香港中文大學（深圳）
The Chinese University of Hong Kong, Shenzhen

2019

REPORT OF EMPLOYMENT QUALITY 2019

CAREER PLANNING AND DEVELOPMENT OFFICE

CONTENTS

1   About CUHK-Shenzhen

The Chinese University of Hong Kong, Shenzhen ("CUHK-Shenzhen") is established in accordance with the Regulations of the People's Republic of China on Chinese-foreign Cooperation in Running Schools upon approval of the Ministry of Education. CUHK-Shenzhen inherits the educational philosophy and academic systems of The Chinese University of Hong Kong, and is intended to evolve into a world-class research university with strong Chinese cultural influence. It is committed to nurturing high-end talents with global perspective, Chinese tradition and social responsibility.

The University's long term goal is to recruit 11,000 domestic and international students, 7,500 of whom will be undergraduate students and 3,500 Masters or Ph.D. students. Currently, around 5,500 prominent students from home and aboard are studying at the University.

With an ever-growing quality of admitted students since 2014, CUHK-Shenzhen has boasted the highest admissions scores among Guangdong universities for four consecutive years. In 2019, the minimum *Gaokao* (National College Entrance Examination) score of the admitted science students in the Guangdong Province stood at 636, ranking among the top 0.56% (or 1,902nd) of the 342,000 science candidates in the province and being 141 points above the key universities' acceptance threshold; The minimum for arts students in the province reached 618 (72 points above the threshold), equivalent to top 0.22% (or 708th) out of the 312,000 contenders. Nationally, the University's average admissions score for science students in 2019 exceeded 137 points compared to local key university standards, while the average score for arts students was 85 points over the threshold in each region.

Currently, four schools were set up at the University, namely, School of Economics and Management (SME), School of Science and Engineering (SSE), School of Humanities and Social Sciences (HSS), and School of Life and Health Sciences, offering a total of 15 undergraduate programmes and 17 postgraduate programmes. Following a unique collegiate system that emphasizes whole-person

education, CUHK-Shenzhen has established Shaw College, Diligentia College, Muse College, and Harmonia College to supplement the academic courses offered by schools.

CUHK-Shenzhen attaches importance to international exchanges and is committed to developing students' international vision. As of December 2019, the University has carried out substantive cooperation with 100 world-class universities in 29 countries and regions. With over 160 exchange programmes, the proportion of students with overseas study experience has exceeded 60%.

CUHK-Shenzhen features an international learning environment where English serves as the main teaching language. Combined with its unique collegiate system, general education courses, multidisciplinary programmes, and student-centered educational principles, CUHK-Shenzhen aims to evolve into a first-class research university whose bilingual and global pedagogy, research output and contribution to the community are acknowledged regionally, nationally and internationally.

2 Overall Summary for 2019 Graduates

2.1 Graduate Structure

Class of 2019 graduates, totaling 548 in number, refer to the second cohort of bachelor's degree graduates of The Chinese University of Hong Kong, Shenzhen. The graduates consisted of 243 male students (44.34%) and 305 female students (55.66%) with a male-to-female ratio of 0.8:1. The number of ethnic minority students stood at 33, accounting for 6.02% of the total.

Fig.1 2019 graduate structure by gender

2.1.1 Graduate Structure by Schools and Programmes

Class-of-2019 graduates comprised 288 students from the School of Management and Economics (SME) and 260 from the School of Science and Engineering (SSE). The latter also represented the first batch of bachelor's degree graduates of SSE. In terms of programme distribution, SME had 165 graduates majoring in Finance (57.29%), 50 in Economics (17.36%), 38 in Global Business Studies (13.19%), and 35 in Marketing and Communication (12.15%); As for SSE, there were 121 graduates (46.54%) majoring in Statistics, 62 (23.85%) in Computer Science and Engineering, 43 (16.54%) in Electronic Information Engineering, and 34 (13.08%) in New Energy Science and Engineering.
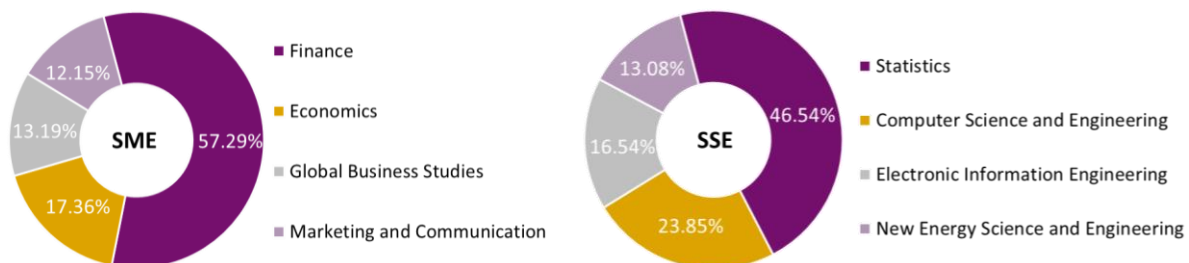

Fig.2 Graduate structure by schools and programmes

2.1.2 Graduate Structure by Colleges

The 2019 graduates were all from Shaw College and Diligentia College, which accounted for 58.39% and 41.61% respectively.

