



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

# 2020

## REPORT OF EMPLOYMENT QUALITY 2020

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CAREER PLANNING AND DEVELOPMENT OFFICE



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# 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.

In 2020, CUHK-Shenzhen has boasted the highest admissions scores among Guangdong universities for five consecutive years, attracting an increasing number of talented high school graduates from provinces, cities and autonomous regions across the country. With widespread attention and reputation in the community, the University's overall admission score has further increased, and the quality of admitted students continued to improve. The average Gaokao (National College Entrance Examination) score of admitted science students exceeded 140 points above each region's key universities' acceptance threshold, while the average for arts students exceeded 88. In other words, in the vast majority of regions, the admitted students were within the top 1% or 2% (for Arts and Science, respectively).

Over almost seven years, the University has established five schools: School of Management and Economics (SME), School of Science and Engineering (SSE), School of Humanities and Social Sciences (HSS), School of Life and Health Sciences (LHS), and School of Data Science (SDS), offering 17 undergraduate programmes and 23 postgraduate programmes. The School of Medicine and the School of Music are also under construction.



With a global recruiting scheme, CUHK-Shenzhen has gathered the world's leading scholars and scientists. As of the end of October 2020, it has introduced more than 380 world-renowned scholars, including four Nobel Prize winners, two Turing Award winners, one Fields Award winner, seventeen academicians at home and abroad, nineteen IEEE members, over fifty national experts and talents, and more than 400 high-level talents acknowledged by provinces, municipalities and cities, and districts. Each of them has had teaching or research experiences overseas. Together with their knowledge and expertise, they bring to CUHK-Shenzhen their vision, creativity, passion and dedication for education.

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 philosophy. It strives to become a first-class research university whose bilingual and global pedagogy, research output and social contribution are acknowledged regionally, nationally and internationally.

## 2 Overall Summary for 2020 Graduates

### 2.1 Graduate Structure

Class of 2020 graduates, totaling 752 in number, refer to the third cohort of bachelor's degree graduates of The Chinese University of Hong Kong, Shenzhen. The graduates consisted of 309 male students (41.09%) and 443 female students (58.91%) with a male-to-female ratio of 0.7:1. The number of ethnic minority students stood at 33, accounting for 4.39% of the total.

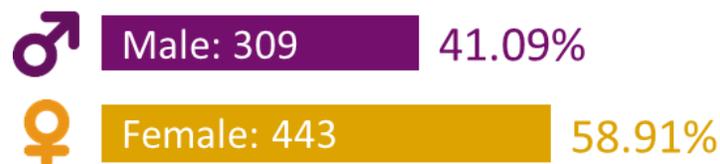


Fig.1 2020 graduate structure by gender

#### 2.1.1 Graduate Structure by Schools and Programmes

Class-of-2020 graduates comprised of 361 students from the School of Management, Economics (SME), 320 from the School of Science and Engineering (SSE) and 71 from the School of Humanities and Social Sciences (HSS). In terms of programme distribution: SME had 138 (38.23%) graduates majoring in Finance, 76 (21.05%) in Professional Accounting, 62 (17.17%) in Economics, 43 (11.91%) in Global Business Studies, and 42 (11.63%) in Marketing; As for SSE, there were 156 (48.75%) in Statistics, 72 (22.50%) in Computer Science and Engineering, 47 (14.69%) in Mathematics and Applied Mathematics, 31 (9.69%) in Electronic Information Engineering, and 14 (4.38%) in New Energy Science and Engineering; All of the 71 HSS graduates were Translation majors.

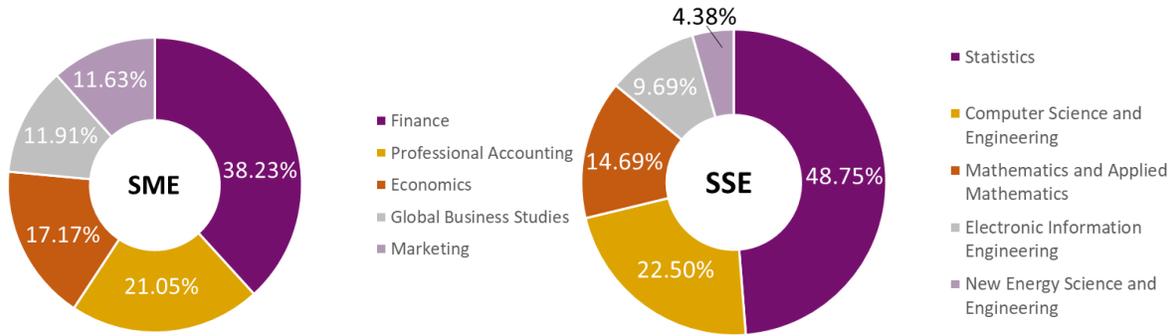


Fig.2 Graduate structure by schools and programmes

### 2.1.2 Graduate Structure by Colleges

The 2020 graduates were from Shaw College, Diligentia College and Muse College, which accounted for 43.22%, 34.57% and 22.21% respectively.

