香 港 中 文 大 學（深 圳）
The Chinese University of Hong Kong, Shenzhen

2021

REPORT OF EMPLOYMENT QUALITY 2021

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.

In 2021, CUHK-Shenzhen secured the highest admissions scores among Guangdong universities for six consecutive years, attracting an increasing number of talented high school graduates from provinces, municipalities 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 146 points above each region's key universities' acceptance threshold, while the average for arts students exceeded 93. In other words, in the vast majority of regions, the admitted students were within the top 1% and 2% for Arts and Science, respectively.

Currently, one graduate school and seven academic 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), School of Life and Health Sciences (LHS), School of Data Science (SDS), School of Medicine (MED), and School of Music, offering a total of 22 undergraduate programmes and 25 postgraduate programmes (Masters and PhD; full-time and part-time).

With a global recruiting scheme, CUHK-Shenzhen has gathered the world's leading scholars and scientists. As of early January 2022, the University has brought in over 450 world-renowned scholars, all with overseas teaching or research experiences, including five Nobel Prize laureates, two Turing Award winners, one Fields Medalists, thirty Fellows or Members of academies at home and abroad, and over sixty national experts and talents. Through 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-centred 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 2021 Graduates

2.1 Graduate Structure

Class-of-2021 graduates, totalling 871 in number, refer to the fourth cohort of bachelor's degree graduates of The Chinese University of Hong Kong, Shenzhen. The graduates consisted of 365 male students (41.91%) and 506 female students (58.09%) with a male-to-female ratio of 0.72:1.
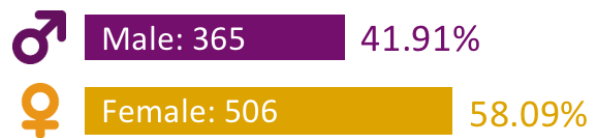

Fig.1 2021 graduate structure by gender

2.1.1 Graduate Structure by Schools and Programmes

Class-of-2021 graduates comprised 423 students from the School of Management and Economics (SME), 243 from the School of Data Science (SDS), 124 from the School of Science and Engineering (SSE), 63 from the School of Humanities and Social Sciences, and 18 from the School of Life and Health Sciences (LHS). Notably, graduates of LHS were their respective first cohorts of students. In terms of programme distribution, SME had 124 (29.31%) graduates majoring in Finance, 99 (23.40%) in Economics, 89 (21.04%) in Professional Accounting, 62 (14.66%) in Global Business Studies, and 49 (11.58%) in Marketing and Communication; SDS: 134 graduates (55.14%) majoring in Statistics, and 109 (44.86%) in Computer Science and Engineering; SSE: 61 (49.19%) in Mathematics and Applied Mathematics, 51 (41.13%) in Electronic Information Engineering, and 12 (9.68%) in New Energy Science and Engineering; HSS: 63 (100%) in Translation, and; LHS: 18 (100%) in Bioinformatics.
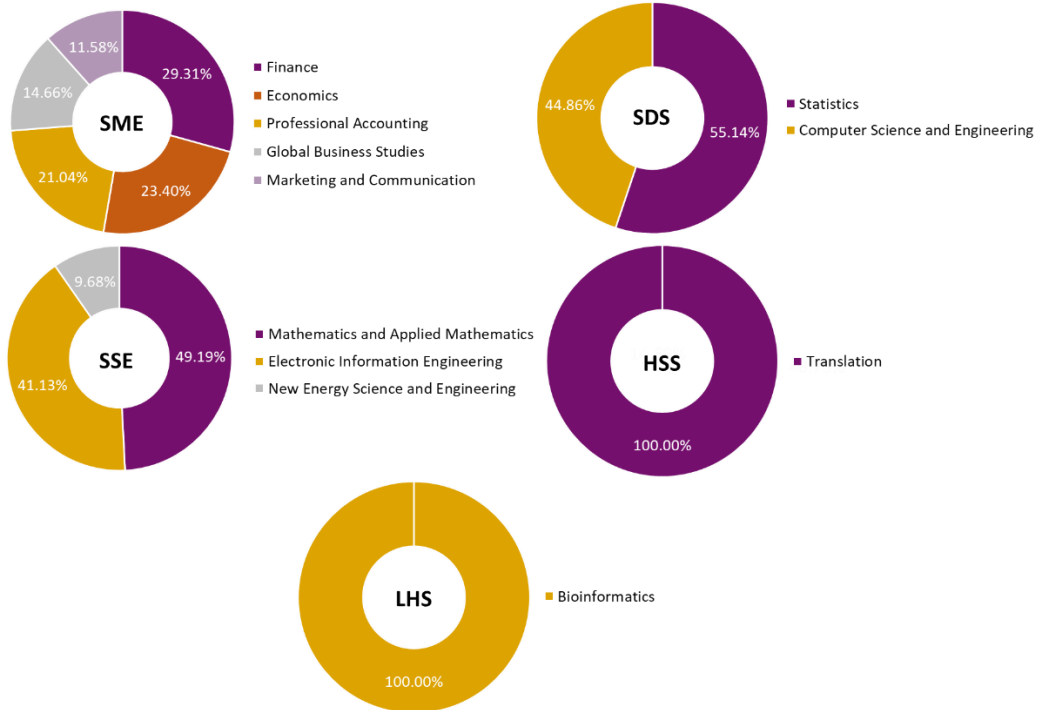
Fig.2 Graduate structure by schools and programmes