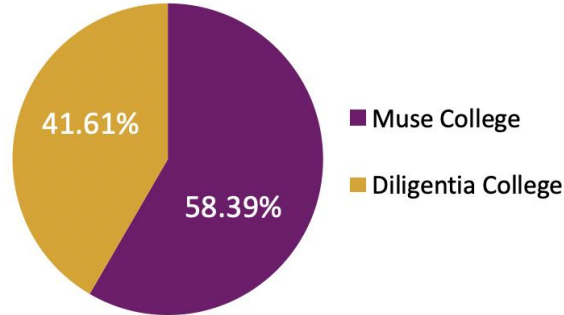**Fig.3 Graduate structure by colleges**

2.1.3 Graduate Structure by Student Origins

In terms of student origins, the percentage of 2019 graduates from Guangdong province topped at 25.73%, followed by Zhejiang (10.22%), Fujian (6.93%), Shandong (4.74%), Hunan (4.74%), Hubei (4.56%), Jiangsu (4.20%), Shanghai (4.01%), Sichuan (4.01%) and Jiangxi (4.01%).
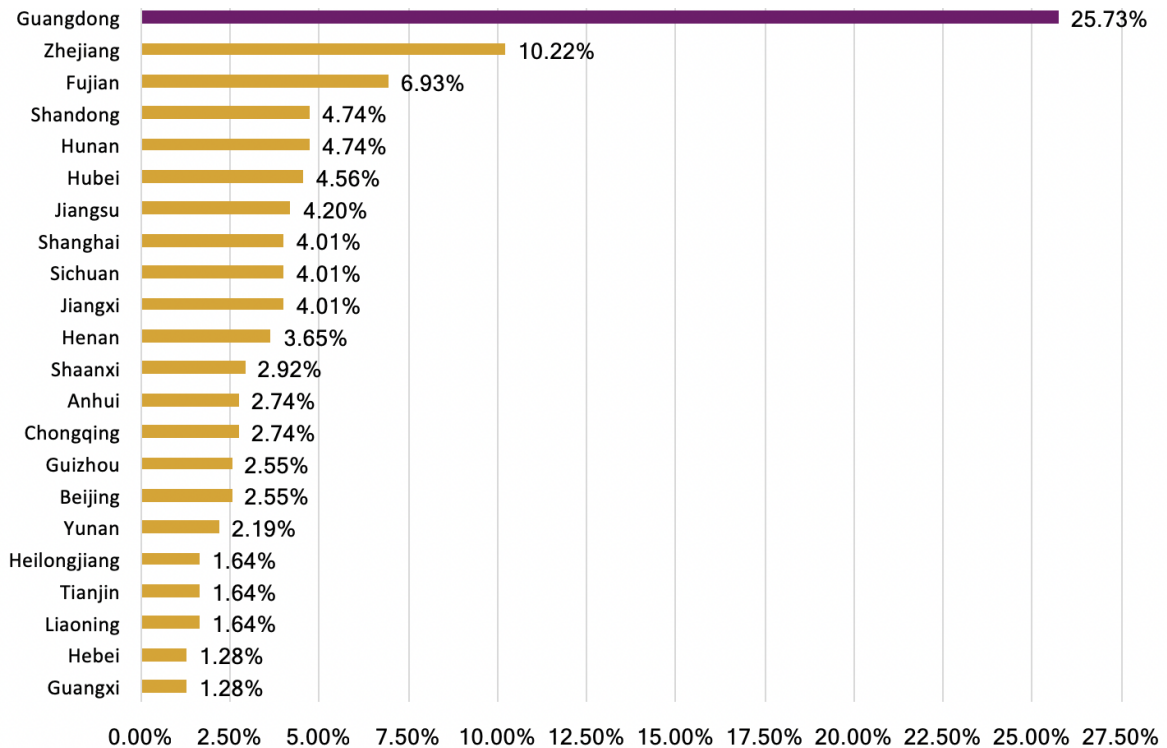

Fig.4 Graduate structure by student origins

2.2 Graduation Profile

2.2.1 Employment Rate

"Employment Rate" refers to the proportion of graduates in "*further studies*", "*employment*" and "*entrepreneurship*" to the total number of 2019 graduates. Specifically, further studies include domestic and overseas studies; employment includes flexible employment and job engagement with a tripartite agreement or labor contract signed; while entrepreneurship refers to self-employment.

According to the statistics as of December, 2019, the employment rate for the second cohort of undergraduates of The Chinese University of Hong Kong, Shenzhen reached 98.18%. Among them, the number of graduates for further studies increased by 10.06% to 415 over the past year, accounting for 75.73% of the total number. The following were the category of employment at 22.08% (121 persons) and entrepreneurship at 0.36% (2 persons). As of this date, there were still 1.28% of graduates preparing for postgraduate programme applications and 0.55% for job hunting.

