

Graduate employment: From the employment rate to the quality of employment

——Challenges faced by Chinese universities and the practice of Peking University

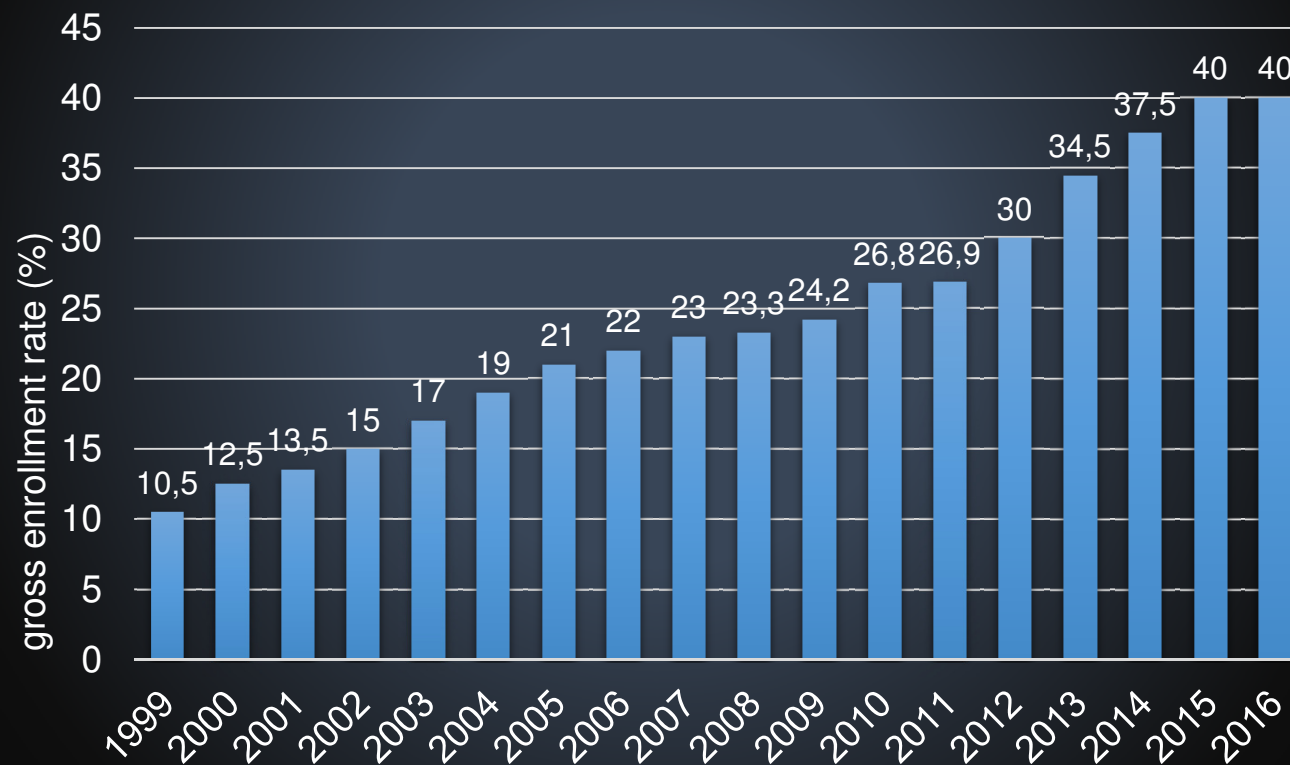
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The development of higher education in China