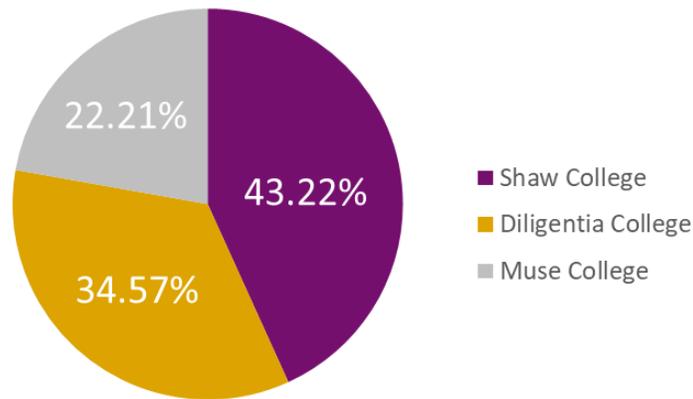


Fig.3 Graduate structure by colleges

### 2.1.3 Graduate Structure by Student Origins

In terms of province, 2020 undergraduates are from 23 provinces or cities; in terms of high school, they were graduated from Shenzhen Foreign Languages School, Zhixin High School and etc.

**Table 1 High schools graduates from**

High school	No.
Shenzhen Foreign Languages School	19
Zhixin High School	17
Shenzhen Senior High School	13
Shenzhen Hongling Middle School	12
Shenzhen Middle School	12
Yali Middle School	12
Xiamen Shuangshi Middle School of Fujian	9
Longcheng High School	9
Guangdong Experimental High School	8
Shenzhen Experimental School	8
No.4 High School of XiangYang	8
Chengdu NO.7 High School	8
Hangzhou No.2 High School of Zhejiang Province	8
Shaoxing NO.1 High School	8
Guangdong Guangya High School	7
Guangzhou No.2 Middle School	7
Tongxiang High School	7
Fuzhou No.1 High School	6
Xiamen No.1 Middle School Of Fujian	6
The Affiliated High School of South China Normal University	6
Guiyang No.3 Experimental High School	6
No.1 Senior High School	6
Lushan International Experimental School	6
Changjun High School of Changsha	6
The First High School of Changsha, Hunan	6
Ningbo Xiaoshi High School	6
Zhenhai High School of Ningbo	6
QuanZhou NO.5 High School	5
Foshan No.1 High School	5
Shenzhen Baoan High School	5
Guiyang No.1 High School	5
HeNan XinYang Senior High School	5
Wuhan No.2 High School	5
NO.1 Middle School of Linchuan	5
Fourth Middle School, Zhangqiu District, Jinan	5
Chengdu Shude High School	5
Chengdu Foreign Languages School	5
Hangzhou No.14 Secondary School	5

## 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 2020 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, 2020, the employment rate for the third cohort of undergraduates of The Chinese University of Hong Kong, Shenzhen reached 95.08%. Among them, the number of graduates for further studies was 552, accounting for 73.40%; the number of people who were directly employed was 159, accounting for 21.14%; and the number of people who started their own business was 4, accounting for 0.53%. Another 4.12% of graduates were preparing for further study, and 0.80% for job hunting.

