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CHINESE OVERSEAS TALENTS CAREER DEVELOPMENT

ANALYSIS REPORT

Crystal Kong Founder & CEO of Lockin



Since the outbreak of COVID-19, the pandemic has stormed around the world for nearly three years, and the global economy has deteriorated consequently. We do expect the situation to change for better in the near future. However, with the virus constantly mutating, the difficulty of fighting the pandemic is escalating. Coupled with the turbulent international situation and global trade tensions, the real recovery of the global economy seems to be out of reach.

On the one hand, the economic growth has slowed down, and the job market has been directly impacted. Many enterprises have optimized their business lines and downsized. On the other hand, the number of Chinese university graduates is growing every year, and more employment opportunities are needed. As a small group of the graduates every year, returnees are easy to be ignored in the macro environment, and the employment situation of this group is particularly difficult.

We found that the outbound students lack the common sense and skills in returning to China for employment. As more and more people are pursuing overseas education from undergraduate degree, the opportunities to acquire the knowledge about job searching in China are even fewer. At the same time, coupled with the spread of the pandemic in recent years, going abroad has been greatly hindered, and the interaction between overseas universities and Chinese enterprises has been significantly reduced, with domestic job opportunities being rarely exposed to overseas campuses. Ultimately, challenges in job hunting faced by returnees are much greater than in previous years.

During such extremely tough times, Lockin still insists on making our best efforts for the employment of returnees. We reach out to more companies to find more job opportunities for overseas talents while enterprises reduce their recruitments. We have developed more channels to help employers find target talents quickly and precisely in both quality and quantity when they cannot go abroad to recruit. We have developed an online job fair system to enable online interviews between employers and candidates and fully replicate the experience and results of offline job fairs when offline events have been greatly affected by the pandemic.

In recent years, China has adhered to the zero-COVID policy, enabling an orderly manner of production and life and a steady growth in economy. Various high-tech industries that the country focuses on developing, such as high-end manufacturing, biotechnology, digital creativity, and network economy, require companies to use global resources more efficiently with a more open perspective to achieve an international level. Overseas talents have the unique advantages of their international backgrounds, which keeps us upbeat about the future of overseas talents and likewise, increases our confidence in their recruitment.

In 2021, Lockin continued to help a large number of enterprises, government agencies, and high-tech parks organise online recruitment events targeting overseas talents with backgrounds in machinery manufacturing, computer science, biomedicine, and electronic communications. The total number of enterprises collaborating with Lockin exceeded 60,000, and the registered job seekers online exceeded 1.8 million.

In the meantime, the Global University Central Career Union (GUCCU) also continues to maintain close contact with overseas universities and explore more forms of collaboration to help international students with their employment. In addition to various job-hunting workshops during the autumn recruitment period, GUCCU and Lockin have also jointly provided counseling service in job searching customized for various universities, such as the special online job fairs for Columbia University and the University of Hong Kong, customized job-seeking counseling programs for students at Columbia University and the University of Adelaide, and the internship counseling and docking programs for Xi'an Jiaotong-Liverpool University.

The global pandemic might not end in the short term, and the impact on the job market would not subside soon, but we are full of confidence in the future as ever. Lockin will efficiently match universities, enterprises and students in a way that is more suitable for the current employment environment, providing universities with first-hand information on the job market to solve students' employment difficulties in batches, offering all sorts of assistance to enterprises to precisely reach target talents and achieve overseas talents layout at a lower cost, and allowing returnees to grasp more employment opportunities and find jobs in a swift and comfortable manner.

2022 is still a year of obstacles and challenges. We hope that the pandemic will end soon, and the global economy will recover smoothly. We wish a successful business for all our partners and a bright future for overseas talents!



Overview

2022 has not witnessed a real recovery on the overall global economy. The job markets in countries around the world are still facing huge challenges. The World Employment and Social Outlook: Trends 2021 released by the International Labor Organization (ILO) highlighted that the COVID-19 pandemic has caused potential risks to the global labor market and aggravated geographic and demographic inequalities. This has underscored global employment issues and the global unemployment rate is expected to reach 5.7% in 2022.

The Chinese job market is also under enormous pressure. In 2022, the number of Chinese domestic university graduates will reach 10.76 million, and the number of graduate returnees is predicted to exceed 900,000, reaching a historical high. In order to help returnees better understand the characteristics of domestic employment, the development trends of popular industries, and finally find their favorite jobs, Lockin and GUCCU jointly released the Chinese Overseas Talents Career Development Analysis Report 2022, aiming to provide reliable reference information for all sectors of society concerned about the employment of overseas talents.

The Chinese Overseas Talents Career Development Analysis Report 2022 mainly focuses on the overview of China's employment market, the job-searching characteristics of returned fresh graduates, and the demand of Chinese enterprises for overseas talents in 2022, so as to discuss with readers about the way to enhance employment for 2022 returned overseas talents.

This report is mainly based on a summary of the surveys of more than 200,000 global returnees, overseas students, foreign talents and thousands of enterprises, and the data of more than 60,000 registered enterprises and 1.8 million registered overseas talents in Lockin database. Meanwhile, the survey data of over 1,600 overseas universities is also adopted and analyzed, equipping this report with an international perspective that is more reliable for reference.

In addition, data from domestic and international organizations and websites such as the National Bureau of Statistics of China, the Ministry of Education of China, the World Health Organization (WHO), the International Monetary Fund (IMF), the International Labor Organization (ILO), the QS World University Rankings, Higher Education Student Statistics: UK, U.S. Embassy & Consulates in China, statista.com, Institute of International Education (IIE), Reuters, Global Times, and inews.co.uk is also borrowed to complete the report.

CHAPTER 1

New Changes in China's Industry Development in 2022

// Introduction

The global Gross Domestic Product (GDP) experienced growth in 2021. However, global economic recovery was not smooth due to the persisting pandemic. Different policy responses and preventative efforts across countries have impacted on the trade exchanges between countries and regions, and seriously impeded economic development. The global job market has also been hit hard. According to ILO's World Employment and Social Outlook: Trends 2021, "the global unemployment rate is expected to stand at 5.7 per cent in 2022".

Thanks to China's adherence to the dynamic zero-COVID policy, the pandemic has been well controlled across the country, enabling an orderly manner of production and life and a steady economic recovery in China. Yet, China's overall employment situation is still not optimistic in 2022, with industries such as the education, real estate, and the Internet that were popular in previous years downsizing this year. Moreover, the number of domestic university graduates will reach 10.76 million, and the number of graduate returnees is expected to exceed 900,000, both reaching a historical high. Helping 2022 fresh graduates find employment has become the greatest challenge in China's job market this year.

I. Global Economic Development Background in 2021

In 2021, the economy, trade and investment, and consumer demand of countries around the world recovered significantly. It was reported that the global GDP in 2021 reached 93.86 trillion US dollars, an increase of 9.3 trillion US dollars than in 2020. Yet, the global economy is still greatly affected by the COVID-19 pandemic.

The global pandemic was still persisting and the global economic recovery was not smooth in 2021. Although vaccines were widely received around the world, and research and development on medicines were also greatly advanced, the frequent mutation of the virus and the greatly enhanced transmission, coupled with the different pandemic prevention policies and efforts of various countries, have led to an uneven situation in the spread of pandemic in different countries. The pandemic in some countries is generally under control but in some other countries is still spreading, which directly affects the trade of countries and seriously hinders economic development.

Carmen Reinhart, former Senior Vice President and Chief Economist of the World Bank, said that only a few countries' economy has recovered to pre-pandemic levels, and the per capita GDP of nearly 90% of low-income countries is still lower than that before the pandemic. "We've only seen a rebound, but that doesn't mean a real global economic recovery."

In June 2022, the Global Economic Prospects released by the World Bank predicted a global economic growth rate of 2.9% in 2022, lower than the rate of 5.7% in 2021. In the meantime, the negative impact of the COVID-19 pandemic on the global labor market is still ongoing. Coupled with the intensified geopolitical tensions between Russia and Ukraine, supply chain disruption and the risk of stagflation, the global economic development may slow down again.

At the same time, the global job market has also been struck hard. According to ILO's World Employment and Social Outlook: Trends 2021, "The unemployment rate is projected to stand at 5.7 per cent in 2022, a rate last seen in 2013. Global unemployment is expected to reach 205 million, greatly surpassing the level of 187 million in 2019."

II. Overview of China's Economic Development in 2021

China's adherence to the dynamic zero-COVID policy in 2021 kept the pandemic under effective control across the country, allowing an orderly manner of production and life, a general stability of commodity price and a steady economic recovery.

In 2021, China's GDP reached about 17.73 trillion USD, accounting for about 18% of the global GDP, a year-on-year increase of 8.1%. The tertiary industry contributed the most to the economic growth, in which the information transmission, software and information technology service industry grew the fastest, with an annual growth rate of 17.2%. This is followed by the accommodation and catering industry, with a growth rate of 14.5%. The transportation industry and the warehousing and postal industry ranked third. Wholesale and retail industry and manufacturing industry both enjoyed a satisfactory growth.

III. Overview of China's Job Market in 2022

China's overall employment situation in 2022 is grimmer than in previous years. Under the background of the pandemic and the global economic slowdown, there are constant economic frictions and trade disputes among countries in 2022. Coupled with the impact of the Russia-Ukraine conflict on various countries, China's economy will face the worst external environment in recent years.

The economic downturn has greatly impacted on China's domestic job market as well. In 2021, the field of education and training was regulated, and the entire industry shrunk significantly. In 2022, the real estate industry and the Internet industry also undergo cuts in salary and personnel. The number of Chinese domestic university graduates will reach 10.76 million in the autumn of 2022, a year-on-year increase of 10%. The number of graduate returnees is predicted to exceed 900,000, reaching a historical high. Consequently, China's job market will also face the greatest challenges and tests.

