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

2024
EMPLOYMENT QUALITY REPORT

CAREER PLANNING AND DEVELOPMENT OFFICE

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

Contents

1. About CUHK-Shenzhen

The Chinese University of Hong Kong, Shenzhen ("CUHK-Shenzhen") is established in accordance with the *Regulations of the People's Republic of China on Chinese-foreign Cooperation in Running Schools* upon approval of the Ministry of Education. CUHK-Shenzhen inherits the educational philosophy and academic systems of The Chinese University of Hong Kong ("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 eight 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"), the School of Music ("MUS"), the School of Public Policy ("SPP"), and the School of Artificial Intelligence ("SAI")—alongside a Graduate School. In 2025, the University will offer 30 undergraduate programmes and 46 postgraduate programmes (Master's and PhD), including both full-time and part-time options.

CUHK-Shenzhen's global recruitment drive has successfully attracted more than 650 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.

The University continues to attract exceptionally high-quality students. In the majority of provinces and municipalities, the lowest admission ranks for Liberal Arts/History-oriented students remain within the top 1%, with average admission scores ranking among the top 700 provincially. For Science-oriented students, the lowest

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admission ranks are within the top 2%, with average admission scores ranking among the top 2,000 provincially.

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 will be acknowledged regionally, nationally and internationally.

2.   Overall Summary for 2024 Graduates

2.1 Graduate Structure

The surveyed Class of 2024, representing the seventh cohort of bachelor's degree graduates from The Chinese University of Hong Kong, Shenzhen, consisted of 1,301 students. Within this cohort, there were 672 male students (51.65%) and 629 female students (48.35%)[1], maintaining a male-to-female ratio of approximately 1.07:1.

672 male students   629 female students

51.65%   48.35%

Fig.1 2024 graduate structure by gender

2.1.1 Graduate Structure by Schools and Programmes

The Class of 2024 graduates included 503 students from the School of Management and Economics ("SME"), 284 from the School of Data Science ("SDS"), 189 from the School of Science and Engineering ("SSE"), 126 from the School of Humanities and Social Sciences ("HSS"), 48 from the School of Medicine ("MED"), and 151 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 213 (42.35%) graduates in Finance, 99 (19.68%) in Professional Accountancy, 97 (19.28%) in Economics, 57 (11.33%) in Marketing and Communication, and 37 (7.36%) in Global Business Studies; SDS had 133 (46.83%) graduates in Data Science and Big Data Technology, 110 (38.73%) in Computer Science and Engineering, and 41 (14.44%) in Statistics; SSE comprised 95 (50.26%) graduates in Electronic Information Engineering, 81 (42.86%) in Mathematics and Applied Mathematics, 8 (4.23%) in New Energy Science and Engineering, and 5 (2.65%) in Chemistry; HSS had 58 (46.03%) graduates in Applied Psychology, 43 (34.13%) in Translation, and 25 (19.84%) in English Studies; and MED had 32 (66.67%) graduates in Bioinformatics, 12 (25.00%) in Biomedical Engineering, and 4 (8.33%) in Biological Sciences.

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[1] The data in this report has been processed using the rounding principle, retaining two decimal places. As a result, the sum of percentages may not equal 100%.

Fig.2 Graduate structure by schools and programmes

2.1.2 Graduate Structure by Colleges

As shown in Figure 3, the 2024 graduates came from the four colleges of the University: Shaw College (33.74%), Diligentia College (26.90%), Muse College (25.98%), and Harmonia College (13.37%).
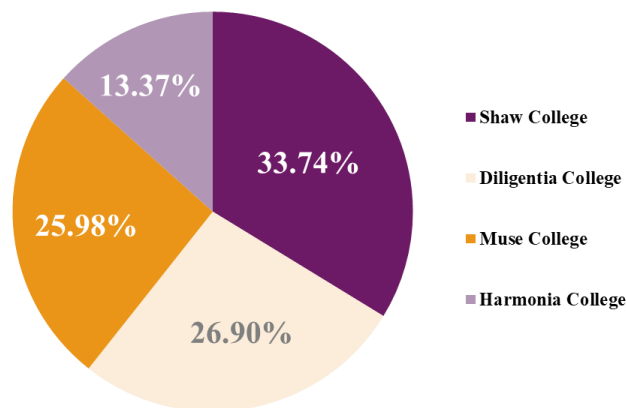

Fig.3 Graduate structure by colleges

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2.1.3 Graduate Structure by Student Origins

In terms of student origins, the Class of 2024 undergraduates came from 25 provinces, autonomous regions or municipalities directly under the Central Government.

Table 1 Main originating high schools of 2024 graduates

Region (Provinces, autonomous regions or municipalities directly under the Central Government)	High schools
Guangdong	Shenzhen Foreign Languages School
Zhejiang	Hangzhou Xuejun High School
Shandong	Qingdao No.2 Middle School
Jiangsu	High School Affiliated to Nanjing Normal University
Fujian	Xiamen No.1 High School
Hubei	Xiangyang No.4 High School
Shanghai	Shanghai Weiyu High School
Hunan	Changjun High School of Changsha
Sichuan	Chengdu Jinjiang Jiaxiang Foreign Languages Senior High School
Jiangxi	The First Middle School of Jiujiang
Henan	Xiayi County Senior High School
Tianjin	Tianjin Nankai High School
Beijing	The High School Affiliated to Beijing Jiaotong University
Anhui	Hefei 168 High School
Chongqing	Chongqing Nankai Middle School
Heilongjiang	Harbin No.3 High School
Guizhou	Guiyang No.1 High School
Shaanxi	Xi'an Gaoxin No.1 High School
Liaoning	Liaoning Province Shiyan High School
Hebei	Hengshui No. 1 High School
Yunnan	The High School Affiliated to Yunnan Normal University
Guangxi	Nanning No.3 High School
Gansu	High School Attached to Northwest Normal University
Shanxi	Linfen No. 1 High 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 2024 graduates engaged in "further study" or "employment". Specifically, "employment" encompasses regular employment, entrepreneurship, and freelance professional work. According to the statistics as of December 2024, the overall placement rate for the seventh cohort of undergraduates of The Chinese University of Hong Kong, Shenzhen reached 95.23%. Specifically, 1,095 graduates (84.17%) pursued further studies, while 144 (11.07%) were employed.
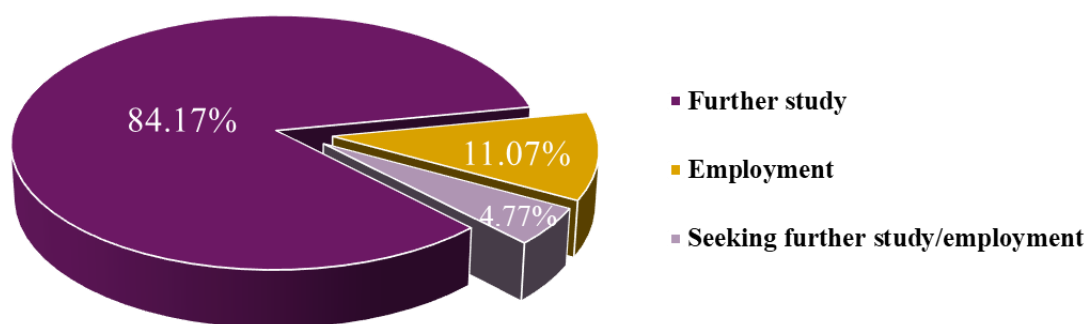

Fig.4 Career and Graduate School Placement Rate for 2024 graduates

2.2.2 Placement Rate by Schools (Including FE Graduates)

The School of Management and Economics ("SME") achieved a placement rate of 95.03%, with 83.30% of graduates admitted to postgraduate programmes and 11.73% securing employment.

