



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

2023

EMPLOYMENT QUALITY REPORT

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 ("CUHK"), 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.

Over the past decade, CUHK-Shenzhen has seen remarkable development in its academic disciplines. Presently, the University comprises six schools—the School of Management and Economics ("SME"), the School of Science and Engineering ("SSE"), the School of Humanities and Social Sciences ("HSS"), the School of Data Science ("SDS"), the School of Medicine ("MED"), and the School of Music ("MUS")—alongside a Graduate School. In 2024, the University plans to offer 28 undergraduate programmes and 46 postgraduate programmes (Masters and PhD), including both full-time and part-time options.

CUHK-Shenzhen's global recruitment drive has successfully attracted more than 600 scholars and researchers of international repute. This distinguished assembly includes 5 Nobel Prize laureates and over 40 academicians from various countries, alongside more than 40 members of internationally recognised professional organizations such as the Institute of Electrical and Electronics Engineers ("IEEE"). The faculty at CUHK-Shenzhen, all of whom have experience in top-tier global universities, bring a unique blend of international perspective, innovative thinking, and a fervent dedication to teaching and research.

In 2023, the quality of incoming students at CUHK-Shenzhen remained exceptionally high, maintaining its position among the top echelons nationwide. Students accepted from the majority of areas scored in the top 0.7% and 1.5% regionally on the Gaokao (National College Entrance Examination) in liberal arts-oriented concentration and natural-science-oriented concentration, respectively. As an international university, our students' average English score in Gaokao was an impressive 137 out of 150.



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, the University 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 2023 Graduates

2.1 Graduate Structure

The surveyed Class of 2023, representing the sixth cohort of bachelor's degree graduates from The Chinese University of Hong Kong, Shenzhen, consisted of 1,190 students¹. Within this cohort, there were 524 male students (44.03%) and 666 female students (55.97%), maintaining a male-to-female ratio of approximately 0.79:1.



Fig.1 2023 graduate structure by gender

2.1.1 Graduate Structure by Schools and Programmes

The Class of 2023 graduates included 507 students from the School of Management and Economics (SME), 244 from the School of Data Science (SDS), 194 from the School of Science and Engineering (SSE), 122 from the School of Humanities and Social Sciences (HSS), 50 from the School of Medicine (MED), and 73 majoring in Financial Engineering. The Financial Engineering programme, jointly offered by SME, SSE, and SDS, is counted separately and not included in the individual school categories.

In terms of programme distribution, SME saw 176 (34.71%) graduates in Finance, 113 (22.29%) in Economics, 98 (19.33%) in Professional Accountancy, 63 (12.43%) in Global Business Studies, and 57 (11.24%) in Marketing and Communication; SDS had 158 (64.75%) graduates in Statistics, 84 (34.43%) in Computer Science and Engineering, and 2 (0.82%) in Data Science and Big Data Technology²; SSE comprised 95 (48.97%) graduates in Mathematics and Applied Mathematics, 92 (47.42%) in Electronic Information Engineering, and 7 (3.61%) in New Energy Science and Engineering; HSS

¹ In accordance with the directive from the Guangdong Provincial Department of Education regarding the registration of post-graduation career and graduate school placement for 2023 graduates from general universities in Guangdong Province.

² CUHK-Shenzhen's undergraduate program in Data Science and Big Data Technology began enrollment in 2020. The academic duration is 4 years, and the first batch of graduates should graduate in 2024. Two graduates of the 2023 Data Science and Big Data Technology major enrolled in other majors in 2019. During their studies, they met the conditions for changing majors and transferred to this major and successfully graduated.



had 63 (51.64%) graduates in Translation and 59 (48.36%) in Applied Psychology; and MED had 36 (72.00%) graduates in Bioinformatics and 14 (28.00%) in Biomedical Engineering.

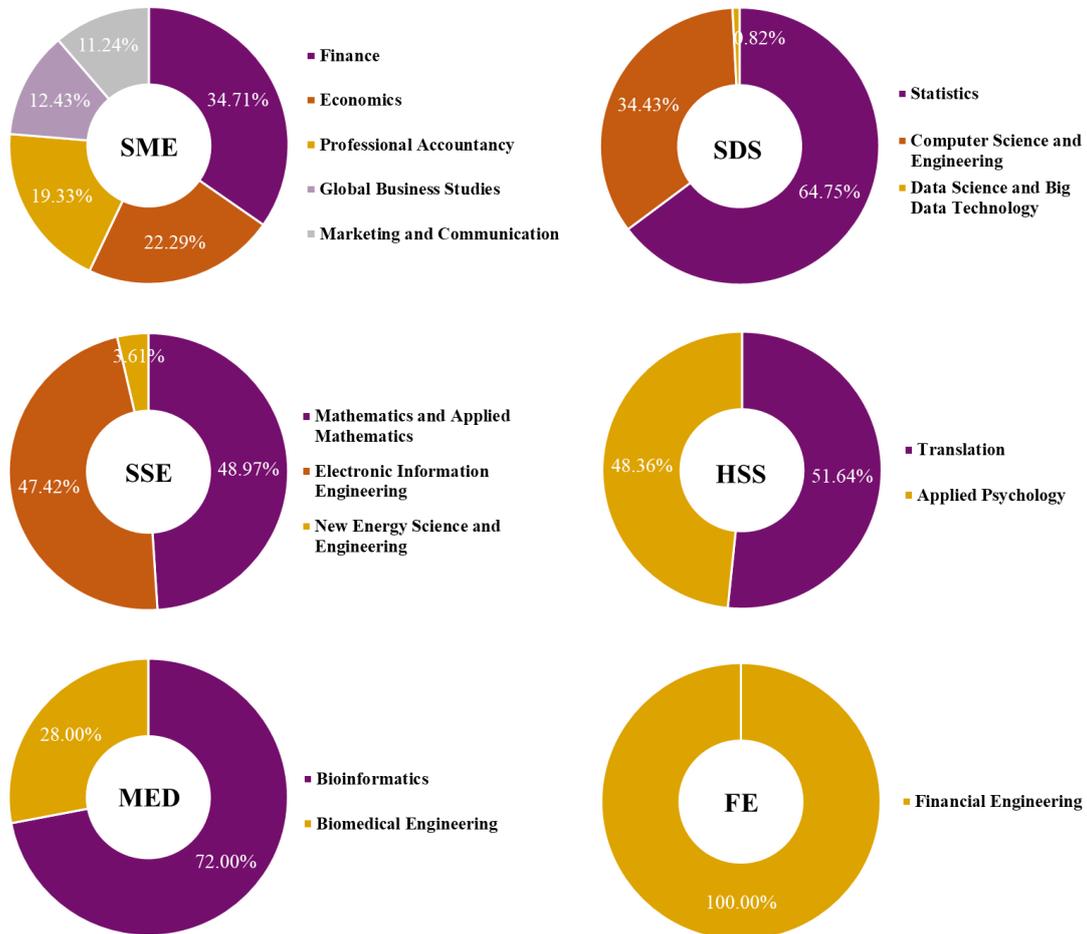


Fig.2 Graduate structure by schools and programmes

2.1.2 Graduate Structure by Colleges

The 2023 graduates were distributed among the four colleges of the University, namely Shaw College (38.99%), Harmonia College (23.95%), Diligentia College (21.68%) and Muse College (15.38%).