CHAPTER 2

Basic Information of Overseas Talents

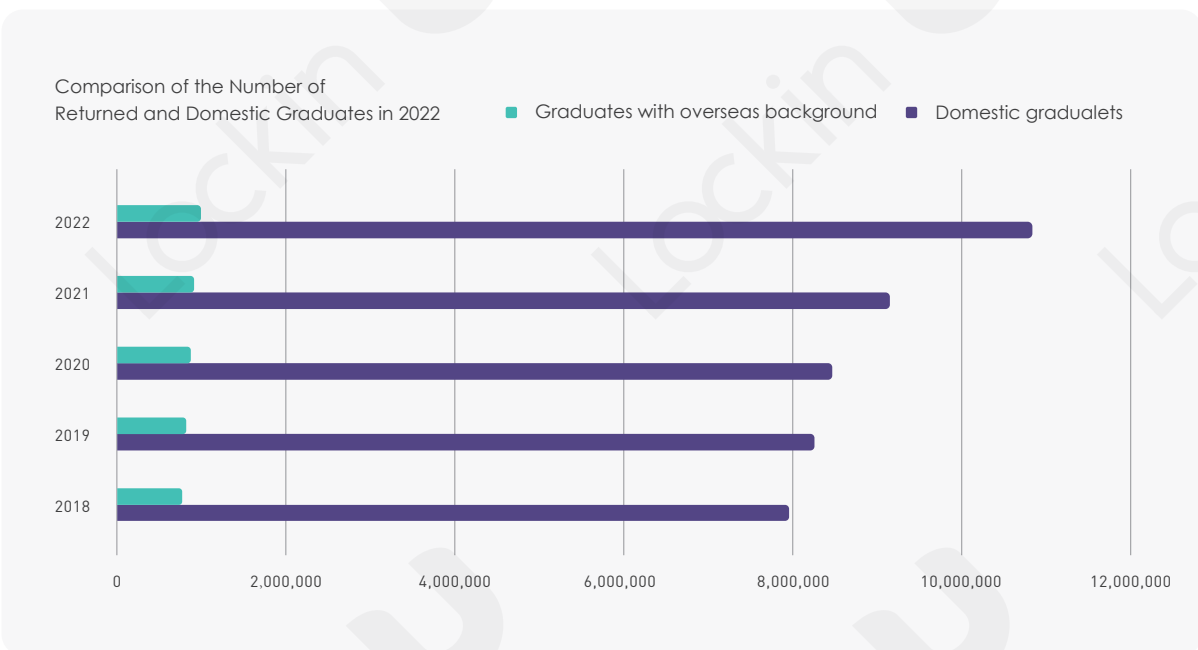
// Introduction

In 2022, the total number of domestic and returned fresh graduates exceeds 10 million, making the job-seeking season of this year the hardest one for fresh university graduates. In terms of the choosing of the majors, the number of returnees with a background in statistics has increased significantly due to the popularity of data analysis jobs in recent years. In the choice of study destinations, the number of students studying in the United States, Canada, Australia, and Japan has decreased due to the impact of the pandemic. Particularly, amid the tension between China and the United States, the number of students studying in the U.S. has fallen sharply for two consecutive years. It is worth noting that the difficulty of studying in the U.S. has contributed to a rapid increase in the number of students studying in the UK. Compared with 2015, the number of Chinese students studying in British higher education institutions increased by 140% in 2021.

I. Basic Information of 2022 Overseas Fresh Graduates

Job Market Overview of 2022 Fresh Graduates

It is predicted by the Ministry of Education of China that the number of domestic graduates in 2022 will stand at 10.76 million, an increase of 1.76 million from last year. Both the scale and increment are the highest in history. Based on the number of returnees in recent years, it is expected that the number of returnees in 2022 will exceed 900,000. Whether for overseas graduates returning to China this year, or for domestic graduates, the employment pressure they face is unprecedented.



Distribution by Study Destination for 2022 Returned Fresh Graduates

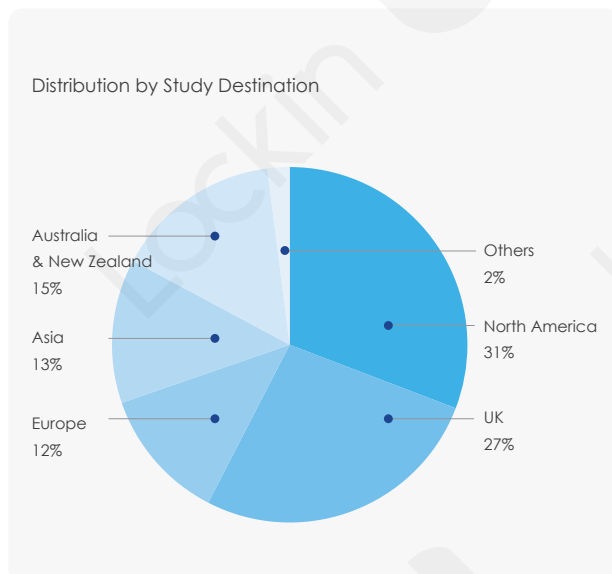
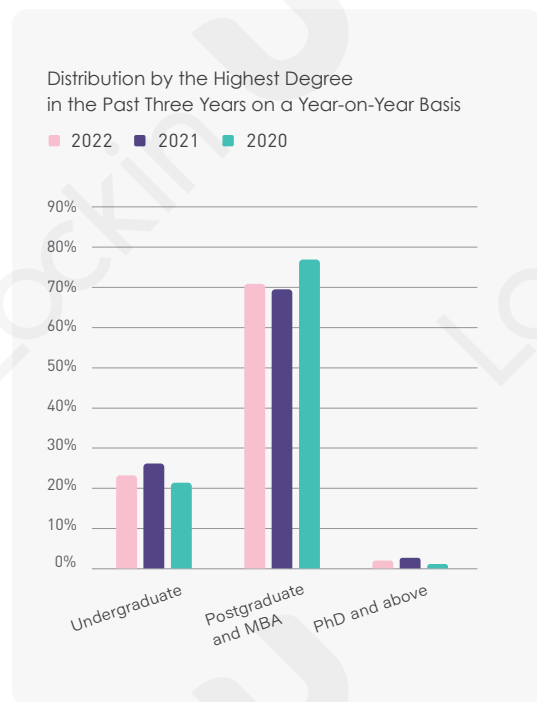
The leading level of education in the United States was extremely attractive to Chinese students, and the proportion of returnees from the U.S. in the overall returnees each year was always the highest.

However, it has become more difficult to study in the United States in recent years because of the tightened policies. The percentage of the number of students studying in the U.S. in the total number of Chinese overseas students in 2022 has dropped greatly, and it is expected to take a while to return to the level before the pandemic.

The hardship of applying for American universities has directly turned Chinese students to British universities. It is reported that the number of Chinese students studying in the UK has increased significantly from 2021 to 2022, which has also resulted in a growth in the proportion of returnees from the UK in the total overseas students returning to China in 2022.

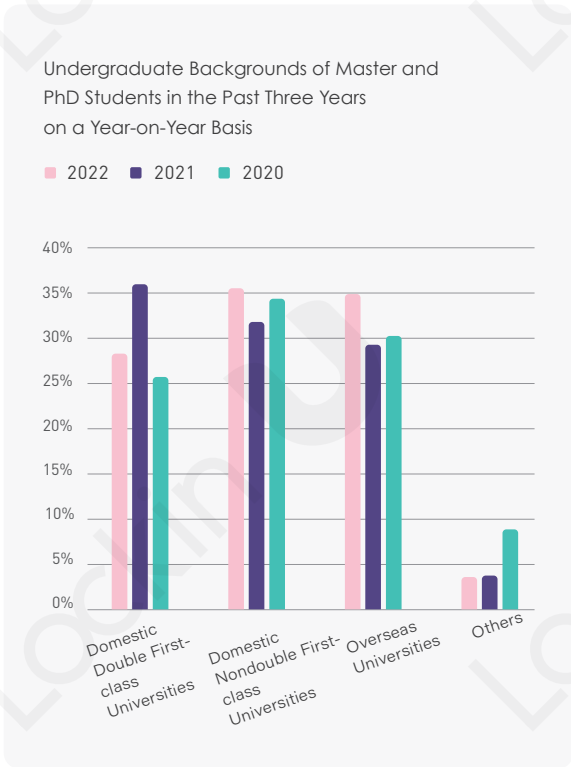
Distribution by the Highest Degree

According to the registration data in the Lockin database, the majority of the overseas graduates registered in 2022 have a highest degree of a Master or MBA, accounting for 72.69% of the overall population. Graduates with a bachelor's degree account for 24.93%, while those with a PhD or above make up 2.38%.



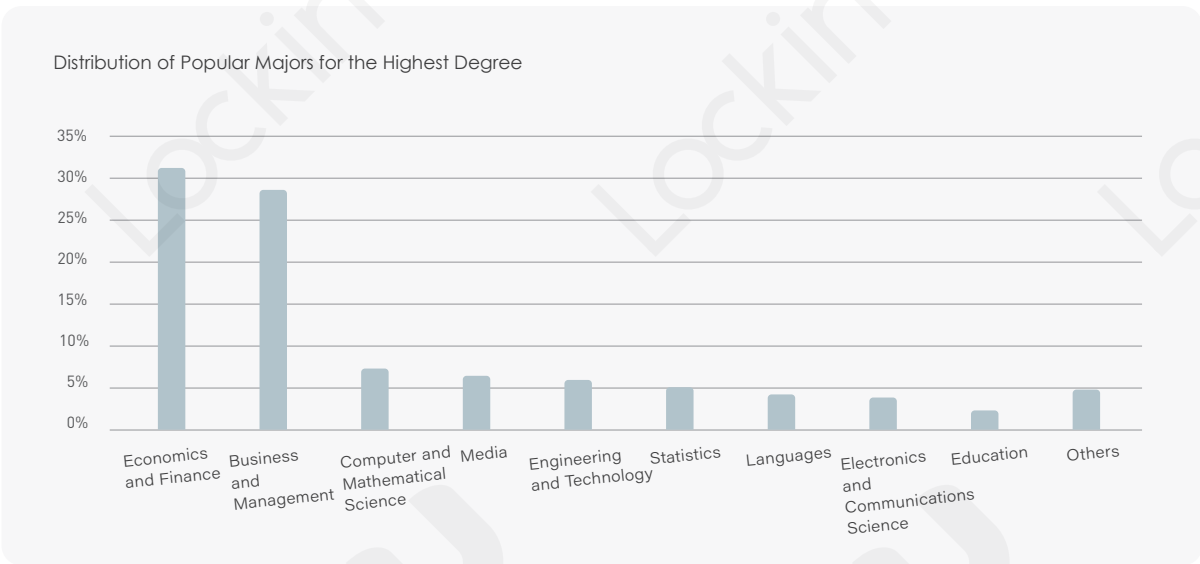
Undergraduate Backgrounds of Master and PhD Students

Among the 2022 overseas graduates, 28.53% have undergraduate backgrounds from China's Double First-class universities, while as many as 35% have overseas undergraduate backgrounds. In the past three years, the percentage of students going abroad for undergraduate study has grown sharply, which shows that an increasing number of Chinese students start to pursue their education overseas from the undergraduate level.