The School of Data Science ("SDS") witnessed a placement rate of 95.07%, comprising 85.92% of graduates continuing their education and 9.15% entering employment.

At the School of Science and Engineering ("SSE"), the placement rate reached 95.24%, with 81.48% of graduates pursuing further studies and 13.76% joining the workforce.

The School of Humanities and Social Sciences ("HSS") achieved a placement rate of 95.24%, as 81.75% of graduates pursued further studies and 13.49% entered employment.

The School of Medicine ("MED") saw a placement rate of 95.83%, with 89.58% of graduates advancing to postgraduate programmes and 6.25% entering the job market.

The Financial Engineering ("FE") programme recorded a placement rate of 96.03%, with 87.42% of graduates continuing to postgraduate studies and 8.61% securing employment.
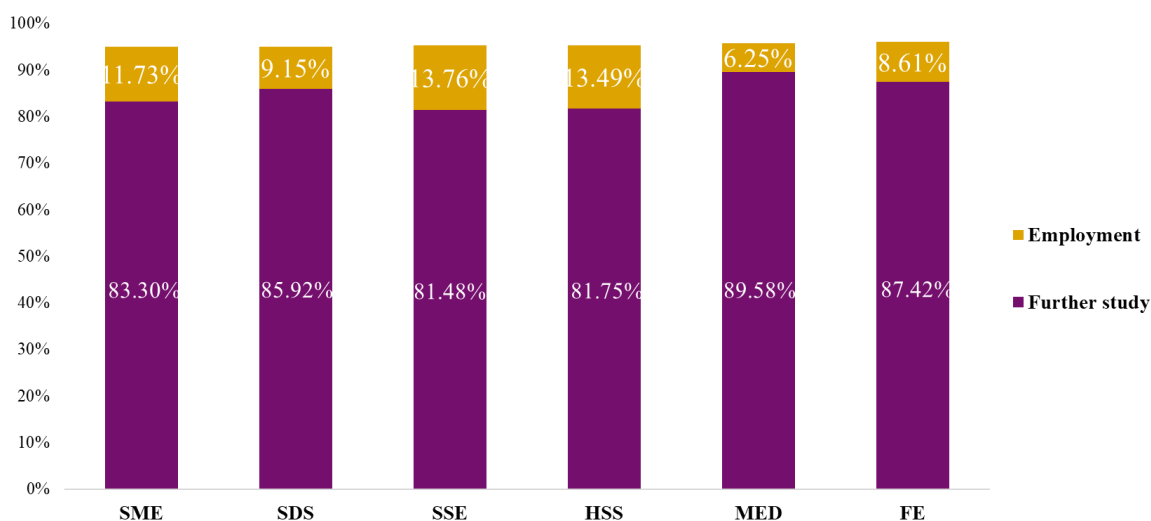

Fig. 5 Placement rate for 2024 graduates by schools (incl. Financial Engineering graduates)

2.2.3 Placement Rate by Programmes

In 2024, the placement rates for undergraduate programmes at CUHK-Shenzhen were as follows: Finance 96.71%, Professional Accountancy 93.94%, Economics 94.85%, Marketing and Communication 91.23%, Global Business Studies 94.59%, Data Science and Big Data Technology 94.74%, Computer Science and Engineering 97.27%, Statistics 90.24%, Electronic Information Engineering 96.84%, Mathematics and Applied Mathematics 95.06%, New Energy Science and Engineering 75.00%, Chemistry 100.00%, Applied Psychology 96.55%, Translation 95.35%, English Studies 92.00%, Bioinformatics 93.75%, Biomedical Engineering 100.00%, Biological Sciences 100.00%, and Financial Engineering 96.03%. Graduates from all programmes demonstrated higher-quality placement.
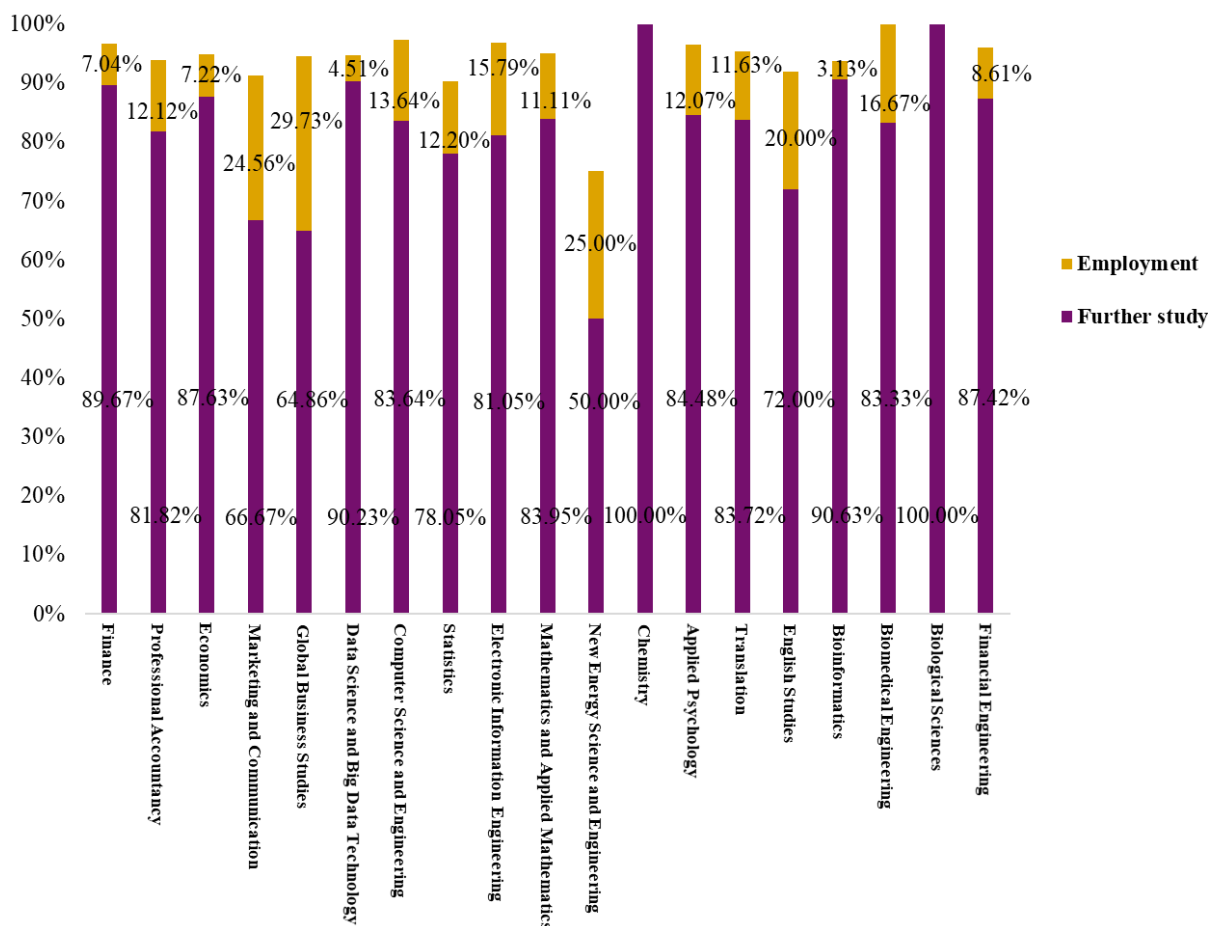
Fig.6 Placement rates by programmes for 2024 graduates