2.1.2 Graduate Structure by Colleges

The 2021 graduates were distributed among the three colleges of the University, namely Muse College (62.00%), Shaw College (19.17%) and Diligentia College (18.83%).
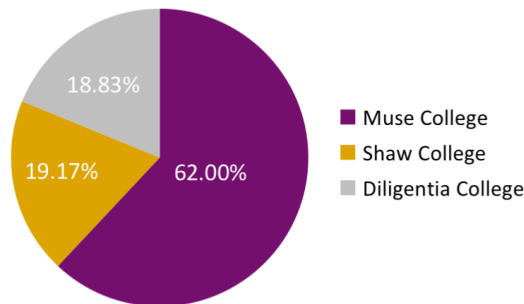

Fig.3 Graduate structure by colleges

2.1.3 Graduate Structure by Student Origins

In terms of student origins, the class-of-2021 undergraduates came from 25 provinces, autonomous regions or municipalities directly under the Central Government. Graduates mainly came from the following high schools.

Table 1 High school origins of class-of-2021 graduates

High School	High School
Shenzhen Middle School	Chongqing Bishan Middle School
Zhixin High School	Foshan No.1 High School
Guangzhou No.2 High School	Chengdu No. 7 High School
Guangdong Experimental High School	Xiamen No.1 High School of Fujian
The Affiliated High School of SCNU	Hangzhou No. 2 High School
Hangzhou Xuejun High School	Sichuan Mianyang Middle School
Xinjiang County Haiquan School	The Attached Middle School of JXNU
Jiujiang No. 1 High School	Linzhou No. 1 Middle School
Shenzhen Senior High School	Changsha Mingde Middle School
Quanzhou No.5 Middle School	Hengshui No. 1 High School
Changjun High School of Changsha	Zhuhai No.1 High School
Shenzhen Foreign Languages School	The High School Affiliated to Yunnan Normal University
Zhenhai High School of Ningbo	Chongqing Yucai Middle School
Fuzhou No. 1 Middle School	Changsha No.1 High School
Shenzhen Hongling Middle School	Shenzhen Experimental School
Xiamen Shuangshi High School	Putian No.1 Middle School of Fujian
Yiling High School of HuBei	Henan XinYang Senior High School
Guangdong Guangya High School	Sun Yat-sen Memorial Secondary School
No.1 Middle School Affiliated to Central China Normal University	Guiyang No.1 High School
Yali High School	Jinling High School
Jiaxing No. 1 Middle School	Ningbo Xiaoshi High School

2.2 Graduation Profile

2.2.1 Employment Rate

"Employment Rate" in this report refers to the proportion of graduates in "further studies", "employment" and "entrepreneurship" to the total number of 2021 graduates. Specifically, "further studies" include domestic and overseas studies; "employment"

includes flexible employment and job engagement with a tripartite agreement or labour contract signed; while "entrepreneurship" refers to self-employment.

According to the statistics as of December 2021, the employment rate for the fourth cohort of undergraduates of The Chinese University of Hong Kong, Shenzhen reached 95.52%. Of these, 610 graduates (70.03%) pursued further studies, while 218 (25.03%) and 4 (0.46%) were employed or self-employed respectively.
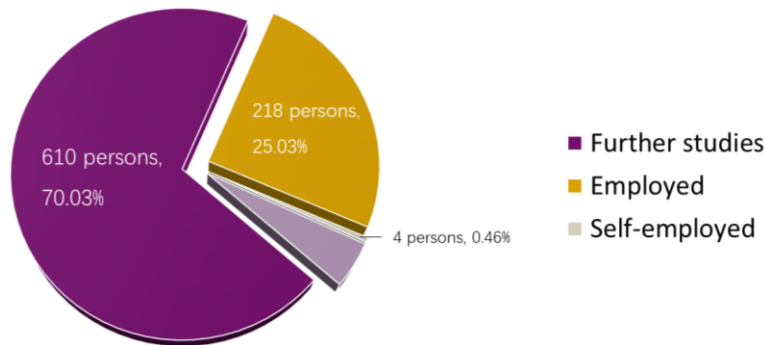

Fig.4 Employment rate for 2021 graduates

2.2.2 Employment Rate by Schools

The employment rate for the 423 SME graduates reached 93.62%, with 67.85% admitted to postgraduate programmes, 25.30% employed, and 0.47% self-employed.

SDS, with a total of 243 graduates this year, witnessed an employment rate of 98.35%, while the proportions of the three sub-categories stood at 66.26%, 31.28%, and 0.82%, respectively.

The employment rates for the 124 SSE graduates and 63 HSS graduates amounted to 95.97% and 96.83% respectively, of which 76.61% or 79.37% went on to further studies and 19.35% or 17.46% were employed.