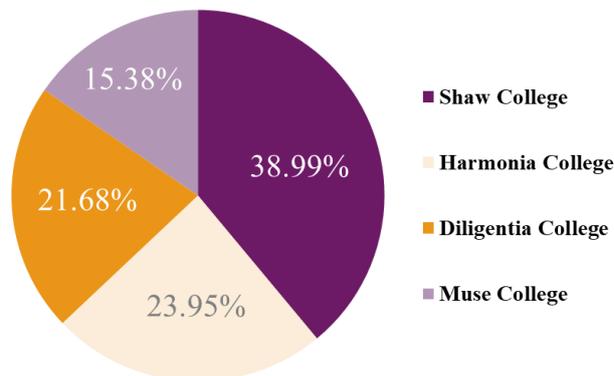


Fig.3 Graduate structure by colleges



2.1.3 Graduate Structure by Student Origins

In terms of student origins, the Class of 2023 undergraduates came from 25 provinces, autonomous regions or municipalities directly under the Central Government. The most prevalent high schools attended by our graduates are listed below.

Table 1 Prevalent originating high schools of 2023 graduates

Provinces(autonomous regions or municipalities directly under the Central Government)	High schools
Guangdong	Shenzhen Experimental School
Zhejiang	Hangzhou No.2 High School
Shandong	Shandong Experimental High School
Shanghai	High School Affiliated to Fudan University
Fujian	Fuzhou No.1 Middle School
Jiangsu	Nanjing Foreign Language School
Hubei	No.1 Middle School Affiliated to Central China Normal University
Sichuan	Chengdu Shude High School
Hunan	Changjun High School of Changsha
Jiangxi	Jiujiang No. 1 High School
Chongqing	Chongqing No.1 Secondary School
Henan	Zhengzhou Foreign Language School
Tianjin	Tianjin No.1 High School
Heilongjiang	Harbin No.3 High School
Beijing	High School Affiliated to Renmin University of China
Anhui	Hefei No.8 Senior High School
Shaanxi	Xi'an Gaoxin No.1 High School
Guizhou	Xingyi No.8 High School
Liaoning	Dalian No.24 High School
Yunnan	Yuxi No.1 High School
Hebei	Shiyan School Attached to Shijiazhuang No.2 Middle School
Gansu	High School Attached to Northwest Normal University
Guangxi	Nanning No.2 High School
Shanxi	Haiquan Middle School
Jilin	High School Attached to Northeast Normal University



2.2 Graduation Prospects Profile

2.2.1 Overall Placement Rate

"Career and Graduate School Placement Rate" ("placement rate") in this report refers to the proportion of 2023 graduates engaged in "further study", "employment", and "entrepreneurship". Specifically, "further study" includes domestic and overseas further studies, "employment" encompasses flexible employment and work engagement with a tripartite agreement or labour contract signed, while "entrepreneurship" refers to self-employment. According to the statistics as of December 2023, the overall placement rate for the sixth cohort of undergraduates of The Chinese University of Hong Kong, Shenzhen reached 95.13%. Of these, 963 graduates (80.92%) pursued further studies, while 163 (13.70%) and 6 (0.50%) were employed and self-employed respectively.

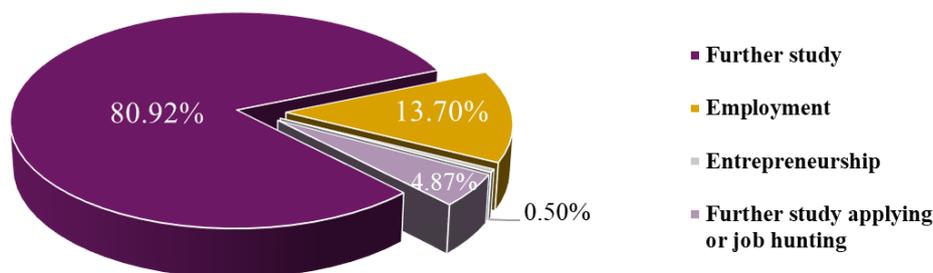


Fig.4 Career and graduate school placement rate for 2023 graduates

2.2.2 Placement Rate by Schools (Including FE Graduates)

For the 507 graduates from the School of Management and Economics ("SME"), the placement rate reached 93.29%. Among these, 80.47% were admitted to postgraduate programmes, 12.43% secured employment, and 0.39% embarked on entrepreneurship.

The School of Data Science ("SDS") witnessed a placement rate of 96.31% for its 244 graduates. This included 78.28% continuing their education, 16.80% gaining employment, and 1.23% pursuing entrepreneurship.

The School of Science and Engineering ("SSE") had a placement rate of 95.36% for its 194 graduates. Of these, 78.87% were admitted to further studies, 15.98% found employment, and 0.52% started their own businesses.

The School of Humanities and Social Sciences ("HSS") achieved a placement rate of 98.36% with its 122 graduates. A significant 85.25% pursued further studies and 13.11% entered the job market.



The School of Medicine ("MED") saw a placement rate of 94.00% among its 50 graduates, with 80.00% continuing to postgraduate programmes and 14.00% finding employment.

The Financial Engineering ("FE") programme saw a high placement rate of 98.63% for its 73 graduates. Here, 91.78% were admitted to postgraduate programmes, and 6.85% were employed.

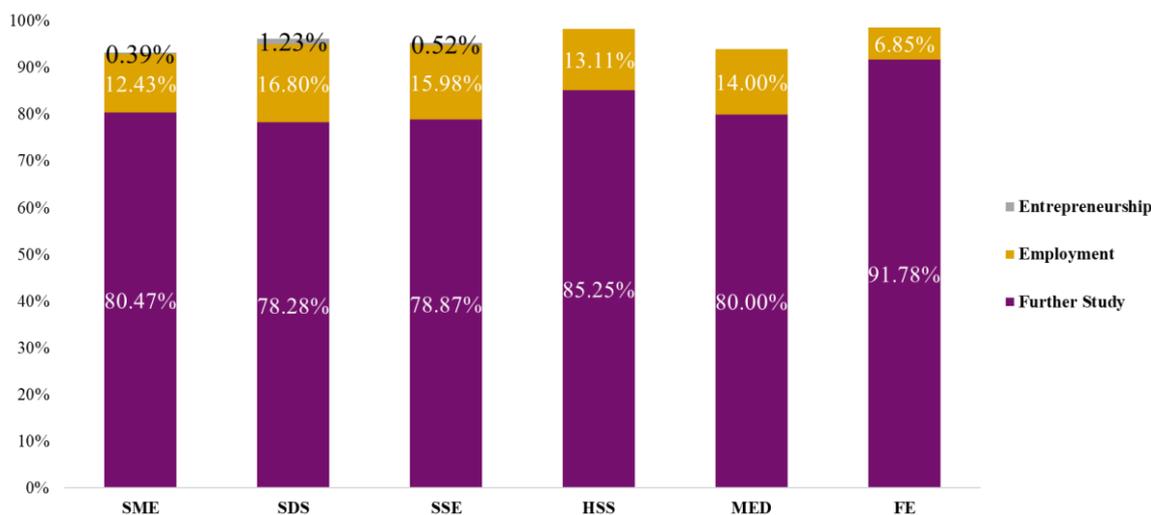


Fig. 5 Employment rate for 2023 graduates by schools (incl. FE graduates)