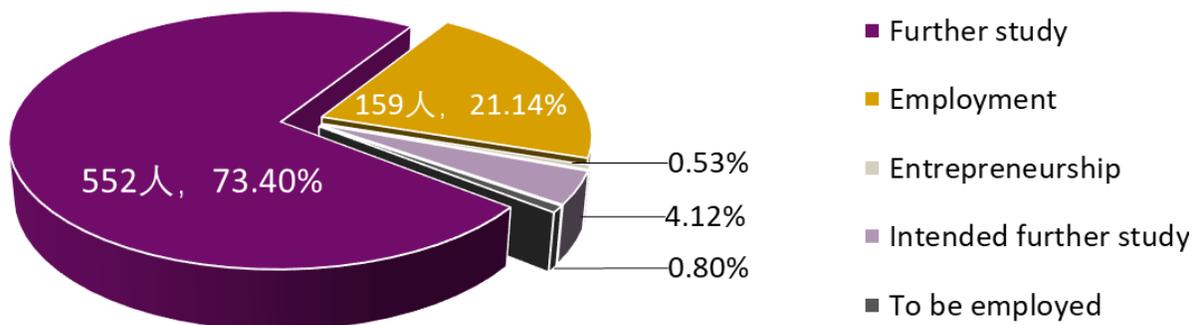


Fig.4 Employment rate for 2020 graduates

### 2.2.2 Employment Rate by Schools

The employment rate of the 361 SME graduates reached 94.74%, with 71.19% admitted to postgraduate programmes, 23.27% employed, and 0.28% self-employed. Graduates seeking jobs were employed by well-known companies such as FOSUN, Budweiser, HSBC, and Meituan, with an average annual salary up to RMB 144,500.



SSE, with a total of 320 graduates this year, witnessed an employment rate of 95.00%. The proportions of the three sub-categories were 73.44%, 20.94%, and 0.63%, respectively. Favored by preeminent employers such as Alibaba, Procter & Gamble, Microsoft, and Bilibili, SSE graduates secured an average annual salary of RMB 151,300.

HSS, with 71 graduates, witnessed an employment rate of 97.18%. The ratios of the three sub-categories were 84.51%, 11.27%, and 1.41%. The majority of HSS graduates works as teachers in various public primary and secondary schools in Shenzhen, with an average annual salary of RMB 204,000.

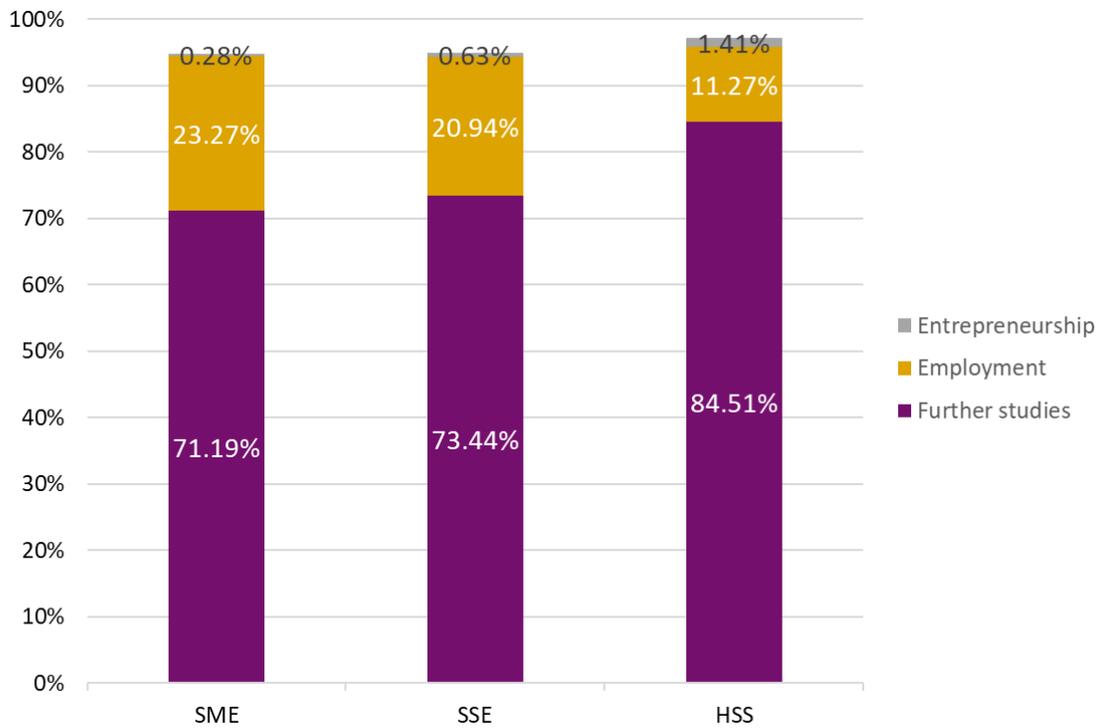


Fig.5 Employment rate by schools

### 2.2.3 Employment Rate by Programmes

By programmes, the employment rate of Finance in 2020 was 94.93%, Professional Accounting 98.68%, Economics 90.32%, Global Business Studies 95.35%, Marketing and Communication 92.86%, Statistics 96.15%, Computer Science and Engineering 95.83%, Mathematics and Applied Mathematics 89.36%, Electronic Information Engineering



100%, New Energy Science and Engineering 85.71%, and Translation 97.81%. Graduates from all majors have shown a trend toward higher-quality employment.

