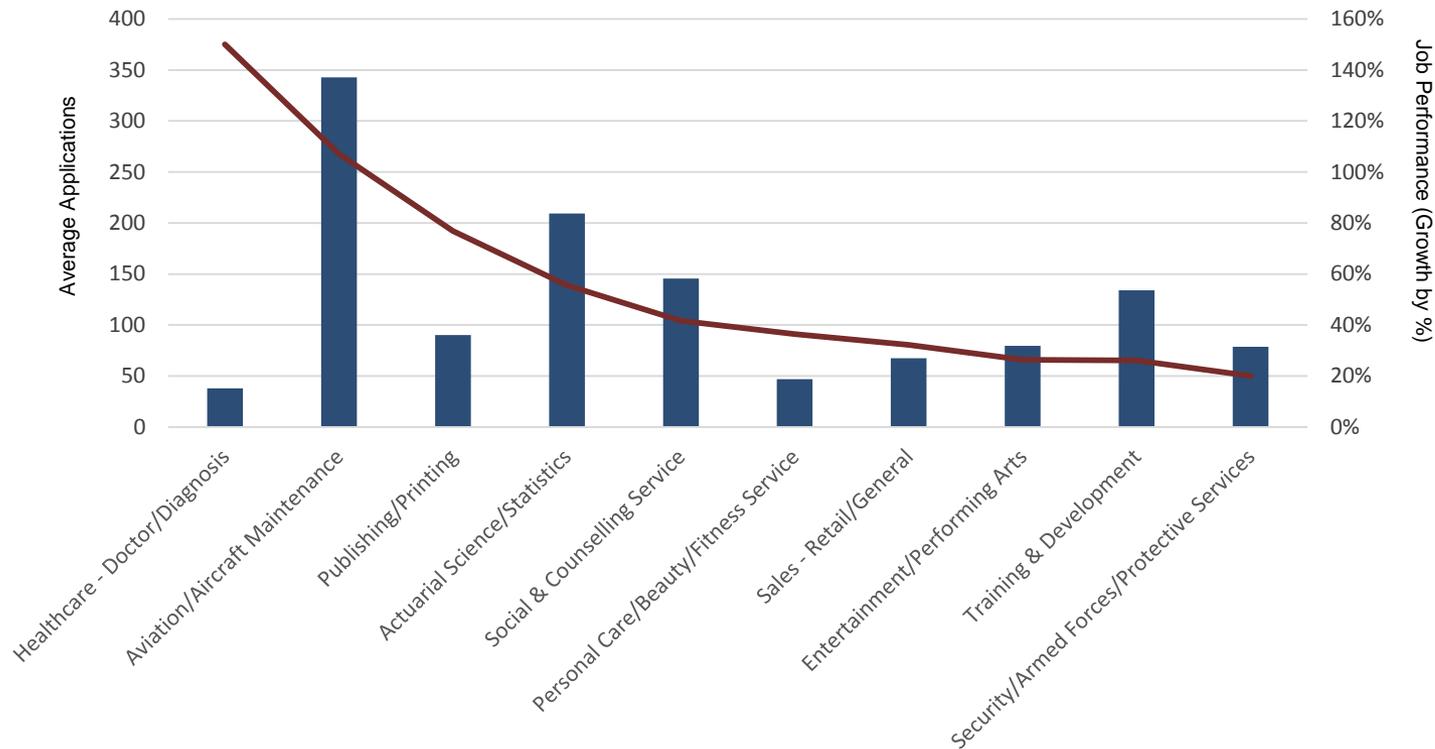
## Average Applications per Job Ad for Fresh Graduate



- The average application ratio per job ad is 158
- Building & construction received the lowest application at an average of 41 per job ad
- Only Admin & HR received application above average (164)

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## Average Applications per Job Ad for Fresh Graduate vs Job Growth



- Healthcare Doctor/Diagnosis sees some growth however the average applications remained the lowest.
- Specialization that is align with growth and average applications:
  - Aviation/Aircraft Maintenance
  - Actuarial Science/Statistics
  - Social & Counselling Service