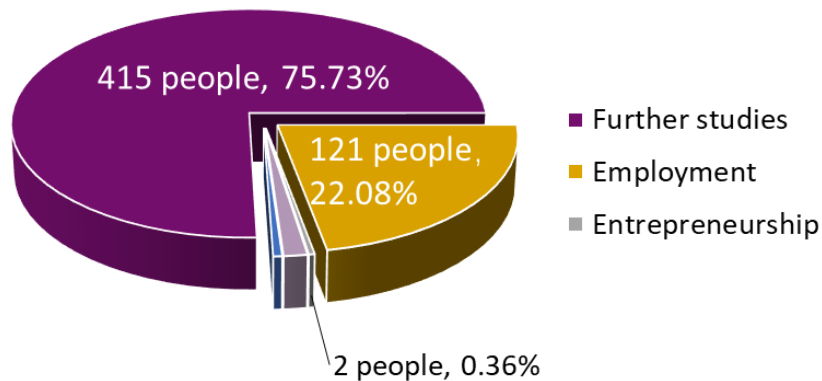**Fig.5 Employment rate for 2019 graduates**

2.2.2 Employment Rate by Schools

The employment rate of the 288 SME graduates reached 97.57%, with 69.44% admitted to postgraduate programmes, 27.78% employed, and 0.35% self-employed. Graduates seeking jobs were employed by well-known companies such as IBM, UBS, L.E.K, Procter & Gamble, and Coca-Cola, with an average annual salary of up to RMB 145,100.

SSE, with a total of 260 graduates this year, witnessed an employment rate of 98.85%. The proportions of the three sub-categories were 82.69%, 15.77%, and 0.38%, respectively. Favored by preeminent employers such as Microsoft, Huawei, and Baidu, SME graduates secured an average annual salary of RMB 134,400. In the category of further education, 13.02% of the graduates were admitted to doctoral programmes, 85.71% of which were admitted by top 50 universities[1] in the world such as Massachusetts Institute of Technology and Carnegie Mellon University.
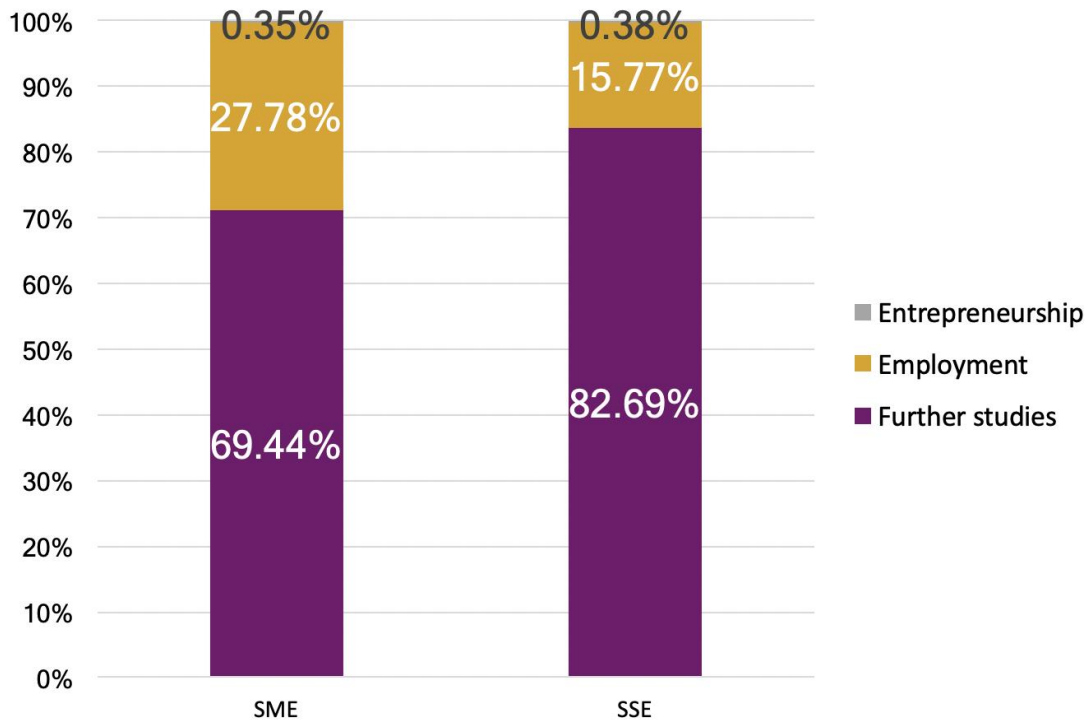
Fig.6 Employment rate for SME and SSE 2019 graduates

2.2.3 Employment Rate by Programmes

By programmes, the employment rate of Finance in 2019 was 98.18%, Economics 96%, Global Business Studies 97.37%, Marketing and Communication 97.14%, Statistics 99.17%, Computer Science and Engineering 96.77%, Electronic Information Engineering 100%, and New Energy Science and Engineering 100%. Graduates from all majors have shown a trend toward higher-quality employment.