Distribution of Popular Majors

For 2022 overseas graduates, the proportions of those with the highest degree in business and finance are the largest, followed by those majoring in computer science whose proportion ranks third. It is also noteworthy that the number of students majoring in statistics has also increased significantly thanks to the popularity of data analysis jobs in recent years.

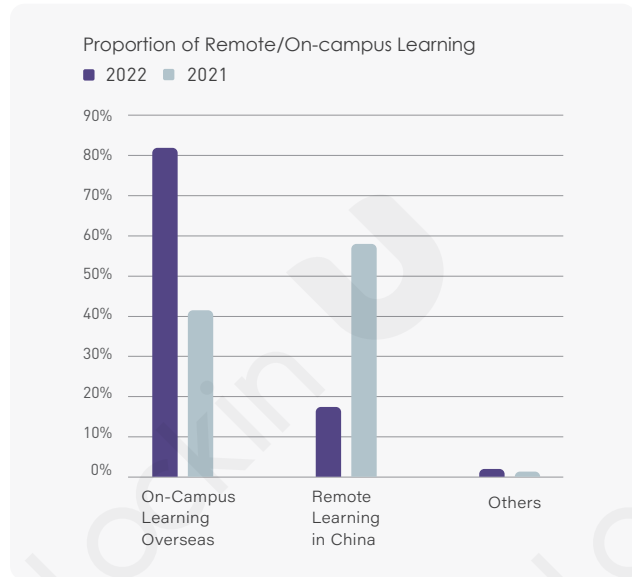


II. Changes in Outbound Students under COVID-19

Changes in On-campus Learning for 2022 Overseas Graduates

During the COVID-19 pandemic, many overseas universities have offered online courses for students. During 2020-2021, 58% of Chinese overseas students completed their courses remotely in China.

With the global popularization of vaccines and the adjustment of pandemic prevention policies, in 2021 and 2022, universities in the United States, the United Kingdom, Australia, and many other countries required students to return to campus. As a result, the proportion of returned fresh graduates in 2022 who completed their studies overseas increased by 39% than in 2021.



Changes in the Distribution of Study Destination under COVID-19

The global pandemic has had a huge direct and indirect impact on studying abroad and employment. Since 2015, the number of Chinese students studying in the United States, the United Kingdom and Australia increased year by year. However, obvious changes have taken place during the pandemic.



In 2015, the number of Chinese students studying in Australian higher education institutions was about 100,000. From 2015 to 2019, the annual growth rate basically remained in the range of 8%-15%. However, since the global outbreak of the pandemic in 2020, the number of Chinese students studying in Australia has dropped significantly, decreasing by 21.4% in 2020 compared with the previous year and further by 20.1% in 2022 compared with 2021.

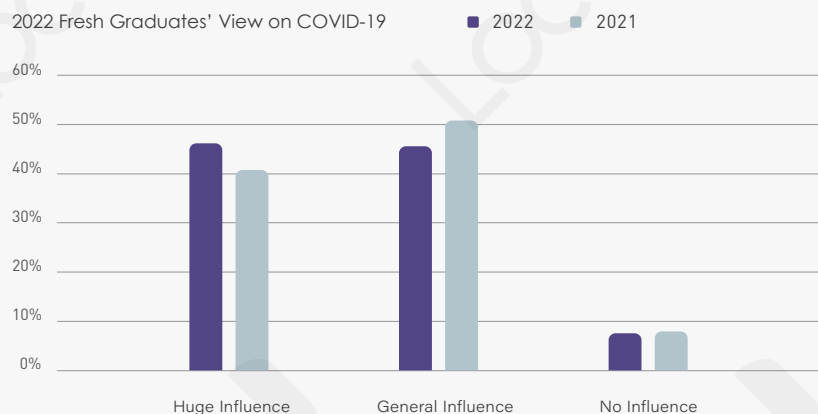
Similarly, the United States has also experienced a decline in the number of Chinese overseas students. The U.S. was always the most preferred destination for studying abroad of Chinese students. In 2010, the number of Chinese students studying in the United States reached 157,558. By 2014, the number exceeded 300,000, reaching 303,040. From 2015 to 2019, the number increased by 0.8% to 3.58% per year and peaked in 2019 at 372,531. Meanwhile, a turning point emerged during the year. Due to the tension between China and the United States, the federal government imposed strict restrictions on the application of Chinese students to study in the US. Coupled with the pandemic and various social issues, the number of students studying in the United States dropped significantly to 317,299 in 2021 and to around 262,400 in 2022, a decrease of more than 100,000 compared with 2019.

The difficulty of studying in the United States has directly resulted in the upsurge of studying in the United Kingdom. In 2021, the number of Chinese overseas students in British higher education institutions reached 216,000, a sharp increase of 50.5% compared with 2020 and of up to 140% compared with 2015. However, before 2021, the number of Chinese students studying in the UK increased only at an annual rate of 8%-12%. Judging from the current international situation, the upsurge of studying in the UK will continue. According to the prediction of relevant institutions, the number of Chinese students studying in the UK in 2030 will increase by 70% than in 2022.

Two other popular study destinations for Chinese students – Canada and Japan, have also seen a decline in the number of Chinese overseas students during the pandemic. The number of students studying in Canada in 2021 was 105,000, a decrease of 25% compared with 140,000 in 2019. The number of Chinese students studying in Japan in 2020 was 121,845, a decrease of 2.1% compared with the same period in 2019.

Changes in Employment under COVID-19

A survey of the 2022 overseas fresh graduates indicates that over 90% of the respondents believe the pandemic has a negative impact on their graduation and employment. A comparison with the data of the 2021 overseas fresh graduates shows that the proportion of graduates who reckon the pandemic greatly affects their employment in 2022 has increased by 5% than in the previous year. Judging from this, the 2022 overseas graduates are more worried about the persistence of the pandemic.



CHAPTER 3

Data Analysis of the 2022 Overseas Fresh Graduates

// Introduction

China's job market welcomed a strong recovery in 2021, with a significant increase in the number of job postings and resume submissions compared with 2020. The Internet industry has become the most attractive industry to returned job seekers this year, followed by the financial industry. According to statistic data, management trainee, data analyst and consultant have become the positions receiving the most applications from returnees. Shanghai, Beijing and Shenzhen are the preferred cities for career development after overseas graduates return to China. Overseas talents are more rational in their expectations of salary, and no longer expect too much just because of their overseas backgrounds.

I. Career Goals of Overseas Talents

The Internet industry surpass the financial industry based on the analysis of the industry preference of the 2022 overseas fresh graduates.

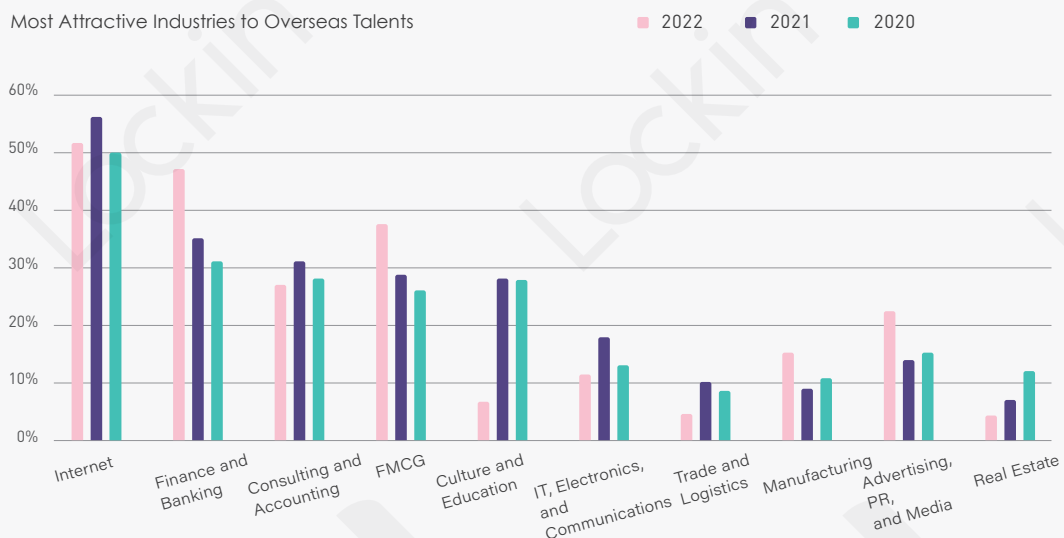
According to the survey on the preferred industries of the 2022 overseas fresh graduates, the Internet, finance, consulting, fast-moving consumer goods (FMCG), and communications industries rank top 10.

In 2021, the economy was still affected by the pandemic. Diverse contactless products and services quickly seized the market, and various new forms of business based on the Internet were produced rapidly, which allowed the Internet industry to continue to lead the economic growth. Returnees' enthusiasm for the Internet industry was also high, enabling the industry to surpass the financial industry for a third year in a row and rank first among the returnees' favorite industries.

In addition to advantages such as the rapid development and competitive salary, the Internet industry is extremely tolerant of candidates' professional backgrounds: candidates with professional backgrounds in computer, electronics, business, human resources, logistics, and design can all find their positions in enterprises in the Internet industry. On the other hand, the financial industry has much simpler requirements for the background of its candidates. Therefore, it is rational to believe that the Internet will still be the most attractive industry for a period of time in the future.