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## Top 20 specialization with lowest application rate

| Rank | Specialization                       |
|------|--------------------------------------|
| 1    | Healthcare - Doctor/Diagnosis        |
| 2    | Personal Care/Beauty/Fitness Service |
| 3    | Finance - Audit/Taxation             |
| 4    | Sales - Engineering/Technical/IT     |
| 5    | IT/Computer – Software               |
| 6    | Architecture/Interior Design         |
| 7    | Sales - Telesales/Telemarketing      |
| 8    | Sales – Corporate                    |
| 9    | Arts/Creative/Graphics Design        |
| 10   | Quantity Surveying                   |

| Rank | Specialization   |
|------|--|
| 11   | Law/Legal Services   |
| 12   | Sales - Retail/General                                     |
| 13   | Marketing/Business Development                             |
| 14   | Publishing/Printing  |
| 15   | Technical & Helpdesk Support                               |
| 16   | Merchandising  |
| 17   | Advertising/Media Planning                                 |
| 18   | Finance - Corporate<br>Finance/Investment/Merchant Banking |
| 19   | Healthcare - Pharmacy                                      |
| 20   | Corporate Strategy/Top Management                          |

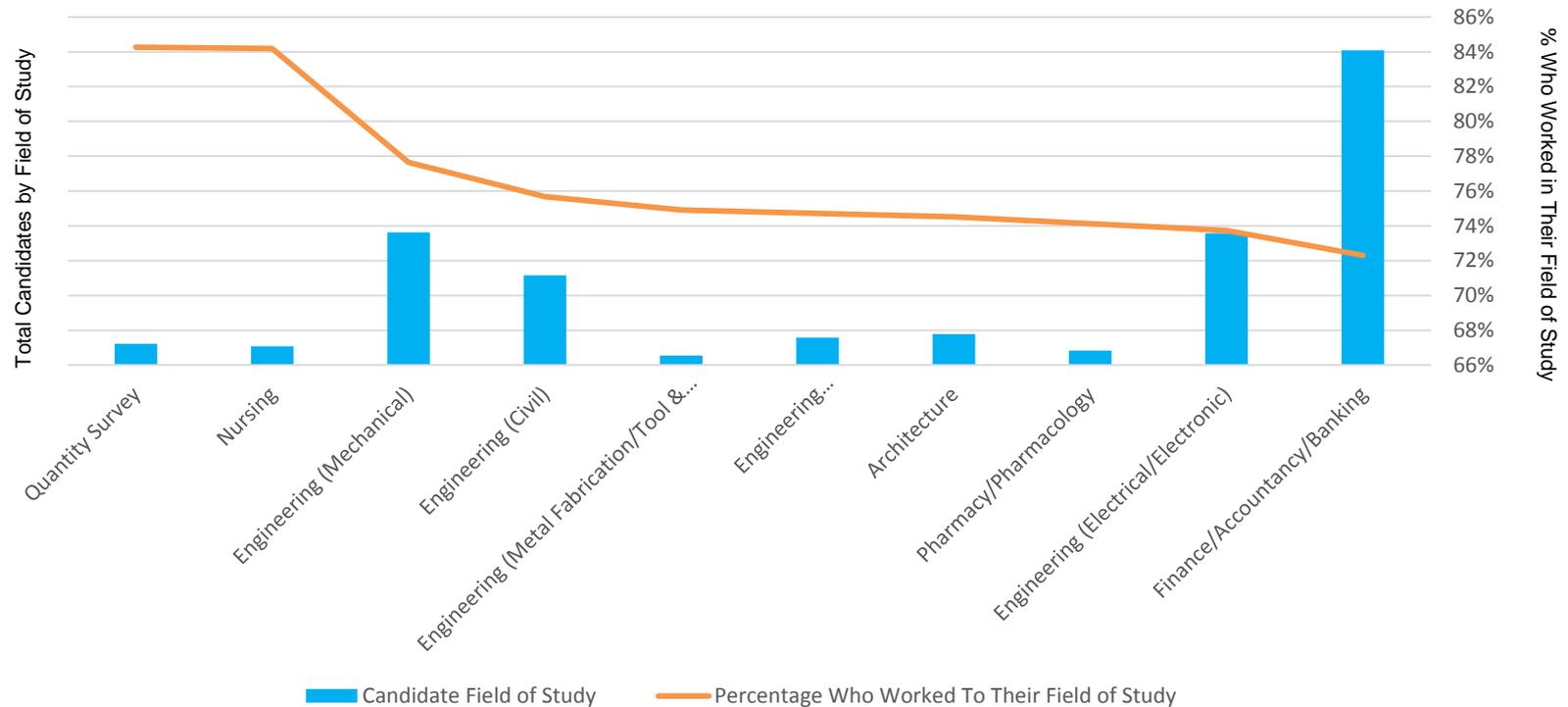
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## Top 20 Companies Offering Fresh Grad Jobs