2.2.3 Placement Rate by Programmes

In 2023, the placement rates for undergraduate programmes at CUHK-Shenzhen were as follows: Finance 96.59%, Economics 94.69%, Professional Accountancy 89.80%, Global Business Studies 90.48%, Marketing and Communication 89.47%, Statistics 96.20%, Computer Science and Engineering 96.43%, Mathematics and Applied Mathematics 93.68%, Electronic Information Engineering 96.74%, New Energy Science and Engineering 100%, Translation 98.41%, Applied Psychology 98.31%, Bioinformatics 91.67%, Biomedical Engineering 100%, and Financial Engineering 98.63%. Graduates from all programmes demonstrated higher-quality placement³.

³ Two 2023 graduates majoring in data science and big data technology met the conditions for changing majors and transferred to this major during their studies. They successfully graduated and got offers. No further explanation will be shown.

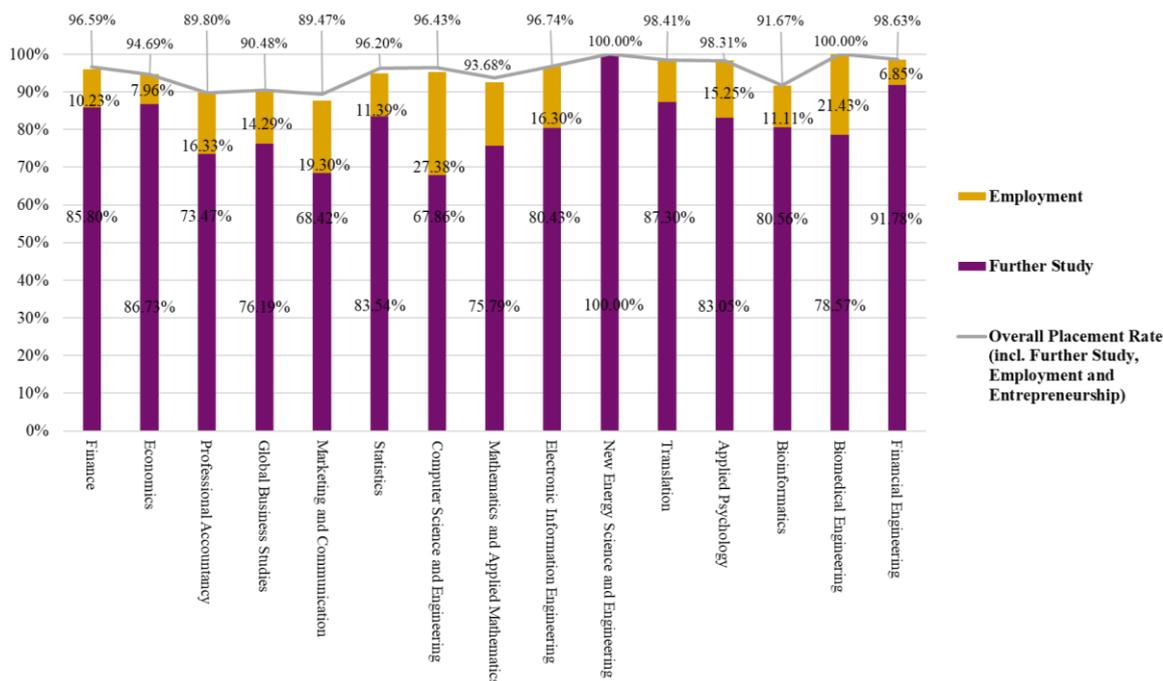


Fig.6 Placement rate by programmes

2.2.4 Further Studies

In 2023, the number of undergraduates from CUHK-Shenzhen pursuing further studies reached 963, accounting for 80.92% of all graduates. This marks an increase of 2.9 percentage points compared to the previous cohort.

1. Further Studies by Subject Categories

Finance, Accounting, Marketing, and Management: 28.87% of graduates pursuing further education enrolled in these subjects. Notable programmes include the Master in Management (MiM) at HEC Paris and the Master in Finance (MIF) at Tsinghua University.

Financial Engineering, Data Science, and Business Analytics: This field attracted 23.68% of the graduates. Examples of pursued programmes are the Master of Financial Engineering at Baruch College, City University of New York, and the Master of Data Science at ETH Zurich.

Computer Science and Computer Engineering: 12.15% of the graduates, an increase of 1.59 percentage points from the previous year, enrolled in programmes such as the MSc in Information Networking at Carnegie Mellon University and the MSc in Computer Science and Engineering at the University of California, San Diego.



Economics and Public Policy: 9.76% of the graduates chose this field. Representative programmes include the M.Phil. in Economics at the University of Cambridge and the Government Management programmes at Peking University.

Statistics, Mathematics, Operations Research, and Biology: 9.35% of graduates pursued these areas, including the MSc in Statistical Science and PhD in Statistics at the University of Oxford and the MSc in Operations Research at Columbia University.

Over 80% of the graduates furthering their studies concentrated in the above five major categories with programmes that are very popular and competitive.

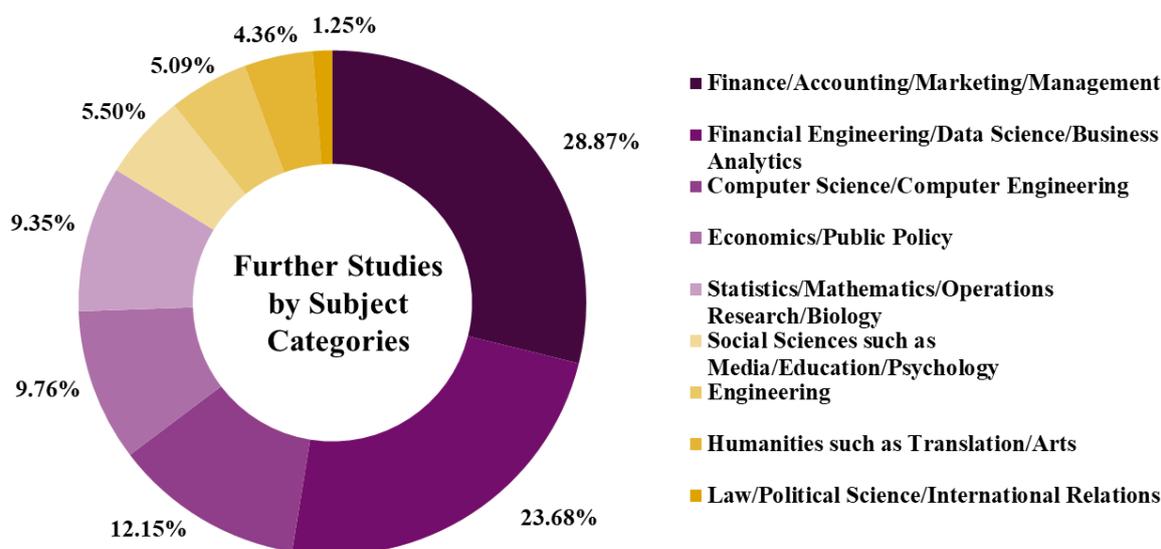


Fig.7 Further studies by subject categories

2. Ranking Analysis of Graduate Schools

According to the 2024 QS World University Rankings and the 2023 US. News World University Rankings, 21.70% of our graduates in this category pursued degrees at universities ranked within the top 10 globally, while an impressive 71.55% secured placements in universities within the top 50 list⁴.