The trade industry involves a large amount of overseas business, which is conducive to giving full play to the advantages of overseas backgrounds. As a result, trade has always been a favorite industry for returnees. However, due to the great impact of the pandemic on import and export trade in recent years, the attractiveness of the trade industry to returnees has also weakened.

The release of the Double Reduction policy in 2021 has impacted greatly on the education industry as a whole, and many educational enterprises have experienced "a wave of layoffs". The downfalls of the education industry are coming, and the prospects are not yet clear. Overseas talents are more of a wait-and-see attitude towards the education industry. Therefore, the willingness of the 2022 overseas talents to enter the education industry is significantly lower than that of the previous two years.



Top 10 Most Preferred Positions for Overseas Talents in 2022

According to the applications submitted on the Lockin website during the autumn and spring recruitment seasons for the 2022 graduates, the top 10 positions with the most resumes from candidates are as follows:

- | | |
|-----------------------|------------------------|
| 01 Management Trainee | 06 Business Analyst |
| 02 Data Analyst | 07 Product Manager |
| 03 Consultant | 08 Algorithm Engineer |
| 04 Marketing | 09 Operation Positions |
| 05 Investment Manager | 10 Accountant |

More than 60% of the positions in the top 10 list are related to the Internet industry, which confirms that the Internet industry have surpassed the financial industry, becoming the most preferred industry for overseas talents in recent years.

Management Trainee has once again become the position with the most resume submissions from returnees in that it has fewer requirements on candidates' professional background, meaning that students from business and science and engineering backgrounds can all apply for this position. Also, the position of management trainee offers a great potential for future development. Data analyst and business analyst still enjoy a great welcome and have again ranked top in the list.

Influence on Target Industry by Professional Background

The professional backgrounds of overseas talents have a directly influence on their entrance to an industry during their first job-seeking. More than 73% of the candidates are going to choose an industry directly related to their majors. We have selected several majors popular among overseas students and conducted an analysis based on these majors and the preferred industries of these students. The following data is thus obtained:

Major Employment Directions of Overseas Talents with Different Backgrounds:

Business and Management		Percent	Economics and Finance		Percent			
Internet		28%	Finance and Banking		33.5%			
FMCG		24.2%	Internet		15.8%			
Finance and Banking		20.5%	FMCG		10.2%			
Consulting		7.4%						
Engineering and Technology		Percent	Computer and Mathematical Sciences		Percent			
Manufacturing		27.4%	Internet		36.4%			
High-end Equipment Manufacturing		24.7%	IT, Communications, and Electronics		32.3%			
IT, Communications, and Electronics		19.4%	High-end Equipment Manufacturing		12.1%			
New Materials and New Energy		14.8%						
Accounting and Auditing		Percent	Media		Percent	Statistics		Percent
Finance and Banking		28.8%	Advertising and Media		23.5%	Internet		26%
Consulting		24.7%	Internet		20.2%	Finance and Banking		27.7%
Trade and Logistics		23.6%	FMCG		15.4%	Consulting		19.5%
Internet		18.4%						

According to the statistical data, the Internet industry has become a must-select industry for almost all majors. Finance is also an industry frequently selected. Graduates majoring in computer science and engineering and technology have a more precise choice of future career directions, mainly focusing on the Internet, manufacturing and communications industries. Statistics is directly related to the popular data analyst positions, and thus candidates with statistics background almost all develop a career in the Internet, finance and consulting industries.

II. Salary Level of the 2022 Returned Fresh Graduates

Changes in Returnees' Salary Expectations Under COVID-19; Higher Salary than Returnees' Expectations Paid by Employers

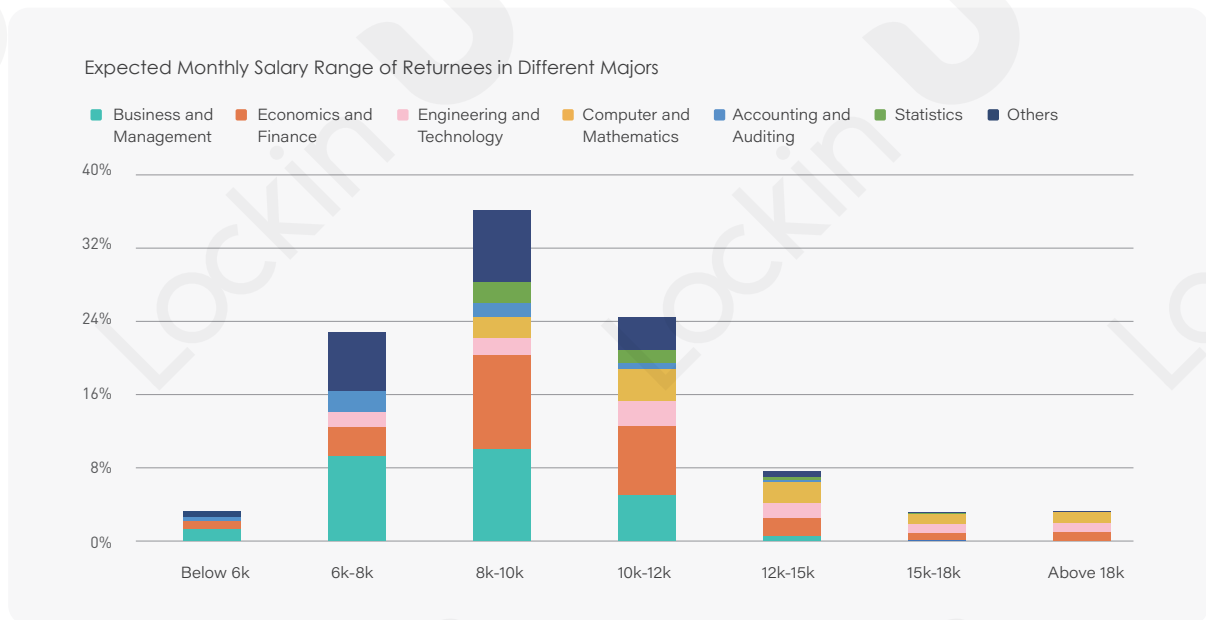
Lockin has conducted workshops on employment in China on campus at overseas universities for seven consecutive years to introduce the latest development and trends in China's job market, which has helped overseas students establish a clear understanding of the domestic job market in China. Through these workshops, overseas talents are more rational in their expectations of salary, and no longer expect too much due to their returnee backgrounds. The overall expectations of overseas talents in recent years have also stabilized.

It is noteworthy that the employment difficulties caused by the pandemic also have an impact on the expectations of returnees. The average expected salary level of returnees in 2021 was lower compared with 2020. With the stable control of the pandemic in China, the economy continues to develop, and the expected salary level of the 2022 graduates has increased accordingly.



Expected Salary Level of Returnees from Different Majors

During the survey on the expected salary level of overseas talents, we paid close attention to the data of returnees from six majors: business management, economics and finance, engineering and technology, computer and mathematical sciences, accounting and auditing, and statistics. These data showed that graduates majoring in finance, computer and engineering have higher salary expectations, which is mainly due to the generally higher salary levels of positions related to finance, computer R&D and engineering. According to the current direction of domestic economic development, talents in computer and engineering related majors are also the most popular in the market.



III. Analysis of Attractive Cities for Overseas Talents In 2022

Cities with the Most Attractiveness for Overseas Returnees; Shanghai Ranks Top for Years

The survey targeting the 2022 overseas fresh graduates indicates that the most preferred city for returnees to start their careers is still Shanghai. The proportion of talents preferring Beijing has increased compared to last year, making Beijing one of only three cities from Northern China that rank top 10 in the list. First-tier cities and new first-tier cities are still the first choice for returnees to start their careers.

The data on the average salary of Chinese cities in 2021 showed that Beijing, Shanghai, Shenzhen, Hangzhou, and Guangzhou ranked top five in terms of salary level. The average salary in Beijing has been the highest in China for many years in a row, but the stringent requirements for settlement remain a great issue. Therefore, Shanghai, which is more international and easier to settle in, has always been preferred by returnees.



IV. Factors Affecting Overseas Talents' Choice of Employers

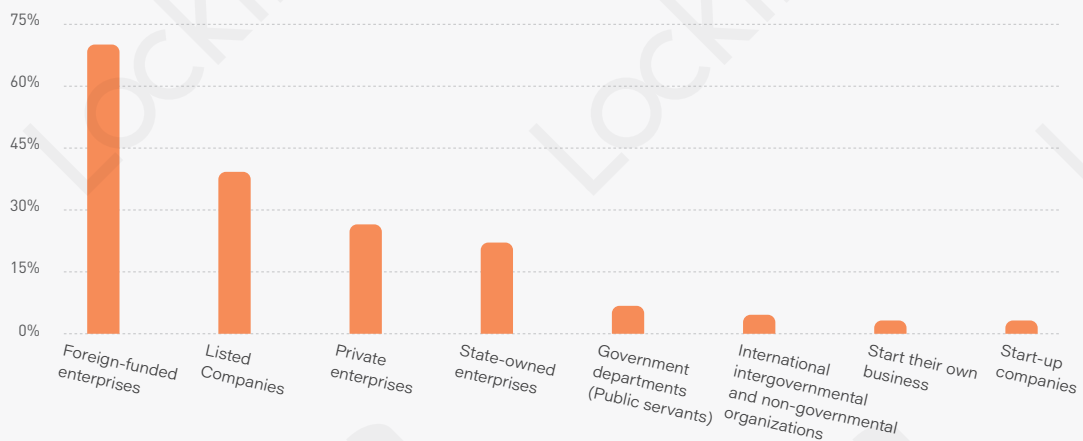
The most important factor highlighted by overseas talents during the process of employment is salary level, with nearly 80% of the overseas talents stressing its importance, followed by the promotion mechanism and the employer brand which also directly point to an increase in the future salary level. This is closely related to the huge financial and human costs that overseas talents have invested during their studies. Also, the international background makes overseas talents more confident and self-affirmed.

The issue of working overtime in China's companies has been under heated discussion in recent years. However, statistic data shows that overseas talents are not very concerned about it, which reflects the pragmatic and practical characteristics of overseas talents in their work.