2.2.4 Further Studies Analysis

In 2024, the number of undergraduates from CUHK-Shenzhen pursuing further studies reached 1,095, accounting for 84.17% of all graduates. This marks an increase of 3.25 percentage points compared to the previous cohort.

1. Further Studies by Subject Categories[2]

Finance, Accounting, Marketing, and Management: 30.13% of graduates pursuing further education enrolled in these subjects. Notable programmes include the PhD in Business Administration at University of Washington and the MSc in Management & Technology at the Technical University of Munich.

Financial Engineering, Data Science, and Business Analytics: This field attracted 24.45% of the graduates. Examples of programmes are the MSc in Financial Engineering

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[2] This analysis is based on valid programmes data provided by 99.73% of students entering higher education.

at Baruch College, City University of New York, and the Master in Finance at Princeton University.

Computer Science and Computer Engineering: 14.01% of the graduates, an increase of 1.86 percentage points from the previous year, enrolled in programmes such as the PhD in Computer Science at Columbia University and the MSc in Electrical Engineering and Computer Sciences at the University of California, Berkeley.

Statistics, Mathematics, Operations Research, and Biology: 10.16% of graduates pursued these areas, including the MSc in Mathematics at the University of Oxford and the PhD programmes in Public Health in Biostatistics at Yale University. Nearly 80% of graduates furthering their studies concentrated in the above four major categories.
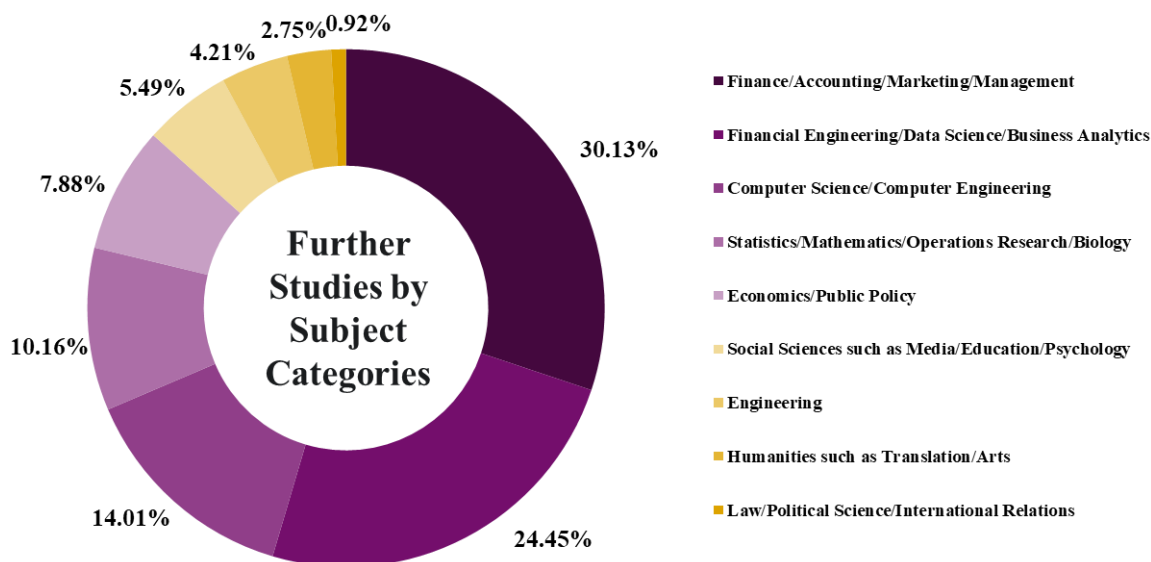
Fig.7 Further studies by subject categories

2. Ranking Analysis of Graduate Schools

According to the 2025 QS World University Rankings and the 2024 U.S. News World University Rankings, 14.89% of our graduates in this category pursued degree programmes at universities ranked within the top 10 globally, while an impressive 78.72% secured placements in universities within the top 50 list [3], representing an increase of 7.17 percentage points compared to the previous year.

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[3] Based on the 2025 QS World University Rankings / 2024 U.S. News & World Report World University Rankings.

Table 2 Number of 2024 graduates pursuing degrees from top 50 universities[#]

Degree-Awarding University	Number of Admissions	Degree-Awarding University	Number of Admissions
Massachusetts Institute of Technology	1	Imperial College London	27
University of Oxford	5	Harvard University	5
University of Cambridge	4	Stanford University	1
National University of Singapore	38	University College London	25
University of California, Berkeley	6	Yale University	4
Columbia University	42	University of Washington	5
University of Pennsylvania	9	Peking University	1
Nanyang Technological University	42	Cornell University	21
The University of Hong Kong	76	University of Sydney	33
University of New South Wales	30	Tsinghua University	1
Princeton University	1	University of Toronto	3
Johns Hopkins University	34	University of California, Los Angeles	16
University of Michigan	16	University of Chicago	14
EPFL	1	University of Edinburgh	1
Technical University of Munich	3	Australian National University	5
Northwestern University	6	Duke University*	14
University of California, San Diego	32	Washington University in St. Louis	15
The University of Tokyo	3	University of Manchester	3
The Chinese University of Hong Kong*	193	Monash University	3
University of British Columbia	3	King's College London	2
University of Queensland	9	New York University	30
University of Amsterdam	3	Polytechnic Institute of Paris	3
Hong Kong University of Science and Technology*	51	London School of Economics and Political Science	16
KU Leuven	1	University of Copenhagen	1
University of North Carolina at Chapel Hill	3	University of Pittsburgh	1

[#] The order of universities in the table is arranged based on the 2025 QS World University Rankings and the 2024 U.S. News & World Report World University Rankings.
* Students from CUHK-Shenzhen, Duke Kunshan, and HKUST (Guangzhou) are awarded degrees from CUHK, Duke, and HKUST, respectively.