All 18 of LHS's inaugural graduates stayed on to further education, with an employment rate of 94.44%.
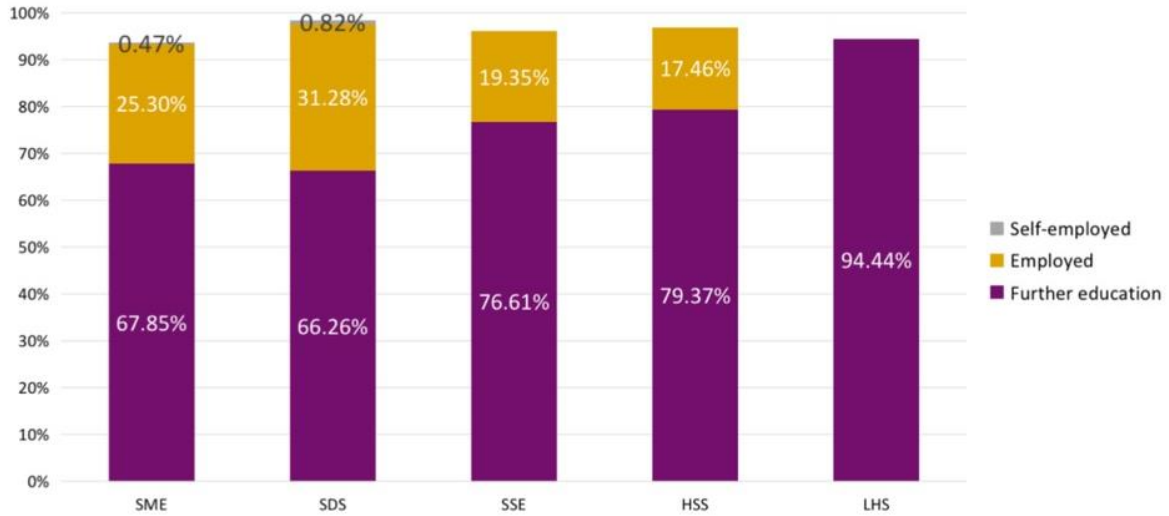
Fig.5 Employment rate for 2021 graduates by schools

2.2.3 Employment Rate by Programmes

By programmes, the employment rate of Finance in 2021 was 95.16%, Economics 88.89%, Professional Accounting 93.26%, Global Business Studies 96.77%, Marketing and Communication 95.92%, Statistics 98.51%, Computer Science and Engineering 98.17%, Mathematics and Applied Mathematics 96.72%, Electronic Information Engineering 96.08%, New Energy Science and Engineering 91.67%, Translation 96.83%, and Bioinformatics 94.44%. Graduates from all majors have shown a trend toward higher-quality employment.
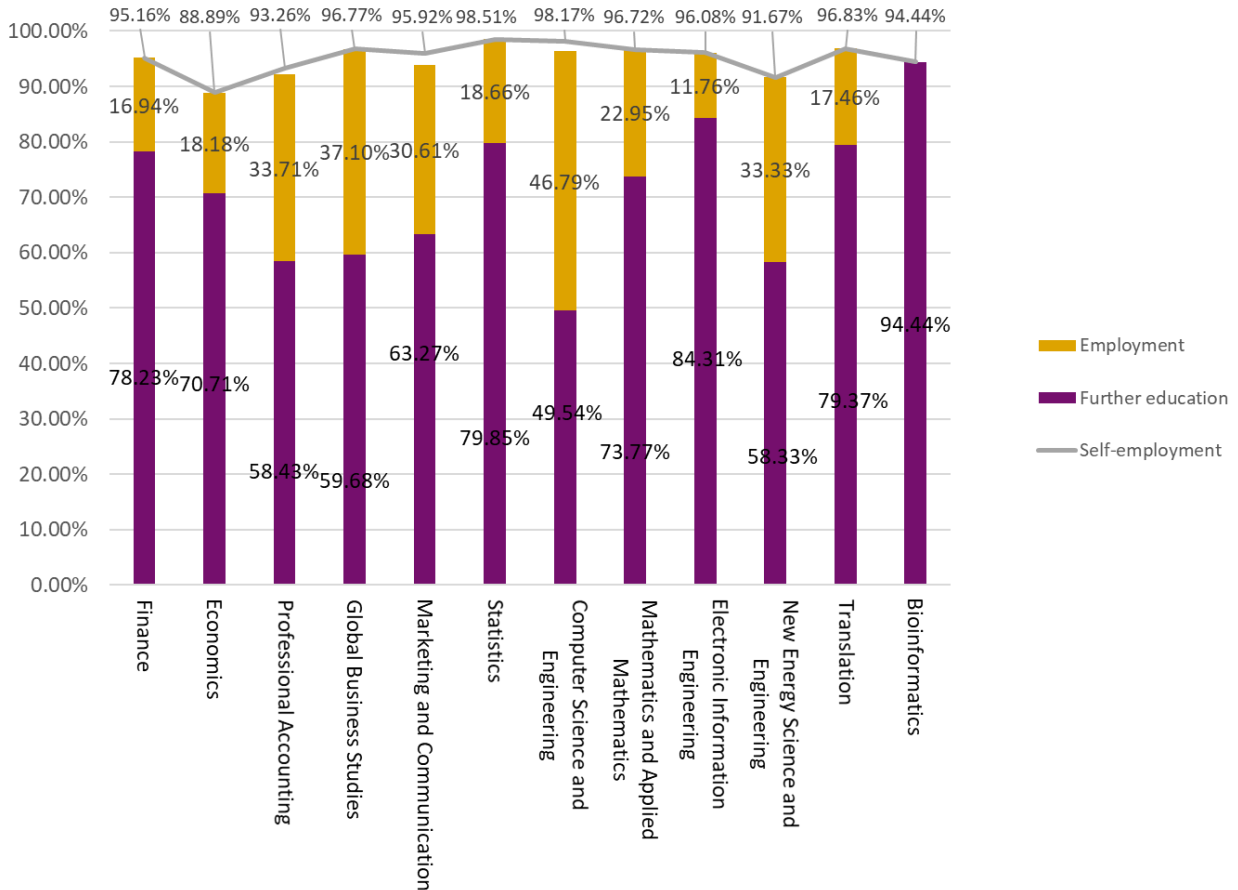
Fig.6 Employment rate (2021) by programmes