Criteria for the Selection of Employers by the 2022 Returned Fresh Graduates



Types of Enterprises Preferred by the 2022 Returned Fresh Graduates



CHAPTER 4

Characteristics of Overseas Recruitment in 2022

// Introduction

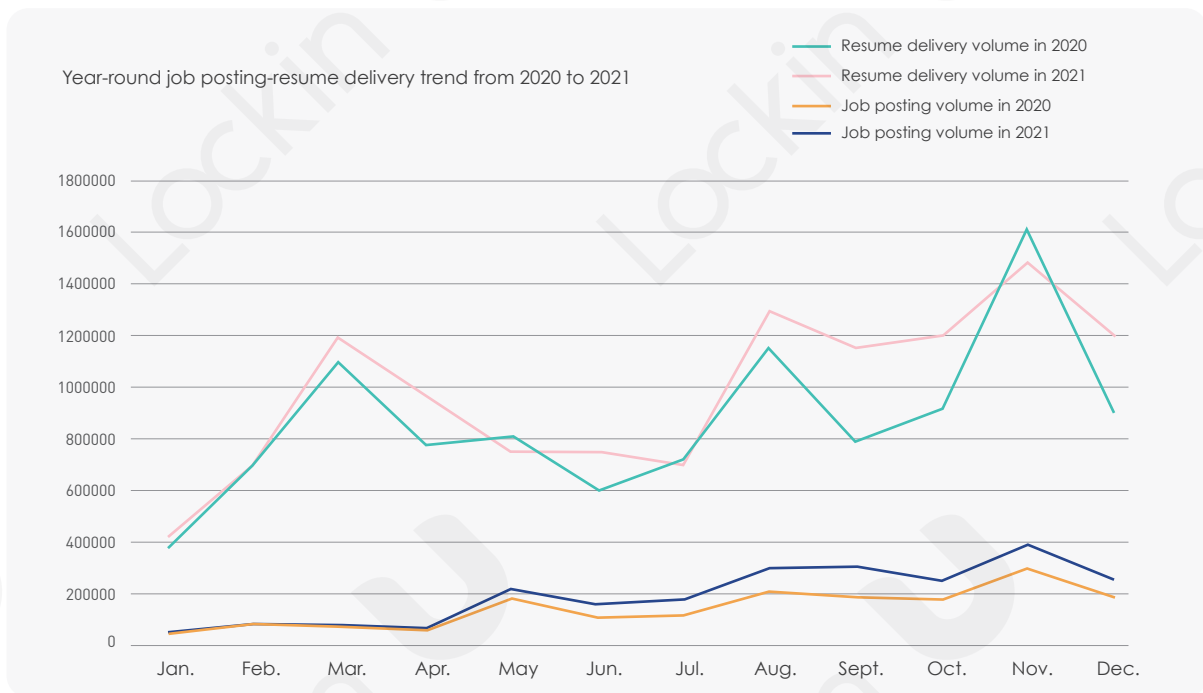
China's popular industries in 2022 are concentrated in high-tech fields, such as artificial intelligence, big data, cloud computing, Internet of Things, and intelligent manufacturing. Therefore, the demand for overseas talents in industries such as IT communication, manufacturing, and electronics has increased sharply, and these industries have become those with the largest demand for returnees. In view of the global economic slowdown, the salary expectations of the 2022 overseas fresh graduates have also lowered than in the previous year, mainly to a monthly salary range of 6K to 12K. Nevertheless, the salary offered by employers is higher than returnees' expectations, with 32% of employers saying that the monthly salary of the positions offered is higher than 12K. With the popularization of vaccines, the pandemic is gradually under stable control and the economy is recovering. As a result, the percentage of the 2022 overseas graduates with internship experience has greatly increased compared with 2021, with the Internet, finance, consulting, and manufacturing industries providing the most internship positions.

I.Characteristics of China's Job Market

Supply and Demand Trends of Overseas Recruitment in 2021

We produced a chart to demonstrate the job supply and demand trend for overseas recruitment throughout the year based on the statistical data of job postings by employers and applications by overseas talents on the Lockin website.

It can be seen from the comparison between the 2020 and the 2021 data that the number of job postings in 2021 was much higher than in 2020. The job market in China showed a strong recovery trend in 2021 although it was still in the midst of the pandemic. Compared with 2020, the number of job postings and the number of resume submissions in 2021 both increased sharply.



The trend throughout the year suggested that the peak of resume submission by overseas talents was during the spring and autumn recruitment season, while there are relatively fewer resume submissions during other times. Also, another peak appeared in November after the autumn recruitment, mainly due to the fact that the graduation season is different at home and abroad and thus overseas talents could not meet the timing of the spring and autumn recruitments. Moreover, massive overseas students returned to China near the end of the autumn recruitment, which thus caused the peak of job searching at the end of the year.

It is suggested here that overseas students should adhere to the timeline of the spring and autumn recruitments as closely as possible during job searching. Moreover, employers are also suggested to prolong the recruitment timeline when hiring overseas talents and keep recruiting overseas in addition to the spring and autumn recruitments so as to hire more high-quality overseas talents.

II. Characteristics of Employers' Demand for Overseas Talents

Top 10 Industries with the Highest Demand for 2022 Overseas Talents

By surveying 65,000 employers with overseas recruitment plans in 2022, we have ranked the top 10 industries with clear demand for overseas talents. Among them, technology industries such as IT, manufacturing, and the Internet account for the vast majority, which coincides with the hot industries that are about to explode in 2022 introduced at the beginning of this chapter.

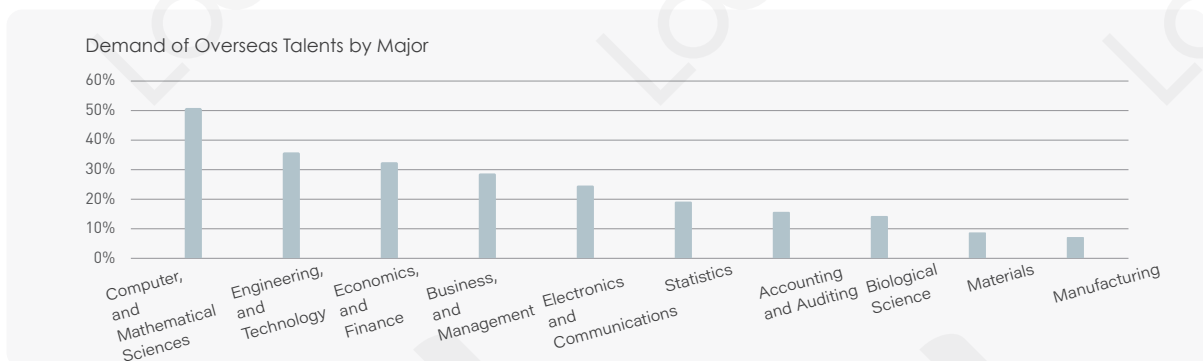
In China's popular industries in 2022, the technology industry will certainly be an industry with huge demand for talents in the job market. To be more specific, in the future market, the speed of development of industries with 'digital genes' such as artificial intelligence, big data, cloud computing, the Internet of Things, intelligent manufacturing, data analysis, IC design, industrial visual design, e-commerce, and digital marketing will keep accelerating. Talents in computer R&D, data analysis, products, and marketing can pay close attention to these fields.

In previous years, the demand of the Internet industry for overseas talents generally ranked first, with a volume much larger than that of the second. However, most employers in the Internet industry have downsized in mid-2022, resulting in a significant reduction in the demand of the Internet industry for overseas talents in 2022 which ranks only fourth.



Professional Background Requirements in Overseas Recruitment

Overseas graduates with a background in science and engineering or a background in business are the key recruitment targets of enterprises in the 2022 overseas recruitment plans. Overall, the demand for overseas talents with science and engineering backgrounds is much higher than the demand for graduates with a business background. It is worth noting that the demand for statistical professionals is also very high due to the popularity of data analysis jobs.



Level of the Wages Employers Pay

The survey of employers with overseas recruitment plans in 2022 reveals the salary level for overseas talents. Meanwhile, the comparison of data in 2022 and 2021 indicates new changes.

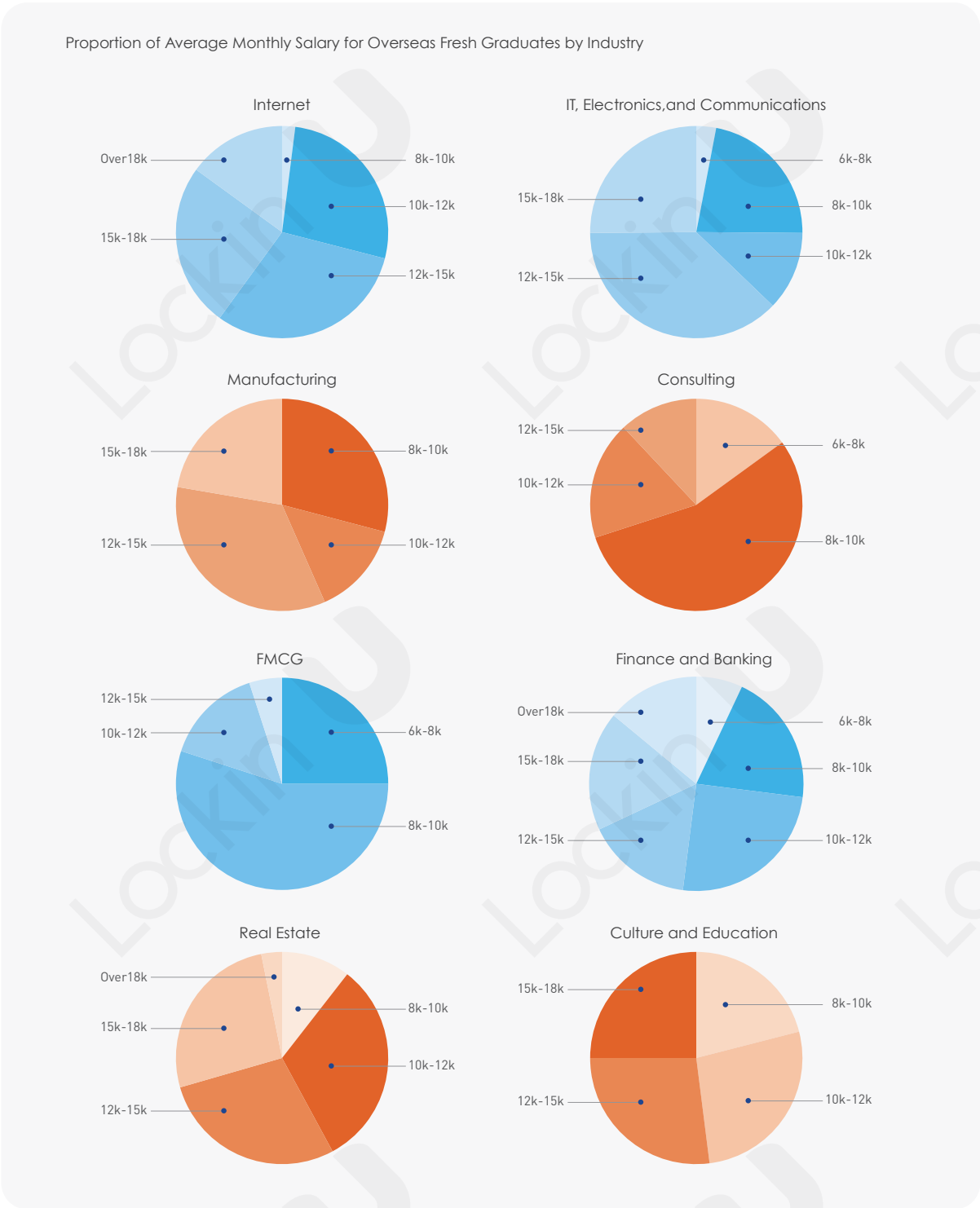
The monthly salary for overseas fresh graduates in 2022 remains mainly in the range of 8K to 10K, which is the same as that in 2021. A comparison between the two years' data shows that the proportion of a monthly salary in the range below 10K in 2021 was as high as 63% but that in 2022 is 46%. This reflects that the salary level provided by Chinese employers for overseas talents has overall increased in 2022, which confirms indirectly the continued recovery of China's economy, the growing demand for overseas talents of employers, and the increasing opportunities for overseas talents.