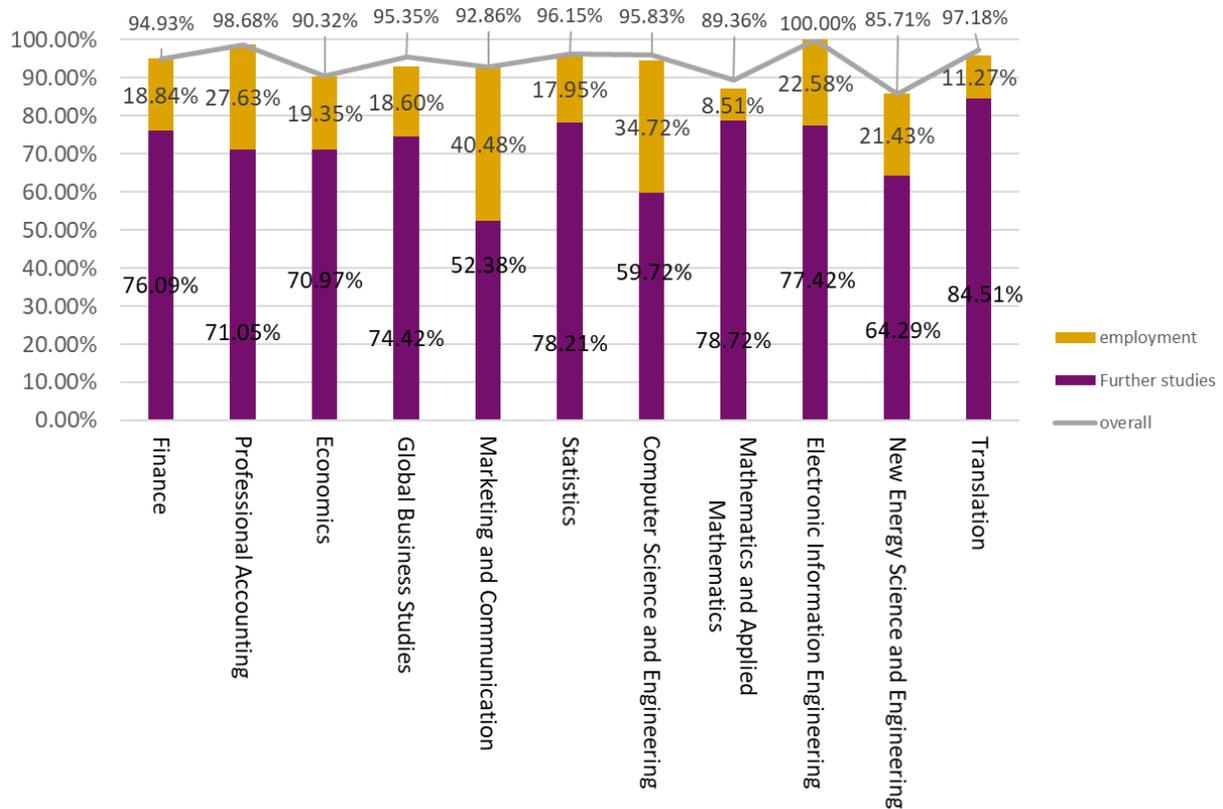


Fig.6 Employment rate by programmes

### 2.2.4 Further Studies

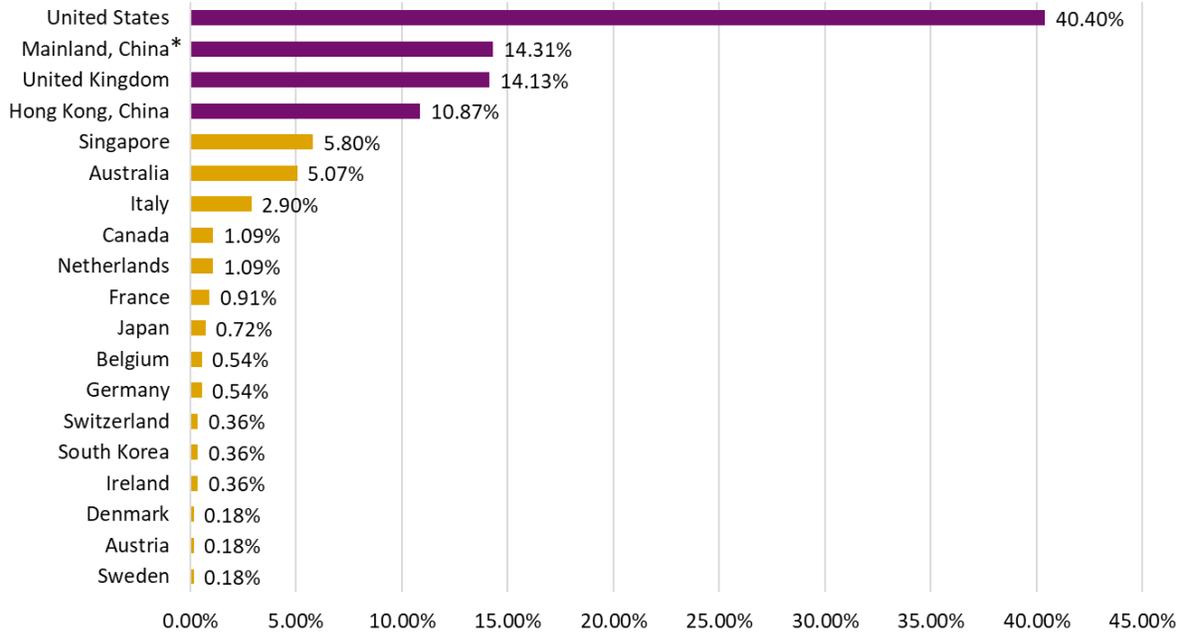
The number of 2020 graduates pursuing postgraduate programmes reached 552, accounting for 73.40% of the total.

