

2018

CHINESE OVERSEAS TALENTS CAREER DEVELOPMENT ANALYSIS REPORT



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Preface

It has been three years since Lockin China was founded, recalling the dribs and drabs along the way, it all felt like yesterday. Lockin China has worked its way up to recognition from anonymity in this industry. This recognition would not have been possible without the support and help from all friends and partners.

This is the third time 'The Chinese Overseas Talent Employment Analysis Report' has been published this year. Each release has received substantial support and attention from the relevant organisations, departments and mainstream media. We would like to thank all overseas talents, all overseas institutions who have co-operated with and the enterprises involved in the research and fraternity of recruitment. Without your support, this report would not have been possible.

This series of reports provides authoritative data reference for many enterprises, especially those that are recruiting for the very first time. This report will directly or indirectly help them to optimise their overseas talents recruitment strategies. At the same time, they also provide more employment opportunities for returning overseas talents.

In the recent ten years, the number of returning Chinese students and foreign students from overseas has increased by approximately ten times. In the future, millions of returning overseas graduates will have a significant impact on the job market in China. With the rapid development of China's economy and the massive acquisition of overseas enterprises, the expanding overseas markets and globalisation have become an irreversible trend in the event of Chinese enterprises. As the core driving force for the development of enterprises in the world, overseas talents will become a tremendous demand in the recruitment market in China. We have been working on how best to connect the needs of the returning overseas talent with Chinese enterprises efficiently and effectively.

Lockin China is working directly with approximately a thousand overseas institutions to establish the GUCCU – Global University China Career Union jointly, and universities have come together to support career development for Chinese students increasingly. Every year, returnees from all backgrounds employment activities are

initiated by GUCCU: job searching workshops on campus, overseas campus recruitment activities by famous Chinese enterprises and exclusive recruitment season for overseas talents. This has effectively raised the success rate and satisfaction of overseas talents seeking jobs and also saved time, money and labour costs that are required for Chinese enterprises to recruit overseas talents.

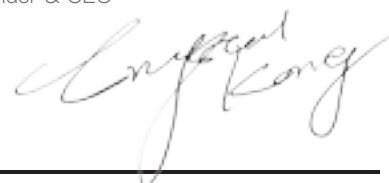
The 2018 Chinese Overseas Talent Career Development Analysis Report details the current employment trends of overseas talent, including job search preferences of overseas talents, information on recruitment of overseas talents and so on. We hope that overseas talents will be able to have a clearer vision of their career planning and enable Chinese Enterprise to develop a more accurate recruitment plan.

Special thanks again to all the GUCCU member universities for their great support to us. With your support, this report is enhanced with data, the sample is very comprehensive, the analysis is detailed and precise, and the result is highly accurate, which will provide universities, enterprises and job seekers more referenced data.

Chinese companies are becoming the main force of globalisation. We will continue the release of this report, help overseas talent to gain employment and Chinese enterprises to recruit their perfect overseas talent. It is our most important duty to ensure the employment process of overseas talent runs smoothly and Chinese enterprises to secure the ideal for their organisation.

Crystal Kong

Lockin China – Founder & CEO



Abstract

Nowadays, with the increased number of overseas students, the number of talents returning to China from overseas each year is growing at a rate of 10% exceeding previous years. In 2017, 670,000 overseas talents have returned to China and an estimation of 750,000 talents will be returning in 2018. The outcome of their job seeking result has drawn the attention to students, universities, businesses and communities. The '2018 China Overseas Talents Career Analysis Report' aims to provide a data reference for those who are concerned about the employment of overseas talents and help overseas talents to obtain a good career development.

The 2018 China Overseas Talents Career Analysis Report focuses on Chinese students studying overseas, foreign students, returned overseas Chinese students and foreigners who have been recruited in China, to investigate the career development with overseas backgrounds in China. In the course of the investigation, the report was mainly analysed through questionnaire survey of overseas talents and Chinese companies, as well as the extraction and statistics of the data generated by www.lockinchina.com.

The report is based on the analysis of 200,000 overseas students, foreign students and thousands of businesses around the world, as well as 20,000 online businesses and 420,000 overseas professionals in Lockin China's database.

Among the overseas talents, 32.7% came from North America, 17.6% came from Australia and New Zealand, 17.4% came from the United Kingdom. The study abroad market in Europe, where Germany and France are the major countries for overseas study, contributed 12.2% of returned talents.

Within the analysis, the companies with the scale of 100 employees accounted for 24%, the companies with 100–1000 employees accounted for 53%, and the companies with the scale of more than 1000 employees accounted for 23%.

Data sources include data released by authorities such as the National Bureau of Statistics.

Part One

CHINA'S JOB MARKET OVERVIEW

Introduction

In 2017, China's economy continued to grow with a GDP growth of 6.9%. The total amount of M&A purchased by Chinese companies of overseas enterprise were more than 671 billion U.S. dollars, exceeded the sum of 2014 and 2015. It is predicted that M&A activity in China will continue to grow in 2018 comparing to 2017, as high-tech, industrial and consumer goods are still the most active areas for overseas investment by Chinese companies.

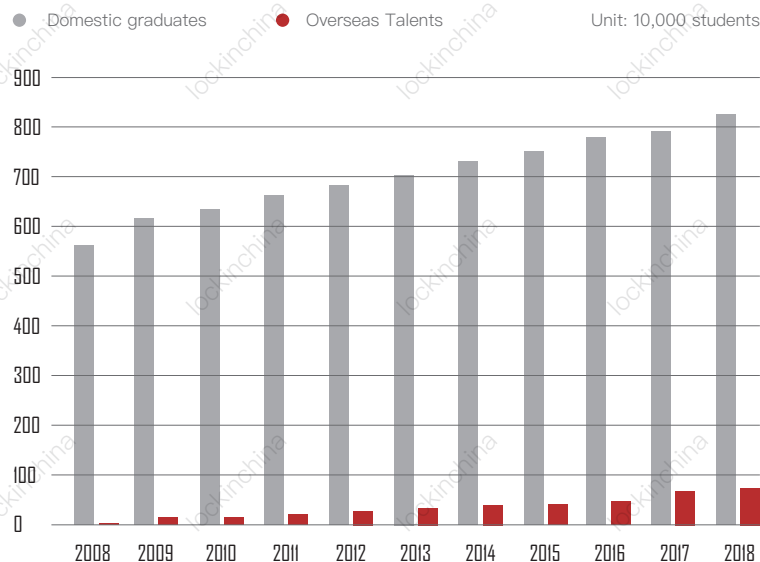
While Chinese companies purchase a large number of overseas companies, many Chinese enterprises such as Internet, electric power and automobile manufacturing enterprises are also "experimenting" to expand their overseas markets. Therefore, globalisation and internationalisation are the main directions for the next stage of Chinese enterprises.

The core of the global market for Chinese enterprises is still the overseas talents who possess both Chinese and overseas backgrounds as well as world-class academic standards. They understand the global market, master the international advanced technologies and possess the most international perspectives and concepts to effectively promote and lead Chinese enterprise's International development.

2017 Chinese University Graduates Employment Status in the Chinese Market

In 2017, the number of university graduates in China is as high as 7.95 million and the number of returned overseas returnees reached 670,000. The number of domestic graduates in 2018 is expected to reach as high as 8.2 million and the number of returnees is expected to reach 750,000. Not only domestic graduates, overseas talents will also face the biggest competition in the history of job searching.

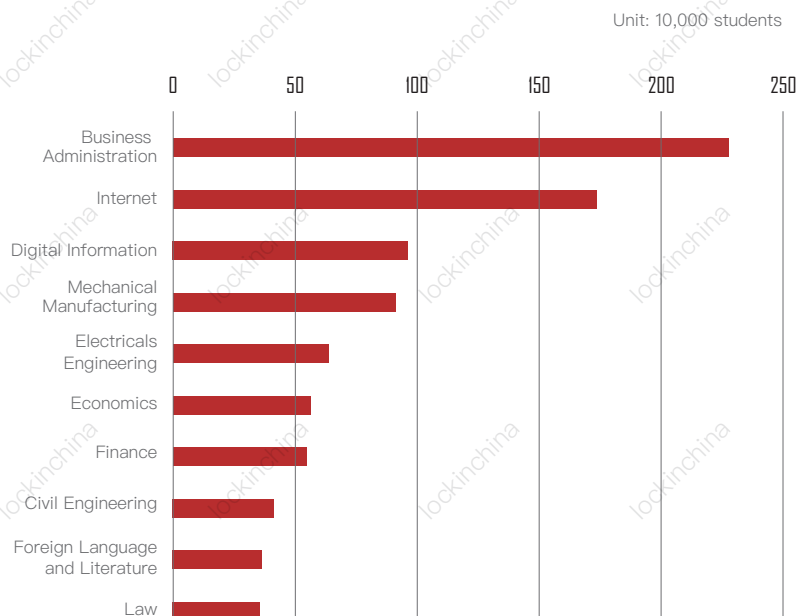
No. of Chinese Domestic Graduates and Overseas Talent in 10 Years



Part of the data comes from the ministry of education.

In 2018 China's recruitment market, among the top ten industries with the greatest demand for fresh graduates, business administration, Internet, and the digital information industry has the highest demand within the top industries which has exceeded 4.5 million graduates.

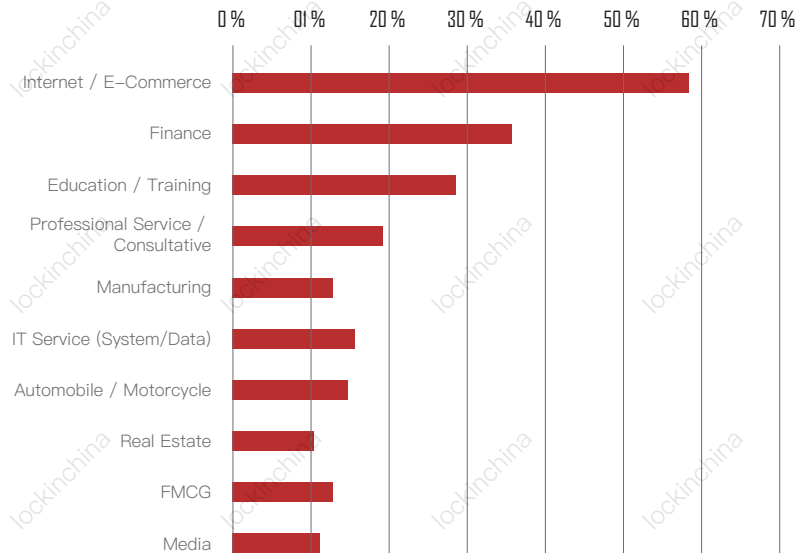
Demand for Graduates from Top 10 Industries in China's Recruitment Market 2018



Which Industry Offers the Highest Number of Positions to Overseas Talents?