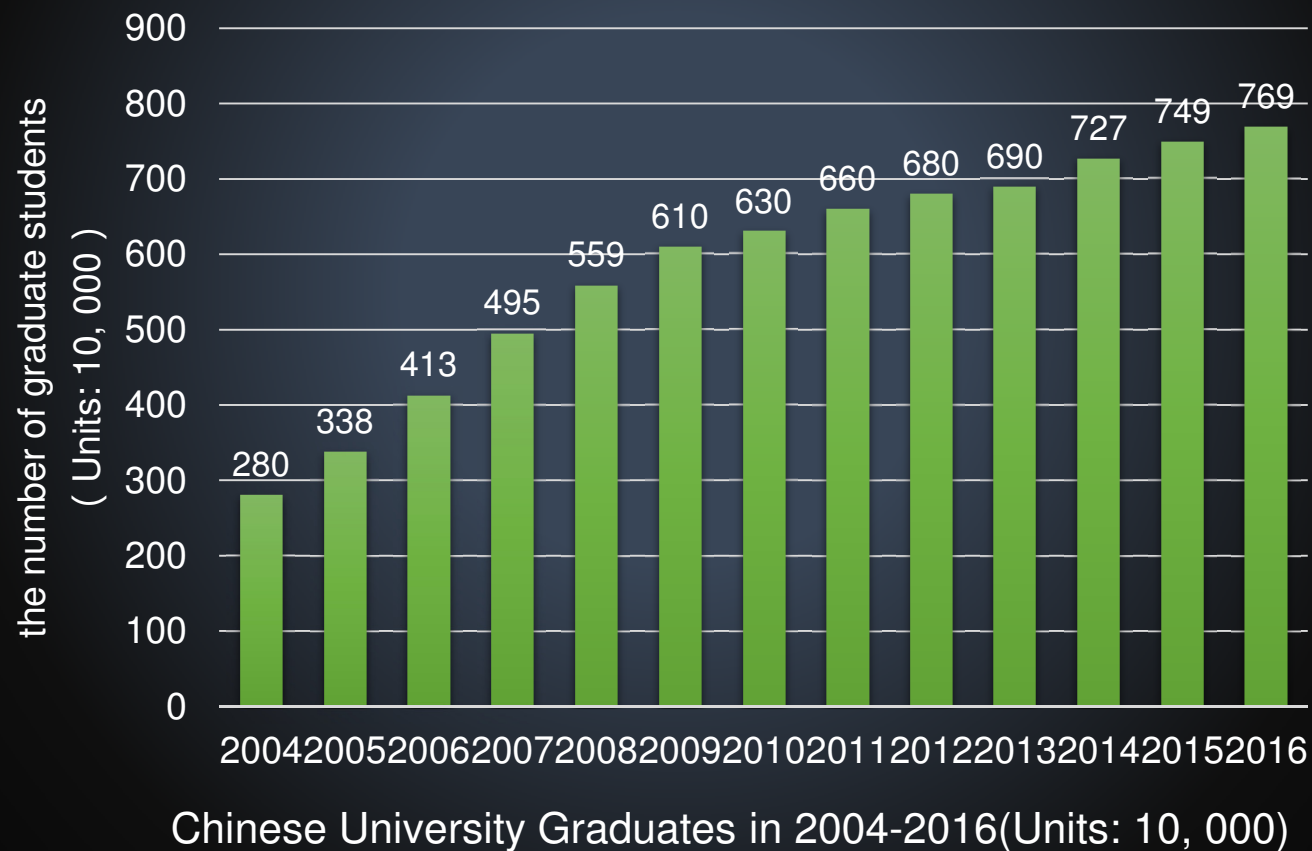
Higher education in China has turned from “elite education” to “public education”