#### 1. Further Studies by Destinations

The United States was the most popular destination for studying abroad, attracting 40.40% of the graduates in this category. Coming in the second place was Mainland China at 14.31%. The UK ranked the third place at 14.13%, an increase of 5.46%. 10.87% of these graduates chose to pursue postgraduate programmes in Hong Kong, China. Another 5.80% of these graduates went to Singapore, with a year-on-year



increase of 1.70%. The rest preferred countries such as Australia, Italy, Canada, and Netherlands.



\*Shenzhen is major choice for students studying in Mainland China.

Fig.7 Analysis of further-study destinations

## 2. Ranking Analysis of Graduate Schools

According to the 2021 QS / U. S. News World University Rankings, 68.66% of the graduates who continued to pursue Master's/Ph.D. degrees were admitted to top 50 universities overseas.



Table 2 Overseas Top 50 universities chosen by CUHK-Shenzhen 2020 undergraduates

Degree-Awarding University	Region	No. of students admitted
Massachusetts Institute of Technology	United States	3
Stanford University	United States	1
University of Oxford	United Kingdom	5
ETH Zurich	Switzerland	1
Imperial College London	United Kingdom	11
University of Chicago	United States	7
University College London	United Kingdom	14
National University of Singapore	Singapore	18
Nanyang Technological University	Singapore	10
University of Pennsylvania	United States	3
Cornell University	United States	9
Columbia University	United States	33
University of Edinburgh	United Kingdom	1
University of Michigan Ann Arbor	United States	11
University of Hong Kong	Hong Kong, China	26
the University of Tokyo	Japan	1
Johns Hopkins University	United States	11
University of Toronto	Canada	2
Hong Kong University of Science and Technology	Hong Kong, China	10
the University of Manchester	United Kingdom	1
Northwest University	United States	6
University of California, Berkeley	United States	1
Australian National University	Australia	4
King's College London	United Kingdom	2
New York University	United States	13
University of California, Los Angeles	United States	1
University of Sydney	Australia	12
the University of Melbourne	Australia	4
Duke University	United States	7
The Chinese University of Hong Kong *	Hong Kong, China	91
University of New South Wales	Australia	3
University of British Columbia	Canada	1
University of Queensland	Australia	2
City University of Hong Kong	Hong Kong, China	4
London School of Economics and Political Science	United Kingdom	13
University of Munich	Germany	1
Washington University	United States	4
University of California San Diego	United States	4
Washington University in St. Louis	United States	15
University of Copenhagen	Denmark	1
University of North Carolina at Chapel Hill	United States	1
Sorbonne University	France	1
University of Minnesota, Twin Cities	United States	6
Catholic University of Leuven	Belgium	3
Monash University	Australia	1

\* CUHK and CUHK-Shenzhen award the same degree.



### 3. Graduate Schools Distribution

Besides The Chinese University of Hong Kong, Shenzhen and The Chinese University of Hong Kong, universities most popular with the 2020 graduates were Columbia University, University of Hong Kong and National University of Singapore.