Although manufacturing, IT/internet, new energy and materials science industries have expressed great demand for overseas talents. According to statistics, internet, finance and education sectors still contribute the largest number of positions for overseas talents which accounted for 38% of the overall number of jobs.

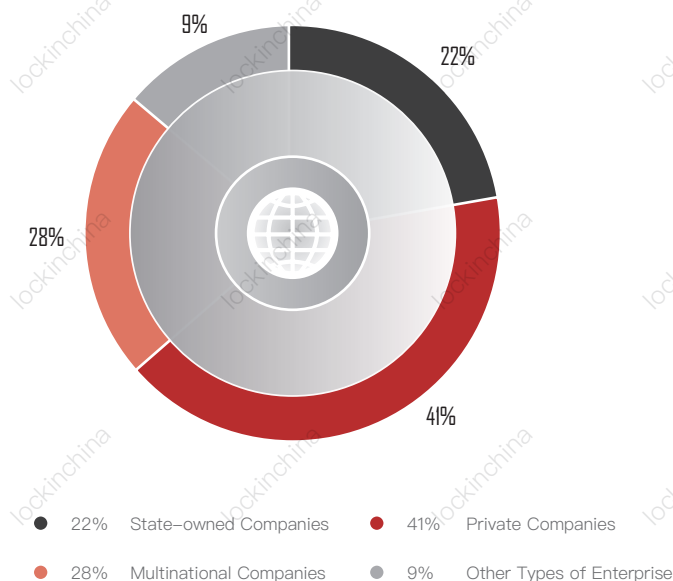
The Demand of Overseas Talents in Different Industries



Types of Companies that are Demanding for Overseas Talent

Among the types of enterprises that requires to recruit overseas talents, private companies and multinational companies still maintains the highest demand. Multinational companies have preference of recruiting overseas talents for reasons of their overseas experience and background. However, with the rapid development and expansion of private enterprises in recent years, large number of overseas talents must be introduced to meet the requirements of expanding overseas markets and reaching the advanced technology level in the same industry therefore brings the highest demand for overseas talents.

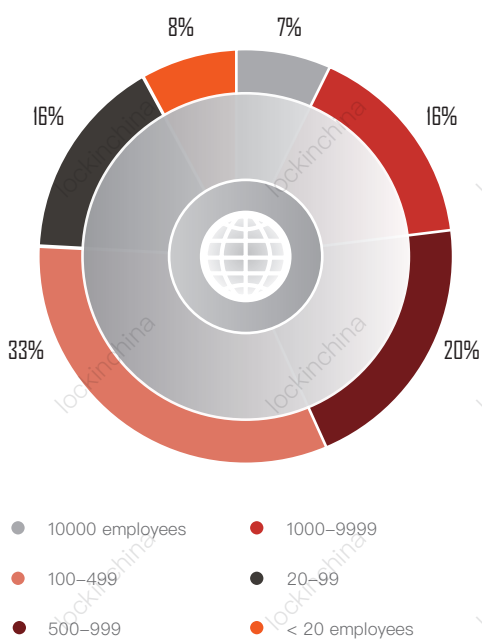
Different Types of Enterprise that is in demand of Overseas Talents



The Scale of the Enterprise that has a Demand for Overseas Talents

Among the enterprises with greater demand for overseas talents, the number of enterprises in the scale of 100–1000 exceeds 53% and the proportion of more than 1000 employees reaches 23%. Compared with the small enterprises under 100, large and medium-sized enterprises have a higher level of development needs and expansion of global market. This means they have the ability to take on a higher number of overseas talents. Therefore large and medium-sized enterprises for just over 100 employees accounted for more than 70%, which further confirms the fact that Chinese enterprises are pushing forward globalisation at full speed.

Distribution of Different sized enterprise



Part Two

ANALYSIS OF THE BASIC SITUATION OF OVERSEAS TALENTS

Introduction

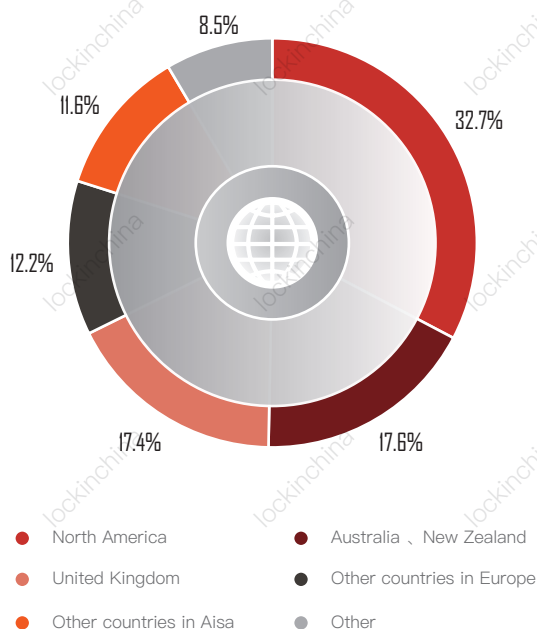
The internationalisation of Chinese enterprises has brought many opportunities for overseas talents. This is an important reason for attracting overseas students and foreigners to come to China to develop their further career. In the meantime, immigration policies in the United States, United Kingdom and Australia have been tightened again since 2017, which makes it more difficult for Chinese students to remain after graduation. Both of these active and passive reason, have prompted the entry of nearly 750,000 overseas talents into the job market in China in 2018.

Academic Background of Overseas Talents

Study Abroad Country Distribution

Through this survey, among the overseas graduates who returned in 2018, North America still accounted the highest proportion – 32.7%, followed by Australia and New Zealand, accounted for 17.6%, and the UK ranked third, accounted for 17.4%. The study abroad market in Europe, where Germany and France are the major countries for overseas study, contributed 12.2% of returned talents.

Overseas Talent Graduates Country Distribution

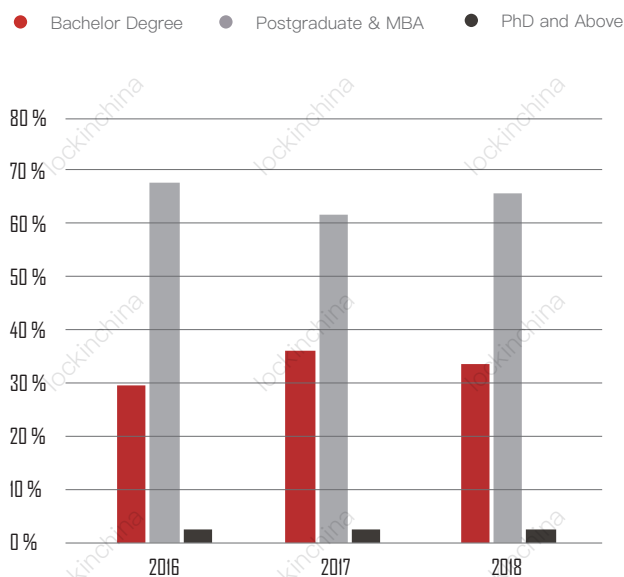


Graduation Degree Distribution

Comparing the data generated from the past three years, postgraduate degrees and MBAs still has the highest number of academic background of overseas talents. Among overseas graduates in 2018, master's degree and MBA accounted for 66%, a minor increase from 2017; bachelor's degree accounted for 33.7%, a minor decrease compare year, PhD and above accounted for 2.4%, unchanged from the previous two years, no major changes.

It is not difficult to see that in the highly competitive Chinese job market, most Chinese students studying abroad think that the advantages of overseas study are no longer noticeable, and the degree of undergraduate education can't provide full their confidence. The masters or MBA qualifications are relatively easier to apply for jobs in the future and will help them stand out in the process.

Overseas Talents Degree Background Distribution



Overseas Talent Major Distribution

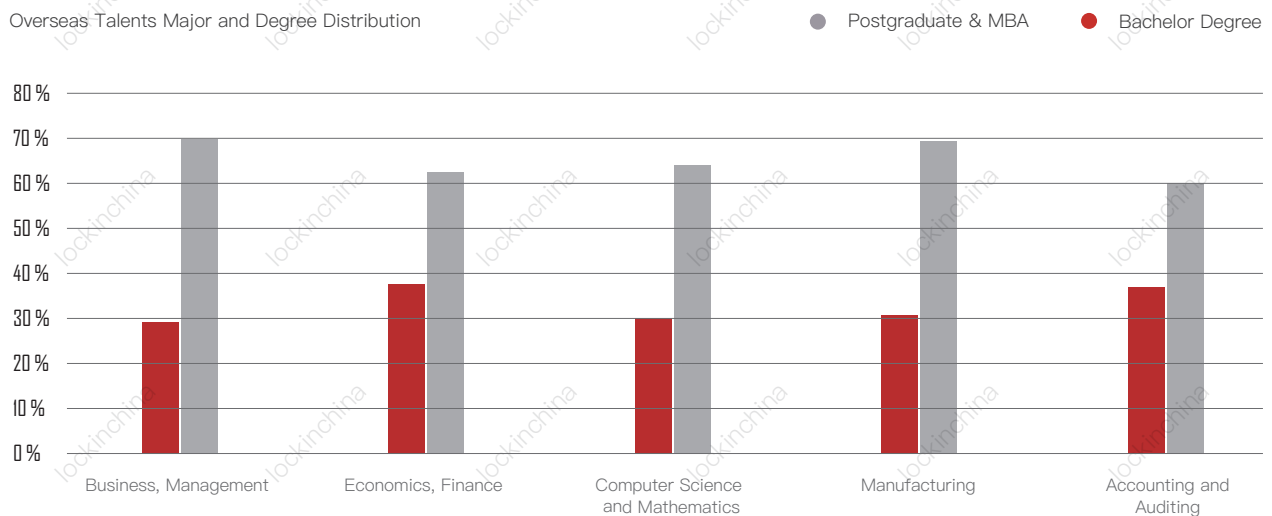
According to Lockin China's annual survey, business, management, finance, economics, computer science and manufacturing majors have been the most enthusiastic majors among overseas talents for the past three years. In 2018 graduating students, business management graduates accounted for 39.2%, economic and finance graduates accounted for 21.2%, it can be considered that more than half of overseas graduates will also continue to choose business management and economics and finance specialty when they have returned, this means that they will face the most intense job search competition.

Top 5 Majors for Overseas Talents



Among the top five majors, the proportion of fresh graduates with master's degree is much higher than undergraduates. It can be considered that the competition of job-seekers is directly related to the hiring requirements of Chinese enterprises. It is generally agreed that higher education may have more options in the job searching process and will also easily gain an advantage in the competition.