⁴ Based on the 2024 QS World University Rankings / 2023 U.S. News & World Report World University Rankings.

**Table 2 Top 50 universities chosen by CUHK-Shenzhen 2023 undergraduates**

Degree-Awarding University	Number of Admissions	Degree-Awarding University	Number of Admissions
Massachusetts Institute of Technology	1	University of Cambridge	3
University of Oxford	8	Harvard University	2
Imperial College London	31	ETH Zurich	2
National University of Singapore	52	University College London	25
University of California, Berkeley	10	University of Chicago	15
University of Pennsylvania	6	Cornell University	12
University of Melbourne	2	California Institute of Technology	1
Yale University	2	Peking University	3
University of Sydney	14	University of New South Wales	17
University of Toronto	2	University of Edinburgh	4
Columbia University	55	Tsinghua University	2
The University of Hong Kong	59	Nanyang Technological University	17
Johns Hopkins University	17	The University of Tokyo	1
University of California, Los Angeles	10	University of Manchester	2
University of Michigan	16	Australian National University	6
EPFL	2	Technical University of Munich	2
New York University	25	King's College London	2
Monash University	3	University of Queensland	4
London School of Economics and Political Science	23	Northwest University	6
The Chinese University of Hong Kong*	156	Delft University of Technology	1
University of Washington	2	University of California, San Diego	23
Duke University*	12	Washington University in St. Louis	13
University of Amsterdam	4	University of Copenhagen	2
University of Texas at Austin	6	Universiteit Utrecht	1
University of Pittsburgh	2	Katholieke Universiteit Leuven	3

* The degrees offered by CUHK and CUHK-Shenzhen are identical. This also applies to Duke/Duke Kunshan.

A further 145 graduates attended graduate schools renowned for their leadership in specific fields. While not featured in the top 50 rankings, these universities are globally respected and celebrated.

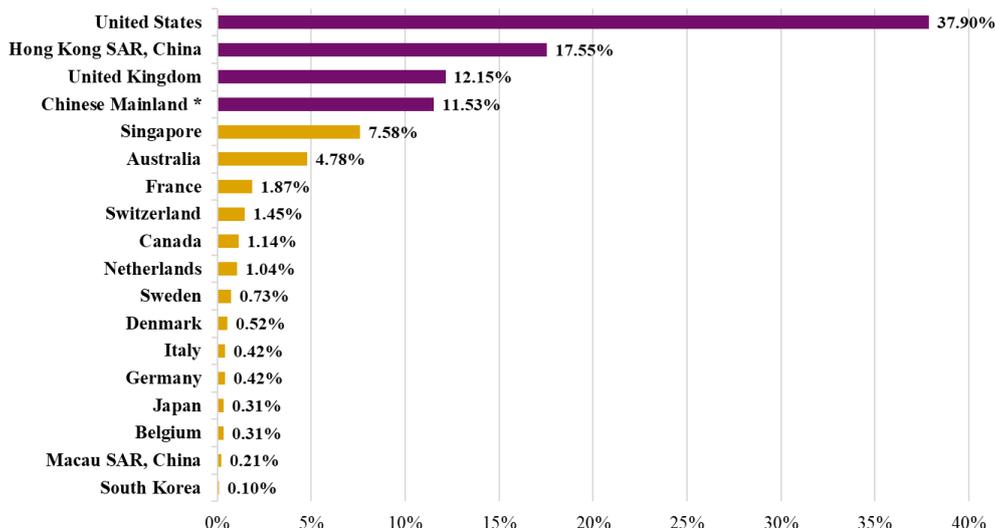
**Table 3 Placements in other distinguished institutions by CUHK-Shenzhen graduates in 2023**

Graduate School	No. of Admissions	Institution Description
Baruch College, CUNY	1	Ranked #1 in 2024 QuantNet Ranking of Best Financial Engineering Programmes
Purdue University	2	Ranked #4 in U.S. News's Best National Engineering Programme Rankings 2023
Carnegie Mellon University	22	Ranked #5 in U.S. News's Best National Engineering Programme Rankings 2023
Georgia Institute of Technology*	10	Ranked #5 in U.S. News's Best National Engineering Programme Rankings 2023
Texas A&M University	2	Ranked #10 in U.S. News's Best National Engineering Programme Rankings 2023
University of Illinois at Urbana-Champaign	12	Ranked #11 in U.S. News's Best National Engineering Programme Rankings 2023
University of Southern California	10	Ranked #15 in U.S. News's Best National Engineering Programme Rankings 2023
The Middlebury Institute of International Studies at Monterey	7	Top 3 Translation & Interpreting graduate school in the world
HEC Paris	1	Ranked #1 in Financial Times's European Business School Rankings 2023
London Business School	4	Ranked #2 in Financial Times's European Business School Rankings 2023
ESCP Business School	4	Ranked #4 in Financial Times's European Business School Rankings 2023
SDA Bocconi School of Management	4	Ranked #5 in Financial Times's European Business School Rankings 2023
University of St. Gallen	1	Ranked #6 in Financial Times's European Business School Rankings 2023
ESSEC Business School	12	Ranked #9 in Financial Times's European Business School Rankings 2023
Emlyon Business School	4	Ranked #10 in Financial Times's European Business School Rankings 2023
Rotterdam School of Management, Erasmus University	2	Ranked #15 in Financial Times's European Business School Rankings 2023
Rice University	3	Ranked #17 in U.S. News's Best National University Rankings 2024
The Hong Kong University of Science and Technology*	44	Ranked #15 in QS's Asia University Rankings 2024

* The degrees offered by Georgia Institute of Technology and Georgia Tech Shenzhen Institute, Tianjin University are identical. This also applies to The Hong Kong University of Science and Technology/ The Hong Kong University of Science and Technology (Guangzhou).

3. Further Studies by Destinations

The United States remained the most popular destination for students pursuing further studies, accounting for 37.90% of the total. The Hong Kong Special Administrative Region (HKSAR), China, follows as the second choice, with a share of 17.55%. Additionally, 12.15% of these students have chosen the U.K., while 11.53% opted for further studies in the Chinese mainland. Other destinations include Singapore, Australia, France, Switzerland, Canada, the Netherlands, etc.



* In the Chinese mainland item, the majority of the students pursued their further studies at CUHK-Shenzhen. 12 students were admitted to other universities, including Tsinghua University, Peking University and Renmin University of China.