---

[1] Source from 2020 QS / US. News World University Rankings. The same below.

Fig.7 Employment rate (2019) by programmes
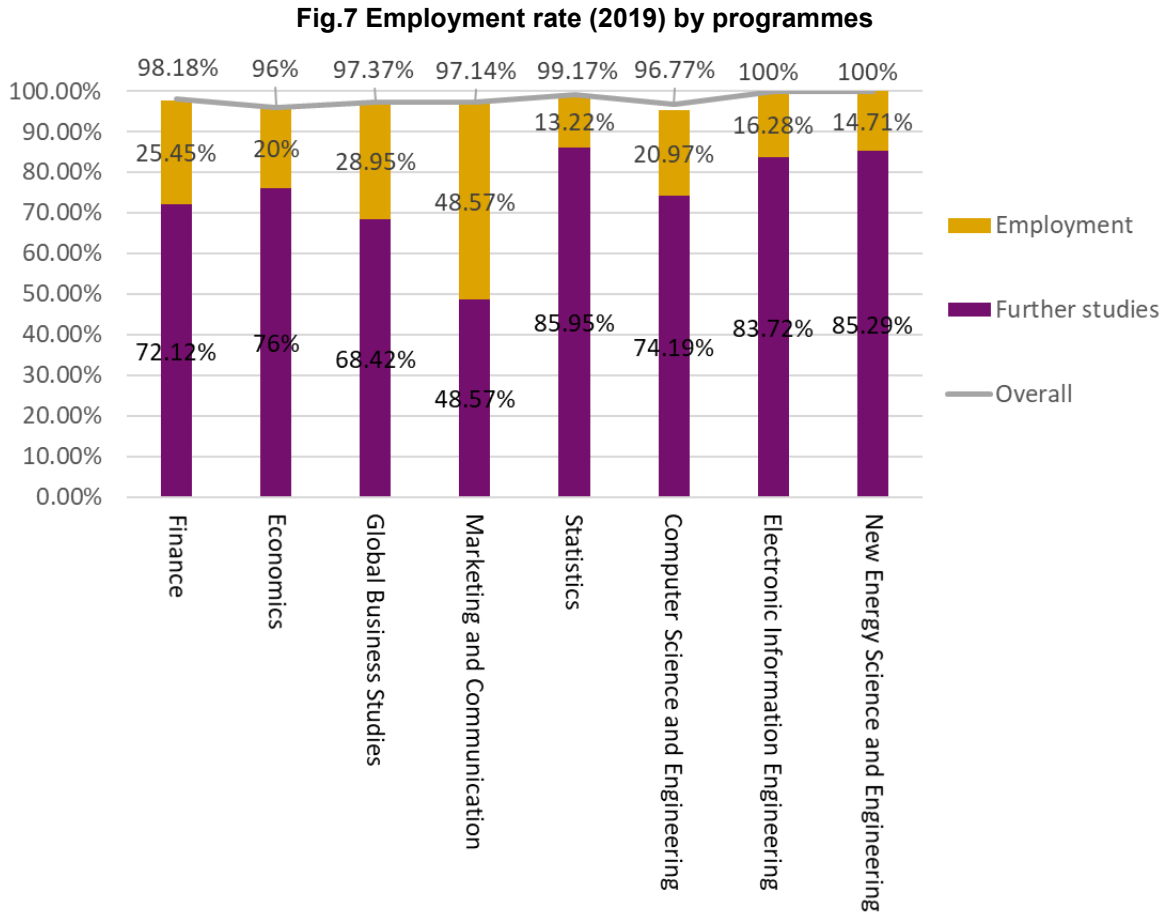
2.2.4 Further Studies

The number of 2019 graduates pursuing postgraduate programmes reached 415, accounting for 75.73% of the total. The United States, as the most preferred destination, represented 43.86% of the above population.

1. **Doctorate Degree Programmes**

31 graduates (7.47%) under the category of further studies were about to pursue a PhD programme after graduation. Among them, 26 (83.87%) were admitted by global top 50 universities, including MIT, University of Michigan, Ann Arbor, Johns Hopkins University, University of Hong Kong, University of California, Berkeley, New York University, and Carnegie Mellon University.