Overseas Talents Major and Degree Distribution

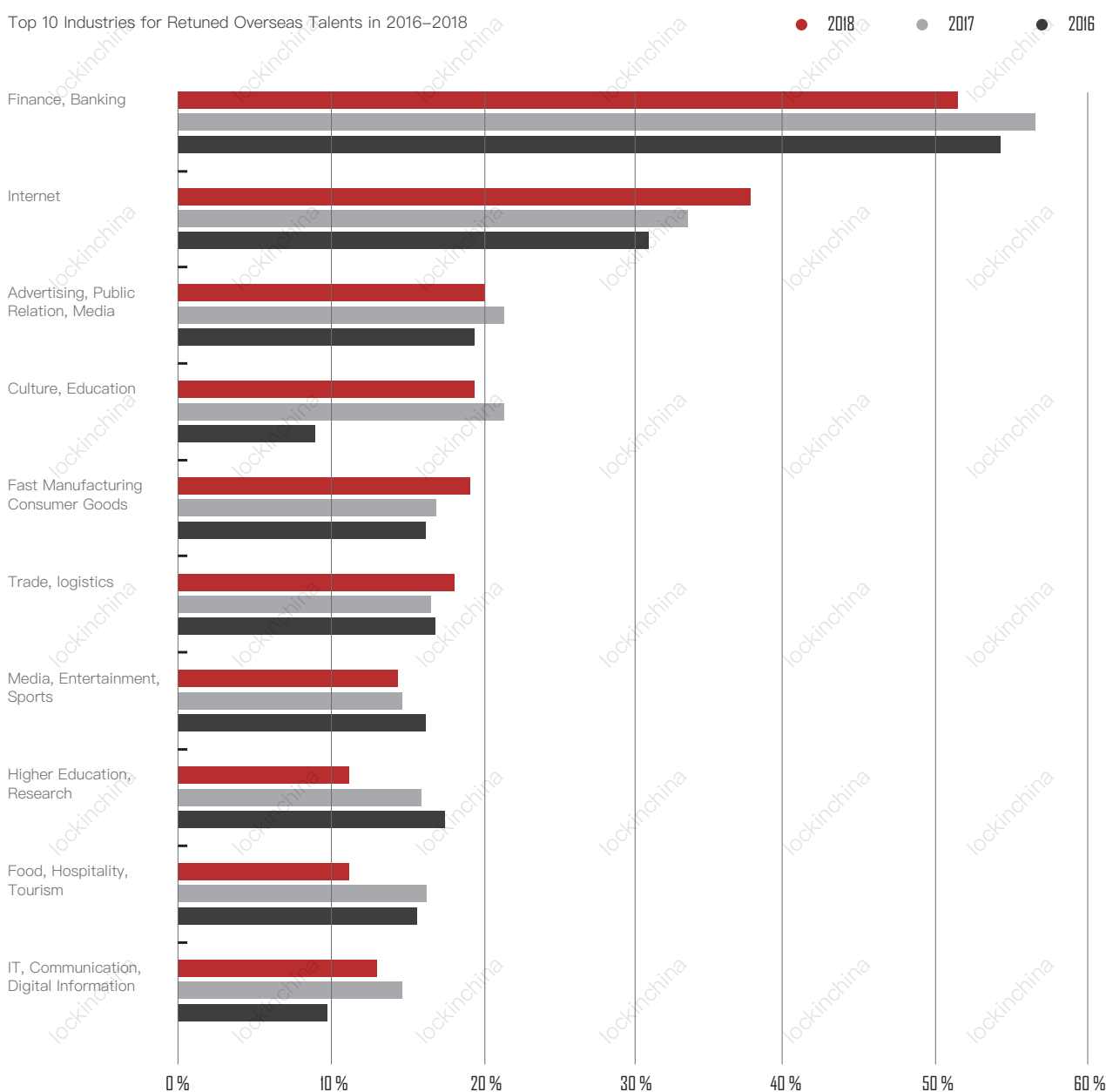


Overseas Talents Target Enterprises & Industries

Top Ten Overseas Graduates Target Industries

High-income finance, banking industry and the fast-growing Internet industry are still the most popular sectors attracting most overseas talents. In the past three years, the popularity in the Internet industry continued to rise. This is closely related to the rapid development of the Internet industry in recent years and the frequent exposure of employers to Internet companies in overseas universities. Although the financial industry is still ranked No. 1 in the target industry, but slightly decreased comparing to previous years, we can see that in recent years, overseas graduates have more diversified choices for their own industries.

Top 10 Industries for Returned Overseas Talents in 2016–2018



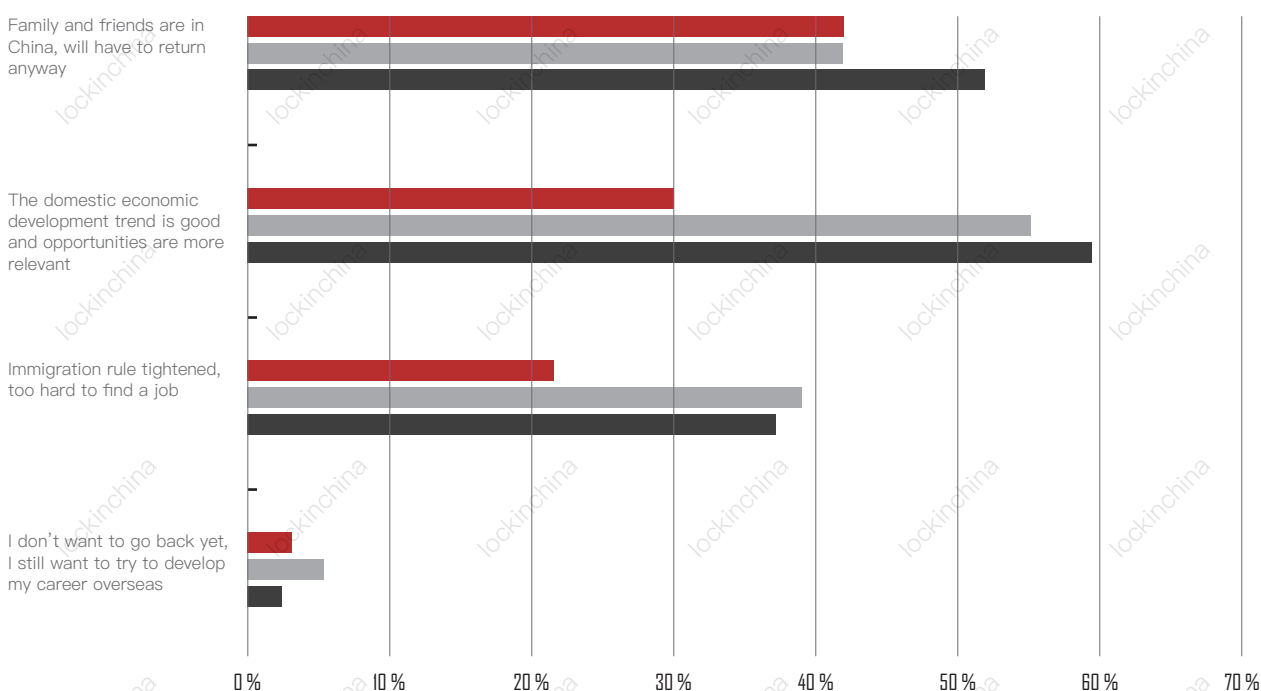
Main Reasons for Overseas Talents to Return

In the motivation for the overseas talents to return, the reason of "family and friends" has remained approximately 50% of the total. It can be seen that the family factor has drawn a great attention among overseas students. Since 2017, as the immigration policies of the United States, UK, and Australia have tightened further, leaving overseas students become increasingly difficult to find jobs overseas, the number of returnees due to the immigration policy in recent years is increasing.

More and more Chinese enterprises decided to visit the universities and colleges in overseas countries to recruit and advertise their own employers' branding, this enables students and foreign students to better understand the development and advantages of the Chinese market and give them more confidence in Chinese enterprises. Therefore, they are attracted back to China by the economic environment. The number of international students has risen steadily and has been the most important reason for overseas talent to returning to China in 2018.

Main Reasons for Overseas Talents to return

● 2016 ● 2017 ● 2018

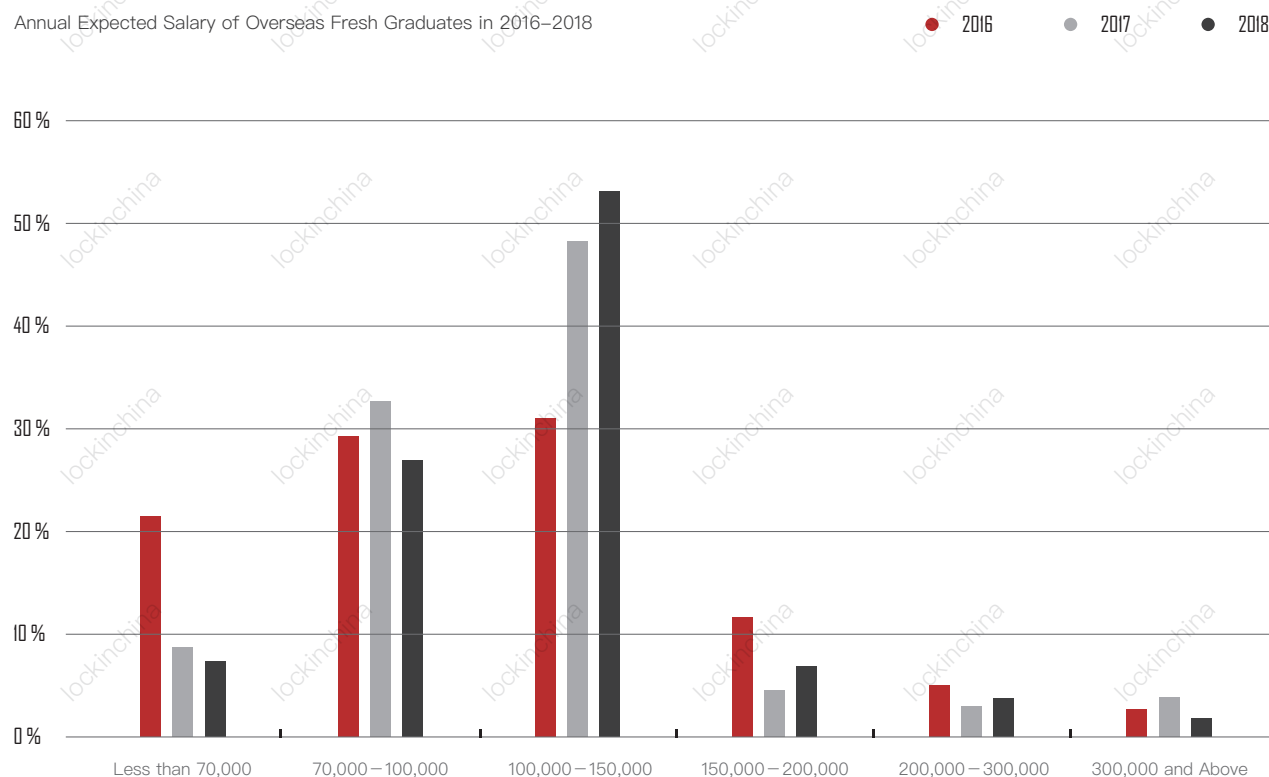


Overseas Talent Salary Expectation

Due to the cost involved with studying abroad, overseas talents often have high expectations of salary levels and hope to earn back their previous costs in a short period of time. However, in fact, due to the excessive competition in the employment market in China and the increasing number of returnees, the salary levels of overseas talents are similar to domestic students.