|   |  |   |   |  |
|---|--|---|---|--|
|    | <br>TAN CHONG GROUP |                                   |    |                             |
|    |                     | <br>an NTT Communications Company |    | <br>The MUI Group           |
|   |                     |                                  |    | <br>MATH. READING. SUCCESS. |
|  |                   |                                 |  |                           |

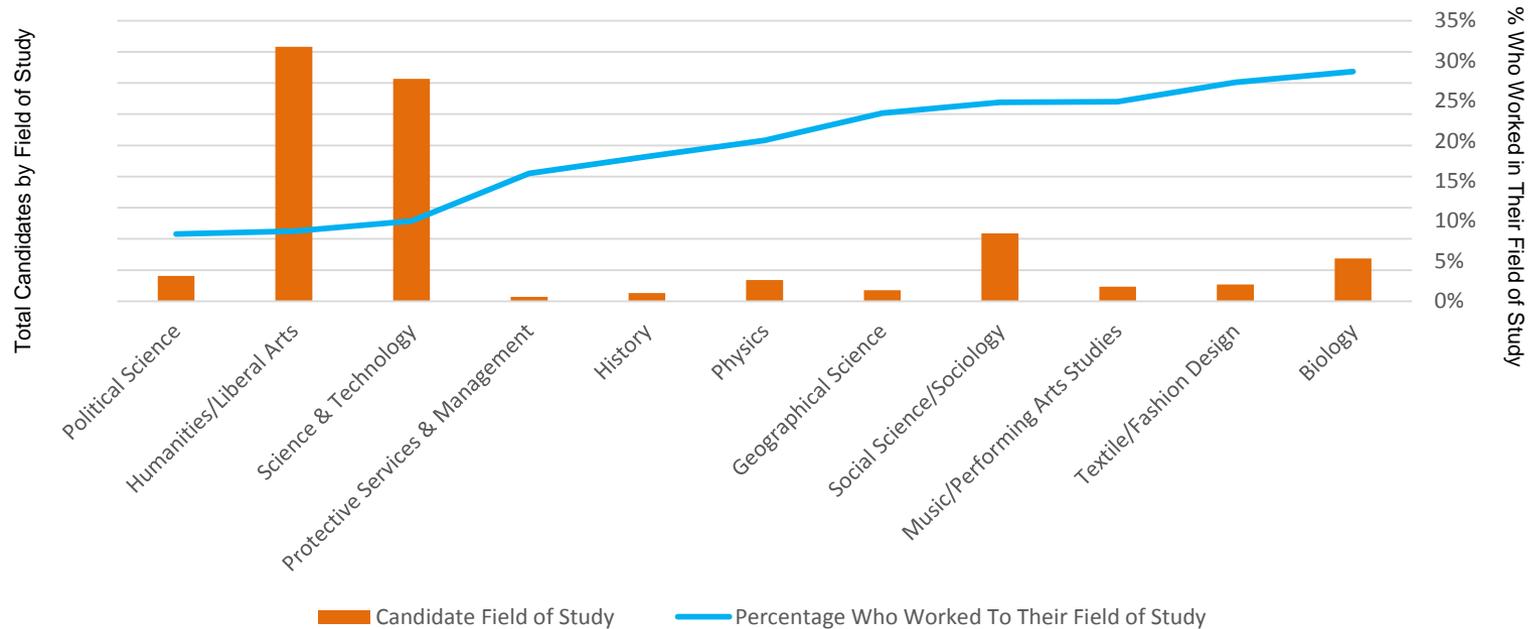
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## Top 10 Field of Study (Highest %)