Table 1 Overseas universities chosen by 2019 graduates to pursue PhD programmes (Excluded CUHK, CUHK-Shenzhen)

University	Major
Massachusetts Institute of Technology	Operations research
University of Michigan Ann Arbor	Probability
Johns Hopkins University	Computer science
University of Hong Kong	Finance
University of California, Berkeley	Industrial engineering and operations
New York University	Marketing
Carnegie Mellon University	Electron and computer Engineering
University of Minnesota	Electronic engineering
University of Wisconsin-Madison	Computer science; Maths
University of Leeds	Electrical and electronic engineering
The Hong Kong Polytechnic University	Electrical engineering
City University of Hong Kong	Computer engineering and science
Chicago-Kent College of Law	Law

2. Further Studies by Destinations

The United States was the most popular destination for studying abroad, attracting 43.86%, an increase of 12.04%, of the graduates in this category. Coming in the second and third places were Hong Kong Special Administrative Region, China, and mainland China, at 12.77% and 12.53% respectively. Another 8.67% of these graduates chose to pursue postgraduate programmes in the UK, while the rest preferred European countries such as Switzerland, Belgium, Sweden, Denmark, the Netherlands and the Czech Republic. Compared to that of 2018, the destination distribution of 2019 showed a more diverse tendency.
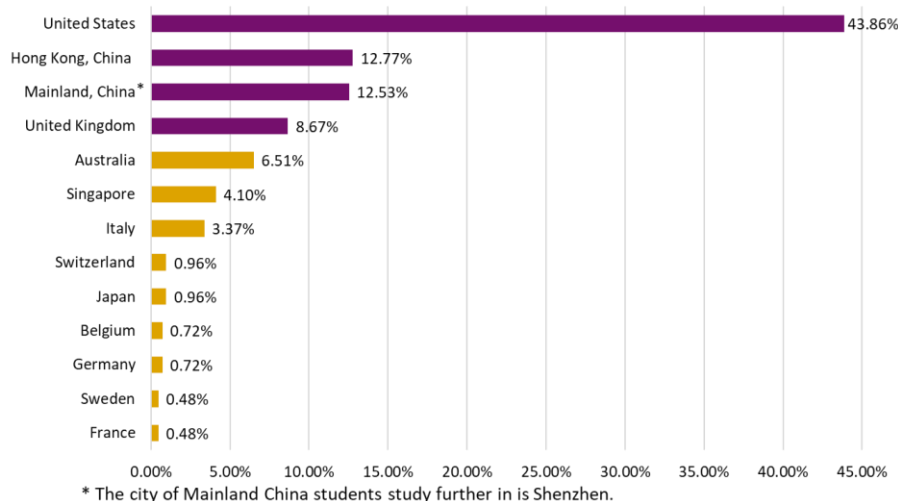

* The city of Mainland China students study further in is Shenzhen.

Fig. 8 Analysis of further-study destinations 2019

Career Planning and Development Office

3. Ranking Analysis of Graduate Schools

According to the 2020 QS / US. News World University Rankings, 64.10% of the graduates who continued to pursue Master's/Ph.D. degrees were admitted to top 50 universities overseas.

Table 2 Overseas global top 50 universities chosen by CUHK-Shenzhen 2019 graduates

Degree-Awarding University	Region	No. of students admitted
Massachusetts Institute of Technology	United States	3
University of Oxford	United Kingdom	1
ETH Zurich	Switzerland	2
University of Cambridge	United Kingdom	1
University College London	United Kingdom	1
Imperial College London	United Kingdom	4
University of Chicago	United States	3
Nanyang Technological University	Singapore	6
National University of Singapore	Singapore	7
Cornell University	United States	3
University of Pennsylvania	United States	4
Columbia University	United States	22
University of Edinburgh	United Kingdom	1
University of Michigan Ann Arbor	United States	10
Johns Hopkins University	United States	14
Duke University	United States	2
University of Hong Kong	Hong Kong, China	9
University of California, Berkeley	United States	2
Australian National University	Australia	5
Northwest University	United States	2

Hong Kong University of Science and Technology	Hong Kong, China	12
Kyoto University	Japan	1
University of Melbourne	Australia	5
New York University	United States	9
University of Sydney	Australia	6
University of New South Wales	Australia	4
London School of Economics and Political Science	United Kingdom	3
University of California San Diego	United States	7
The Chinese University of Hong Kong	Hong Kong, China	72
University of Queensland	Australia	5
Carnegie Mellon University	United States	11
University of Bristol	United Kingdom	2
Washington University	United States	1
Washington University in St. Louis	United States	3
University of Wisconsin-Madison	United States	4
University of Munich	Germany	1
University of Minnesota	United States	16
University of Pittsburgh	United States	2

* CUHK and CUHK-Shenzhen award the same degree.

4. Graduate Schools Distribution

Besides The Chinese University of Hong Kong, Shenzhen and The Chinese University of Hong Kong, universities most popular with the 2019 graduates were Columbia University and University of Minnesota.

Table 3 Main Universities Chosen by 2019 Graduates (Excluded CUHK, CUHK-Shenzhen)

University	Region	Admissions No.
Columbia University	United States	22
University of Minnesota	United States	16
Johns Hopkins University	United States	14
Bocconi University	Italy	14
Hong Kong University of Science and Technology	Hong Kong, China	12
Carnegie Mellon University	United States	11
University of Southern California	United States	10
University of Michigan Ann Arbor	United States	10
New York University	United States	9
University of Hong Kong	Hong Kong, China	9

2.2.5. Employment Analysis

A total of 121 graduates (22.08%) chose to work after graduation. The average annual salary of these graduates reached a new height of 141,300 yuan.