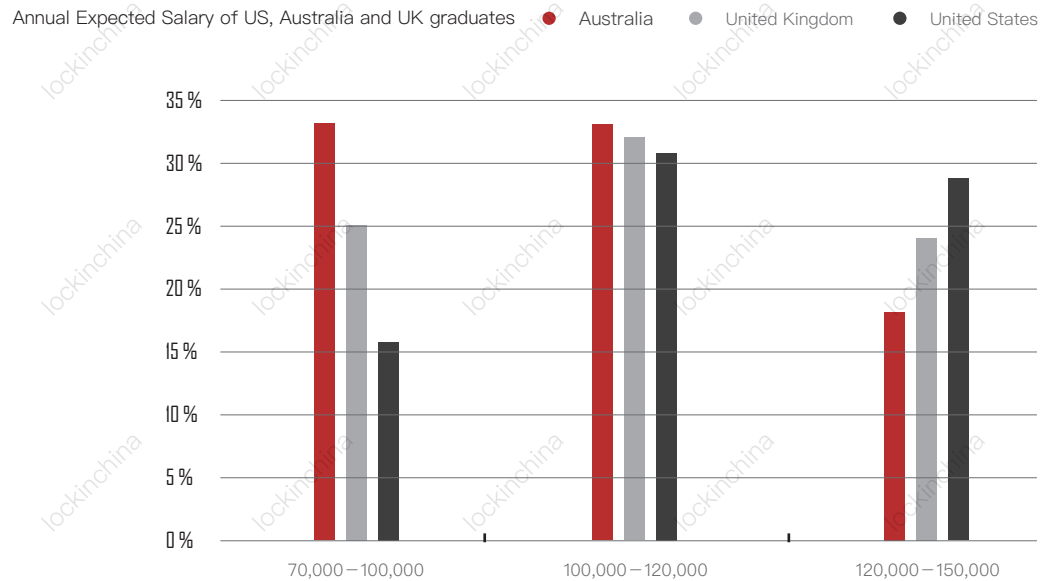
Overseas students comparing with domestic Chinese students, they are far away from the Chinese market and lack of the relevant information on salary level. Therefore, fresh graduates are still unsure about the expected salary in the 2016 survey, and do not know their real salary level. Over the past few years, after various job searching training sessions for the students at various universities that Lockin China delivered, the overseas graduates' expectations more sensible and very close to the actual market level.

Annual Expected Salary of Overseas Fresh Graduates in 2016–2018



In comparison, it is found that American graduates have the highest expectation of salary level. Nearly 30% of American graduates have chosen the annual salary range of RMB120,000 to RMB150,000. Australian graduates are the most conservative, in the range of RMB70,000–RMB100,000 and RMB100,000–RMB120,000 both accounted 30%.

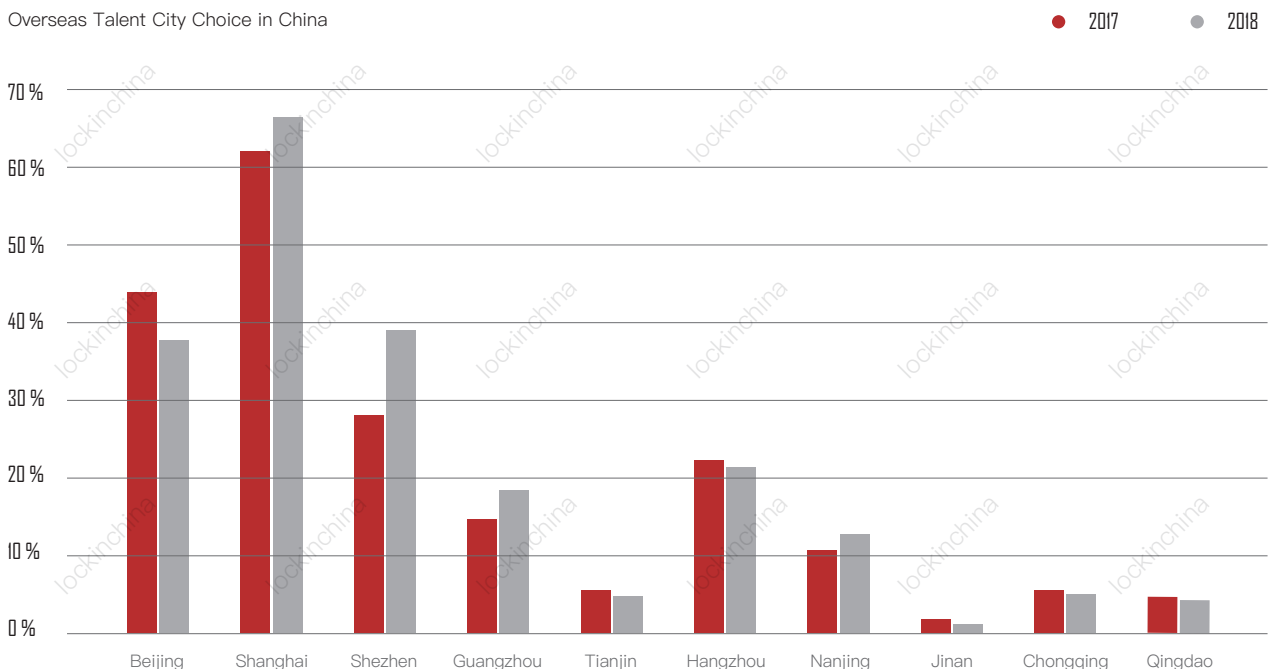
In addition, in the comparison of different industries, we found that the graduates who are going to enter the financial and management industries tend to get a relatively high annual salary range of RMB100,000–RMB120,000, however in the media and accounting industries they tend to choose the range of RMB70,000–RMB100,000.



City Flow of Overseas Returnee's Development in China

Compared with in 2017, the number of overseas talents that decided to settle down in Beijing decreased slightly, and the number of overseas talents who chose to settle in Shanghai and Shenzhen increased significantly. Shanghai, Beijing, Shenzhen and Hangzhou are still the most preferred cities of choice for overseas talents. It is noteworthy that it is the first time, Shenzhen exceeded Beijing and became the second preferred city for career development for overseas talents. The financial industry and foreign-funded enterprises in Shanghai, Internet industry in Beijing and Hangzhou, high-tech industry and the logistics industry in Shenzhen attracted a large number of overseas talents to land.

Overseas Talent City Choice in China



Most Popular Chinese Employer among Overseas Talents

According to the data in the database of Lockin China's website, as well as the survey focused on overseas talent, based on the average application number of job positions, supportive rate of overseas talents, brand awareness of employer and the most influential campus recruitment activities, the following 6 employers has been selected as the most popular employers among the Chinese overseas talents.



Decathlon (Shanghai) Sports Internet sales Co. Ltd.



Lenovo Group Ltd.

Goertek

Goertek Inc.

Microsoft

Microsoft Corporation.



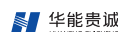
GAC Motor



NU Skin Great China



BMW Brilliance Automotive Ltd.



Huaneng Guicheng Trust Co., Ltd.

Not listed in order

Best Overseas Employer

According to the data in the database of Lockin China's website, as well as the survey focused on overseas talent, based on the status of enterprises in the industry, the execution of the recruitment team and the training and development of overseas talents, the following employers have been selected as the best overseas employer brand for 2018:



Alibaba Group Holding Limited



Dongfeng Motor Co., Ltd.

BOE

BOE Technology Group Co., Ltd.



Da-Jiang Innovations Science and Technology Co., Ltd.



Beijing Xiaoju Keji Co., Ltd.(DiDi Chuxing)

Not listed in order

Part Three

THE REALITY OF OVERSEAS TALENT EMPLOYMENT MARKET

Introduction

During the process of recruiting overseas graduates, Chinese enterprises have focused on the candidates with professional awareness, graduation institutions and their internship experiences. The global ranking of their graduated university can directly demonstrate the candidates' personal abilities. However, rich internship experience helps candidates to know the industry and market ahead of schedule, and smoothly enters the working environment after securing the position. Therefore, internship experience is also a most important factor to employers as one of the conditions.

Salaries to be Paid to Overseas Talents by Chinese Employers

More than half of enterprises are willing to pay annual salary of overseas talents starting salary of RMB70,000, for the master level candidates, nearly 20% of enterprises are willing to pay more than RMB100,000 annual salary. And more than 50% of the 2018 fresh graduates choose the expected salary of RMB100,000–RMB150,000, which is higher compared to the actual annual salary that enterprises are willing to give.