**Table 3 Main Universities Chosen by 2020 Graduates (CUHK/CUHK-Shenzhen Excluded)**

University	Region	Admissions No.
Columbia University	United States	33
University of Hong Kong	Hong Kong, China	26
National University of Singapore	Singapore	18
Bocconi University	Italy	15
Washington University in St. Louis	United States	15
University College London	United Kingdom	14
London School of Economics and Political Science	United Kingdom	13
New York University	United States	13
University of Sydney	Australia	12
University of Michigan Ann Arbor	United States	11
Imperial College London	United Kingdom	11
Johns Hopkins University	United States	11
Hong Kong University of Science and Technology	Hong Kong, China	10
Nanyang Technological University	Singapore	10
Cornell University	United States	9

#### 2.2.5. Employment Analysis

A total of 159 graduates (21.14%) chose to work after graduation. The average annual salary of these graduates reached a new height of 151,000 yuan.

##### 1. Analysis by Employer Types

A total of 123 graduates were employed by enterprises. Among them, 75.61% by the World's Top Five Hundred, Chinese Top Five Hundred, listed companies or trans-national enterprises; Another 36 worked for government agencies, institutions, and research centers, an increase of 11.90% over last year.

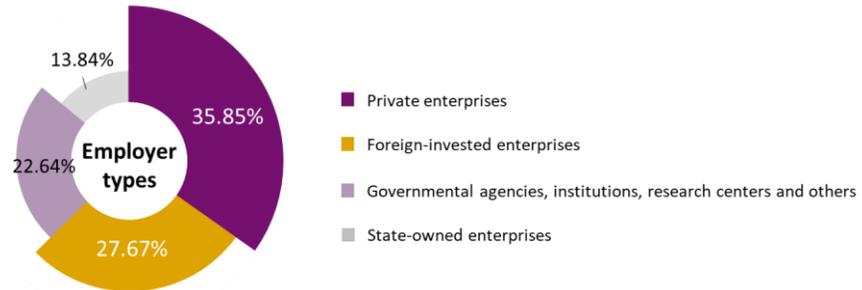


Fig.8 Types of employers for 2020 graduates

## 2. Analysis by Employment Industries

The employment statistics by industries showed that "Professional Services / Education / Training" and "Computer / Internet / Communication / Electronics" have been the most popular sectors, each favored by 37.74% and 27.67% of the 2020 graduates. This was followed by " Finance / Banking / Insurance" at 16.98%.

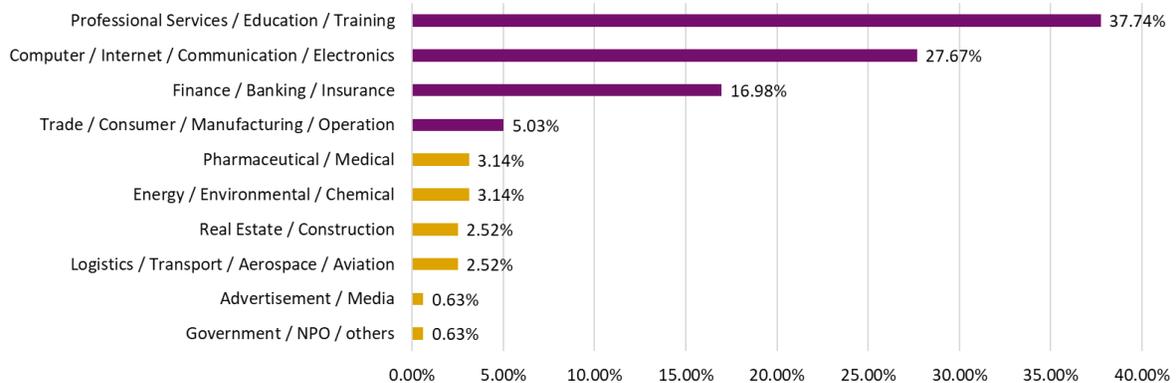


Fig. 9 Analysis by employment industries

## 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, Shanghai, Guangzhou and Beijing, which accounted for 64.15% (a year-on-year increase of 7.13%), 9.43%, 7.55%, 4.40% respectively. The number of graduates securing positions in the Guangdong-Hong Kong- Macau Greater Bay Area reached 118, accounting for 74.21% of the total employed, and achieving a year-on-year increase of 3.96%.