2.2.4 Further Study Analysis

The number of 2021 graduates pursuing postgraduate programmes reached 610, accounting for 70.03% of the total.

1. Further Studies by Destinations

The United States remained the most popular destination for studying abroad, attracting 33.77% of the graduates in this category, albeit down 6.63 percentage points year-on-year. Coming in the second and third places were Hong Kong Special Administrative Region (HKSAR), China, and the Chinese mainland at 19.18% and 16.23% respectively. It is worth noting that the proportion of graduates opting for HKSAR has increased by 8.31 percentage points compared to 2020. A further 12.62% of these

graduates chose to pursue postgraduate studies in the UK, with the remainder in Singapore, Australia, Switzerland, Italy, the Netherlands and other countries or regions.
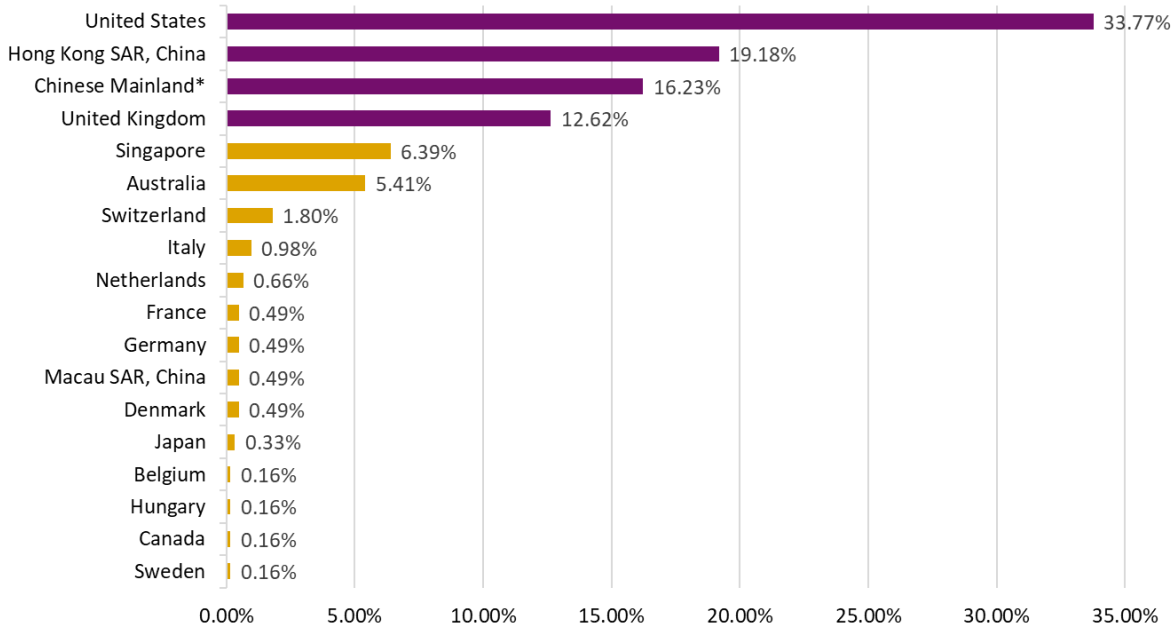
*Shenzhen was the destination with the highest share in the Chinese mainland category.

Fig.7 Analysis of further-study destinations

2. Ranking Analysis of Graduate Schools

According to the 2021 QS / US. News World University Rankings, 70.98% of graduates who went on to study for a Master's / PhD degree were accepted to the top 50 universities worldwide.[1]

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[1] Source: QS / U.S. News World University Rankings 2022.