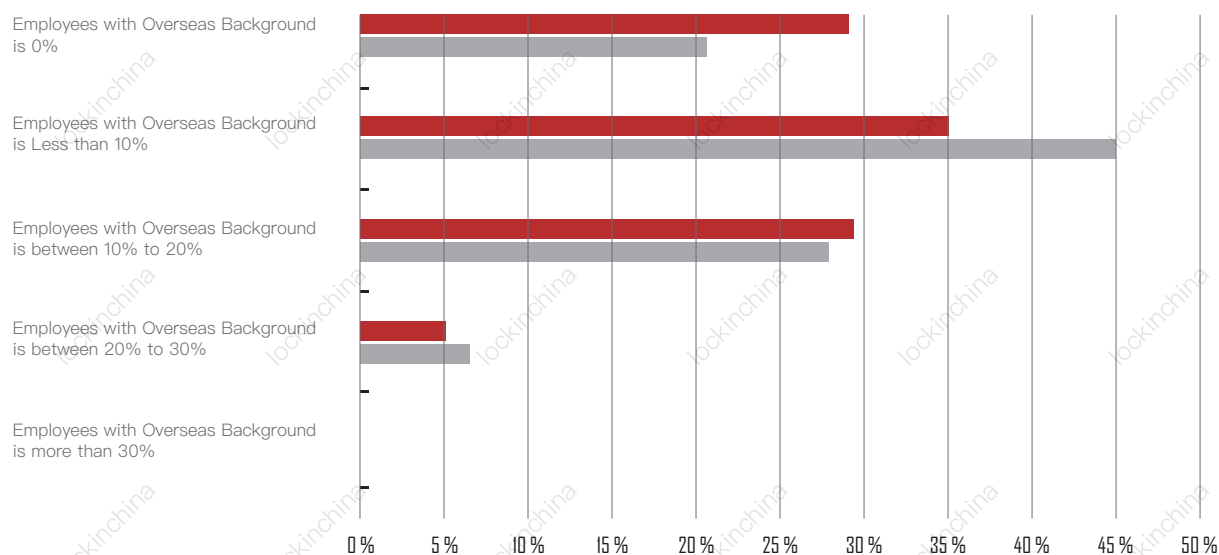
Enterprises with Foreign Talents Comparing with Previous 2 Years

According to a survey conducted by Lockin China with more than 1,500 businesses, more than 50% of the enterprises in 2017 have returnees and foreign employees. By 2018, the proportion of foreign employees' accounts for more than 75% of the total. According to the forecast, the figure will continue to grow.

In recent years, due to the increasing frequency of recruiting activities by Chinese enterprises in overseas universities, Lockin China has recommended a large number of positions to overseas graduates, allowing candidates with overseas backgrounds to reach more Chinese enterprises and find suitable positions for their own careers platform. On the other hand, Chinese enterprises have gradually shifted from passive acceptance of overseas talents to active searching. This virtuous cycle will promote Chinese enterprises and matching overseas talents to form a mutually beneficial relationship.

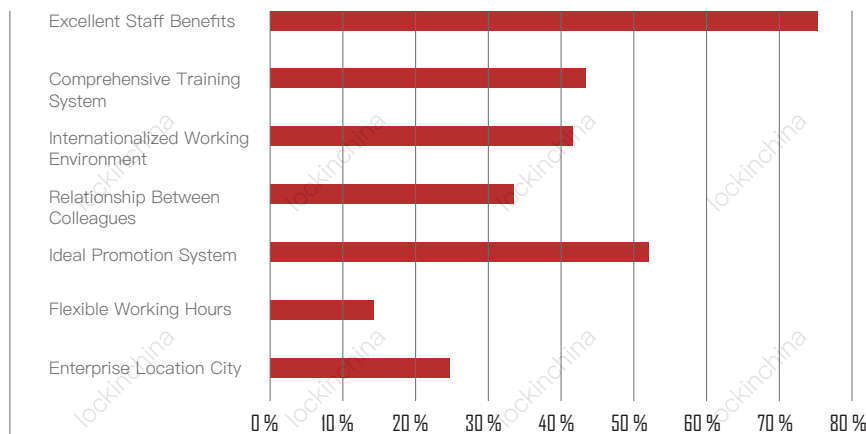
Comparison of Employees with Overseas Background in Chinese Enterprises

● 2017 ● 2018



Factors Affecting Overseas Talent Job Search

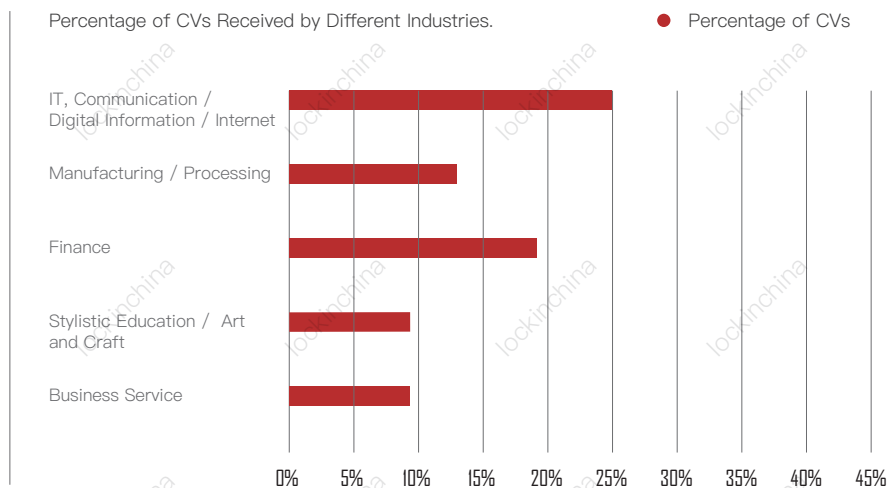
Among the factors that affect the employment of overseas talents, salary still occupies the most important position. The promotion mechanism and training system are also two main factors to be considered by overseas talents. According to the database on Lockin China's website, Management Trainee has always been the most popular position for overseas candidates. Management Trainee is characterized by systematic training of candidates, training of leadership, high starting point and high salary level, which are in line with overseas talents' most valued job-seeking factors.



Through a comprehensive analysis of overseas talents from different universities, we found out that those who graduated from the UK paid more attention to good salary. Graduates from the United States most valued the opportunities to get promoted, and those who graduated from Germany paid more attention to complete training system.

Industries that Receives most Applications

On the Lockin China website, IT/internet industry received the highest number of applications from overseas candidates, accounted for 25%, a lot higher than the financial industry in the second place. The financial sector, which is favoured by overseas professionals, received 20% of applications. This has a direct impact on reality that the actual number of financial enterprises is less than the number of Internet enterprise.



The Top Ten Most Popular Overseas Job Positions for Overseas Talents

Among the top ten most popular overseas job position for Overseas Talents, Management Trainee still ranked top on the list in 2017. Management Trainee possesses relatively limited professional background, has a clear plan for talent cultivation and promotion mechanism, and can give full play to the advantages of candidates. Therefore, Management Trainee is most welcomed by overseas talents.

The top 10 positions mainly cover business, finance, IT Internet and professionals with a background in the manufacturing industry, but mainly in the commercial and financial sectors

- | | |
|---|---|
| 1 › Management Trainee | 6 › Financial Analyst Assistant |
| 2 › Consultants | 7 › Accountant |
| 3 › Investment Assistant | 8 › Financial Management |
| 4 › Research and Development Engineer | 9 › Project Manager |
| 5 › Product Operation | 10 › Account Manager |

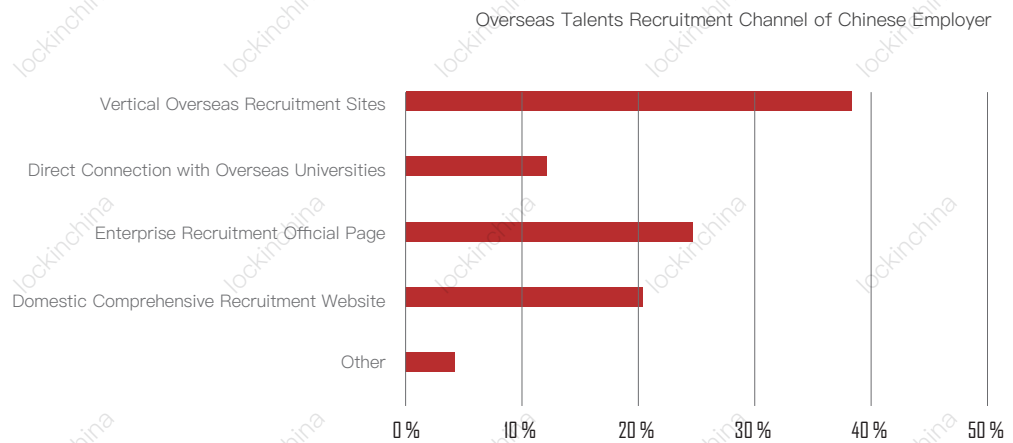
Major Factors Focused by Employers for Overseas Talents

In the process of recruiting overseas graduates, the employer values candidates' internship and work experience the most, followed by professional background and university rankings. University rankings helps employers to quickly determine a candidates' personal abilities, while internships demonstrate the candidates' ability to master a position, and the more relevant the internship experience is, the more likely that the candidate will be able to do the job. Chinese graduates have accumulated a wealth of internship experience before graduation. Therefore, in fierce competition, relevant internship experience has already been seen as one of the key factor to the success of job searching for overseas talents.

- | | | | | |
|--|---|-------------------------------------|---|---|
| 01 Internship / Work Experience | › | 02 Academic Background | › | 03 University Ranking / University Subject Ranking |
| 04 Academic Qualifications | › | 05 Grades / Language Ability | › | 06 Awards |
| 07 Personal Image | › | 08 Students' Job Expectation | › | 09 Other |

Overseas Talents Recruitment Channel of Chinese Employer

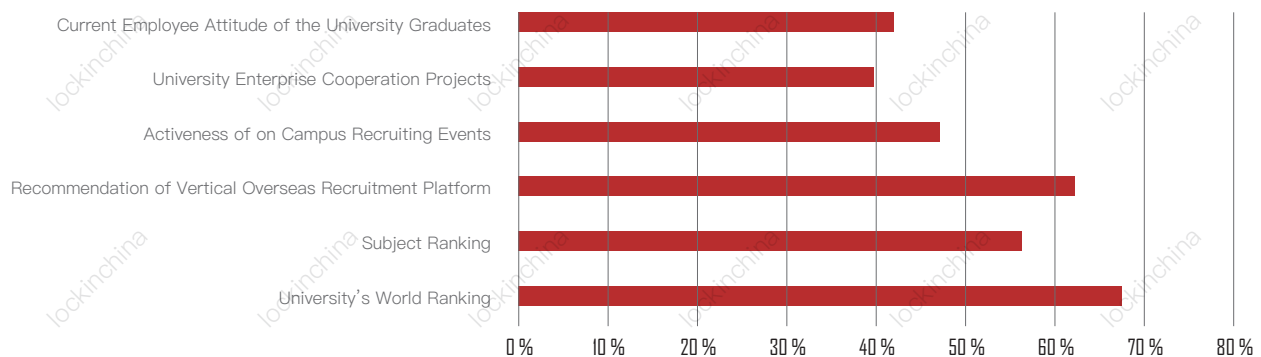
In the most commonly used channel of recruiting overseas talents by Chinese companies, vertical overseas recruitment sites has the highest usage rates to recruit overseas talents.



Enterprise to Measure the Basis of Overseas Universities

As Chinese enterprises are generally lack of comprehensive understanding of overseas universities, the rankings of global universities are still the first criteria for enterprises to measure candidates' graduation standard. The cooperation projects between university-enterprises is also an important indicator for enterprises to judge universities. Also, most companies that do not know much about overseas universities will learn about the strengths of their universities by using specialised overseas recruitment platforms and select the target institutions that are suitable for their own enterprises. Of course, companies will also refer to project experience of the cooperation of the university and the industry's well-known enterprises, companies will be more biased to carry out recruitment activities to universities with experienced projects.