In addition, the proportion of high salary levels (with a monthly salary of 15K or more) has multiplied, suggesting an increase in high-paying jobs which are mainly concentrated in R&D industries and positions, which also confirms the urgent demand of positions in science and engineering and R&D for overseas talents.

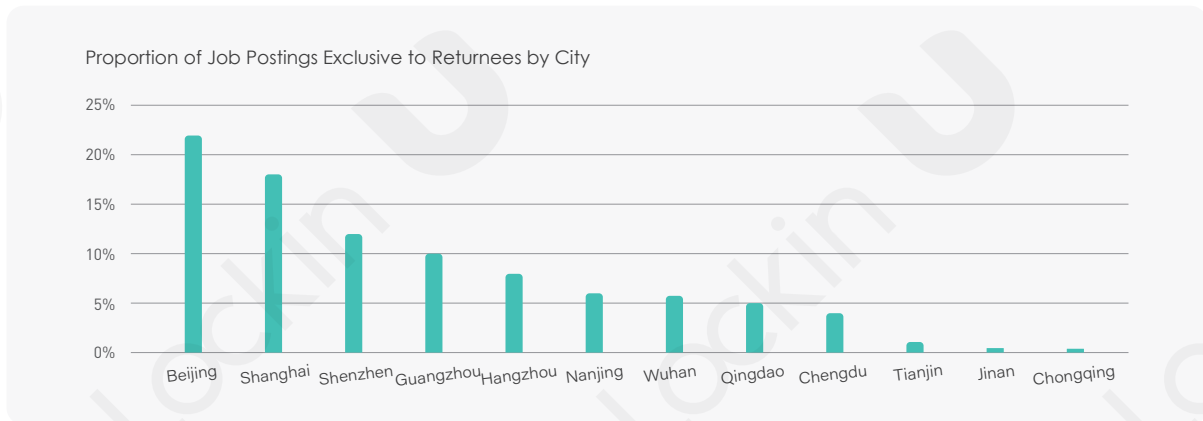
Salary Range of Overseas Talents by Industry

Based on the analysis of the data on the salary offered by Chinese enterprises for overseas talents in 2022, we have further surveyed employers in various industries, and summarized the salary ranges provided by companies in popular industries:

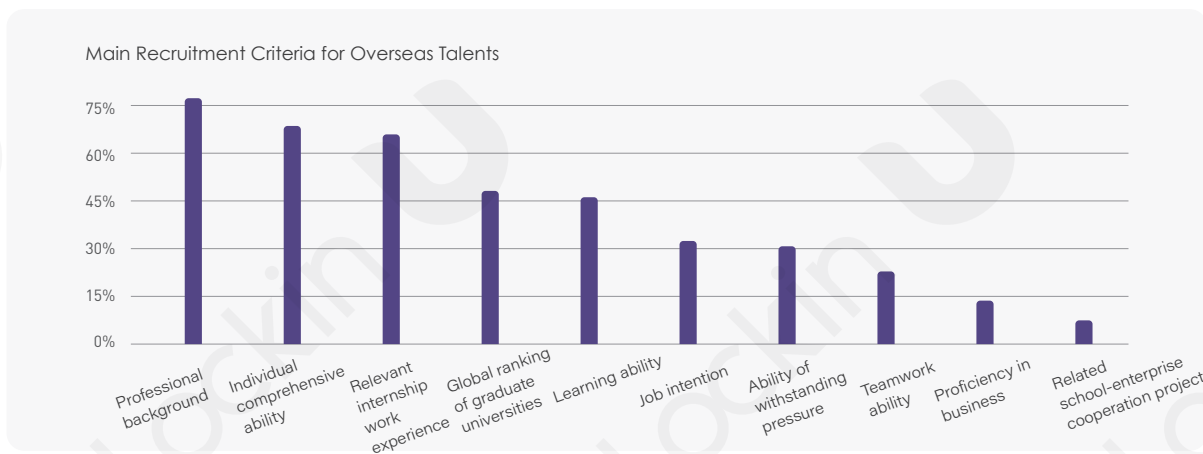


Cities with High Demand for Overseas Talents

Statistic data on the number of job postings exclusive to 2022 overseas fresh graduates by Chinese enterprises on the Lockin website indicates that employers in Beijing have contributed the most positions, followed by those in Shanghai and Shenzhen. The industry with larger demand for overseas talents are the Internet industry, IT, communications, electronics, and finance and banking. Companies in these industries are mainly located in Beijing, Shanghai, and Shenzhen, which is also the reason for the great demand for overseas talents in these cities.



III. Main Recruitment Criteria for Overseas Talents

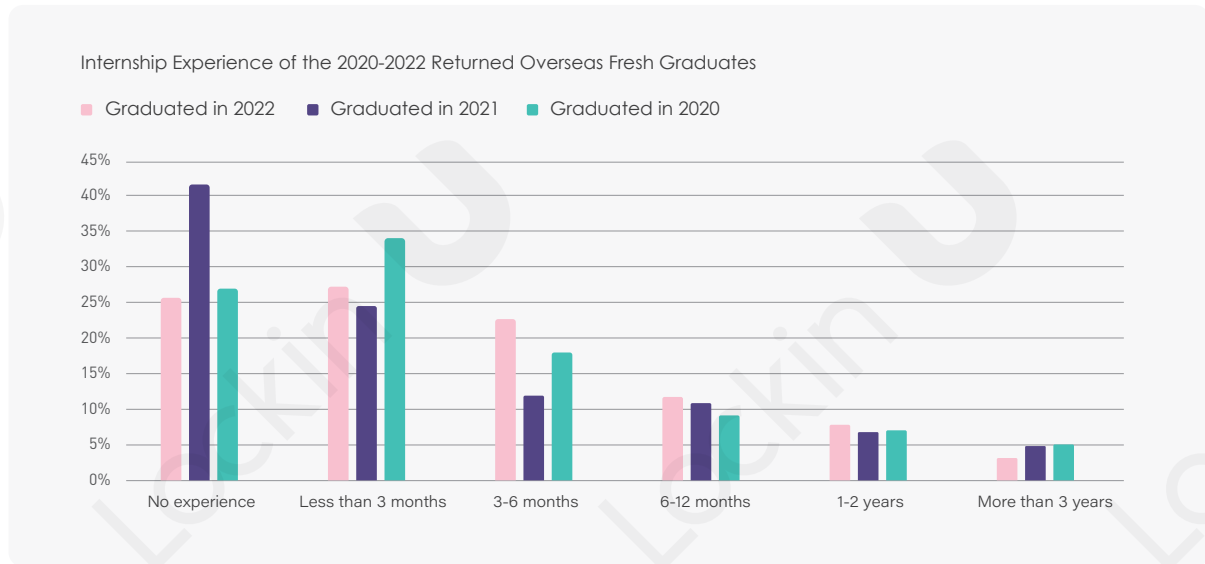


When screening overseas candidates, employers focus more on the educational background, personal comprehensive abilities and relevant internship and work experience of candidates. Qualified educational background and relevant internship experience mean that graduates can pick up the work quickly after joining in, and strong personal comprehensive abilities can produce good work results and bring more potential for improvement. In view of this, employers in any industries all place the highest priority on candidates' job competencies.

It is suggested that in their preparation of resumes and interviews, overseas graduates should highlight the above aspects and comprehensively introduce and explain relevant experience, so as to prove that they are competent to undertake the job they are applying for.