Table 2 Top 50 universities chosen by CUHK-Shenzhen 2021 undergraduates

Degree-Awarding University	Region	Number of Admissions
Massachusetts Institute of Technology	United States	1
University of Cambridge	United Kingdom	3
Harvard University	United States	2
Imperial College London	United Kingdom	10
University College London	United Kingdom	12
ETH Zurich	Switzerland	1
University of Chicago	United States	6
National University of Singapore	Singapore	27
Nanyang Technological University	Singapore	6
University of Pennsylvania	United States	4
EPFL	Switzerland	3
University of Edinburgh	United Kingdom	3
Columbia University	United States	26
Cornell University	United States	5
The University of Hong Kong	Hong Kong, China	59
University of Michigan, Ann Arbor	United States	7
Johns Hopkins University	United States	12
University of Toronto	Canada	1
Australian National University	Australia	3
University of Manchester	United Kingdom	1
Northwest University	United States	3
University of California, Berkeley	United States	2
Hong Kong University of Science and Technology	Hong Kong, China	25
King's College London	United Kingdom	3
University of Melbourne	Australia	1
University of Sydney	Australia	15
The Chinese University of Hong Kong*	Hong Kong, China	123
New York University	United States	8
University of New South Wales	Australia	7
University of Queensland	Australia	5
University of California, San Diego	United States	6
London School of Economics and Political Science	United Kingdom	12
Technical University of Munich	Germany	2
Duke University	United States	6
Washington University in St. Louis	United States	18
University of Copenhagen	Denmark	1
University of Amsterdam	Netherlands	1
Monash University	Australia	1
University of Pittsburgh	United States	1
Katholieke Universiteit Leuven	Belgium	1

* CUHK and CUHK-Shenzhen award the same degree.

3. Graduate Schools Distribution

Apart from The Chinese University of Hong Kong, Shenzhen and The Chinese University of Hong Kong, the universities most popular with the 2021 graduates were the University of Hong Kong, National University of Singapore, Columbia University, etc.

Table 3 Main choice of universities for the Class of 2021 (excluding CUHK and CUHK-Shenzhen)

University	Region	Number of Enrollments
The University of Hong Kong	Hong Kong, China	59
National University of Singapore	Singapore	27
Columbia University	United States	26
Hong Kong University of Science and Technology	Hong Kong, China	25
Washington University in St. Louis	United States	18
University of Sydney	Australia	15
Boston University	United States	14
Johns Hopkins University	United States	12
University College London	United Kingdom	12
London School of Economics and Political Science	United Kingdom	12
Imperial College London	United Kingdom	10

2.2.5. Employment Analysis

In 2021, a total of 218 graduates, or 25.03%, chose to work after graduation.

1. Analysis by Annual Salary

Among the fourth cohort of undergraduates, the average annual salary of these graduates reached a new height of 162,600 yuan. Numbers of annual salary above RMB 500,000 yuan accounts for 1.50%, between 300,000 and 500,000 accounts for

4.50%, between 200,000 and 300,000 accounts for 23.5%, between 100,000 and 200,000 accounts for 48.00%, and below 100,000 accounts for 22.50%.
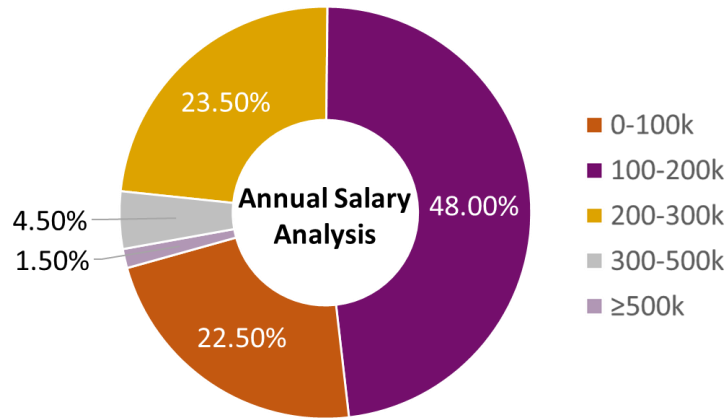

Fig.8 Analysis of annual salaries for the Class of 2021

2. Analysis by Employer Types

In 2021, a total of 176 graduates were employed by enterprises, of which 71.59% were Fortune 500 Global, Fortune 500 China, listed or multinational enterprises. A further 42 graduates were employed in government agencies, institutions, or research centres.[2]
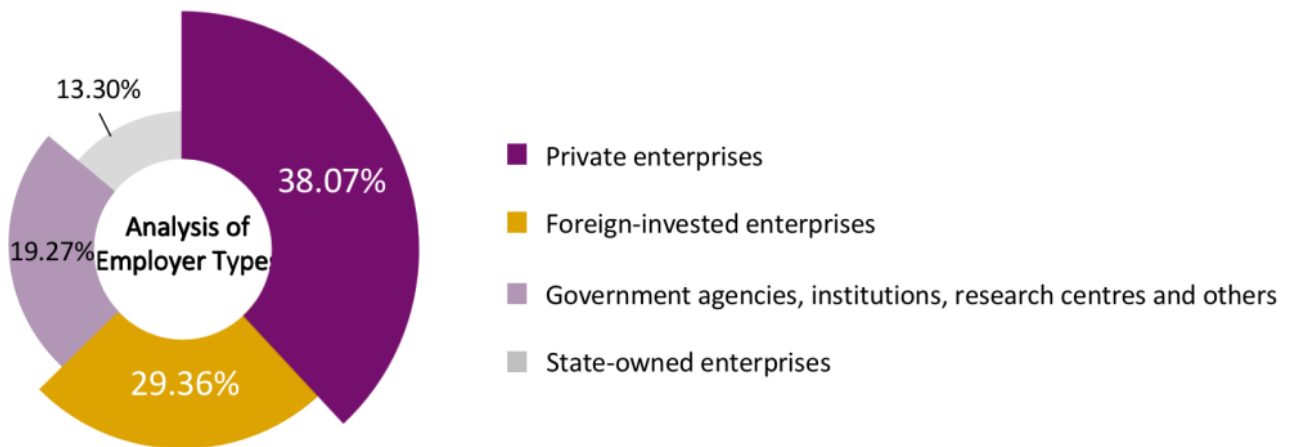

