

#MyFirstJob

New research from Monster.com uncovers the expectations and challenges for fresh graduates embarking on their first job search, as well as what employers are looking for from young talent across Southeast Asia.



The Job Hunt

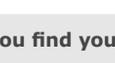
How long did it take fresh graduates to find their first job?

1-3 months



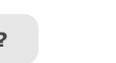
Singapore

1-3 months



Malaysia

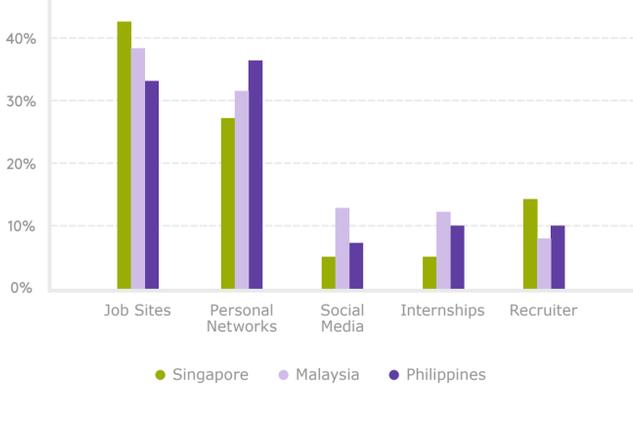
Less than a month



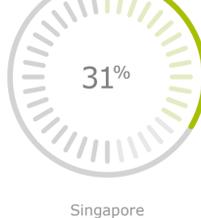
Philippines

How did you find your first job?

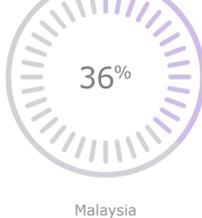
Across the region, job sites are still the number one platform for fresh graduates to search for and find their first roles.



Most fresh graduates quit their first job in less than 12 months



Singapore



Malaysia



Philippines

Why did you leave?

Even fresh graduates care about professional development. They want to move up quickly, earn more money and be challenged from day one.

	Singapore	Malaysia	Philippines
Wanted more professional growth	67%	74%	72%
Wanted more money	42%	43%	48%
Wanted a change in career direction	30%	38%	29%
Wanted more challenges	21%	30%	32%

What was most challenging in your first job?

A lack of knowledge is expected – but most graduates said they felt unprepared and unsupported by leaders to manage their first ever job role.

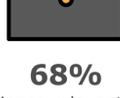
	Singapore	Malaysia	Philippines
Lack of industry knowledge	61%	34%	27%
Lack of mentorship	34%	24%	20%
I wasn't prepared for working life	27%	20%	30%
I had challenges with my boss	21%	22%	32%

The CV

It's your first point of contact with a potential employer – but what really matters on your CV, and what do hiring managers want to see?

3 minutes that's how long **67%** of employers say job seekers have to grab their attention with a compelling resume.

In those three minutes, employers want to see:



68%

Any experience relevant to the role



58%

Your qualifications and education



45%

A well-written, easy-to-read resume

They don't care as much about:



11%

Perfect grammar and spelling



8%

Links to your past work and portfolio



5%

Volunteer experience

The Interview

The biggest mistakes you can make in a job interview?



26%

Talking too much about salary



24%

Turning up late



21%

Not doing enough research and prep



18%

Showing off and being overconfident

Fresh graduates say they have made these mistakes:

	Singapore	Malaysia	Philippines
Not asking questions	60%	46%	51%
Not doing enough research	51%	54%	49%
Focusing too much on salary	10%	18%	20%

50%

Of employers say fresh graduates bring up salary during the initial job interview.

53%

Say this is "unprofessional".

Instead, they want the focus to be on understanding the role and judging your cultural fit to the job and company.