IV. Internship Situation of Overseas Talents

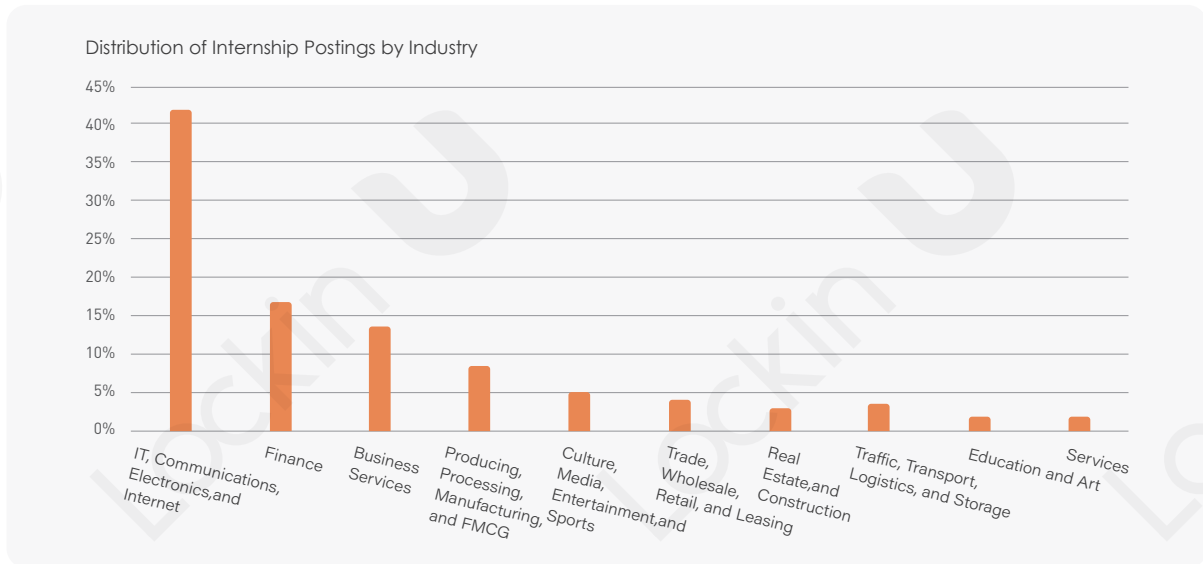
Internship Experience of Overseas Talents



It is not difficult to find based on the summary of the internship duration of overseas fresh graduates in the past three years that the pandemic has had a great influence on the internships of overseas talents. 75% of the fresh graduates who graduated in 2020 had internship experience before the outbreak of the pandemic. However, as many as 41% of the 2021 fresh graduates did not have any internship experience, which was directly related to the massive reduction of offline courses and job opportunities by universities and companies worldwide due to the outbreak of the pandemic. For fresh graduates in 2022, with the popularization of vaccines, the pandemic is gradually under stable control and the economy is recovering, which therefore offers them growing internship opportunities and enables a significant increase in the number of overseas talents participating in internships.

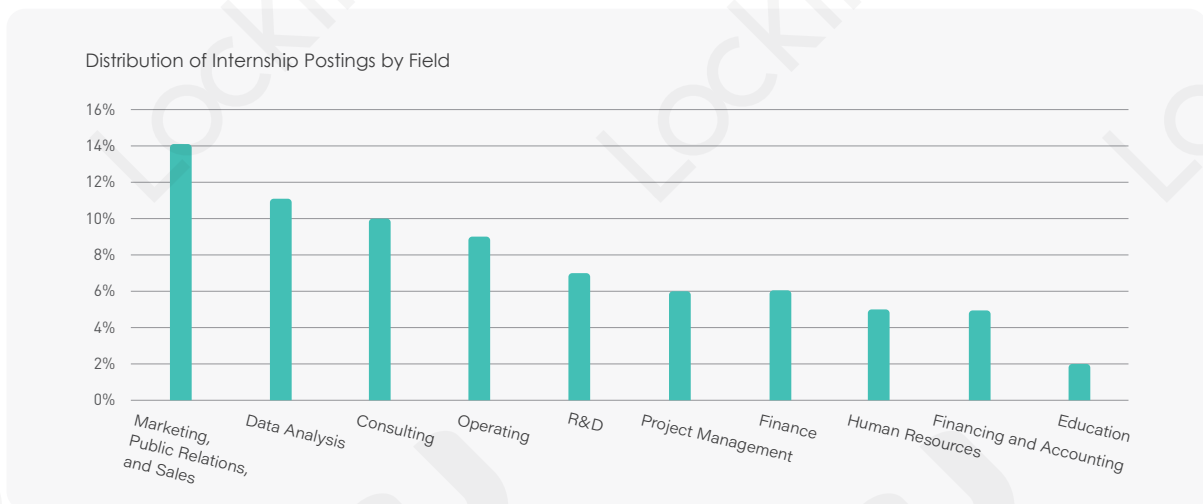
Internship Positions

According to statistic data, the total number of internship positions released in 2021 on the Lockin website increased by 8.7% than in 2020. A further observation of these positions revealed the proportion of the internship positions in different industries in the total internship positions, based on the top 10 industries with the most internship positions.



The Internet industry is still in the lead, contributing more than 40% of the internship opportunities, followed by the financial industry and business service industry. The number of internship positions in the education sector has dropped by 3% compared with 2020.

We have summarized the top 10 fields with the most internship opportunities, among which the field of marketing and sales offers the most internship positions, accounting for 14% of the total positions, followed by data analyst. There is a huge talent shortage and a high demand for overseas talents in data analyst positions since data analysis is being applied in various industries such as the Internet, finance, consulting, and fast-moving consumer goods (FMCG) industry and in various functions such as research and design (R&D), consulting, marketing, and human resources.



V. Employer Reputation of Universities

Universities with the Most Motivated Graduates in Job Seeking

According to analysis of the data in the Lockin website in the past year, among the 2022 overseas fresh graduates, those returning from the UK have the greatest number of job applications, with 25.3 per person on average, followed by those from the U.S., with 23.5 per capita. Graduates from Australia rank third after the U.S., with 21.9 applications per person.

Based on the average number of full-time job applications by the graduates of a university, the number of internship applications, and the frequency of participation in recruitment events, 50 universities with the most motivated graduates in job seeking are selected.

Coventry University	Birmingham City University	Georgetown University	University of Melbourne
Nottingham Trent University	KEDGE Business School	University of Delaware	The Australian National University
Cardiff University	Columbia University	Brandeis University	The University of Adelaide
Newcastle University	University of St Andrews	Mount Holyoke College	Auckland University of Technology
University of Bristol	University of Bristol	New York University	The University of Auckland
University of Strathclyde	Arizona State University	Carnegie Mellon University	Bond University
Cranfield University	University of Pittsburgh	University of British Columbia	Singapore Management University
Loughborough University	Ohio State University	Northeastern University	National University of Singapore
University of Exeter	American University	Michigan State University	Nanyang Technological University
Audencia Business School	Babson College	La Trobe University	Tufts University
University of York	University of California, Riverside	The University of South Australia	George Washington University
University of Sheffield	University of Maryland	University of New South Wales	
Deakin University	George Mason University	The University of Sydney	

In no particular order

Most Popular Universities Selected by Employers

Based on more than 60,000 questionnaire responses from Chinese employers, as well as graduates' overall ability, university global ranking, internship experience, and post-employment performances, 50 most popular universities are selected by Chinese employers in 2022.

Imperial College London	ESADE Business School	Columbia University	Cornell University
King's College London	University of Bath	University of Michigan	National University of Singapore
Lancaster University	University of Liverpool	Johns Hopkins University	Nanyang Technological University
University of Reading	University of Glasgow	Northwestern University	The University of Hong Kong
University of Edinburgh	University of Oxford	University of Southern California	The University of Sydney
University of Manchester	Technische Universität München	New York University	University of Melbourne
University of Birmingham	University of Sussex	Carnegie Mellon University	The University of Adelaide
ETH Zurich	University College London	University of California, San Diego	Monash University
SKEMA Business School	University of Southampton	University of Technology Sydney	University of Western Australia
London School of Economics	Stanford University	University of Illinois at Urbana-Champaign	The University of Queensland
University of Leeds	University of Pennsylvania	Purdue University	RMIT
University of Warwick	The University of Chicago	Northeastern University	
Durham University	University of California, Berkeley	University of Rochester	

In no particular order

VI. Best Employers in Overseas Recruitment

The Most Influential Global Recruiting Employers

In the past year, the global job market was volatile under the impact of the pandemic, with ups and downs in enterprises' development. Yet, these employers still have a good employer brand influence in overseas universities, show great appeal in overseas recruitment, and enjoy a high employer brand reputation among job seekers with overseas backgrounds.

These most influential global recruiting employers in 2022 are selected based on a survey completed by more than 1,600 universities worldwide, the number of resumes received in 2021, the global influence of the employer brand, industry reputation, operation ability of the recruitment team, and the talent cultivation mechanism.

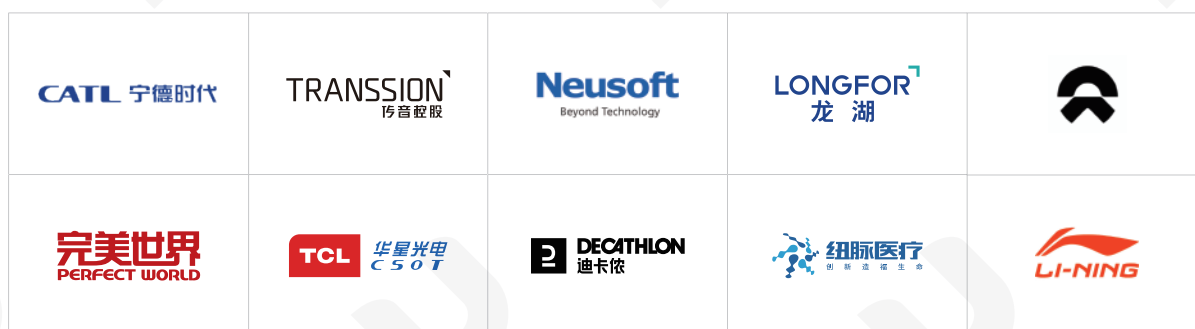


In no particular order

Most Forward-Looking Global Recruiting Employers

These companies have been keeping an eye on and actively recruiting overseas talents despite that many other companies have downsized and slowed down the pace of recruitment in recent years. With rich experience in overseas recruitment, these companies take the initiative to Recruit overseas talents and appreciate their unique values under the circumstances of the extremely unstable job market. These companies also adopt diversified overseas recruitment methods according to the characteristics of this year's overseas students and providing the overseas talents with a high-quality career development platform believing that they will be able to open up their future.