- Malaysian graduates (2014-2016) that work in similar specialization with their field of study
- Field of study that has **highest %** to similar work specialization (>75%)
  - Quantity Survey
  - Nursing
  - Engineering (Mechanical)

## Top 10 Field of Study (Lowest %)



- Malaysian graduates (2014-2016) that work in a different specialization from their field of study
- Field of study that has **lowest %** to similar work specialization (<30%)
  - Political Science
  - Humanities/Liberal Art
  - Science & Technology

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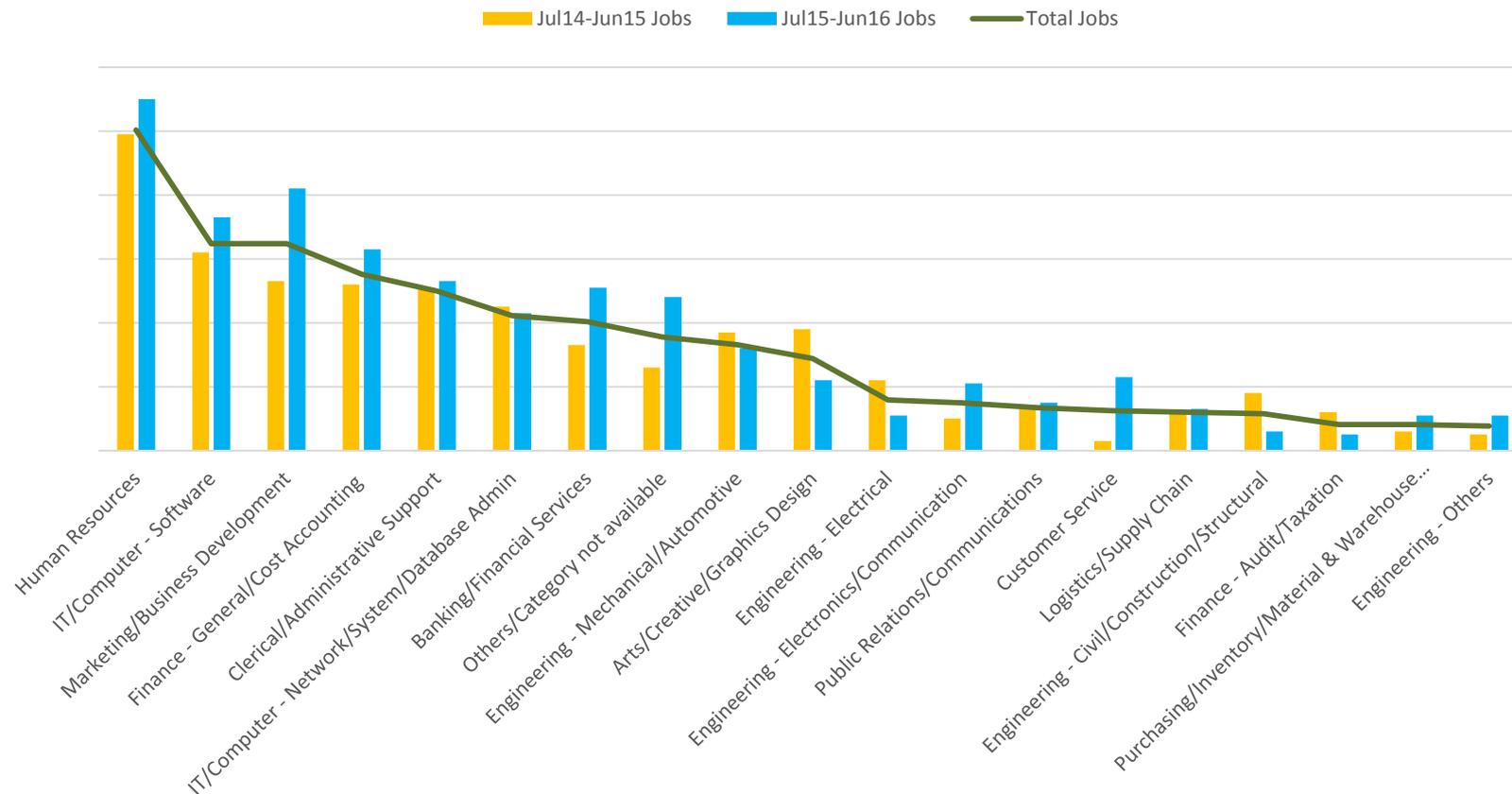
## Fresh Graduate Average Salary by Job Specialization