Fig.8 Analysis of further-study destinations for the 2023 graduate cohort

4. Graduate School Distribution

Apart from The Chinese University of Hong Kong and The Chinese University of Hong Kong, Shenzhen, the universities most chosen by our graduates included the University of Hong Kong, Columbia University, and the National University of Singapore, with notable increases in enrollment at Columbia University, Imperial College London, and Carnegie Mellon University.

Table 4 Main universities chosen by Class of 2023 (excluding CUHK and CUHK-Shenzhen)

Graduate School	Number of Admissions
The University of Hong Kong	59
Columbia University	55
National University of Singapore	52
The Hong Kong University of Science and Technology/ The Hong Kong University of Science and Technology (Guangzhou)	44
Imperial College London	31
New York University	25
University College London	25
London School of Economics and Political Science	23
University of California, San Diego	23
Carnegie Mellon University	22
Johns Hopkins University	17
Nanyang Technological University	17
University of New South Wales	17
University of Michigan	16
University of Chicago	15



5. PhD Programmes

In 2023, a total of 41 CUHK-Shenzhen graduates were accepted directly into PhD programmes (e.g. Statistics at Oxford; Bioengineering at Caltech), representing 4.26% of those advancing to higher education.

Table 5 PhD programme admissions for Class of 2023

Graduate School	PhD Programme
University of Oxford	Statistics
National University of Singapore	Industrial Systems Engineering; Information Systems and Analytics
California Institute of Technology	Bioengineering
Columbia University	Operations Research
Nanyang Technological University	Computer Science and Engineering
University of California, Los Angeles	Marketing
University of Michigan	Industrial and Operations Engineering
The Chinese University of Hong Kong/ The Chinese University of Hong Kong, Shenzhen	Statistics; Mechanical and Automation Engineering; Biochemistry; Data Science; Computer and Information Engineering; Computer Science; Biological Sciences; Energy Science and Engineering; Physics; Economics
Hong Kong University of Science and Technology / Hong Kong University of Science and Technology (Guangzhou)	Electronic and Computer Engineering; Life Sciences; Data Science and Analytics
University of California, San Diego	Chemistry
Purdue University	Electrical and Computer Engineering
University of Southern California	Applied Mathematics
University of Florida	Medical Sciences; Research and Evaluation Methodology
University of Minnesota	Industrial and Systems Engineering
University of Pittsburgh	Mathematics
University of Macau	Electrical and Computer Science Engineering; Psychology
University of Miami	Finance
State University of New York at Buffalo	Computer Science and Engineering

2.2.5 Employment

In 2023, 163 undergraduates gained employment directly after graduation, accounting for 13.70% of the entire population, a decrease of 3.42 percentage points from the previous year.

1. Analysis by Annual Salary⁵

⁵ 82.21% of employed students provided salary data. Annual salary includes base salary and signing/starting bonus.



The average starting salary of the graduates was RMB 170,800 yuan. Specifically, 0.75% of the graduates earned an annual salary of over RMB 500,000 yuan; 7.46% between RMB 300,000 and 500,000 yuan; 28.36% (an 11.4 percentage point increase from the previous year) between RMB 200,000 and 300,000 yuan; 46.27% between RMB 100,000 and 200,000 yuan; and 17.16% below RMB 100,000 yuan.

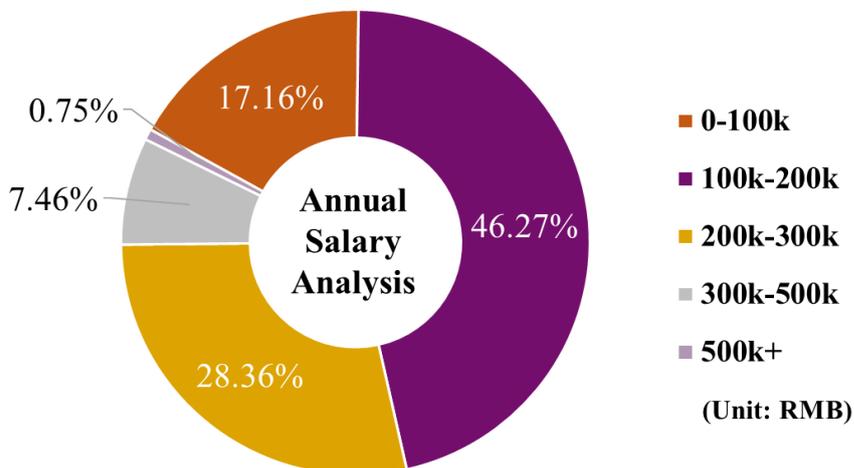


Fig.9 Analysis of annual salaries for Class of 2023

2. Analysis by Employer Types

In 2023, 125 graduates were employed by various enterprises, with 70.40% working in top-quality companies such as those in the Fortune 500 Global, Fortune 500 China⁶ as well as listed or multinational enterprises. The proportion employed in state-owned enterprises was 21.47%, showing an increase of 12.38 percentage points from the previous year. A further 38 graduates were employed in government agencies, institutions, or research centres.

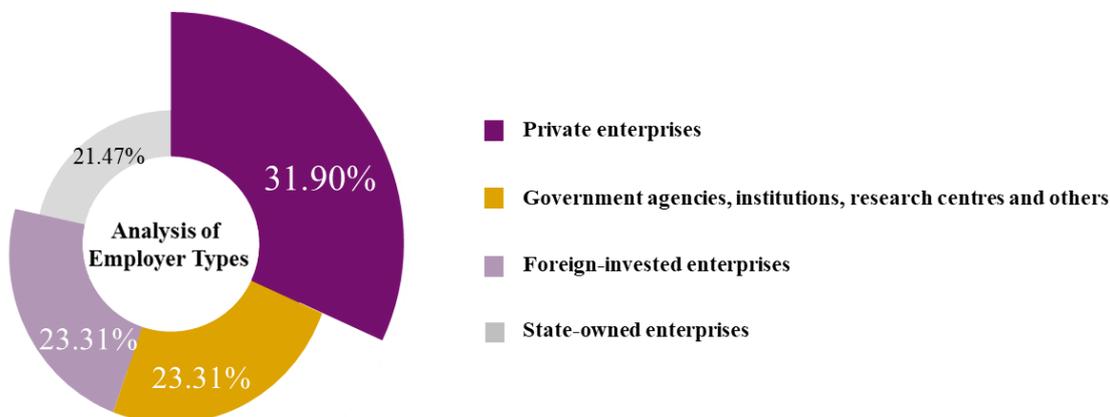


Fig. 10 Types of employers for 2023 graduates

⁶ Source: Fortune Global 500 2023/ Fortune China 500 2023.



3. Analysis by Employment Industries

The employment statistics by industries for 2023 showed that the "Professional Services / Education / Training" sector was the most popular, accounting for 31.29% of employed graduates. This was followed by the "Computer / Internet / Communications" sector with 27.61%. The "Finance / Banking / Insurance" industry employed 19.63% of the graduates, a 7.87 percentage point increase from the previous year.