Fig.9 Types of employers for 2021 graduates

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[2] Source: Fortune Global 500 2021/ Fortune China 500 2021

3. Analysis by Employment Industries

The employment statistics by industries showed that "computer / Internet / electronics" has been the most popular sector favoured by 39.91% of the 2021 graduates. This was followed by "professional services / education" and "Finance / banking" at 34.40% and 11.93% respectively.
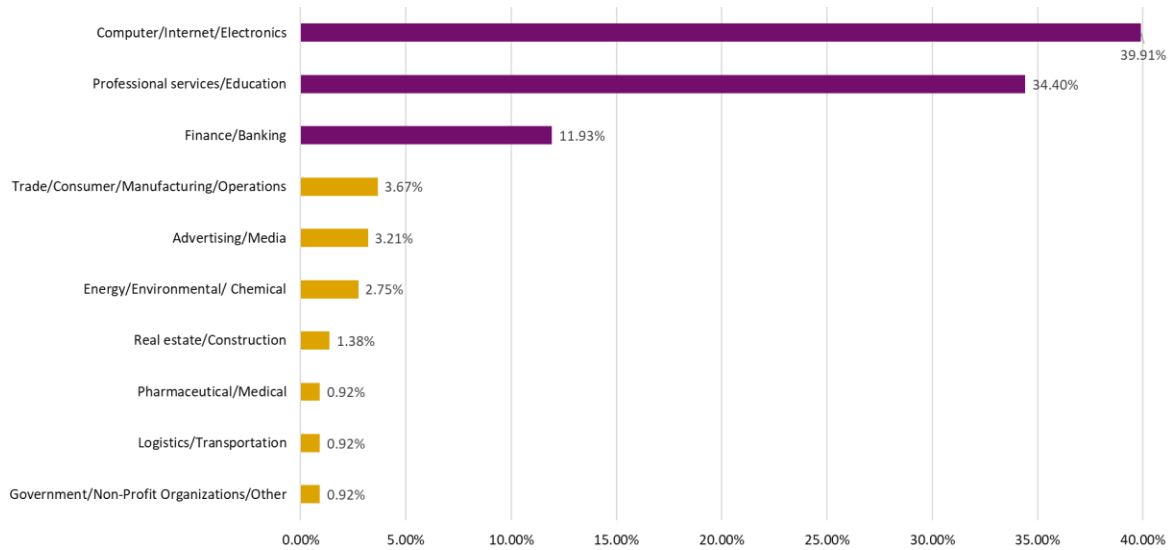

Fig. 10 Employment analysis by industries

4. Analysis by Regions

In terms of regional distribution, over 90% of the employed graduates chose to work in Shenzhen, Beijing, Shanghai, Guangzhou, HKSAR, Hangzhou, Chongqing, Suzhou, Wuhan, Changsha, Dongguan, Foshan and so on. The number of graduates securing positions in the Guangdong-Hong Kong- Macau Greater Bay Area reached 146, accounting for 66.97% of the total employed.
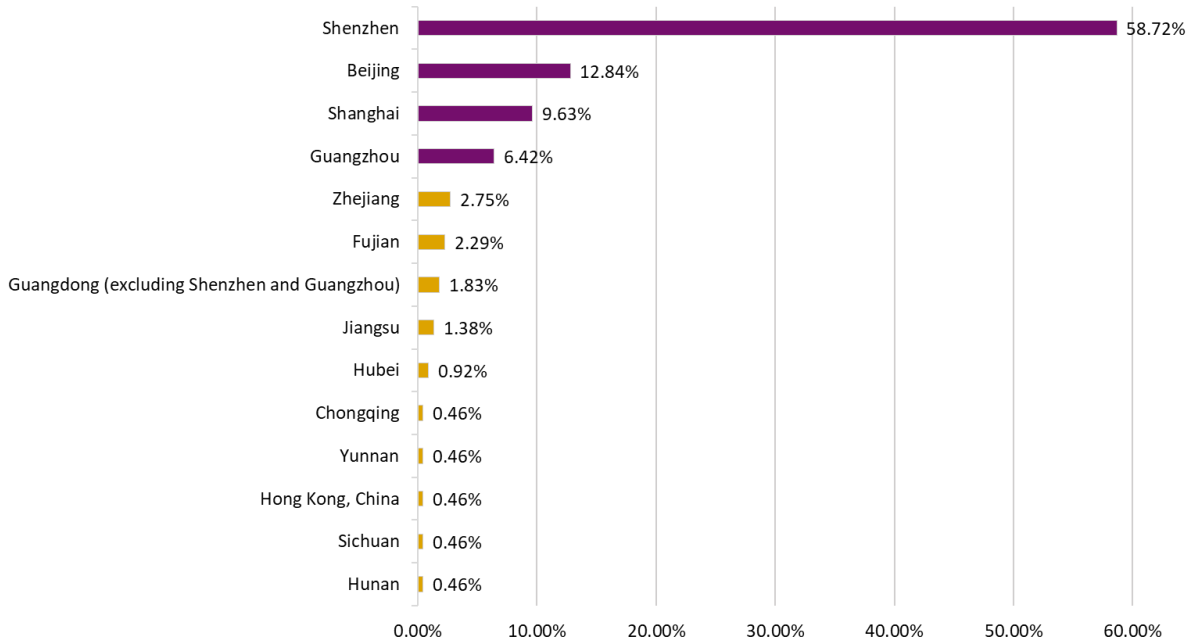
Fig.11 Employment analysis by destinations