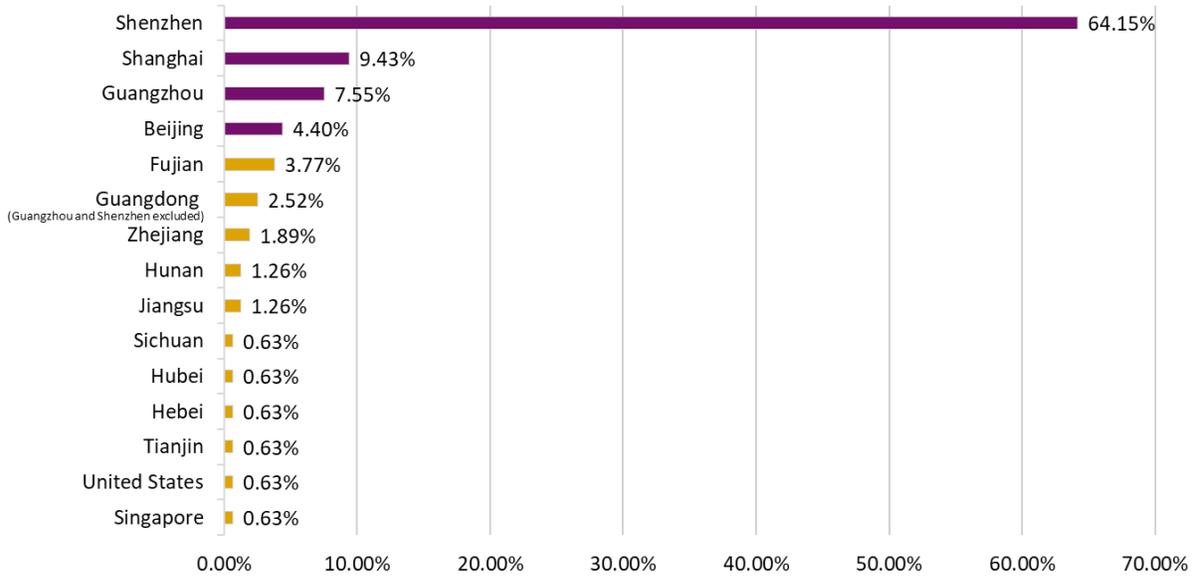


Fig.10 Analysis by regions

#### 4. Analysis by Employers

In addition to The Chinese University of Hong Kong, Shenzhen, public-owned schools, Tencent and Ernst & Young were preferable options.

Table 4 The list of top-ranked employers for 2020 graduates

Employer	Graduates Employed No.
Public schools in Shenzhen	11
Tencent	7
Ernst & Young	7
Huawei	6
ByteDance	6
VIVO	5
Deloitte	3
PwC	3
KPMG	3
RSM	3
Alibaba	2

## 2.3 Employer's Evaluation

### 2.3.1 Evaluation of Graduate Competency

In order to better evaluate the workplace performance of 2020 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 2020 graduates. Particularly, learning ability, and interpersonal communication were the most satisfactory element.



Fig.11 Employment assessment of 2020 graduates

### 2.3.2 Evaluation of Recruiting 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 2020 Graduates

### 3.1 Multi-pronged Efforts to Secure Employment

Class-of-2020 consists 71 graduates from HSS, the first batch of the School. The University has always attached great importance to the employment of undergraduates, and the three-level university-school-individual linkage mechanism, which is directly led and deployed by the University leadership, continued to perform its duty this year. Such top-down design has concerted every power that may facilitate graduate employment. As the COVID-19 pandemic raged across the world, employment was masked by uncertainties and challenges. However, the University has strengthened the system in which each School is responsible for students' employment, and adjusted its work in a timely manner, thus optimizing the employment choices of students and ensuring stable and orderly development of employment work.

In addition to strengthening the primary role of Schools in employment work, the University also sought to mobilize resources from colleges, admissions teams, and students' parents. For example, we have opened the position such as scientific research assistants, encouraging graduates with academic research potential to engage in top research institutions. We fully encouraged the active role of every entity in student placement and promoted all staff to care about employment guidance work so as to integrate information resources and provide assistance to students with employment difficulties in a timely and efficient manner. To sum up, the whole university has further coalesced its consensus, strengthened its responsibility mechanism, and thus formed a synergy.



Before the start of their fourth year, the University paired each student with a professional advisor for career/college guidance in accordance with their prospective. These advisors create a file for each student and offer them tailored guidance and consultation for at least one year. Professional consultants also screen students with special needs at an early stage so as to establish an early warning mechanism for early detection, follow-up and resolution. For students who have left school without a placement, the counseling work will continue even after graduation. These services, including targeted internal promotion to partner companies according to students' characteristics and needs, would not stop until the graduates successfully find employment/study,

### **3.2 Forge ahead to seek cooperation and seek a new path for external expansion**

As a dynamic university that is growing rapidly, the University is proactively reaching out to employers in industries and institutions in various countries and regions and maintaining close contact with them to build and promote the University's brand and enhance the competitiveness of our students in employment and further education.