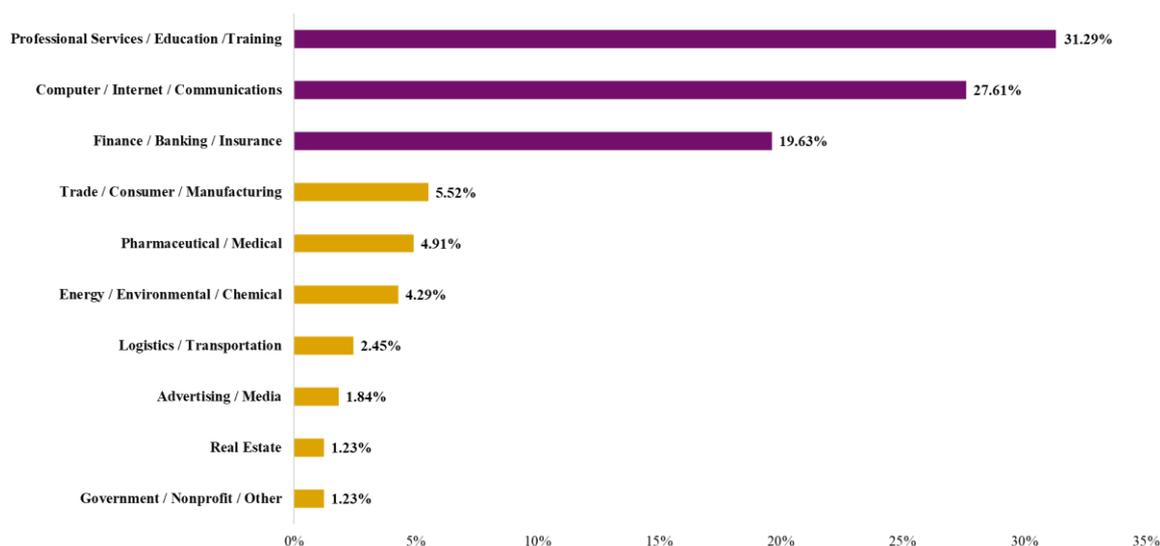


Fig. 11 Employment analysis by industries

4. Analysis by Regions

Regarding regional distribution, graduates' employment locations were diverse, with 90% opting for first-tier cities or provincial capitals in China such as Shenzhen (50.31%), Shanghai, Beijing, Guangzhou, Hong Kong SAR, Chengdu, Nanjing, Zhengzhou, Hangzhou, Changsha. Additionally, three graduates went on to work as research assistants at top US institutions.

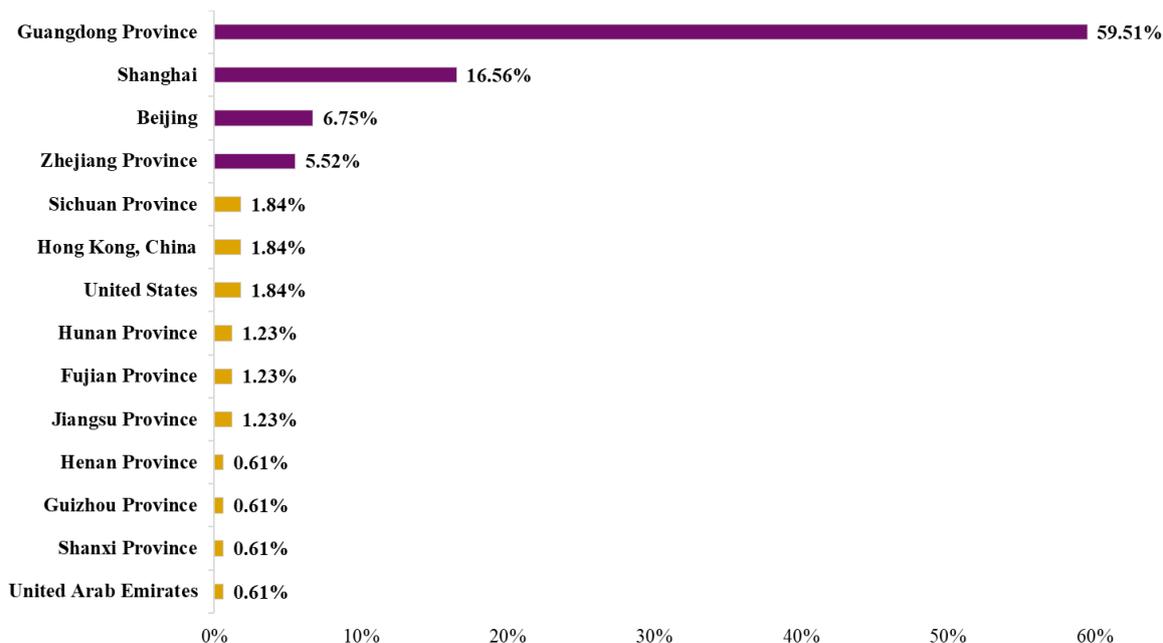


Fig.12 Employment analysis by destinations

5. Analysis by Employers

The employers for 2023 graduates include BCG, Alibaba, Huawei, Antgroup, Unilever.

Table 6 Employers for 2023 graduates (examples)

Employers for 2023 graduates (examples)		
BCG	PwC	Deloitte
Alibaba	ByteDance	PDD
Huawei	China Unicom	SF
Antgroup	Changjiang Securities	Nuode Fund
Unilever	P&G	L'Oréal
Public primary and secondary schools in Shenzhen	National tax authorities	Shenzhen Gas



2.3 Employer's Evaluation

2.3.1 Employer Recruitment Focus

Regarding the traits that employers value most in candidates during recruitment, they were asked to rate the importance of graduates' characteristics on a scale of 1-5, with 5 being the highest. The results showed that employers prioritise Professional Ethics, Future Development Potential, Teamwork Skills and Alignment with Corporate Culture in candidates.

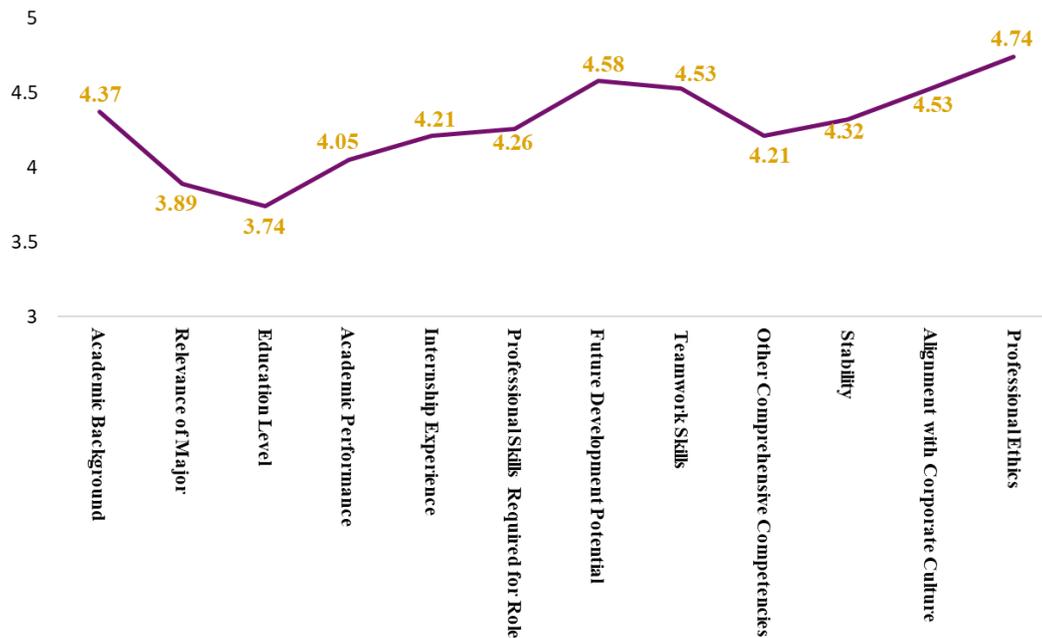


Fig. 13 Traits most valued by employers in candidates

84.21% of the surveyed employers consider university recruitment information platforms and campus recruitment talks as the most commonly used and effective recruitment channels.