Gross enrollment rate of Chinese higher education from 1990 to 2016

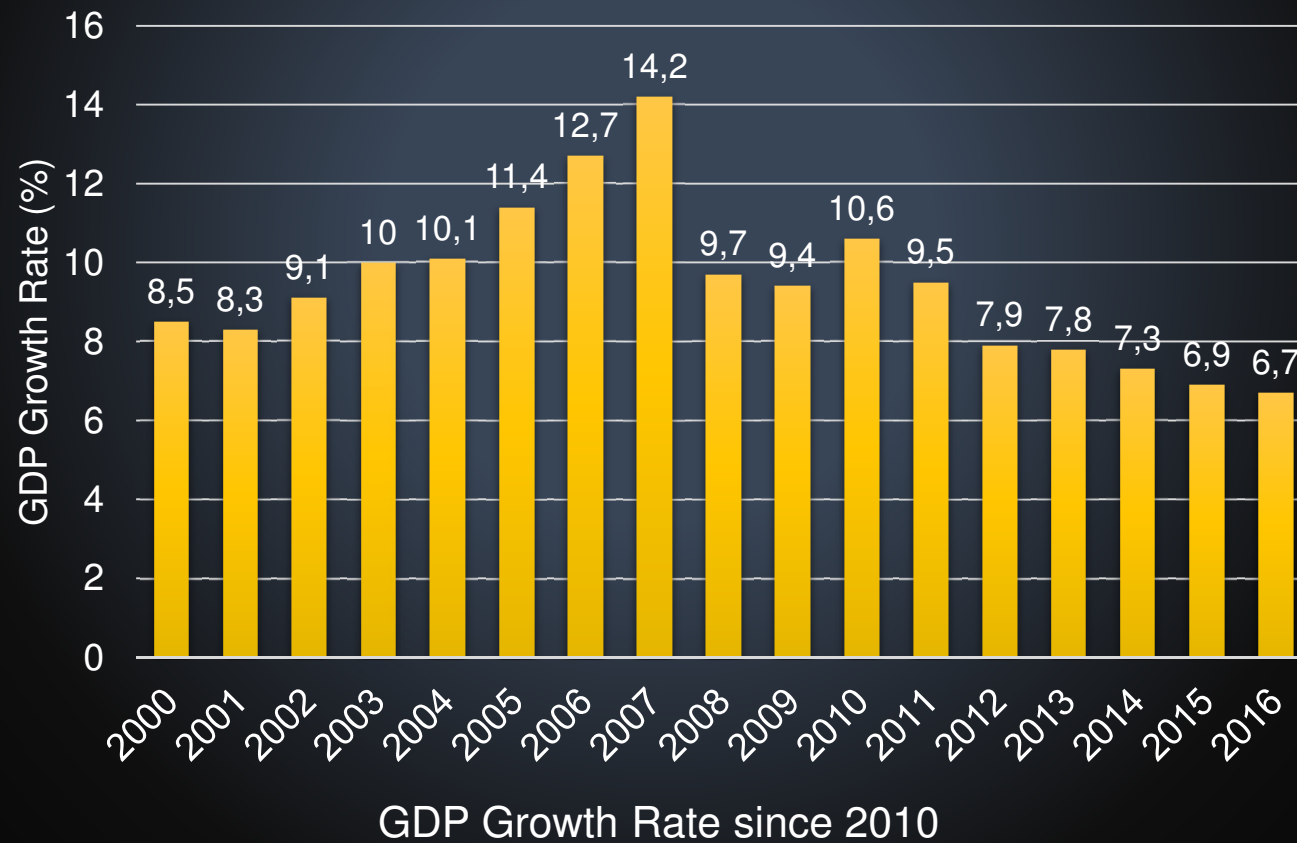
The number of graduate students are increasing annually

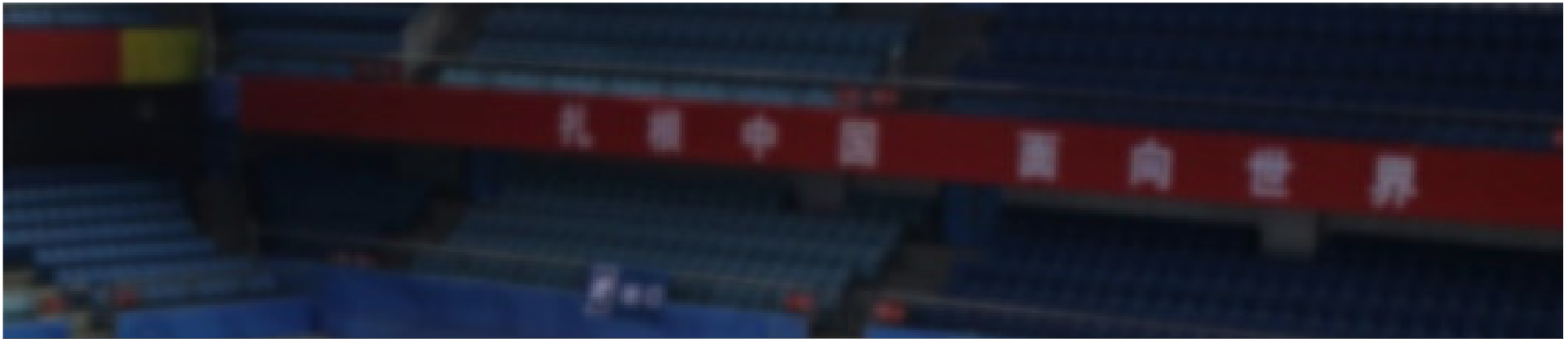
The issue of university students' employment has become a focus of Chinese society.