Based on a survey completed by more than 1,600 overseas universities and over 60,000 enterprises, combined with the recruitment plans of the recruitment teams, frequency of participation in overseas recruitment events, and collaboration with overseas recruitment third-party organizations, the most forward-looking global recruiting employers for 2022 are selected.



In no particular order

CHAPTER 5

Conclusion and Expectation

// Introduction

The recovery of China's economy is accelerating in 2022. Digital economy and green economy will continue to lead the economic recovery and growth around the world. Under this situation, the job prospects of overseas talents are showing a favorable tendency.

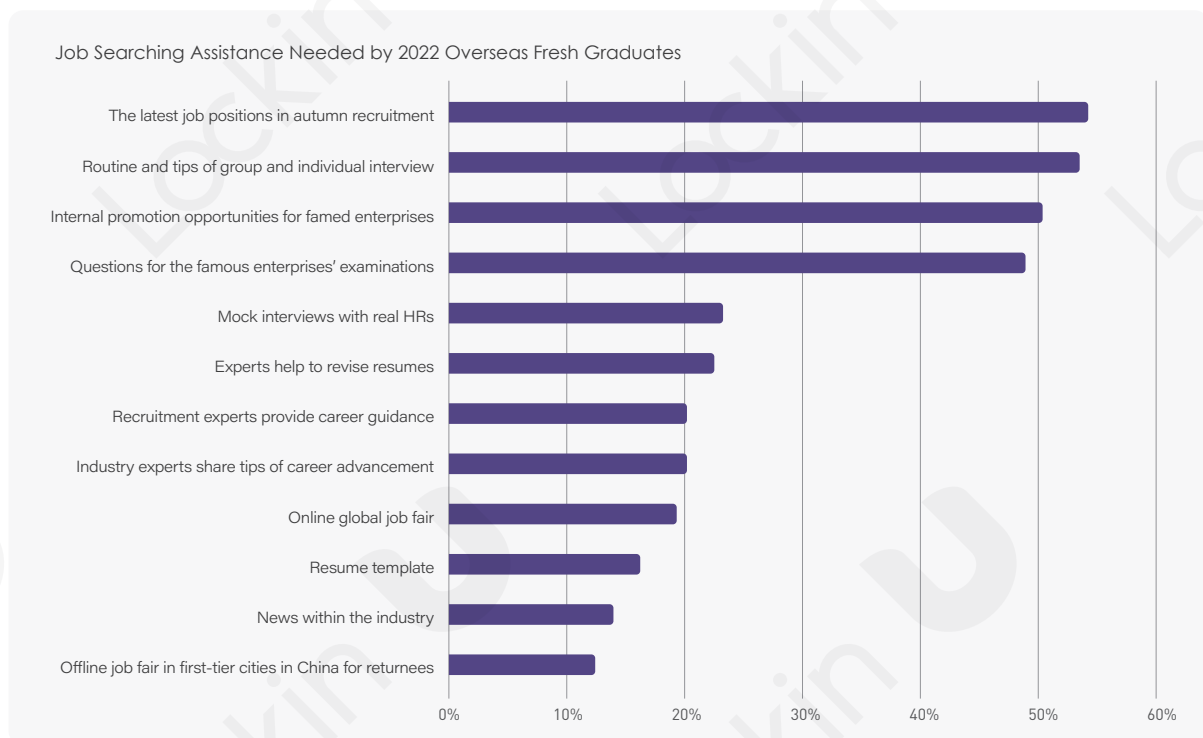
Chance favors only the prepared mind. The same is true for job searching. Apart from the candidates' own educational backgrounds, work experience, and comprehensive abilities, adequate preparation for job searching also plays a pivotal role in applying for a job successfully.

I. Assistance the 2022 Overseas Fresh Graduates Need in Job Searching

With the recovery of the economy and the job market in recent years, employment opportunities for overseas talents are gradually returning to the level before the pandemic. It is wise for overseas talents to discover and seize opportunities in the first place during a period of explosion of opportunities.

Overseas students are relatively far away from the job market in China, and their job-seeking resources are much scarcer than domestic graduates. At the same time, they also lack understanding of job-seeking skills and the latest development of domestic industries. Therefore, overseas talents will be more confused about domestic job-seeking.

We have sorted out the various assistance that the 2022 overseas fresh graduates need for job hunting based on our surveys:



According to the chart, the greatest need of overseas talents is more job postings, followed by the skills and past test questions in interviews and written tests, while the need of help in career planning, experience sharing from seniors, and industry information is relatively limited.

This reveals that the 2022 fresh graduates have a strong demand for efficiency and rapid success in job searching but are not very interested in services such as long-term career planning. Under the current circumstances, overseas students have a strong sense of urgency for employment, so in the process of job hunting, they need more assistance which can quickly improve the success rate of their job application such as past test questions of the written tests and a summary of interview skills.

On the other hand, this pursuit of efficiency also proves that the 2022 overseas fresh graduates have had a clear understanding of their career planning. They understand their own competences and development demands and have a clear idea on their job-seeking directions through adequate internships and job-seeking preparations.

Connecting Channels Between Employers and Overseas Talents in 2022

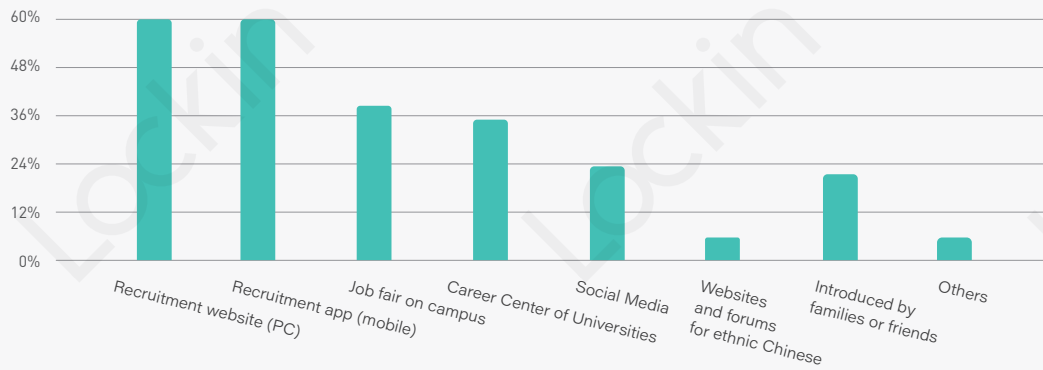
According to the survey of enterprises, among the plans for overseas recruitment in 2022, online channels and domestic offline activities have become the first choice for enterprises to conduct overseas recruitment. 66% of enterprises choose to recruit returnees mainly through third-party overseas recruiting platforms, and 61% of employers are willing to participate in offline job fairs held in China. More than half of the companies surveyed highlight that they are willing to try to recruit directly from overseas campuses through online job fairs.

The above statistics shows that in 2022, enterprises primarily focus on two aspects during overseas recruitment: precise channels and safe methods. Therefore, overseas recruiting platforms have become the first choice for enterprises to recruit returnees. These platforms have integrative connections with universities around the world, can precisely reach every overseas student, and cover talents with various professional backgrounds, which is very convenient for enterprises. Job fairs held in China are also favored by companies, for they can directly interview dozens of returnee candidates through a single fair, which greatly improves the efficiency of recruitment. At the same time, thanks to the effective control of the pandemic in China, it is much safer to participate in returnee job fairs held in China than to go abroad to overseas campuses.



According to the statistics of job search channels for students, the use of online recruitment websites has become the main method of job hunting, with a proportion of nearly 60%. The proportion of students participating in job fairs is 37.98%, which is much lower than that of using job-searching websites. This might result from the gap between the time of returning to China and the time of the job fairs, which makes it difficult for returnees to participate in recruitment fairs. As many as 34.88% of the students search for jobs through the career centers in each university, which shows students' strong trust in the job opportunities recommended by their institutions.

Main Channels Used for Job Searching by Returnees



II. Suggestions for the Career Development of the 2022 Overseas Talents

The job market in 2022 is overall full of opportunities but also more competitive. Overseas talents need to be carefully and fully prepared so as to seize the opportunities.

Our surveys reveal that the demand of Chinese enterprises for overseas recruitments in 2022 is significantly higher than that in 2021, which is undoubtedly good news for overseas talents. Yet, the requirements of enterprises for overseas candidates will not be lowered because of this. In addition to the hard conditions like professional background, soft conditions such as personal comprehensive abilities and personal internship experience are the most important factors that most enterprises consider during recruitment.

Candidates are advised to participate in more purposeful internships before graduation, learn relevant vocational skills in advance, and familiarize themselves with market conditions, so as to enhance their comprehensive competitiveness and achieve a higher success rate in the job-hunting process. By doing so, it will also be easier for job seekers to adapt to their work environment and quickly become competent for their jobs after they are hired.

In addition, many universities offered online learning during the pandemic, and many Chinese students did not attend the courses on campus. As a result, their connection with the university was weakened greatly, and it was difficult for some information sent by the Career Centers of their universities to reach them. Ultimately, these students who took online courses in China might end up missing many employment opportunities.

We recommend that overseas students, regardless of whether they are studying on campus, pay more attention to universities' emails and official websites, because Career Centers will regularly release the latest job opportunities to help graduating students obtain high-quality recruitment resources. At the same time, as Lockin maintains long-term collaboration with more than 1,600 universities around the world, information on various on-campus job-hunting lectures and recruitment programs provided by Lockin for overseas students will also be released to students through universities' Career Centers. Overseas students are also suggested to pay close attention to the information.

Overseas talents should also regard job-hunting knowledge and vocational skills as a course that is as important as normal credit courses. In the meantime, they should plan for their own career development as early as possible, develop the thinking modes in their industries, and learn relevant skills independently, so as to obtain employment opportunities more easily. No matter how the job market changes, overseas talents will always be of concern to enterprises and should have full confidence in their own career development.

As a recruitment platform with 1.8 million overseas talent members worldwide, Lockin will continue to strive to become the most efficient overseas talent recruitment service provider in 2022. We will deepen cooperation with global universities to reach a larger number of overseas talents in a more precise manner. We will shorten the gap between Chinese employers and overseas talents under the global pandemic to reduce the cost and difficulty of communications between them. We will work hard to enable overseas talents to fully empower Chinese enterprises.



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