1. **Analysis by Employee Types**

2019 graduates were mainly employed by enterprises. Among them, 38.84% were employed by private enterprises, such as Huawei and Baidu; 35.54% by contractual joint ventures, cooperative ventures or solely foreign-funded enterprises such as Tencent, Procter & Gamble, Coca-Cola, and Big Four accounting firms; 14.88% by state-owned enterprises (6.83% up); and 10.74% by government agencies, institutions, and research centers.
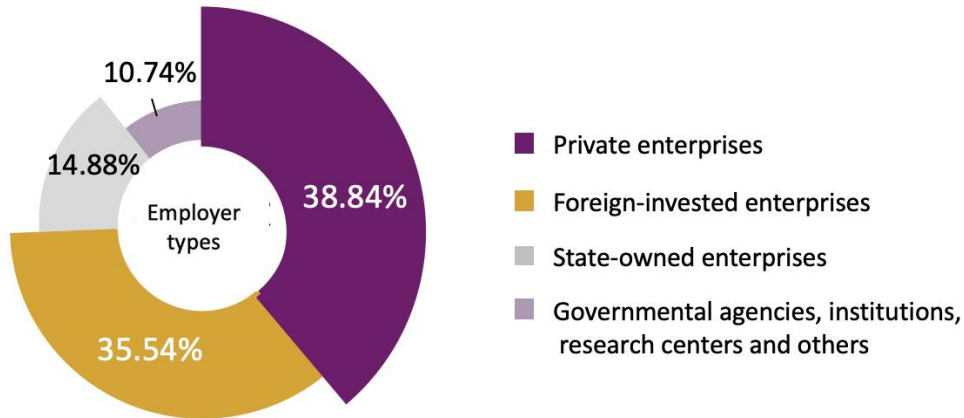
Fig.9 Types of employers for 2019 graduates

2. Analysis by Employment Industries

The employment statistics by industries showed that "computer / Internet / communications / electronics" and "professional services / education / training" have been the most popular sectors, each favored by 28.93% of the 2019 graduates. This was followed by "accounting / finance / banking / insurance" at 17.36%.
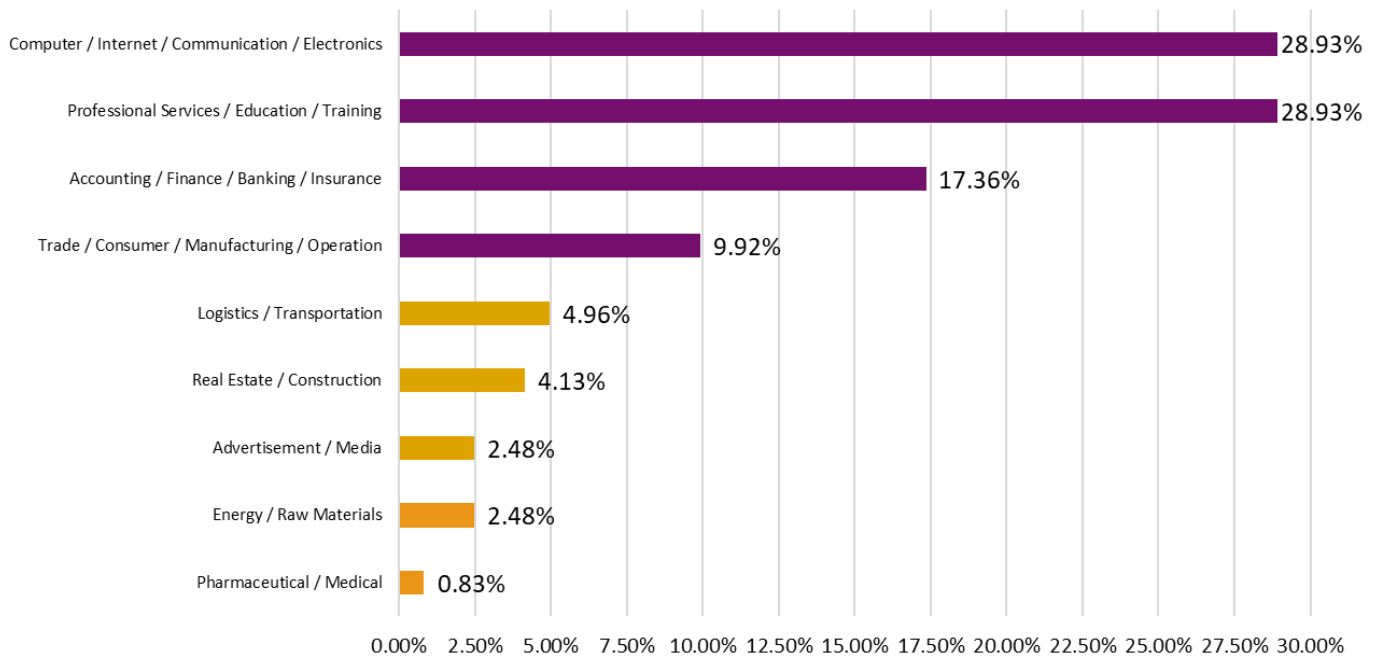