3. Further Studies by Destinations

The United States remained the most popular destination for students pursuing further studies, accounting for 38.26% of the total. The Hong Kong Special Administrative Region (Hong Kong SAR), China, followed as the second choice, with a share of 19.09%.

Additionally, 11.87% opted for further studies in the Chinese mainland, while 9.50% chose the U.K. Other destinations included Australia, Singapore, etc.
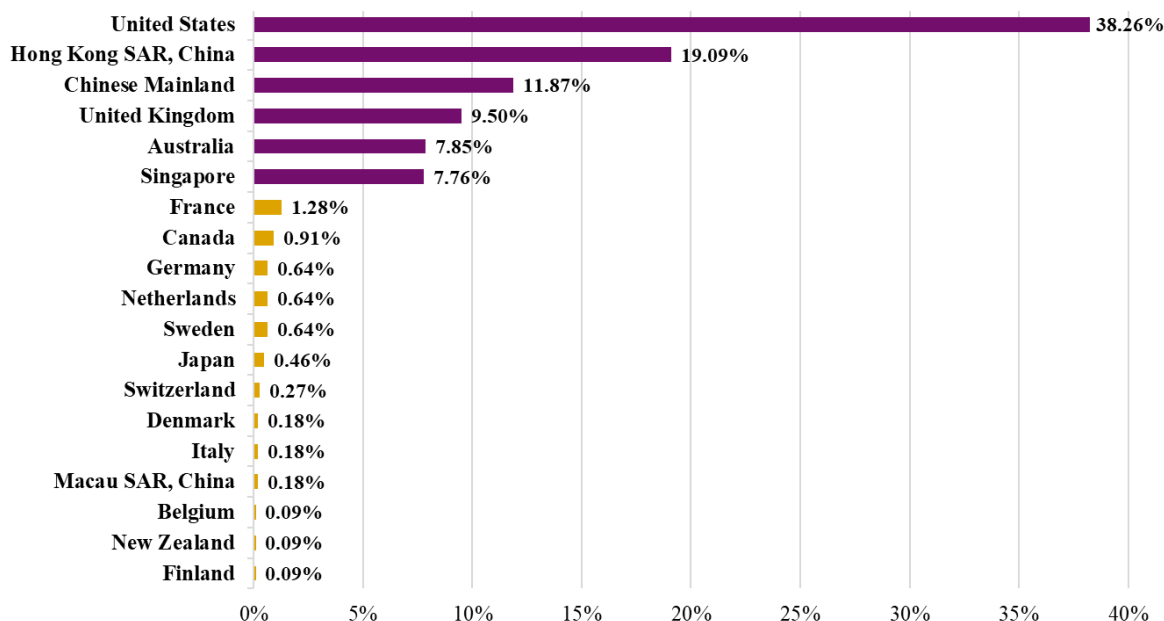
Fig.8 Analysis of further-study destinations for the 2024 graduate cohort

4. Graduate Schools Distribution

The universities most chosen by graduates included The Chinese University of Hong Kong/ The Chinese University of Hong Kong, Shenzhen, the University of Hong Kong, Hong Kong University of Science and Technology/ Hong Kong University of Science and Technology (Guangzhou), Columbia University and Nanyang Technological University.

Table 4 Main universities chosen by Class of 2024

Graduate School	No.	Graduate School	No.
The Chinese University of Hong Kong/ The Chinese University of Hong Kong, Shenzhen*	193	The University of Hong Kong	76
Hong Kong University of Science and Technology/ Hong Kong University of Science and Technology (Guangzhou) *	51	Columbia University	42
Nanyang Technological University	42	National University of Singapore	38
Johns Hopkins University	34	University of Sydney	33
University of California, San Diego	32	New York University	30
University of New South Wales	30	Imperial College London	27
University College London	25	Carnegie Mellon University	23
Cornell University	21	University of Illinois at Urbana-Champaign	20

* Includes admissions to CUHK (73) & CUHK-Shenzhen (120); HKUST (49) & HKUST (Guangzhou) (2).

5. PhD Programmes

In 2024, a total of 62 CUHK-Shenzhen graduates were accepted directly into PhD programmes, representing 5.66% of those advancing to higher education, an increase of 1.40 percentage points compared to last year.

Table 5 PhD Programme Admissions for Class of 2024

Graduate School	Programme
University of California, Berkeley	Mathematics
Yale University	Computer Science; Public Health-Biostatistics
Columbia University	Computer Science
University of Washington	Business Administration
Nanyang Technological University	Finance; Electrical and Electronic Engineering
The University of Hong Kong	Molecular and Cell Biology
University of Toronto	Statistics
Johns Hopkins University	Applied Mathematics and Statistics
University of Michigan	Chemistry
University of Manchester	Chemical Biology
The Chinese University of Hong Kong/ The Chinese University of Hong Kong, Shenzhen	Mathematics; Computer Science and Engineering; Operations Management; Computer Science; Computer and Information Engineering; Data Science; Biological Sciences; Chemistry; Physics; Marketing
Hong Kong University of Science and Technology	Information Systems; Electronic and Computer Engineering
Polytechnic Institute of Paris	Computer Science
University of Illinois at Urbana-Champaign	Chemistry
University of Technology Sydney	Data Science
Purdue University	Medicinal Chemistry and Molecular Pharmacology
Boston University	Systems Engineering
University of Wisconsin-Madison	Educational Psychology
University of Southern California	Chemistry; Computer Engineering
University of California, Santa Barbara	Chemistry
University of Minnesota Twin Cities	Industrial and Systems Engineering
Rice University	Chemistry
Texas A&M University	Statistics; Computer Science
University of Rochester	Biochemistry & Molecular Biology
Indiana University Bloomington	Computer Science
University of Illinois Chicago	Mathematics
Virginia Polytechnic Institute	Computer Science
University of Texas at Dallas	Finance; Computer Engineering
Oregon State University	Computer Science
University of Houston	Marketing

2.2.5 Employment Analysis

In 2024, 144 undergraduates entered the workforce after graduation, accounting for 11.07% of the entire population, a decrease of 3.13 percentage points from the previous year. Of these, 136 took up positions with various employers, 5 started their own businesses, and 3 pursued freelance careers. The subsequent analysis concentrates on graduates who have found work with established employers.