The graduates' employment and the economic situation

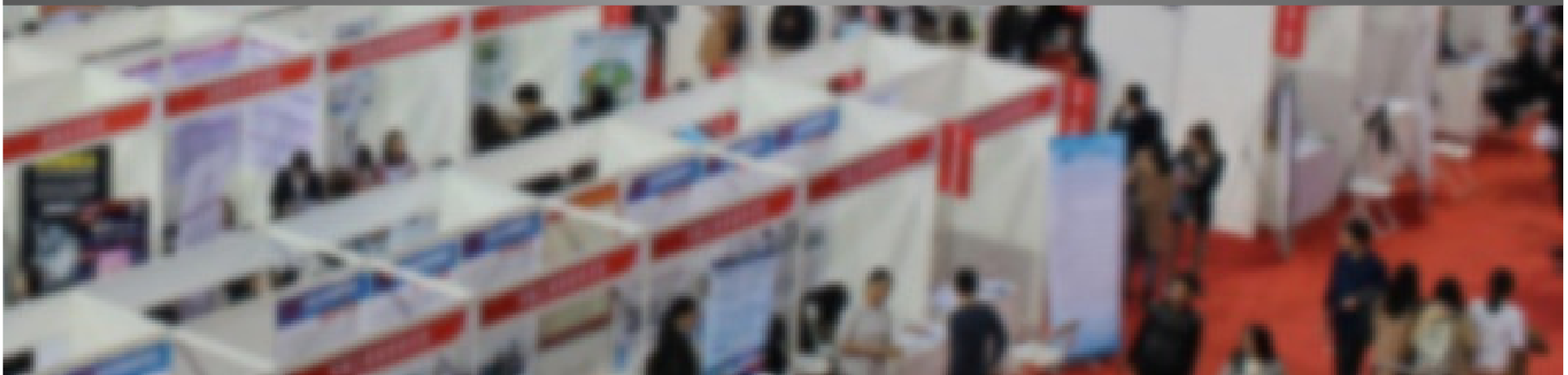
In recent years the economy growth rate in China stays around 7%. Meanwhile, the elastic coefficient of urban employment of Chinese economic growth is about 0.4.





In the recent decade the initial employment rate of Chinese university graduates stays around

75%~78%



The strong governmental support in China

1. put university graduates in the first place in employment issues

2. bring out a series of plans and actions to promote employment of graduates

- developing more positions that suits university graduates based on industrial upgrading
- providing grassroots public administration and social service positions purchased by the government to university graduates
- encouraging university graduates to practice business start-ups or working for small and medium enterprises
- enhancing career education and ability of university students
- providing free skill training and job introduction for unemployed graduates

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The efforts of universities



Almost all universities have set up career centers to provide students with services



Pluralism

- Courses
- Lectures
- Career evaluation
- Job fairs
- Internships
- Recruitment information
- On-demand recommendation
-



Full education

Career planning education begins from freshman year



Professionalization

Professional qualification of the teachers team, theoretical research to support the work practice



Informatization

- Particular websites
- WeChat Official Account
- Microblog

The quality of graduates' employment

Understanding of the quality of employment



Objectively it is mainly evaluated by payment level, while subjectively it concerns the satisfaction, matching, capability and development prospect.

The quality of graduates' employment

For university graduates, we need to focus more on the subjective indicators.



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The quality of graduates' employment means more satisfaction, better development and more matching with social demand.

To achieve higher employment quality for
graduates has become an important goal
in Chinese universities

Challenges faced by Chinese universities

1. The expectation of employers towards the ability of graduates is changing.

Ability	Rank
Teamwork	1
Execution and practice	2
Inter-personal communication	3
Problem solving	4
Oral expression	5
Anti-pressure and anti-frustration	6
Emotion management	7
Self-education	8
Professional skills	9
Analysis	10

Abilities that employers emphasize for graduates

Challenges faced by Chinese universities

2.The employment flow of graduates does not match the needs of society.

3.The talent flow and allocation across the globe has become the trend.

Chinese higher education is
undertaking a new round of reform

Practice of Peking University



北京大学
PEKING UNIVERSITY

- ✓ Peking University is the earliest national comprehensive university in China.
- ✓ It ranked 29th in 2017 Times Higher Education World University Rankings and have been ranked highest among Chinese universities in many successive years.
- ✓ The graduates' employability ranked 17th in the latest Times Higher Education Global University Employability Ranking, also the highest in China.



Practice of Peking University

To cultivate talents who can lead the future



To provide better learning and developing experiences



北京大學
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Practice of Peking University



北京大学
PEKING UNIVERSITY

The education system that combines liberal education with professional education

Practice of Peking University



career development courses



Career Planning of
College Students



Comprehensive
Quality of College
Students



Enhancing Your Career
Competencies
(MOOC)



北京大学
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Practice of Peking University



In-depth cooperation with enterprises as well as with local governments in China



Peking university
Career Day



Invite enterprises to
introduce and
communicate with
students on campus.



Internship and
practice activities
during vacations



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Practice of Peking University



Fostering students' ability to work and communicate in a cross-cultural environment

- At present Peking University have established cooperation with universities and research institutions in over 61 countries and regions.
- Over 63% of undergraduates in our university have at least one exchange experience abroad
- establish the service system for the international market



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Thank You !

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