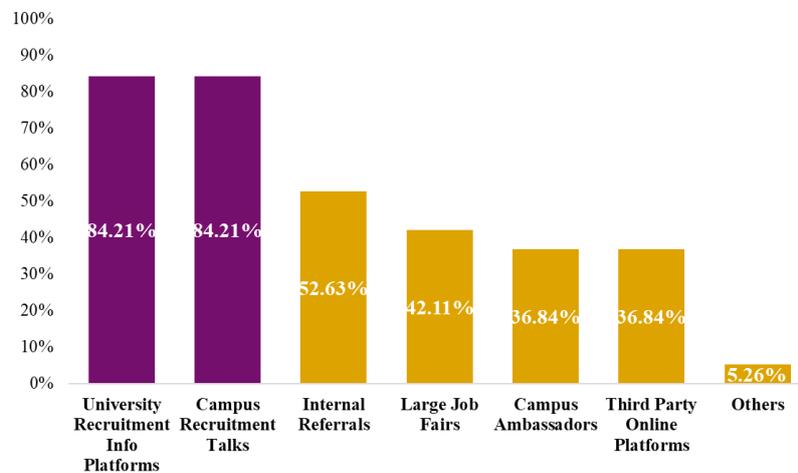


Fig. 14 Recruitment channels most used and valued by employers



2.3.2 Evaluation of Graduate Competency

For the Class of 2023, the University conducted a survey among employers, assessing graduates on 12 competencies and qualities. Employers rated their satisfaction with graduates' performance on a scale of 1-5, with 5 being the highest score. The results indicated high overall satisfaction from employers, particularly with graduates' foreign language proficiency, communication, execution ability, learning ability, and innovation.

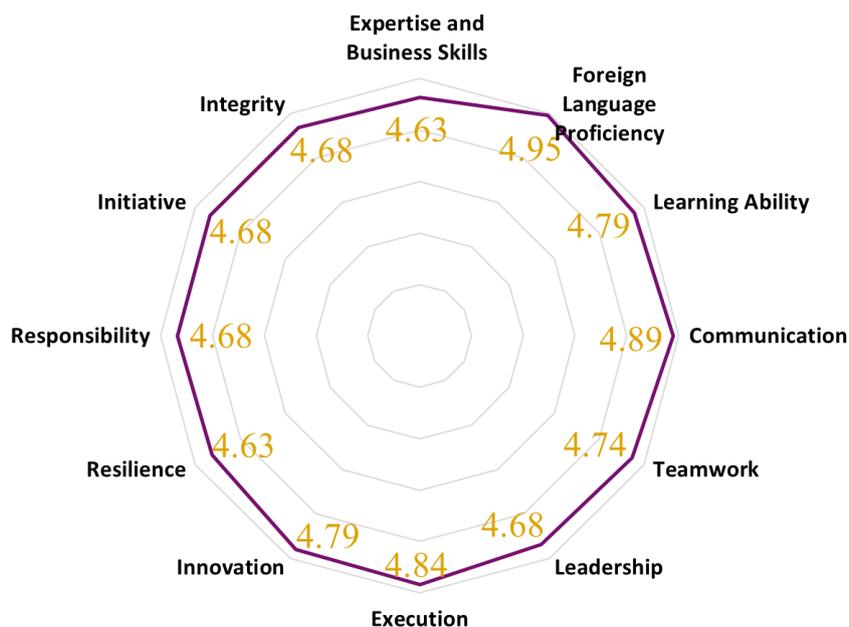


Fig.15 Employment evaluation of 2023 graduates by employers

2.3.3 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, the participating units were very satisfied with the University's employment services.



3. University Support for 2023 Graduates

The Chinese University of Hong Kong, Shenzhen ("CUHK-Shenzhen"), with its unwavering commitment to the holistic development of students, has formulated a comprehensive set of strategies to support the Class of 2023's career advancement and academic progress. Underpinning these strategies are the principles of self-discovery, industry exploration, empowerment, and career decision-making. The Career Planning and Development Office ("CPDO") at CUHK-Shenzhen has spearheaded the implementation of these initiatives, focusing on fostering collaborative ties with industry and overseas academic partners and hosting high-quality events that leverage the extensive resources of the Guangdong-Hong Kong-Macao Greater Bay Area.

3.1 Optimised Mechanisms for Progressive Graduate Support

The Class of 2023 marks the sixth cohort of undergraduates nurtured by five academic schools at CUHK-Shenzhen, indicating an 8.97% growth in graduate numbers compared to the previous year. This increase has ushered in diverse and specialised demands in graduate employment and further studies, presenting novel challenges. The University's approach, led by university leaders and meticulously coordinated by CPDO, cascades down to dedicated teams within each school, establishing a seamless operational system from top to bottom.

In response, CPDO has continuously refined this mechanism, identifying and addressing key operational areas to enhance the effectiveness of our graduate support services. At the start of each academic year, CPDO sets goals and aligns its plans with those of the individual schools. The focus areas include career guidance, personalised support for further studies and employment, registration and process tracking for graduates, and regular updates of information and resources. This collaborative effort ensures a comprehensive and united approach to building a robust graduate support programme.

Each school within CUHK-Shenzhen, adhering to the University's strategic directives, optimises its staffing and enhances the quality of its career and academic counselling personnel. This approach ensures alignment with the professional landscape and graduate numbers of each discipline. Schools also maintain close communication with CPDO,



swiftly addressing and resolving any challenges that arise. Furthermore, each final-year student is provided with a dedicated career advisor, offering holistic support encompassing policy interpretation, career planning, skill development, mindset adjustment and guidance in making informed decisions about their future. At the same time, information on each graduate is kept electronically for timely follow-up and feedback. The collaboration between the University and its schools has formed a dynamic synergy, propelling our graduates towards high-quality career and academic achievements.

3.2 Deepening External Collaborations to Expand Opportunities

CPDO has expanded external collaborations with industrial and overseas academic partners, integrating societal resources into the University's academic environment. These collaborations have highlighted the contributions and skills of our graduates to various sectors. By effectively narrating the stories of our institution and students, and by keeping abreast of the latest developments in postgraduate admissions and project trends, CUHK-Shenzhen has significantly enhanced its presence and reputation in the wider community. This strategic approach has successfully created seamless channels for our graduates, facilitating their smooth transition to further studies or employment within a positively charged social atmosphere.