1. Analysis by Annual Salary[4]

The average starting salary of the graduates was RMB 169,300 yuan. Specifically, 0.95% of the graduates earned an annual salary of over RMB 500,000 yuan; 9.52% between RMB 300,000 and 500,000 yuan; 25.71% between RMB 200,000 and 300,000 yuan; 41.90% between RMB 100,000 and 200,000 yuan; and 21.90% below RMB 100,000 yuan.
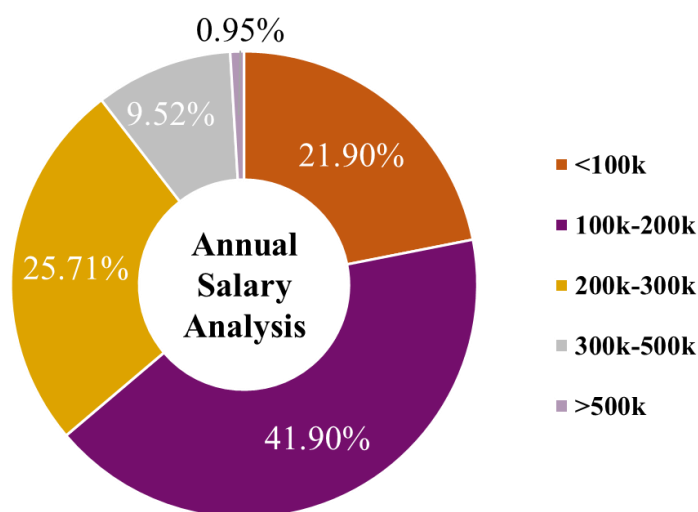

Fig.9 Analysis of annual salaries for Class of 2024

2. Analysis by Employer Types[5]

In 2024, 98 graduates secured employment with various enterprises, with 70.41% working in top-tier companies[6], including Fortune Global 500 companies, Fortune China 500 companies, listed companies, and multinational corporations. A further 34 graduates were employed in government agencies, public institutions, research centers, or other organizations.

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[4] 77.21% of graduates securing positions with established employers provided valid annual salary data, calculated as base salary plus guaranteed bonuses.
[5] 97.06% of graduates securing employment with established employers provided valid data regarding employer type.
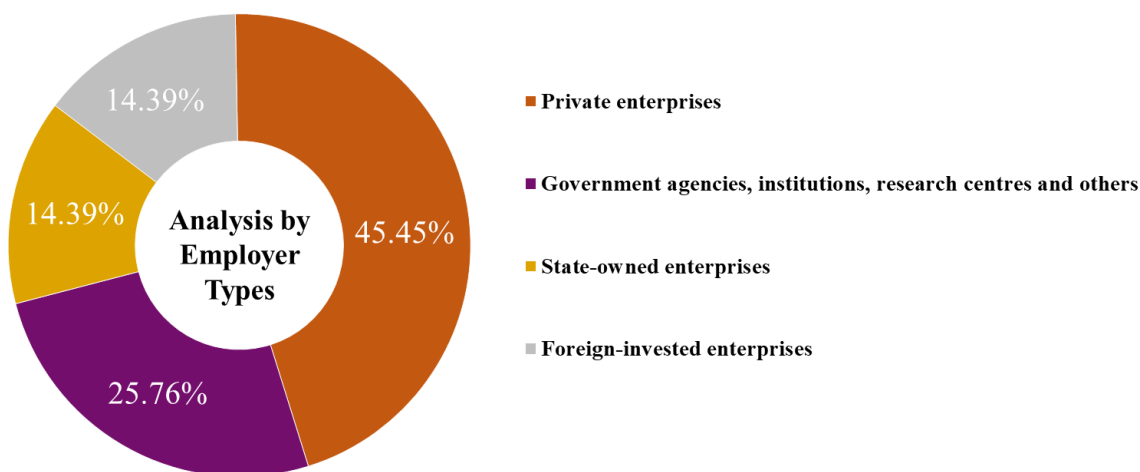[6] Source: Fortune Global 500 2024/ Fortune China 500 2024.

Analysis by Employer Types

- Private enterprises — 45.45%
- Government agencies, institutions, research centres and others — 25.76%
- State-owned enterprises — 14.39%
- Foreign-invested enterprises — 14.39%

Fig. 10 Types of employers for 2024 graduates

3. Analysis by Employment Industries[7]

The employment statistics by industries for 2024 showed that the "Professional Services / Education / Training" sector was the most popular, accounting for 35.07% of employed graduates. This was followed by the "Computer / Internet / Communications / Electronics" sector with 29.85%. The "Trading / Consumer / Manufacturing / Operations" sector employed 12.69% of the graduates, an increase of 7.17 percentage points from the previous year.
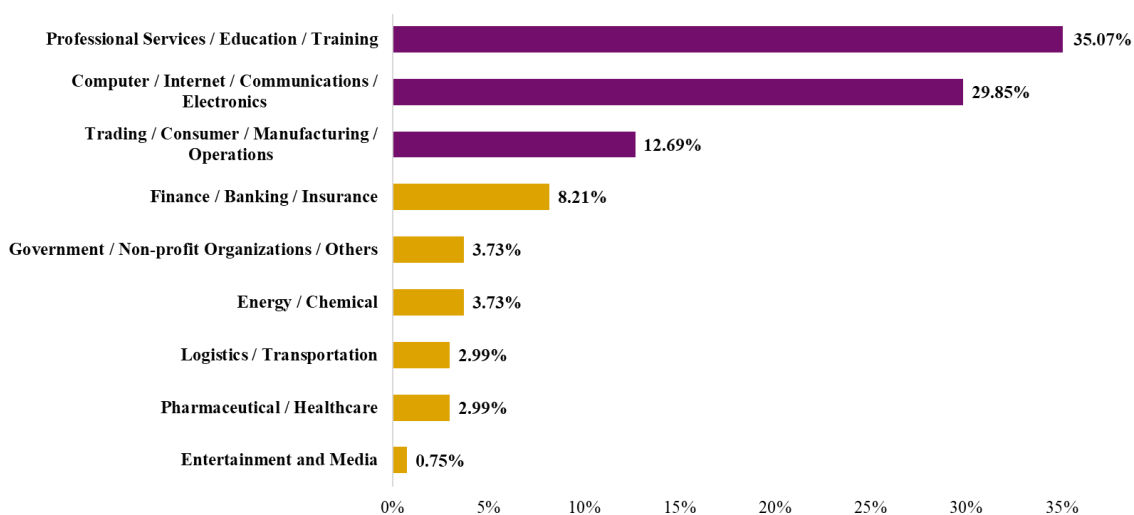

Industry	Percentage
Professional Services / Education / Training	35.07%
Computer / Internet / Communications / Electronics	29.85%
Trading / Consumer / Manufacturing / Operations	12.69%
Finance / Banking / Insurance	8.21%
Government / Non-profit Organizations / Others	3.73%
Energy / Chemical	3.73%
Logistics / Transportation	2.99%
Pharmaceutical / Healthcare	2.99%
Entertainment and Media	0.75%

Fig. 11 Employment analysis by industries

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[7] 98.53% of graduates securing employment with established employers provided valid data regarding employment industries.