Standard Used for Employers to Measure Universities



Most Active Overseas Job Seeker Graduation Source

The most active candidates were candidates graduated from Australia, with an average of 48.7 applications per person. The second highest ranked candidates were UK graduates, with an average of 45.6 applications per applicant. On average, 41.2 applications by U.S. candidates, with a slight decrease in the number of average jobs applied compare with previous year suggests that the efficiency of overseas job seekers has risen compared with previous years.

According to Lockin China website statistics, the most active university graduates, ranked in top 40 places are,

University of Delaware

The University of New South Wales

Monash University

University of Technology Sydney

Bournemouth University

The University of Nottingham

Purdue University

The University of Sheffield

University of Hertfordshire

University of Leeds

University of Leicester

ESADE Business School

Macquarie University

University of Bath

Bond University

The George Washington University

University of Liverpool

The University of Western Australia

Imperial College London

University of South Australia

The University of Newcastle

University of Birmingham

University of Southampton

University California, San Diego

Boston University

Brandeis University

University of California, Riverside

University of California, Irvine

University of Wollongong

Auckland University of Technology

University of Huddersfield

Queensland University of Technology

The University of Otago

The Chinese University of Hong Kong

Hong Kong Polytechnic University

University of Surrey

Coventry University

University of Lincoln

University of Plymouth

University of Portsmouth

Not listed in order

Data Source: Lockin China's Database Website

Employers' Choice University Graduates

Based on graduates' ability, career objective, degree of cooperation of the universities' career department, university ranking, subject ranking and university-enterprise cooperation project, the following 30 universities have been selected as 'Employers' Choice University Careers Service' by our employers:

The University of Manchester

The University of Edinburgh

The University of Warwick

Northeastern University

University of Southern California

The University of Melbourne

University of Reading

The University of Sydney

University College London

Michigan State University

University of Rochester

University of Minnesota

Loughborough University

MIT University

Not listed in order

Newcastle University

University of Exeter

The University of Adelaide

University of Glasgow

New York University

Aston University

The Australian National University

Arizona State University

The University of Queensland

Northwestern University

University of Chicago

University of Pennsylvania

Columbia University

Carnegie Mellon University

University of Michigan

London Business School

University of St Andrews

National University of Singapore

Nanyang Technological University

Hong Kong University of Science and Technology

Hong Kong University

University of Durham

University of Bristol

Indiana University

University of Illinois at Urbana-Champaign

University of York

Data Source: Lockin China's Database Website

Part Four

OVERSEAS TALENTS JOB SEARCH CONCEPT OF GROW

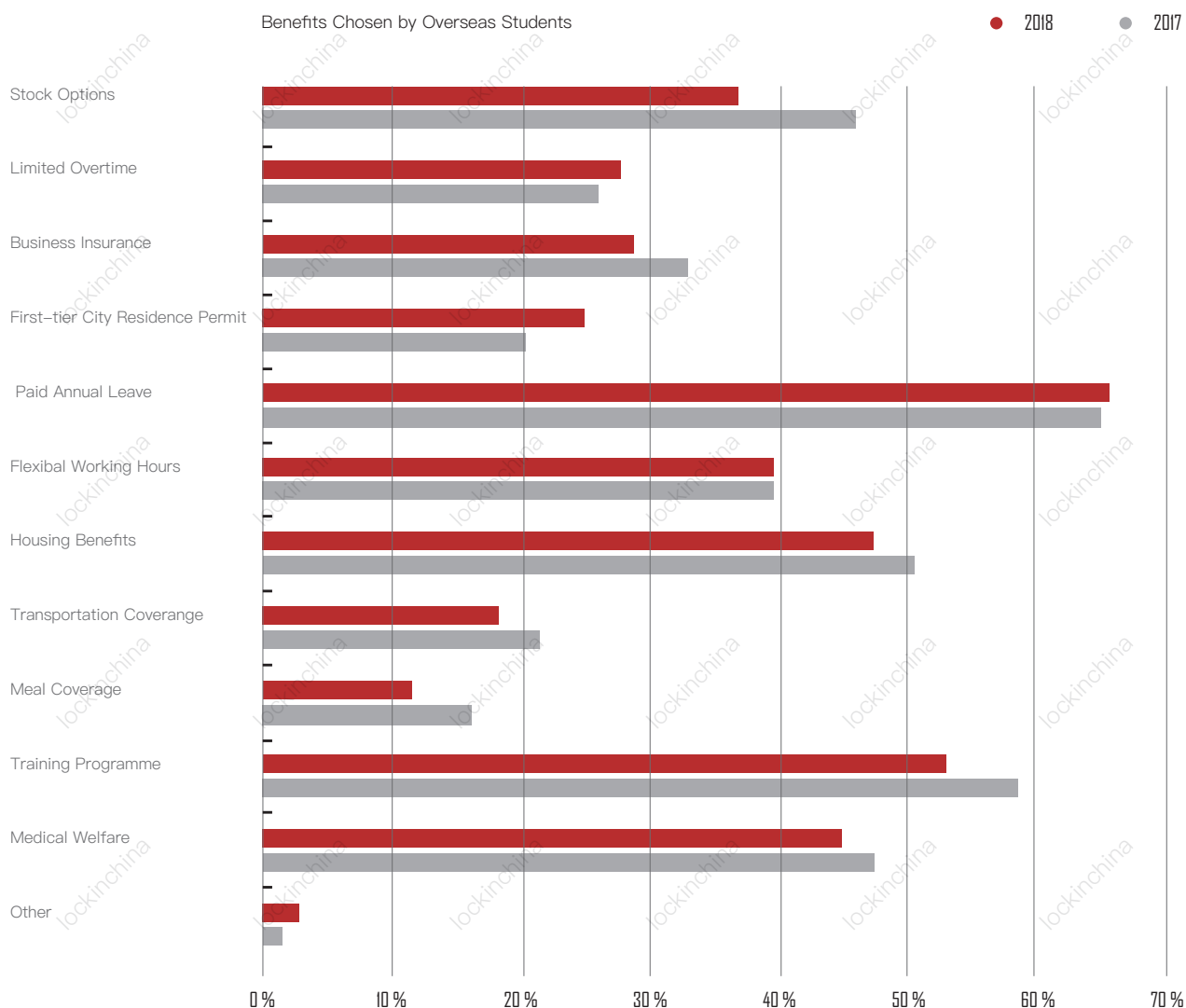
Introduction

In recent years, with the joint efforts of Lockin China and Universitise to strengthen job search and education for overseas students, their job search awareness has become more intense. They have taken the initiative to learn and application skills, and proactively look for recruiting information from Chinese employers so that they can shorten their job search time.

Most Important Benefits for Overseas Talents

According to previous two years' data, the benefits that overseas talent considered most are still paid annual leave. This shows that overseas talents pay considerable attention to the balance between their life and career.

Although overseas talents also consider flexible working hours and less overtime work but the proportion is not very high and is not a major consideration. As a result, some domestic enterprises find it hard to find a solution to the problem of overseas returnees. However, this can't represent all overseas talents. Employers can still have full confidence in recruiting overseas talents



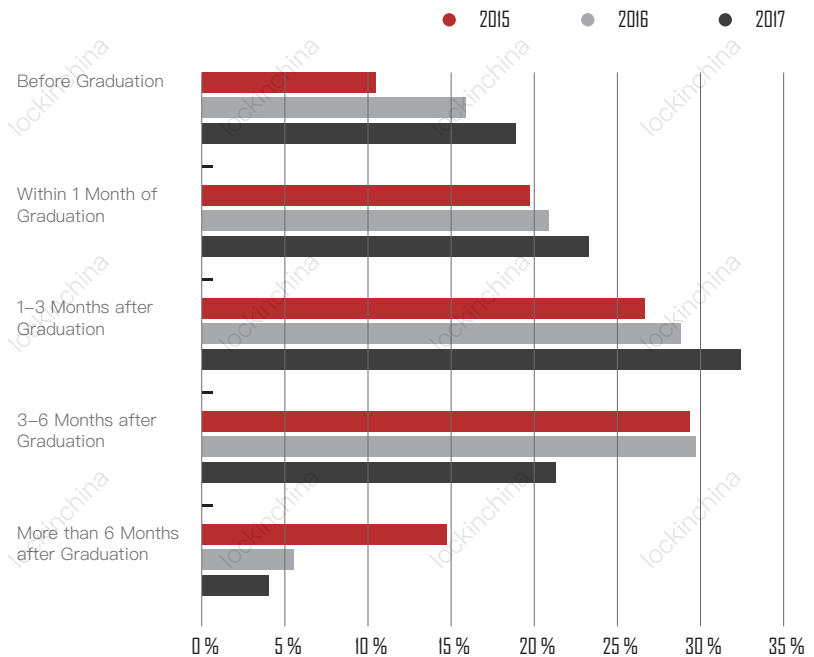
Through further analysis, it is found that the talents that aims to enter of state-owned enterprises and multinational enterprises, they focuses on the benefits on paid annual leave. Talents that aims to enter private enterprises is the most valued by their system training; talents that aims to enter the government sector, more emphasis on housing benefits and medical welfare; talents that target to settled in first-tier cities in Shanghai, Beijing and Shenzhen, most valued on housing benefits, which is directly related to the high cost of housing in the first-tier cities.

The Actual Job Search of Overseas Talents

Job Search Timing

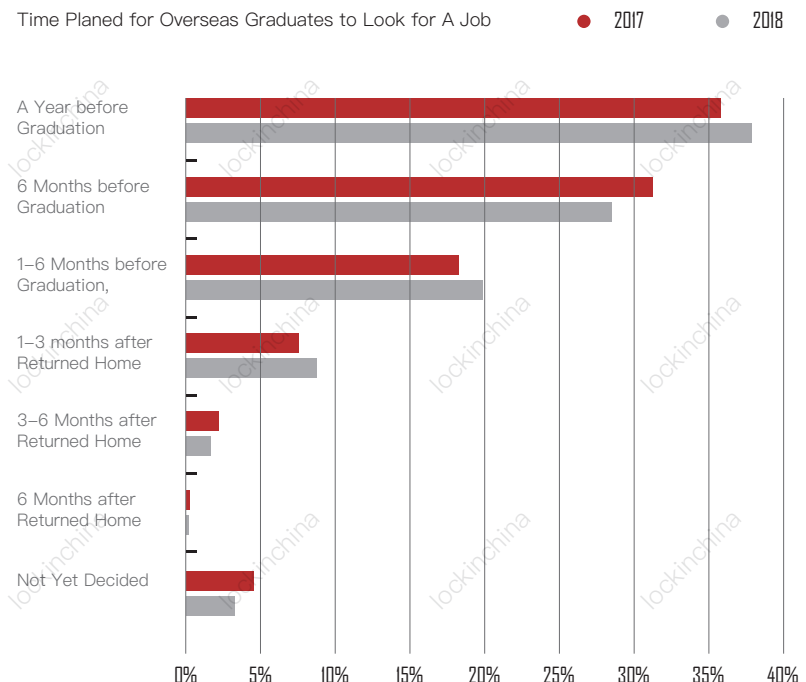
According to statistics, from 2015 to 2017 the amount of time for overseas talents to receive a job offers is shortening, from 3 to 6 months after graduation to 1–3 months after graduation. Due to the increasing number of overseas talents will be ready for job placement ahead of graduation, the number of people who received an offer before graduation nearly doubled from 2015 in the year of 2017.