Fig. 10 Analysis by employment industries

3. Analysis by Regions

In terms of regional distribution, nearly 90% of the employed graduates chose to work in first-tier cities such as Shenzhen, Guangzhou, Shanghai, and Beijing, which accounted for 57.02%, 11.57%, 11.57%, and 5.79%, respectively. The number of graduates securing positions in the Guangdong-Hong Kong- Macau Greater Bay Area reached 85, accounting for 70.25% of the total employed.
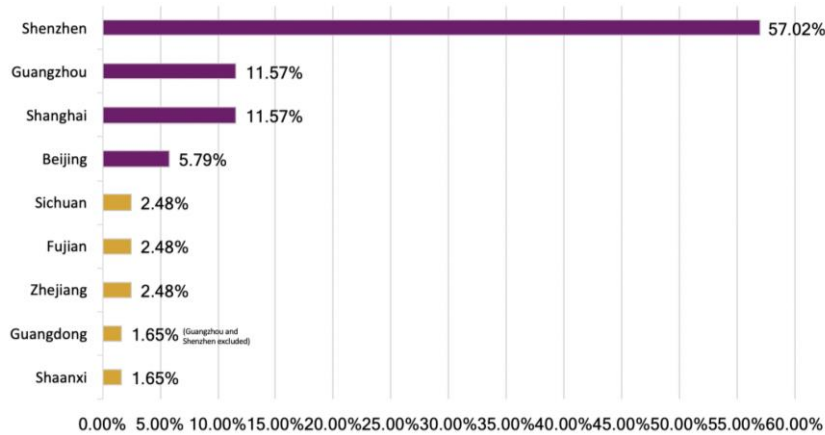

Fig.11 Analysis by regions

4. Analysis by Employers

The list of top-ranked employers for 2019 graduates is shown as follows:

Table 4 Ranking of Employers

Employer	Graduates Employed No.
PwC	5
Huawei	4
Ernst & Young	4
Shenzhen Rural Commercial Bank	4
Tencent	3
KPMG	3
Tesla	3
Deloitte	3
Baidu	2
Procter & Gamble	2
Ping An Technology	2
SenseTime	2
VIVO	2
China Construction Bank	2

2.3 Employer's Evaluation

2.3.1 Evaluation of Graduate Competency

In order to better evaluate the workplace performance of 2019 graduates, The Chinese University of Hong Kong, Shenzhen has conducted an employer assessment of its students on 12 skills and personalities on a scale of 1 to 5 (5 refers to the most satisfied). The results showed that the employers were generally very satisfied with the 2019 graduates. Particularly, foreign language proficiency, learning ability, and interpersonal communication were the most satisfactory factors.
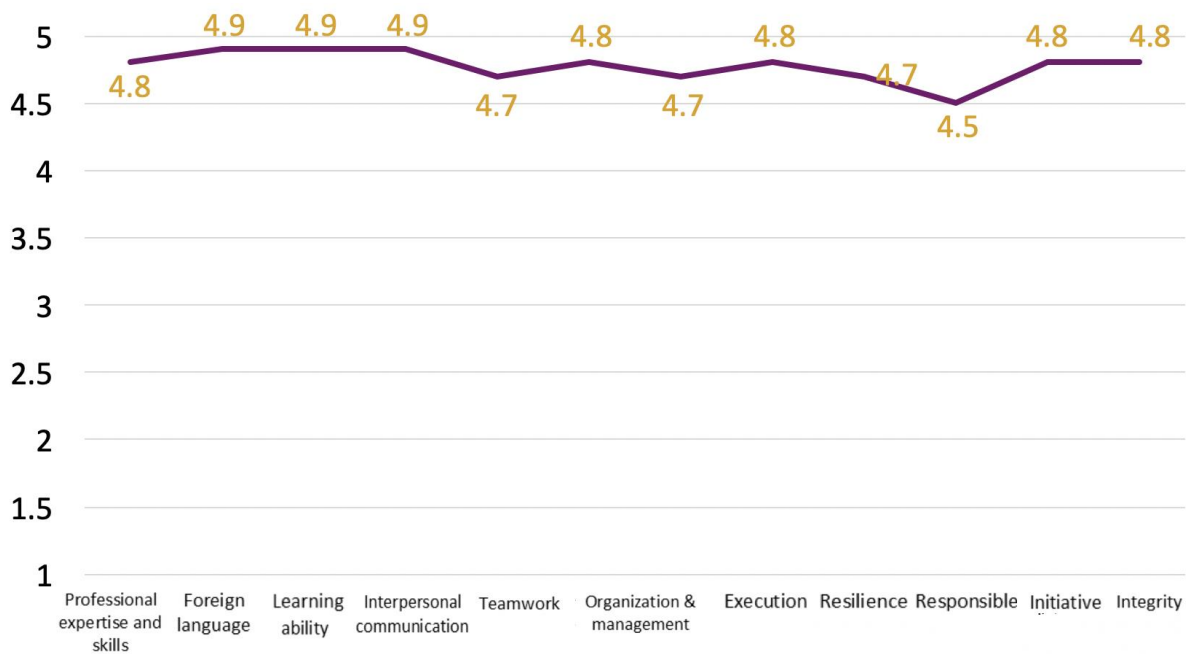