| Specialization                      | Average Salary |
|-------------------------------------|----------------|
| Computer / IT                       | MYR 2,795      |
| Building / Construction             | MYR 2,616      |
| Engineering                         | MYR 2,501      |
| Sales / Marketing                   | MYR 2,458      |
| Arts / Media / Communications       | MYR 2,297      |
| Accounting / Finance                | MYR 2,230      |
| Healthcare                          | MYR 2,219      |
| Services                            | MYR 2,197      |
| Sciences                            | MYR 2,162      |
| Education                           | MYR 2,101      |
| Manufacturing/Production Operations | MYR 2,008      |
| Admin / HR                          | MYR 1,888      |
| Hotel / Restaurant                  | MYR 1,820      |

# Internship

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## Top 20 Internship Jobs by Specialization



- Overall Internship jobs has increase by 26%
- Specializations that has high demand for internship
  - Human Resources : 14%
  - IT/Computer-Software : 9%
  - Marketing and Business Development : 9%

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## Top 20 Companies Offering Internship Jobs

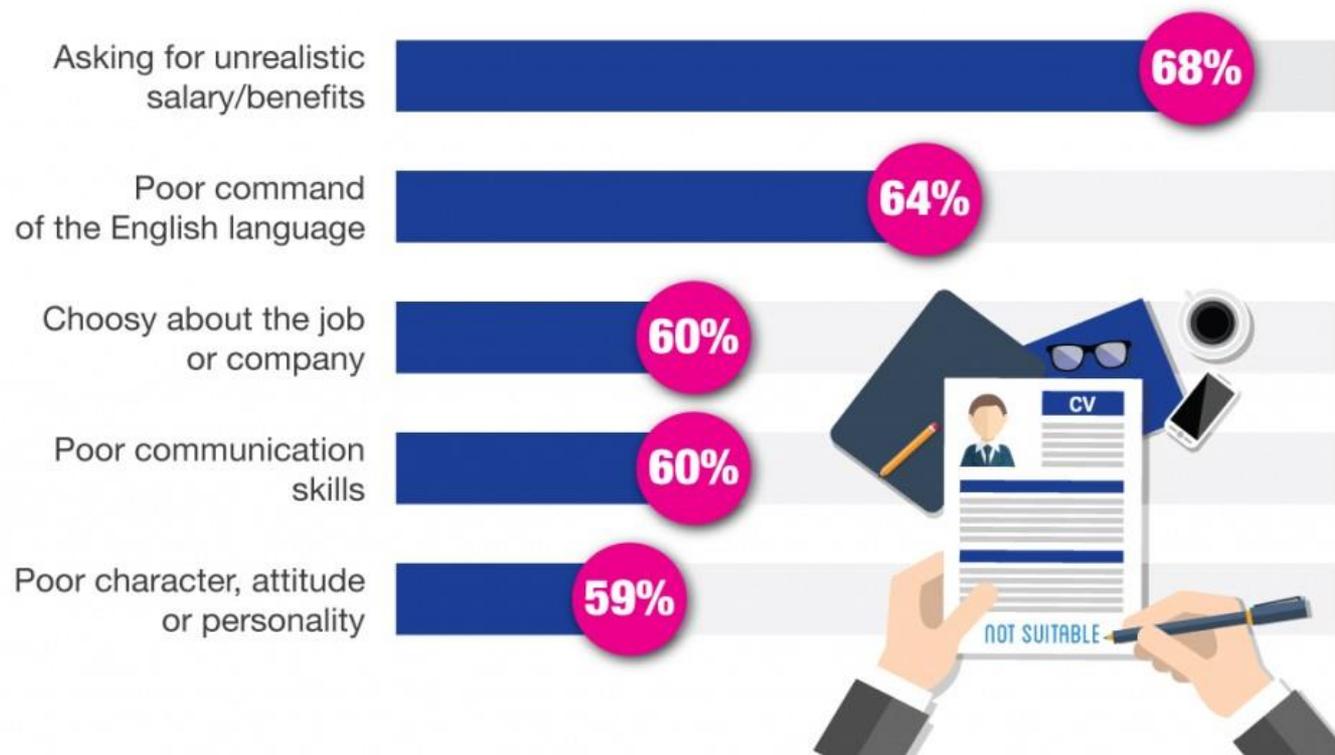
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## Employer Perception on Fresh Graduate