Time Takes for Overseas Graduate to Find Their First Job After Graduation



Since 2015, Lockin China has started training job-seekers in various colleges and universities overseas, including domestic recruitment process, job searching time, preparation of CVs and interviews, etc. Therefore, the awareness of overseas graduates for returning to China to work is greatly enhanced, more proactive in the job application process, good preparation for job search in advance, so the average job-search time decreases year by year.

Time Planed for Overseas Graduates to Look for A Job

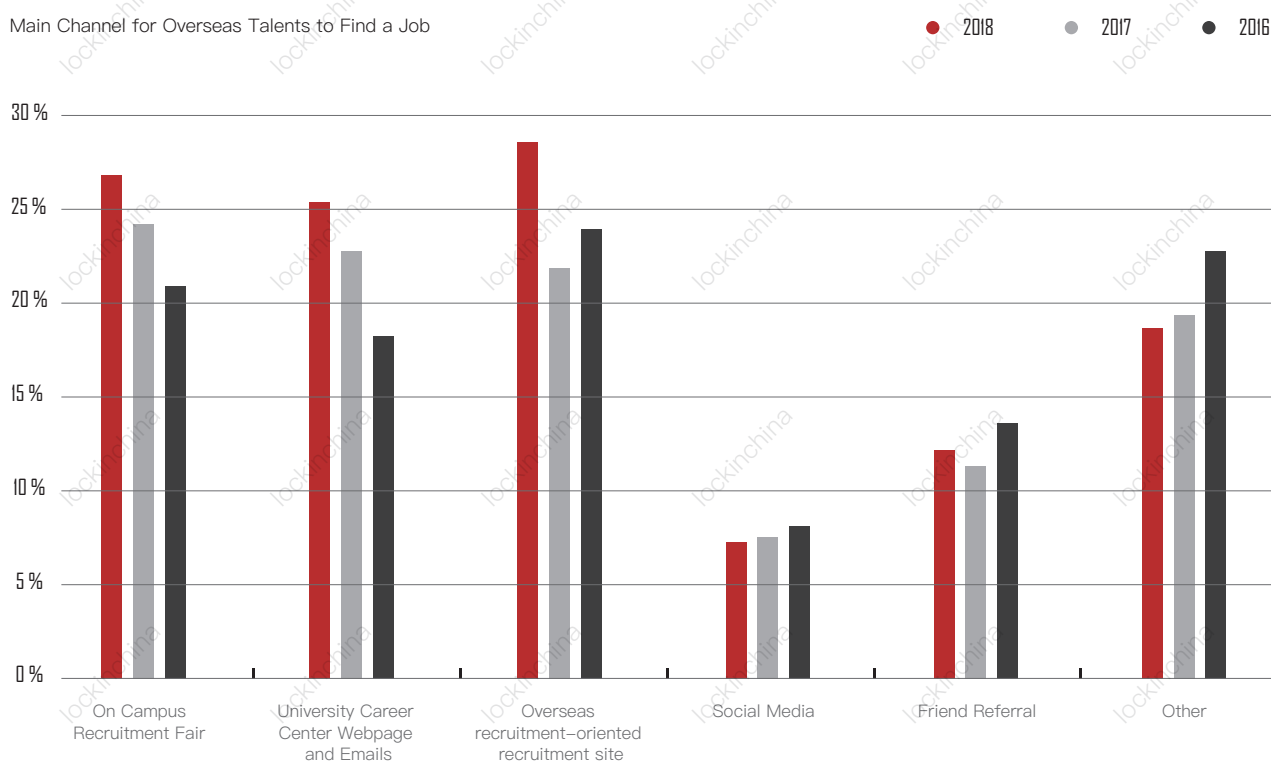


The Channels of Job Seeking

As a growing number of Chinese enterprises have entered overseas university campuses for recruiting, and overseas universities also cooperates actively with the Chinese recruitment market, the campus career center has always remained as one of the most trusted job search channels for students.

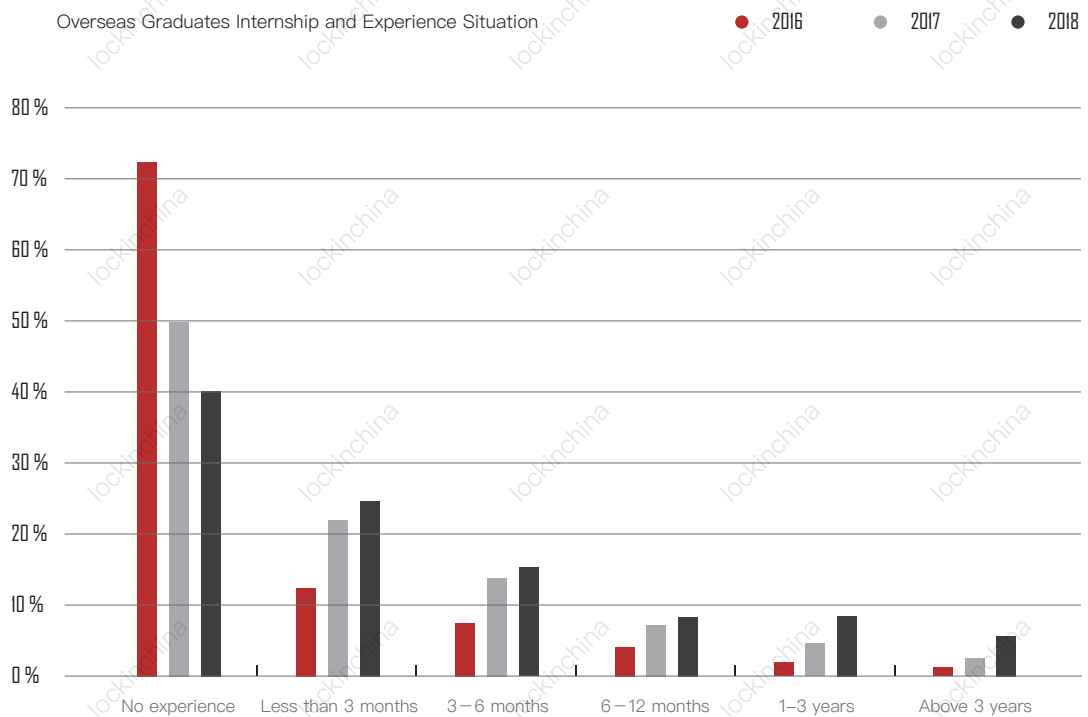
According to statistics, the average job-searching duration of GUCCU member graduates are 30% lower than non GUCCU member graduates. The main reason is because GUCCU member universities have more preferential to access the recruiting information of China's top employers, they will be able to contact, select and apply for jobs from the best employers in China at first instance which leads to higher application success rate.

Main Channel for Overseas Talents to Find a Job



Internship Experience

Between 2016 and 2018, overseas graduates have changed significantly in their internship experience: over 70% of overseas graduates in 2016 did not have any work and internship experience at all, and nearly 80% of the fresh graduates in 2018 have internship experience, this is closely related to the Universities' Career Center and GUCCU training and counseling for during student's job search process.

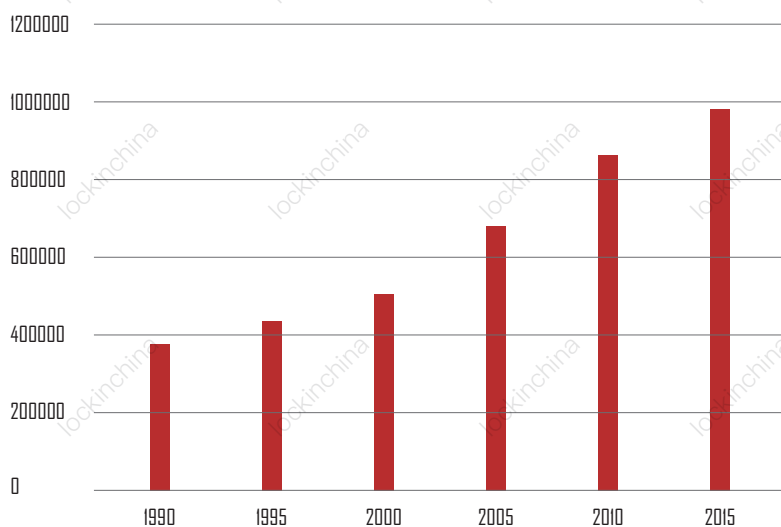


Foreign Students Working in China

The Chinese market has not only attracted a large-scale of overseas returnees to come back to China, but also attracted many foreign talents to work in China. By the end of 2017, more than 590,000 foreigners had worked in China. The U.S. talents accounted for 12%, Japanese talents accounted for 11.1%, Germany accounted for 2.4% and Australian accounted for 2.23%.

According to a survey of overseas university students, more than 30% of foreigners have the intention of going to China for internships. Nearly 20% of foreign talents are in consideration of working in China. Among them, the most popular industry for foreign talents is the Internet industry, followed by the business industry.

1990–2015 The number of foreign population in China Unit: No. of Students



Data Source: United Nations Economic and Social Council

Part Five

RESEARCH ON BARRIERS OF OVERSEAS TALENTS JOB SEARCH PROCESS

Introduction

Through surveys and interviews, the biggest barrier for overseas graduates in the job search process is lack of understanding of the domestic market and the lack of clear definition of their future job market. These problems will not only affect the employment effect of overseas talents, but also their performance and development plan after they start their career in the workplace.