Throughout 2023, CPDO has maintained and strengthened its network with prestigious universities and programmes worldwide. This endeavour involves persistent engagement through emails, online meetings, on-site visits, and inviting them to visit our campus. The objective is to foster mutual understanding and trust between CUHK-Shenzhen and these external bodies, ensuring that our graduates are informed of the latest opportunities. To date, CPDO has established connections with over a hundred renowned international institutions and nearly 480 sought-after programmes, of which 85% rank within the top 50 of the QS World University Rankings. In the first half of 2023, significant offline interactions were organised in China with notable institutions such as HKU, CUHK, and UCL. Additionally, in the summer, Vice-President Shiping Zhu led a delegation to the UK and the USA, visiting 15 universities. These included Oxford University, Cambridge University, the Massachusetts Institute of Technology, Harvard University, Stanford University, Columbia University, Imperial College London, the London School of Economics and Political Science, University College London, Baruch College, New York



University, and Cornell University, encompassing 27 departments and almost 250 postgraduate programmes. These visits have further solidified CUHK-Shenzhen's collaborations with international universities and their respective graduate programmes.

Moreover, CPDO has established strong connections across various industries, fostering exchanges and collaborations in areas like information dissemination, campus recruitment, cooperative education, internship bases, and joint academic-industry research initiatives. In 2023, the number of employers collaborating with CPDO exceeded 1000 for the first time. To reinforce these partnerships, CPDO has engaged in direct dialogues and visits with key enterprises and institutions, including Honor, Sequoia Capital, Sinolink Securities, Changjiang Securities, Sealand Securities, OPPO, Shenzhen Rural Commercial Bank, and Midea, discussing graduate prospects, industry insights, and campus recruitment dynamics.

3.3 Integrated Resources for High-Quality Placement Activities

Throughout the past academic year, CPDO has successfully conducted around 200 events, coupled with over 2000 hours of one-on-one career and higher education consultation sessions. These activities, tailored to encompass various facets of career and academic pursuits, aim to seamlessly integrate our vast network of employers and international university partnerships, offering an eclectic and engaging series of events much to the delight of our students. These efforts encourage early student participation in personal career planning, while maintaining our commitment to quality and inclusivity.

For the cohort of 2023, CPDO has further integrated resources from a myriad of channels, steadfast in its commitment to the enrichment of career development, academic planning, and thematic activities such as our external mentorship programme. This initiative continues to underscore CPDO's drive towards excellence and brand distinction.

To illustrate, the fifth instalment of the "Further Study Open Day" included info sessions with top universities, mock interviews, application writing camps, counselling sessions with seniors, one-on-one advice on further education, application workshops, and standardised test tutoring for our 2023 graduating class. Similarly, the fifth "Career Open Day" amalgamated modules like elite recruitment fairs, industry webinars, one-on-one interview/resume consultations, career interest assessments, and professional photography services. These components were instrumental in aiding students to navigate various



industries and obtain tailored career development guidance. In addition, the University has implemented its seventh external mentorship programme, attracting 337 industry experts and professionals, with nearly 30% possessing doctoral qualifications and over 60% having international study or work experience. This rich diversity in mentors, paired with their profound expertise, complements our internal academic offerings. 2023 also marked the inaugural summer internship recruitment fair, attracting close to 400 students, with participating companies receiving in excess of 1500 resumes and over 400 students advancing to subsequent interview stages.

Parallely, CPDO has regularly organised smaller-scale, more frequent events like autumn recruitment boot camps, admission essay workshops, group mock interviews, case interview workshops, MBTI workshops, "A Look at Public Service" series, and inspirational talks by professors. These events, designed to meet the specific needs of graduates in areas such as higher education planning, professional development, skill enhancement, and job-seeking, were highly popular among students.

A landmark achievement in 2023 was the Ministry of Education's endorsement for establishing a standardised testing centre within the university premises, initially focusing on the TOEFL examination, with plans to expand to other standardised tests. This significantly elevates the convenience for our students participating in these crucial examinations.

3.4 Navigating Policy Shifts and GBA Talent Integration

In response to recent changes in Hong Kong's talent policies, CUHK-Shenzhen has adeptly adapted to the expanded applicability of the "Immigration Arrangements for Non-local Graduates" (IANG) visa. This expansion now includes graduates from campuses of Hong Kong universities located in the Greater Bay Area, enabling our graduates, from 2023 onwards, to pursue employment opportunities in Hong Kong. CPDO has conducted in-depth internal policy studies and external outreach to broaden employment avenues for our graduates, facilitating deeper integration between Shenzhen and Hong Kong, and smoothing the talent pipeline within the Greater Bay Area.

In terms of employer engagement, CPDO has joined hands with its counterpart at CUHK, effectively communicating these policy changes and the University's developmental milestones to Hong Kong enterprises. This initiative has garnered positive



responses, leading to organised visits by university employment staff to top Hong Kong companies such as Citibank, New World Development, Prudential Insurance, HSBC, PwC Hong Kong, Phoenix TV, and Hong Kong Science and Technology Parks Corporation ("HKSTP"). These visits have enhanced the understanding of our university and students among these prominent Hong Kong businesses.

Moreover, Hong Kong enterprises have been invited to participate in various recruitment events held by the University, such as the "Spring Recruitment Fair," "Autumn Campus Recruitment Fair," and "Shenzhen-Hong Kong Integration Recruitment Fair." These events facilitated direct interactions between students and potential employers. Notably, the "Shenzhen-Hong Kong Integration Recruitment Fair" invited nearly 40 Hong Kong employers from diverse sectors such as finance, insurance, real estate, technology, energy, and media. Prominent companies like CLP Power Hong Kong, HKSTP, HSBC, China Mobile Hong Kong, New World, and Cathay Pacific Airways were among the participants.

In guiding students, CPDO has utilised various channels, including emails and lectures, to disseminate information and clarify the Hong Kong talent policy and IANG visa regulations. The Office also provides guidance for students in processing related visas and facilitates student understanding of the Hong Kong work environment and industry conditions through company visits and internship groups. In March and November 2023, CUHK-Shenzhen hosted Mr. Ho Kai-ming, Under Secretary for Labour and Welfare of Hong Kong, who detailed the specifics of Hong Kong's talent policies and the local job market to students. Furthermore, to provide students with a first-hand experience of working in Hong Kong, the University organised visits to the Hong Kong Science Park, where students engaged directly with corporate representatives. During the summer of 2023, nearly 20 students were selected through the STEM internship programme of the Innovation and Technology Commission of Hong Kong for a month-long internship in Hong Kong, gaining practical insights into employment in the region.

As the central department overseeing the career and further education pursuits of university graduates, the Career Planning and Development Office at The Chinese University of Hong Kong, Shenzhen, is dedicated to the guiding principle of "Precision and Empathy in Career Navigation." This unwavering commitment is geared towards



propelling our students into high-quality employment opportunities, thereby aiding graduates in unlocking their individual potential and realising their aspirational life goals.