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4. Analysis by Regions[8]

Regarding regional distribution, graduates' employment locations were diverse, with nearly 90.00% opting for first-tier cities or provincial capitals in China such as Shenzhen (nearly 50.00%), Shanghai, Beijing, Guangzhou, Hong Kong SAR, Hangzhou, Chengdu, Nanjing, and Shijiazhuang. Additionally, two graduates went on to work as research assistants at top institutions in the U.S.
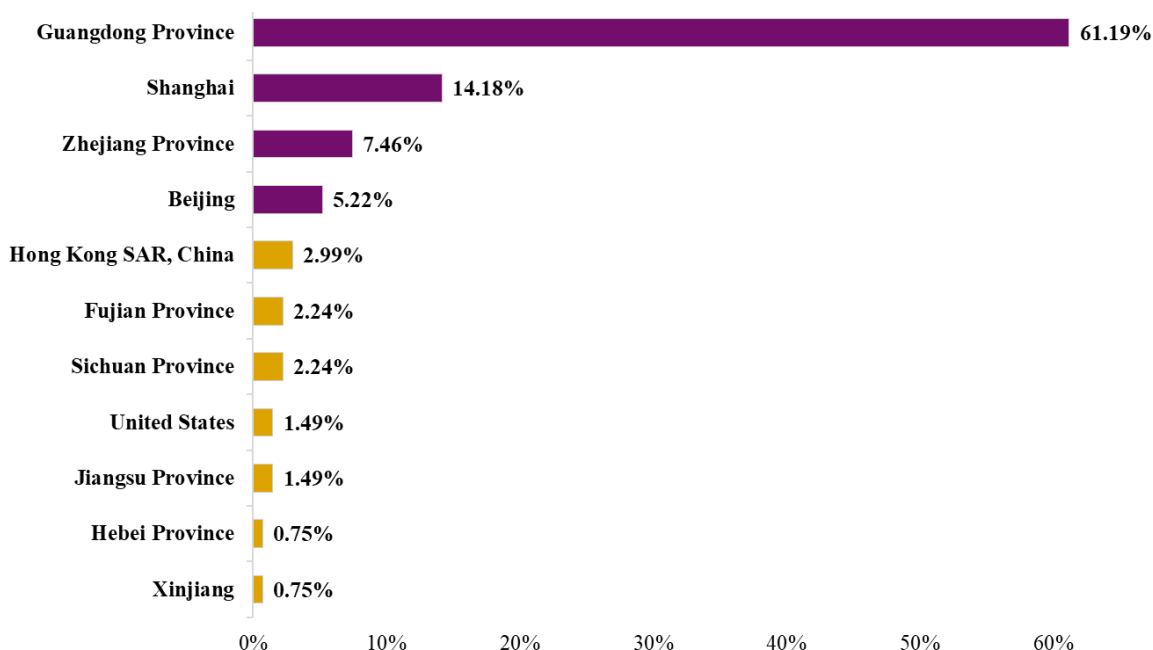
Region	Percentage
Guangdong Province	61.19%
Shanghai	14.18%
Zhejiang Province	7.46%
Beijing	5.22%
Hong Kong SAR, China	2.99%
Fujian Province	2.24%
Sichuan Province	2.24%
United States	1.49%
Jiangsu Province	1.49%
Hebei Province	0.75%
Xinjiang	0.75%

Fig.12 Employment analysis by destinations

5. Analysis by Employers

The list of employers for 2024 graduates includes notable companies such as Tencent, Huawei, PDD, miHoYo, HSBC, and P&G.

Table 6 Employers for 2024 graduates (selected)

Tencent	Huawei	DJI
miHoYo	ByteDance	PDD
P&G	L'Oréal	Louis Vuitton
HSBC	China Merchants Bank	China Construction Bank
China General Nuclear Power Group	China Southern Power Grid	China Telecom
Public primary and secondary schools in Shenzhen	National Tax Bureau	Sinotrans

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[8] 98.53% of graduates securing employment with established employers provided valid data on their employment location.

2.3 Employer's Evaluation

In our annual employer survey, organisations were asked to rate the importance of various graduate traits on a scale of 1-5, with 5 being the highest. The results revealed that employers particularly value three key attributes in candidates: professional ethics, future development potential, and teamwork skills.
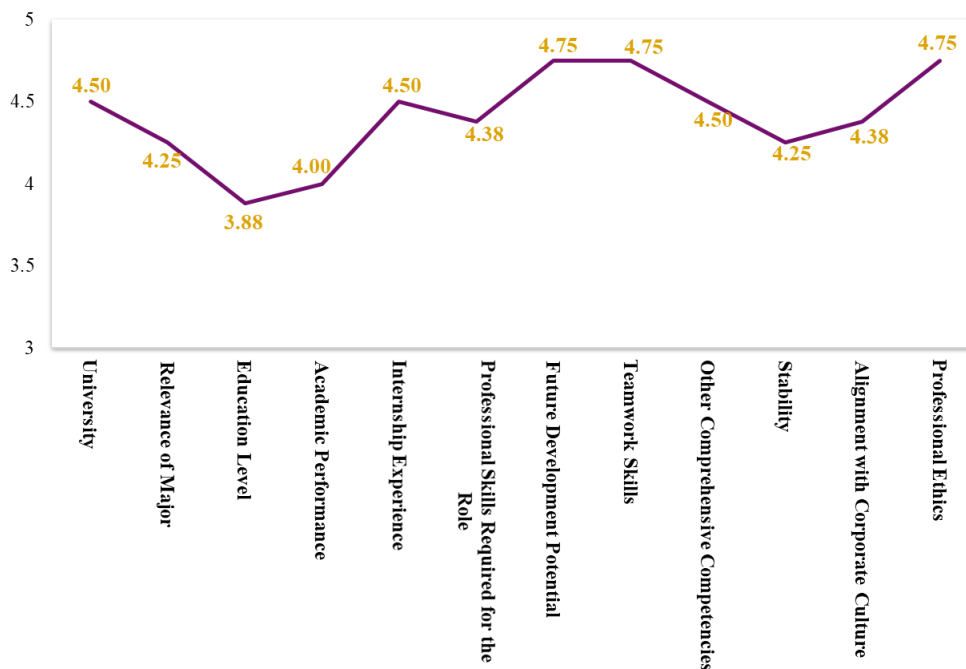