Fig.12 Employment assessment of 2019 graduates

2.3.2 Evaluation of Placement Services

CUHK-Shenzhen has conducted a survey on employers' satisfaction with the University's placement services, covering recruitment arrangement, information services, venue facilities, and graduate dispatch. As shown in the survey results, most of the interviewed units were very satisfied with the services provided.

3   Initiatives for 2019 Graduates

3.1 University-School-Individual Graduate Placement Scheme

The Chinese University of Hong Kong, Shenzhen witnessed the graduation of its second batch of undergraduate students in 2019, including the first cohort of bachelor's degree graduates of SSE. To further leverage the Graduate Placement Team model adopted last year, the University has proposed a three-level university-school-individual linkage mechanism. The Class-of-2019 Graduate Placement Team, consisting of various career services units of CUHK-Shenzhen, has conscientiously executed plans deployed by the university leadership, involving not only the close support of functional departments but also the joint participation of teachers and students throughout the University. Drawing on last years' experience, the Team brought forward the work timeline to the spring semester of Year 3, and was responsible for collecting and analyzing graduates' intentions and demands in a timely fashion, reporting to the University's management on a monthly basis, and compiling employment information every two weeks. Relevant results were shared internally and externally through university emails as well as the WeChat official account and the website of the Career Planning and Development Office. On the other hand, the University has organized various training to help this special team better achieve its vision, that is, to provide strong support for students' employment and further education, and to cultivate more ideal, capable and responsible talents for society.

3.2 Precise Graduate Guidance System

Each graduate was matched with a tailored employment consultant at the beginning of the senior year. Before the match-making, questionnaire surveys, one-on-one interviews and other forms of communication were performed to gain a deeper understanding of students' graduation intentions, preparation progress, and special concerns. The consultants, together with academic and corporate mentors, have constructed a comprehensive, targeted and precise guidance system for the 2019

graduates. During their one-year term, consultants were required to track, mentor and guide graduates, boosting their progress with appropriate job search/further studies advice and other differentiated services adaptive to different stages. A graduate database was correspondingly set up for the consultants to efficiently record and track the graduation data of each student. When students encountered difficulties and remained unemployed after graduation, his/her consultant would make targeted efforts to improve the competitiveness of the graduate, covering a wide range of contents such as one-on-one consulting, application materials preparation, interview guidance, and recruitment/graduate school information.

3.3 Two-pronged Approach

CUHK-Shenzhen has identified a two-pronged scheme with an eye on both on-campus guidance and off-campus resources expansion. This was mainly aimed at establishing a professional, comprehensive, diversified and targeted employment platform conducive to graduate placement. For the first part, the University has carried out activities that catered to the characteristics and needs of students, such as career talks, mock interviews, corporate visits, careers open days, graduate-school-related lectures, job fairs, and workplace etiquette lectures. On top of that, the aforementioned one-to-one consultation provided students with services like career planning, resume revision, interview guidance, etc., thereby further preparing them for graduation. Against the backdrop of building Shenzhen a pilot demonstration area of socialism with Chinese characteristics, the second prong was to broaden fields and channels for graduates, i.e. establishing contacts with industries in different regions to deepen corporate cooperation. Accordingly, cooperation and exchanges between CUHK-Shenzhen and other universities have also reached new heights. The range of our global partners has expanded from U.S. News's top 30 to the top 60, increasing the visibility of CUHK-Shenzhen in the overseas education sector. These two prongs, taking into account both the on-campus guidance and the interaction between CUHK-Shenzhen and enterprises/universities, have effectively improved the quality of graduation and education.

3.4 Information Platforms

The university has been working to polish up its career information platforms, which contained an information website, a dispatch system, a WeChat official account, and a graduate database. Run by the Career Planning and Development Office, the career information website has attracted over 400 employers to post information on job hiring, campus talks and more. The Office's WeChat Official Account, with constantly updating career information for graduates, has acquired roughly 10,000 followers and boosted the brand-building of the University. On the other hand, the University's "Graduate Dynamic Database" tracked and analyzed the placement progress of each graduate in real time, so as to provide accurate employment guidance and services to students in need in a timely fashion. The digitalization efforts of the University have further solidified the mining and analysis of employment data, thus providing a reliable data foundation for future enrollment and talent cultivation.