JobStreet.com  
No. 1 Job Site in Malaysia

### Fresh Graduate Unemployment

Top 5 reasons why fresh graduates don't get hired

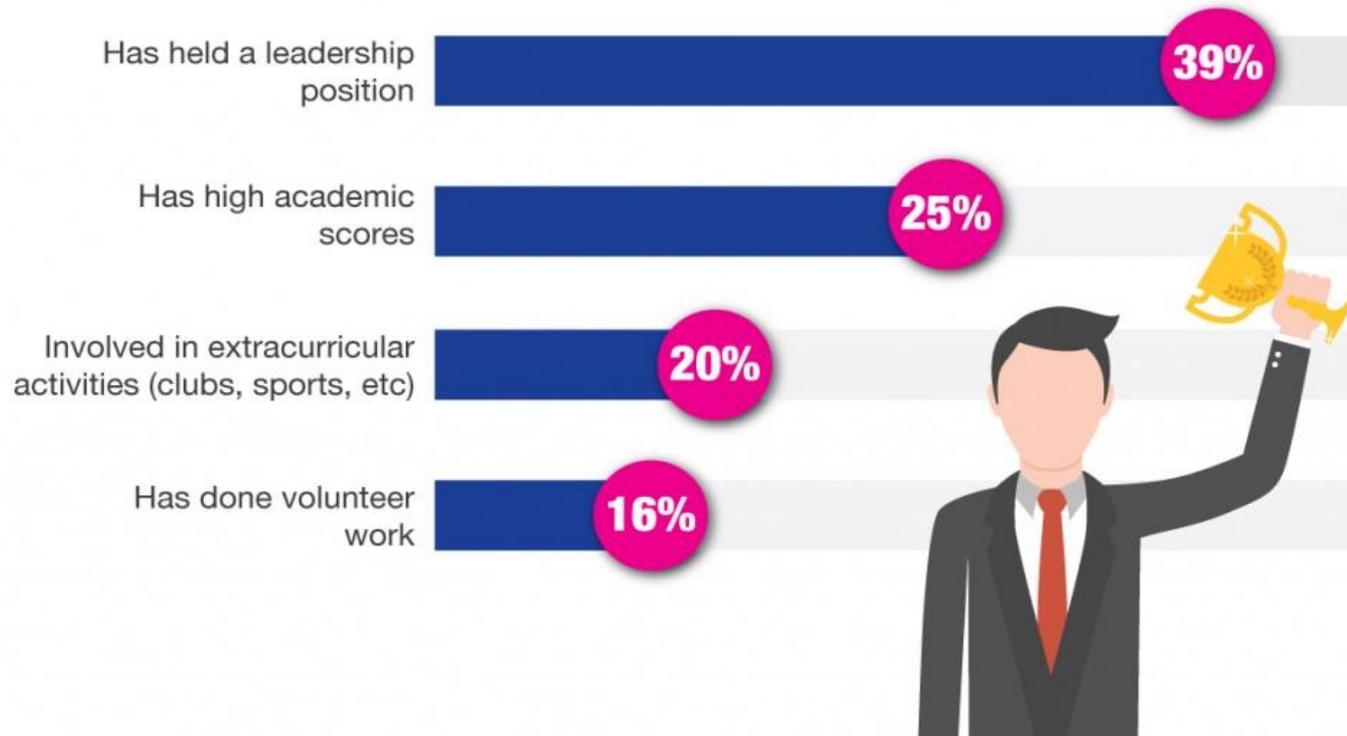


## Employer Perception on Fresh Graduate

### Fresh Graduate Competitive Advantages

Factors that give fresh graduates an extra advantage

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**Thank you**