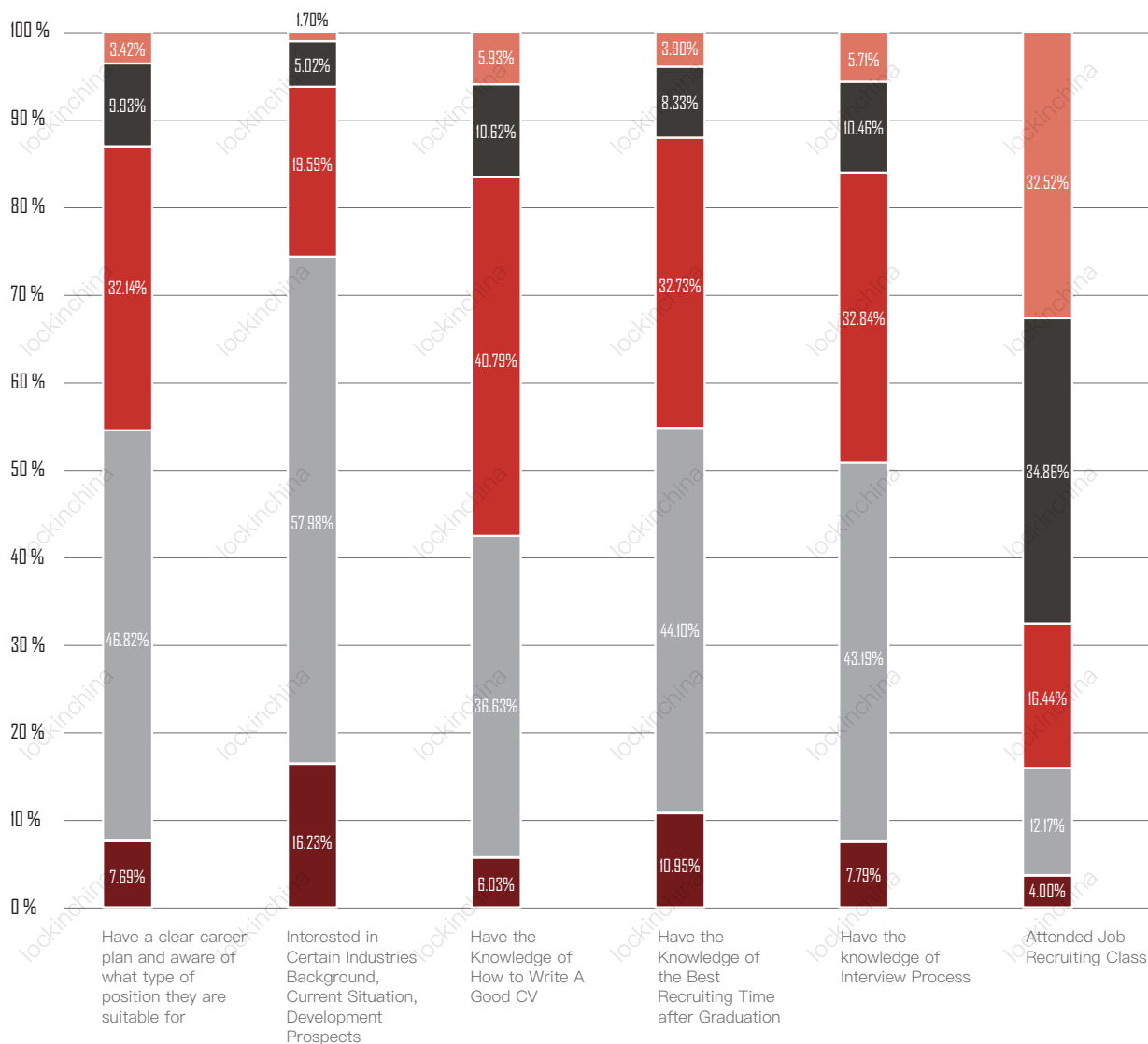
The Awareness for Fresh Graduates' Current Job Status

More than 70% of the overseas graduates who are due to graduate have already identified the industries they are interested in. More than 50% of them know the best job searching time in China. However, over 50% said they are not sure or have no knowledge of Chinese CVs writing method and do not understand the domestic recruitment process.

As can be seen from the last column, more than 80% of overseas talents have said they have not previously received any domestic job training or information. Too far away from China's recruitment market, the lack of domestic job-related guidance is a very common problem of overseas talents, which is the main reason that led their low success rate when they compete for employment with domestic university students.

Overseas Talents Positioning of Their Job Searching Status

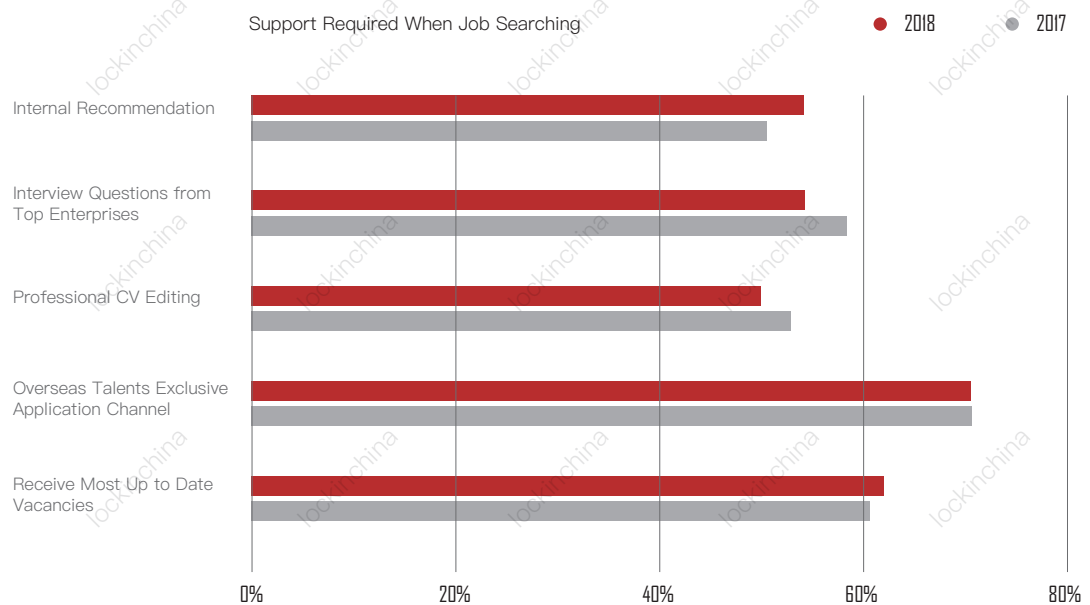
● Completely Agree ● Agree ● Not Sure ● Not really ● Not at all



Required Support for Overseas Talents in Job Searching Process

In the job search process of overseas talents, the support that they need the most is exclusive job application channels. Direct application channels can help overseas talents access the most accurate job information, it also reduces competition with other talents.

They also need the access to the latest job posting; it is very important for overseas talents to receive job information as soon as they get realised. Overseas talents are away from the recruitment market in China; therefore, it is difficult to obtain the latest job posting information, resulting in many good opportunities to be missed.



Conclusion

WHAT IS OUR NEXT STEP?

The above data has shown that in recent years overseas returnees' job search process has become progressively successful, based on the analysis, the success mainly due to the following reasons:

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Importance of employability for Chinese Students to Overseas Universities – Since 2015, Lockin China has been seeking cooperation with overseas universities. By the beginning of 2018, we have established close cooperative relationships with more than 700 universities. In recent years, overseas universities have provided tremendous support to the recruitment of Chinese students. Career center actively organises various kinds of campus recruitment activities, job training, regularly recommending new jobs for students and establishing cooperative relations with Chinese enterprises effectively. This narrows the gap between overseas talents and China's employment market and making up for overseas talents lack of information on recruitment market in China, thus effectively changing the employment difficulty situation for overseas talents in China and allowing more overseas talents to find suitable jobs more quickly.

Values of Overseas Talents to Chinese Employers – With the strengthening of Chinese enterprises and the increasing demand for overseas markets, Chinese employers have increasingly stepped into overseas universities in recent years to conduct recruitment and employers' brand advertising activities. These directly helps overseas students and foreigners to understand the Chinese enterprises and the Chinese market and enhance their confidence in the career development in China. It also provides them with more opportunities for overseas talents to enter the platform that is more suitable for their own development.

Vertical Platform Effect of Overseas Talents – Before 2015, China did not have a dedicated recruitment platform for overseas talents. Therefore, overseas talent seemed confused and inefficient in their job search process as they couldn't find a clear job application channel comparing to domestic graduates. Their future career development direction is also unclear. As an exclusive career development platform for overseas talents, Lockin China has solved this situation by set up a dedicated job searching channel for overseas talents, collect and recommend jobs that matches overseas talents, unite with overseas universities to carry out job search training on campus and overseas campus job searching activities. Providing solutions to all problems in the process of job searching as well as delivering a large number of outstanding overseas talents for the Chinese enterprises.

Increase job search awareness of overseas talents – With the increased competition in the employment market recent years, overseas talents are beginning to pay more and more attention to job search. More and more overseas talents are preparing for job searching in the year prior to graduation and actively participate in the job search workshops and relevant internships. They are also paying attention about the latest job posting information, many talents received their job offer before graduation. This situation significantly contradicts with the previous overseas graduates who usually find jobs after their graduation and this change also helped overseas talents to take the lead in the work process, stand out from the competition.

In the future, Lockin China will continue to work with GUCCU to provide professional help to overseas talents providing positions mainly from two aspects – Online and offline

Online – United Global Universities to Build GTMD –Global Talent Map and Database, build the world's largest database of young talents, providing the most informative information to Chinese enterprises; also helps overseas talents to gain an advantage in their job searching process, find a suitable position successfully.

Offline – To unite more universities to carry out a variety of campus job search activities, on campus job searching workshop, bring business opportunities for students to and allow direct communication with enterprises. This allows them to have a more comprehensive understanding of the workplace and a clearer direction in their job searching process and discover their value in the future.

2018

This report is published by Lockin China and GUCCU with the support of Meethr – the most influential human resources platform in China's recruitment community. Thanks to the data provided by nearly 800 GUCCU member universities, 10,000 of Chinese enterprises and Meethr. This ensures the validity and diversity of the samples and provides an important reference for Chinese enterprises to recruit overseas talents. It also guides overseas talents to become more successful during the process of job searching. In the future, this report will also continue to make a positive contributions to solve the employment problem of overseas talents.

CHINESE OVERSEAS TALENTS CAREER DEVELOPMENT ANALYSIS REPORT

Contact Us:

T: +86 10 5208 8549

E: Contact@guccu.org



WE ARE CREATING A GLOBAL TALENTS MAP

GTMD – Global Talents Map and Database, powered by Lockin China, recommends suitable talents to companies and also generates the mapping report of target universities and talents, through the matching algorithm of global graduating students database.