Fig. 13 Traits most valued by employers in candidates

Among various recruitment channels, employers identified university recruitment information platforms and campus recruitment talks as their most effective means of engaging with potential candidates.
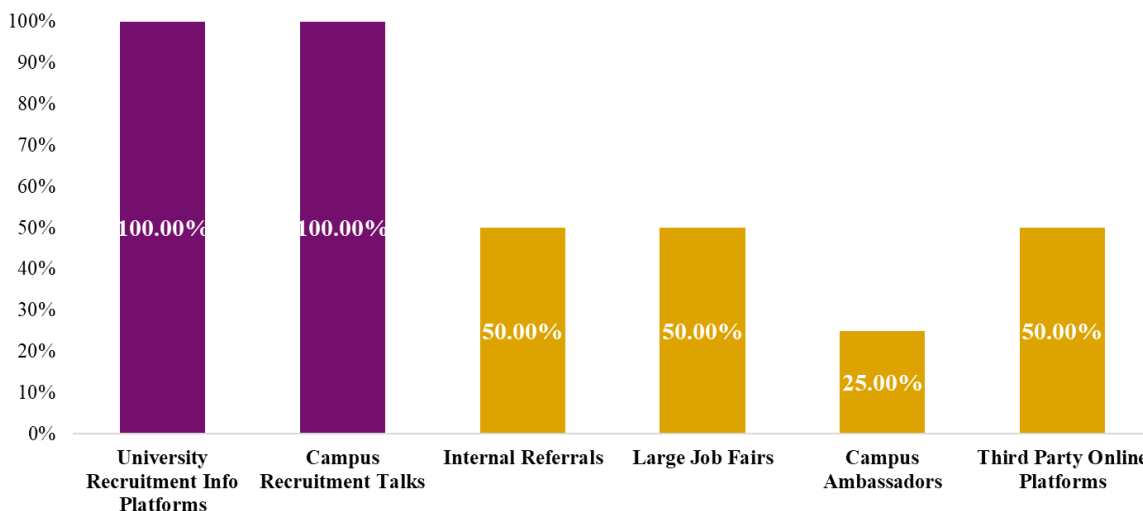

Fig. 14 Recruitment channels most used and valued by employers

For the Class of 2024, 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 skills, learning ability, innovation, and initiative.
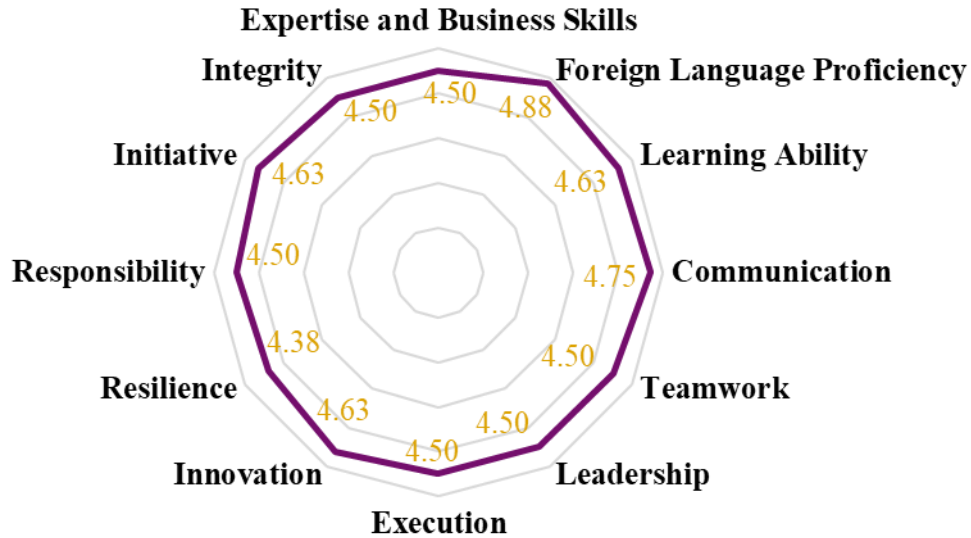

Fig.15 Evaluation of 2024 graduates by employers

CUHK-Shenzhen has also conducted a survey on employers' satisfaction with the University's employer services, covering recruitment arrangements, information services, venue facilities, and graduate dispatch. The surveyed employers were very satisfied with the University's employer services.

3. University Support for 2024 Graduates

Against the backdrop of a complex global economic environment and increasingly competitive job market, The Chinese University of Hong Kong, Shenzhen ("CUHK-Shenzhen") remains steadfast in its mission "to combine tradition with modernity and bring together China and the West," dedicated to nurturing well-rounded talents with international perspectives, innovative capabilities, and social responsibility. For the Class of 2024, the University implemented a comprehensive support framework anchored in four core principles—strengthening coordinated planning, enhancing guidance effectiveness, deepening resource integration, and ensuring policy alignment—to elevate students' competitiveness across both professional and academic pathways, ultimately fostering outstanding outcomes in career development and further education.

3.1 Enhancing Mechanisms and Strengthened Coordination

As CUHK-Shenzhen celebrated its tenth anniversary in 2024, the University witnessed continued expansion in both its graduate numbers and academic offerings. The comprehensive support system for students' career development and further studies, first established with our inaugural cohort of undergraduate students in 2018, has evolved through continuous refinement. Under the strategic guidance of university leaders, this system operates through a well-coordinated structure where the Career Planning and Development Office (CPDO) serves as the central coordinator, developing and implementing initiatives based on careful analysis of employment trends. Supporting this framework, dedicated teams within each school execute initiatives with efficiency and commitment, ensuring comprehensive support delivered to every graduating student.

From a coordination perspective, the division of responsibilities between CPDO and school-based teams has become increasingly well-defined, fostering a more efficient working mechanism: CPDO oversees university-wide strategic planning and resource integration, developing and maintaining employer and university partnerships, and managing large-scale recruitment events and employment data analysis; school-based teams leverage their disciplinary expertise to provide tailored guidance and create precise matches between students and industry opportunities, maximizing the impact of available

resources. To enhance this collaboration, CPDO has hosted regular meetings with school teams to discuss market trends and student needs, provided professional development training, and shared employer networks and postgraduate programme information to expand high-quality opportunities for students.

At the university level, CUHK-Shenzhen has upgraded its employment data management platform to enable real-time tracking of graduates' progress in further studies and job applications. Through monthly data collection and analysis of graduates' postgraduate study intentions, job applications, and other key metrics, the University maintains up-to-date insights into both student needs and market dynamics. This data-driven approach has been particularly valuable in supporting the Class of 2024, helping identify a strengthened interest in pursuing further studies and ongoing shifts in employment market sectors—insights that have proved crucial in fine-tuning our career support.

