2015
The Job Market Overview And New Highlights In China

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1. Domestic Background (PEST Analysis)

**Policy:** ‘The Brain Gain- Thousand Talents Program’ (December, 2008)

**Economic:** The second largest economy in the world

**Social:** Improvement of living standard; Strong demand of advanced education system

**Technology:** The Booming Internet Era

Units: Ten Thousand
Advantages

- Language Skill
- Adaptability of Going Abroad
- International Horizon & Social Network
- Advanced Knowledge & Practical Experience

Overseas Talents
The Leading Factors For Finding Jobs

- Salary
- Career Development
- Benefits
The Statistics of Career Industry Distribution

- **Foreign Enterprises**: 32%
- **Public Institutions**: 18%
- **State-owned Enterprises**: 12%
- **Government Departments**: 4%
- **Local Entrepreneurial Private Enterprises**: 28%
- **Returnees Entrepreneurial Private Enterprises**: 6%

**Advantages of Working in Each Industry**:
- **Foreign Enterprises**:
  - Comfortable working environment
  - Competitive salary and welfare
  - International culture
- **Public Institutions**:
  - Stable
  - Impeccable welfare
  - Traditional concept
- **State-owned Enterprises**:
  - Higher salary
  - Flexible working hours
  - Larger platform with abundant resources
- **Government Departments**:
- **Local Entrepreneurial Private Enterprises**:
- **Returnees Entrepreneurial Private Enterprises**:
Distribution of The Industries Where Returnees Go

- Financial related jobs are still the most popular industry for the students
- High-tech and Creative industries are increased
- Traditional industries such as mining are less popular among the students than before
The Distribution of Different Position Levels

Reason & Disadvantages

- The improvement of domestic education level
- The number of students who study aboard is increased
- More commercial and less academic among the universities in the Commonwealth
- One-year postgraduate is not convincing
- Less academic ability and practical skill among the students
2/3 of the students could find a job within 3 months

More than 90% of the students could find a job within a year

Still competitive than those domestic students

The disparity between the domestic recruitment time and overseas graduation time (generally, the domestic recruitment start from September, but the graduation time in the UK is separately in Feb. & July)
The Average Salary Range

- PHDs ----- 73.5% ----- average salary: ¥15000/month
- Masters ----- 86.6% ----- average salary: ¥7000/month
- Bachelors ----- 88% ----- average salary: ¥6000/month
- Other Diplomas ----- 88.6% ----- average salary: ¥5000/month

- There is a huge gap for the salary between the PHDs and the Masters
- There is no big difference for the salary between the Masters and the Bachelors
More than half of the students find their first job by themselves without a trustable intermediary platform.

No respectable recruitment platform specialized for the overseas Chinese students.

Highway Career Services, supported by the parent company, the New Oriental Education & Technology Group, has good recognition and reputation among the Chinese students, knowing well about the students, and could provide professional career services customized for the students.
Developing Trends for Returnees’ Employment

- The number of overseas returnees is increasing annually. 0.27 million students came back to China (2012), 0.35 million students came back to China (2013), 0.42 million students came back to China (2014). The number of returnees is estimated to 0.66 million in 2017.

- The employment situation in developed countries is grim, international students incapable of finding suitable work, especially in the UK.

There will be a even larger scale of Chinese students to study abroad in the future, and the number of returnees will increased equally.

The universities should provide more specific career services for those Chinese students.
Distribution of The Places for Returnees Employment

- Tier 1 cities in China is still the ideal places for those Chinese overseas returnees
- There is also an increasing trend for the Tier 2 and Tier 3 cities in China

**Recommendation:**
- Set up Chinese Alumni Social Network in Tier 1 cities
- Set up Chinese alumni database before students graduate
What Can Highway Career Provide?

- Outstanding Employers & Vacancies
- Career Fairs For Chinese Students on campus
- Recommending suitable position to the students
- Providing Detailed Employment Statistics Report
- Activity Support For Chinese Alumni In China
Thanks For Listening

Q & A

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