Based on the current demonstration area of socialism with Shenzhen characteristics, the University's Career Planning and Development Office (CPDO) implements external liaison by industry and region, expand more sectors, concentrates on the core job market, and strengthens the precise cooperation with key units. CPDO took the initiative to go out of campus to visit enterprises, including Google, Amazon, Byte Jump, Bank of China, China Resources, Jianxin Jinke, Jones Lang LaSalle and other well-known enterprises, signed the "University-Enterprise Cooperation Framework Agreement" with Jingdong Digital Technology, Jianxin Jinke, Ping An Bank, China



Merchants Securities and other enterprises, invited China Mobile, Kaisa and other enterprises to exchange with the University, and opened up "green channel" for the recruitment of national key units. Currently, CPDO has established partnerships with more than 350 employers, 70% of which are large multinational companies, creating a higher and broader platform for students' social practice, internship and employment.

In order to meet the strong demand for students to study overseas, CPDO has been actively maintaining close ties with overseas university programs, and has also been exploring in-depth and diversified ways of cooperation with renowned institutions. In the second half of 2019, CPDO invited prestigious institutions such as Columbia University, Cornell University, and the Ecole Supérieure de Commerce du Nord in France to conduct in-person presentations and admissions on campus; Besides, we communicated and negotiated with institutions such as Nanyang Technological University, National University of Singapore, and the University of California, San Diego to waive English proficiency test materials for our students in their applications. At present, CPDO maintains good communication and cooperation with more than four hundred overseas master's programs from one hundred above overseas universities, effectively opening up the channels for students to pursue their studies.

### **3.3 Consistency in action leads to success of mentoring system**

CPDO actively improves the career advancement service system, strengthens the coverage of career counseling and provides career education with different focuses for students at different stages of development. During the 2019-2020 academic year, CPDO held 170 events with over 14,300 attendees and provided 808.5 hours of one-on-one counseling to 1,474 people.



Centering on career development of "Self & Career Awareness - Goal Planning - Implementation Adjustment", CPDO has offered a mentor program which is complete, systematic, comprehensive and professional. In terms of freshman and junior students, events have been conducted events, including Hollander career assessment, MBTI assessment, industries sharing, and company visits. In terms of the promotion period, students may get services, such as resume polishing, mock interviews and internship induction. For the sprint period of the upper grades, a professional and scientific tiered and classified educational framework is constructed, such as school selection planning, paperwork revision, standardized test counseling, graduate school counseling, presentation sessions and job fairs, etc.

In order to better delivering messages regarding activities and related information to students, CPDO also focuses on the establishment and maintenance of messaging channels. Daily information is sent through multiple channels, such as webpage, email, official WeChat accounts and WeChat groups. Each activity is well publicized before and reviewed afterwards. At the same time, we have set up a case study platform, providing more than 6,000 pieces of data on students' further study students to check, so that they can have a basis for reasonable planning when choosing graduation schools.

### **3.4 Develop in a rapid and stable pace, and minimize the COVID-19 effect**

In the face of issues brought by the epidemic, including hinderance of study abroad, sharp decline in enterprise employment demand, difficulties in offline job seeking, the University, working as a whole, takes efforts to secure employment in an orderly manner by enhancing research and diagnosis of employment, adjusting thought about work, perfecting the crisis-opportunities transformation system.



The sudden epidemic broke the original work plan, students could not return to school in time, the campus was closed, and offline gathering activities cancelled. CPDO effectively strengthened online services and worked hard to ensure the quality of career and further education services. By holding "Cloud-based Chat Industry", opening online consultation, holding online lectures on further education, inviting overseas colleges and universities to make presentations through the online platform, and contacting enterprises for online internship opportunities, we provide graduates with continuous employment and further education services and guide them to establish the correct concept of job hunting, so that they can be fully prepared for job hunting and education.

The epidemic also has a direct impact on graduates' job search and education planning. Many students have postponed further study abroad for further study and have chosen to seek employment first, and are particularly interested in entering civil service units, institutions and state-owned enterprises, while some students have given up their studies in the United States and applied for programs in Singapore and Europe. CPDO quickly and accurately grasps students' willingness to seek employment, strengthens communication with civil service units, institutions and state-owned enterprises, and expands employment channels. In order to cater for the diversified needs of students, efforts made for promoting and guiding students to find employment include inviting the Education Bureau of each district in Shenzhen to give lectures on campus, organizing a series of lectures on civil service job hunting for students, and building an internship base with the Shenzhen Taxation Bureau, so as to meet students' diversified job hunting, we are actively promoting and guiding students to find employment in this field. The University also strengthens its ties with universities in Singapore and Europe at the same time, inviting them to make online presentations



and enrollment for the 2020 supplemental intake, and doing its best to help graduates smoothly find employment.