5. Analysis by Employers

Top-ranked employers for 2021 graduates include Huawei, ByteDance, primary and secondary schools in Shenzhen and Tencent (Universities and research institutions excluded).

Table 4 Ranking of employers for 2021 graduates

Employer	No. of Graduates Employed
Huawei	14
ByteDance	9
Primary and secondary schools in Shenzhen	9
Tencent	8
PricewaterhouseCoopers	7
Ernst & Young	6
OPPO	5
Alibaba	4
China Construction Bank	4
Deloitte	4

2.3 Employer's Evaluation

2.3.1 Evaluation of Graduate Competency

To better assess the workplace performance of the Class of 2021, The Chinese University of Hong Kong, Shenzhen conducted an employer survey on the competency and professionalism of graduates. Employers were asked to rate their satisfaction with the graduates' performance on a scale of 1-5, with 5 being the highest score. The results showed that the employers were generally very satisfied with the 2021 graduates. Particularly, learning ability, interpersonal communication, English proficiency and innovation were the most satisfactory elements.

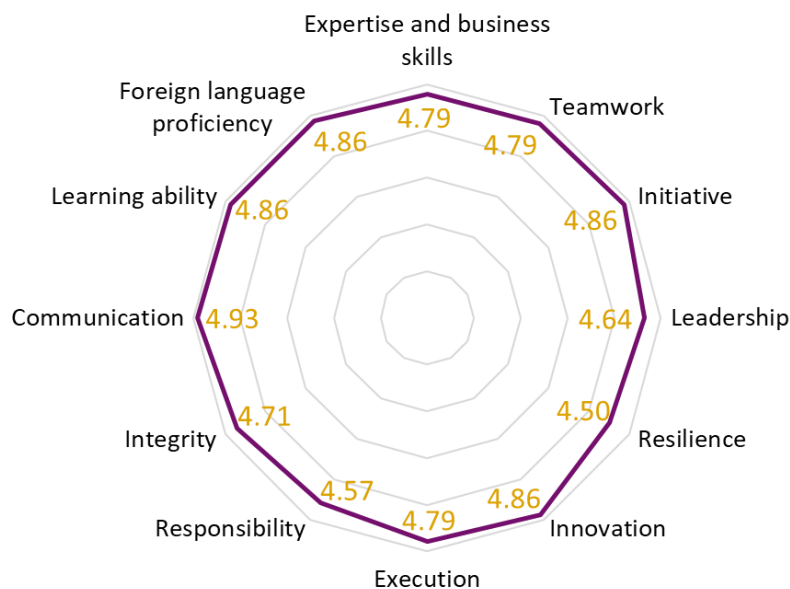Fig.12 Employment assessment of 2021 graduates by employers

2.3.2 Evaluation of Placement Services

CUHK-Shenzhen has conducted a survey on employers' satisfaction with the University's placement services, covering recruitment arrangements, 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 2021 Graduates

3.1 Enhanced Graduate Tracking and Orientation

The Chinese University of Hong Kong, Shenzhen is a thriving and fast-growing institution of higher education. The fourth cohort of its graduates comprised students from five schools, including the inaugural cohort of the School of Data Science (SDS) and School of Life and Health Sciences (LHS). The University upholds a philosophy of student-centred education, which features attracting students with its brand, nurturing them with knowledge, arming them with talent and leading them with faith. With this framework in place, the University's leadership places great emphasis on all aspects of student development, particularly placement services. To ensure quality placement services in the face of uncertainties such as COVID-19 and international disputes, the University has adopted a Graduate Placement Team model, which involves University leadership as the gatekeeper, the University Career Planning and Development Office as the advisor, and the Schools as implementers.

In specific terms, each student was paired with an advisor before the fourth year for career/college guidance in accordance with their prospects. The detailed, personalised guidance and direction provided by advisors is designed to equip students with the proper skills and knowledge for further education and job hunting. Specific areas of consultancy include job search, graduate school applications, offer selection, job placement, mindset adjustment and more. Information about each graduate was kept on file to systematically record their progress. The data was also used to identify the needs of the students, allowing for early warnings and regular feedback to guide work plan adjustments. As a result, the efficiency and accuracy of

our placement services were greatly enhanced with the benefit of information technology.