3.2 Expanding External Collaborations and Resource Channels

CPDO has fortified its partnerships with prestigious enterprises domestically and internationally, establishing sustainable university-enterprise relationships with approximately 1200 partners to address the diverse career aspirations of our students. These strategic collaborations span industry-leading corporations, emerging mid-tier enterprises, Hong Kong-based companies, and multinational organisations with global expansion initiatives, creating comprehensive employment network for both Chinese and international students. Throughout the academic year, nearly a thousand employers posted job opportunities on CPDO's official website, significantly expanding students' access to potential positions. This was complemented by eight specialised monthly recruitment fairs and 59 campus talks, which facilitated efficient communication and direct interaction between students and representatives from these leading companies. To enhance these partnerships, CPDO has undertaken strategic outreach initiatives, conducting visits to 41 prominent organisations, including China Southern Airlines, across major cities such as Beijing and Guangzhou. These engagements have enabled CPDO to gather crucial insights into industry trends and recruitment requirements, which are promptly disseminated to academic schools' dedicated teams and students. This proactive approach has significantly

improved the precision and effectiveness of our career support, better preparing our students for integration into the global job market.

Building upon CUHK-Shenzhen's strengths in international education, CPDO has expanded its global academic network to encompass more than 780 postgraduate and doctoral programmes across 120 overseas institutions, providing students with diversified options for further studies. University leaders have undertaken visits to the United States, Singapore, Australia, United Kingdom and Europe, engaging with nearly 30 world-renowned universities and research institutions. These strategic engagements included prominent institutions like Stanford University, UC Berkeley, the National University of Singapore, Nanyang Technological University, The University of Melbourne, HEC Paris, ESSEC Business School, INSEAD, and the Technical University of Munich, significantly bolstering our global academic partnerships. Concurrently, CUHK-Shenzhen hosted 56 high-calibre information sessions, welcoming representatives from esteemed institutions like Columbia University and The University of Hong Kong. These sessions provided students with valuable insights into international postgraduate programmes and application processes, and facilitated direct engagement with admissions officers and alumni. As a result, our students are better positioned for success in pursuing advanced studies, showcasing the University's global reach and its ability to leverage resources in international education.

3.3 Integrating Resources for Enhanced Guidance Quality

Drawing upon both internal and external resources, CPDO has developed an integrated guidance that combines consultation teams, assessment tools, and targeted support programmes. Throughout the academic year, these teams have conducted approximately 2,000 one-on-one consultation sessions, addressing students' immediate concerns regarding career positioning, career choices, interview preparation, and CV optimisation. Career assessment tools further enhance this personalised guidance by helping students identify their strengths and development areas whilst formulating actionable career plans. These tools have proved valuable - in several cases, career interest assessment results revealed misalignments between students' academic backgrounds and career aspirations, enabling consultation teams to provide targeted guidance that helped these students redefine their career directions and secure fitting employment opportunities.

Throughout the 2023-2024 academic year, CPDO has conducted over 60 career development and further study sessions, encompassing career development courses, TOEFL preparation classes and specialised lectures on further studies. These sessions explored a range of topics, including career interest exploration, CV improvement, behavioural interview techniques and academic planning, comprehensively addressing students' individualised development needs. Beyond helping students clarify their career positioning, these courses have strengthened students' job-seeking capabilities and academic competitiveness through practical exercises.

As part of its comprehensive support framework, CPDO has organised a series of high-quality events, including the Further Study Open Day, Career Open Day, Students Mentor Programme, corporate visits, and alumni sharing sessions. The Further Study Open Day covered various aspects of postgraduate programme planning and applications, hosting 24 university delegations (including representatives from Northeastern University, UCLA, UIUC and the University of Chicago), 22 senior students with fresh application experience, 20 experienced consultants and 4 mock interview specialists to deliver personalised guidance to students. The Career Open Day hosted industry professionals from renowned enterprises including Huawei, Tencent, Alibaba, China Southern Airlines, Google, Honor, Bosera Funds, and WeBank, featuring industry sharing sessions, career personality assessments, one-on-one career consultations, summer internship recruitment fairs, and professional photography services. Additionally, the Eighth Students Mentor Programme gathering brought together over 300 industry leaders with a passion for education from various sectors, including the internet, finance, and fast-moving consumer goods, to provide students with industry insights and networking opportunities. CPDO also arranged student visits to 16 prominent companies including Tencent, BYD, ZURU, and OPPO, enhancing students' understanding of industry dynamics and corporate cultures. To support further education aspirations, 12 senior students and alumni shared their postgraduate application experiences via the "Alumni Voices" interview series, which garnered over 25,000 views, providing valuable guidance for the broader student community. These initiatives exemplify the University's student-centric approach, offering robust support for both career development and academic advancement.

3.4 Policy Alignment and GBA Integration

The University prioritises alignment with national and local employment policies through robust monitoring systems and comprehensive communication channels. Through CPDO's integrated platforms—including its official website, WeChat official account and career guidance platform—graduates receive timely policy updates and detailed application guidance. In 2024, the University actively encouraged and guided students to participate in key national employment initiatives and primary-level service programmes, achieving notable outcomes. For instance, one graduate was successfully selected for the "Western Development Plan," contributing to primary-level development in western China, whilst another joined the national defense sector through the civilian military recruitment scheme. Additionally, three graduates entered the administrative management field through civil service examinations and institutional recruitment, thereby contributing to national and social development. Moving forward, the University will continue to strengthen policy interpretation and personalised guidance, encouraging more students to engage in key national sectors and primary-level development initiatives.

The University's strategic position within the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) has enabled it to forge stronger partnerships with regional enterprises and government bodies, thereby invigorating economic development and talent mobility. A prime example is the "Shenzhen-Hong Kong Talent Exchange Recruitment Fair," organised by CPDO under the guidance of the Education Department of Guangdong Province and with support from the Hong Kong Talent Engage, an office under the Labour and Welfare Bureau of the Hong Kong SAR. This event attracted 262 prestigious enterprises to campus, including Alibaba Cloud, MTR Corporation, Hong Kong Science and Technology Parks Corporation, and CATL. The fair featured a dedicated Hong Kong enterprise zone with 42 Hong Kong-based employers, establishing an effective platform for Shenzhen-Hong Kong collaboration and integrated development. The event was further enhanced by a keynote presentation on "Hong Kong's Talent Introduction Policies" delivered by Mr Ho Kai-ming, Under Secretary for Labour and Welfare of Hong Kong SAR. His comprehensive interpretation of Hong Kong's latest talent policies helped students navigate cross-border employment challenges, effectively bridging the "last mile" in talent mobility. Such activities demonstrate the University's steadfast commitment to serving and advancing regional economic and social development.

Moving forward, CUHK-Shenzhen will stay attuned to the dynamic shifts in global employment markets whilst enhancing its postgraduate education and career support frameworks to deliver increasingly precise and professional services. The University will also forge stronger partnerships with world-leading universities, prominent enterprises and government institutions to develop innovative approaches to talent cultivation and career services, creating broader opportunities for students.

With these substantive and well-crafted initiatives, the University will sustain its steadfast support for students' future endeavours, guiding each student towards greater achievements in their academic and professional journeys whilst developing exceptional innovative talent for society and the nation.