In a society of uncertainty and change, as President Xu Yangsheng has always stressed, "graduates need to employ empathy, compassion and resilience to make the world a better place". In line with this, the University has directed and supported graduates to, a) embrace the right ideals and dedicate themselves to key industries such as education and the public sector; b) develop an international perspective and a sense of community, pursuing advanced knowledge and disciplines that are in short supply in China; and c) take up their youth responsibilities and engage in social development, with a preference for high-tech employers in Shenzhen to contribute to the development of the Guangdong-Hong Kong-Macao Greater Bay Area.

3.2 Broader and Closer External Collaboration

After four years of hard work, The Chinese University of Hong Kong, Shenzhen has entered into a considerable number of partnerships for the employment and further study of its graduates. By mid-2020, the University has established collaborations with more than 350 employers and 100 universities (over 400 master's and doctoral programmes), opening up avenues for internship practice, job search and further education for students. On this basis, the University has been adapting its outreach strategy to the market landscape and student needs, with the aim of achieving deeper, broader and more connected external collaborations.

On the employers' side, the Career Planning and Development Office (CPDO) has concluded school-enterprise cooperation frameworks with a number of advanced and representative employer partners, which are in line with the principles of adapting to local conditions, deepening existing cooperation, complementing each other's

strengths and mutual benefits. Against this backdrop, extensive, sustained and stable internship bases for university students have been established with partners such as the Shenzhen Taxation Bureau, CCB Fintech, Jingdong Technology, China Resources Sanjiu, Ping An Bank, China Merchants Securities, Bank of China, Kaisa Group and PricewaterhouseCoopers. As an example, some graduates have completed internships and social practice activities with the Shenzhen Taxation Bureau, Ping An Bank and Bank of China under the guidance of the University. The above initiatives have effectively opened up the channels for students to seek internships and for employers' partners to "attract" and "nurture" talents, and are conducive to building a collaborative talent cultivation plateau in the Guangdong-Hong Kong-Macao Greater Bay Area on the basis of mutual benefit and complementary advantages.

In terms of further education, CPDO has established links with 110 renowned overseas institutions such as Yale University, Stanford University, Cambridge University and the National University of Singapore through proactive outreach. Over 85% of our partners are QS top 50 colleges and universities. To fully utilise the collaboration resources, CPDO has been in close communication with the admissions officers of the partner universities to deepen mutual understanding and trust on student profiles and admission requirements. As a result, Nanyang Technological University and the National University of Singapore have exempted our students from submitting results of English proficiency examinations for their applications. In addition, the University witnessed the first dedicated admissions information sessions for our students from world-renowned universities in the 2020-2021 academic year, including Cambridge, Yale, Stanford, MIT, University College London, Imperial College, University of Edinburgh and Northwestern University. The results speak volumes about the effectiveness of the University's strategy on deepening and enriching collaboration.

3.3 Richer, Improved and More Effective Graduation Guidance

CPDO has developed a thorough, systematic, holistic and professional counselling system from admission to graduation, based on the steps of "Self & Career Awareness - Goal Planning - Implementation Adjustment". An average of 150-200 events and about 2,000 one-to-one counselling sessions are organised for students across the university each academic year. On top of this, CPDO strives to enhance the quantity and quality of its services by increasing the professionalism of its team and mobilising resources from various sources, thereby further empowering its students.

Within such a refined system, the University has offered a wide range of services and events for students as it continues to fine-tune its operations and activities. Counselling appointments and follow-ups, for example, were improved through the use of questionnaires and regular filing. In addition, the University has implemented its fifth external mentorship programme, which has recruited a total of 210 off-campus mentors, over 25% of whom hold PhDs and about half have studied or worked overseas. Some of the companies our external mentors work with include Tencent, Alibaba, McKinsey, Google, IBM, Amazon, CICC, Southern Fund, WeBank, Huawei, ZTE, Xiaomi, VIVO and Phoenix. Another highlight of our placement service was the third Career Open Day, which included extensive sub-events such as job fairs, industry sharing, career personality assessments, one-on-one consultations on CV revision, interviewing skills and civil service job search, as well as a career photo shoot. The event brought together industry leaders such as Huawei, Tencent, Mars, Deloitte, Tesla, Amazon and the Shenzhen Taxation Bureau, attracting a total of 2,000 students, an increase of 33% over the previous year. Similarly, the third Further Study Open Day, which featured info sessions of top universities, sharing from alumni and college application experts, and consultations on standardised tests and application essays,

captured the attention of 1,000 students and their parents. The event provided interested graduates and parents with access to top international schools such as the Hong Kong University of Science and Technology, the University of Southern California and Boston University, further promoting cohesion between parents and universities in a virtual or in-person experience. Through continuous standardisation, the University has seen a branding effect for its graduate services for careers and further education.

Apart from optimising the existing services, CPDO has also added a host of innovative services in response to the unmet needs, which include, a) "Listen to the Professor": sharing sessions conducted by professors from CUHK-Shenzhen for further studies; b) "A Look at Public Service": sharing sessions to take students through recruitment policies, job search skills, duties and other dimensions in the civil service, public service and teaching professions; c) "WeCareer": a series of talks by senior staffing and recruitment leaders in the industry on job search skills and interview techniques, covering foreign and Chinese investment banks, FMCG, professional services, Internet and other sectors, and; "Alumni Talk": a career interview column with the first cohort of undergraduate alumni.