



All kinds of clever

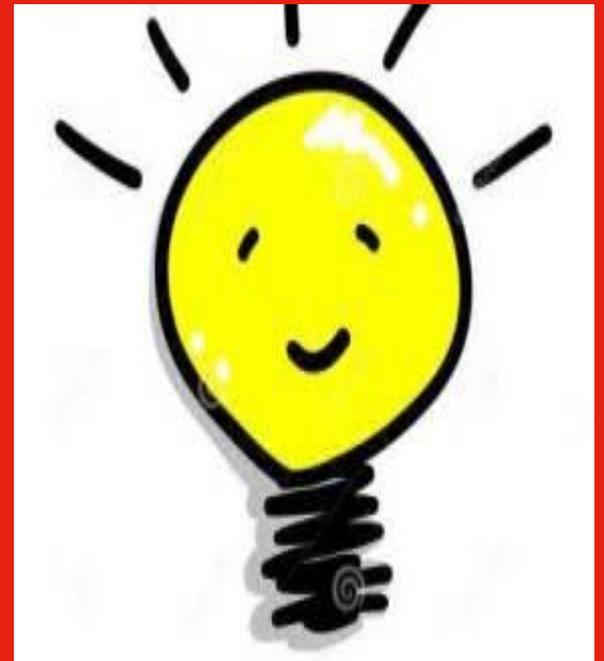
**Finding a good job is hard, but.....: Chinese Graduates from Australia
Tell it All**

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How this research came about ?



Introduction

- International students from China seek international education in Australia primarily to add value and improve their employment opportunities in China's competitive labour market (Gribble, 2008).
- In 2017, international students in Australia around 621,192 at all levels of education, of which around 350,472 international students were enrolled at Australian higher education institution. Majority of international students come from China (Department of Education and Training, 2018), .
- The recent trend shows that nearly 80 per cent of Chinese international students studying in Australia are returning to their home country to seek employment opportunities (Needham, 2017).

Introduction

- Hao, Wen and Welch (2016) argued that limited empirical research is conducted on employment experiences and career development of Chinese international students who return to China upon finishing their studies in Australia.
- Therefore, this presentation **aims** to explore alumni employment experiences with a particular focus on **what are the influential factors in attaining jobs** when they return home to China.

Research Background

- In recent times, attaining overseas tertiary qualification is not perceived as an added advantage in China anymore (Needham, 2017).
- Local graduates are preferred by employers as they are more up to date with local knowledge and guanxi (Hao & Welch, 2012).
- In response, Australian universities are heavily invested into developing employability skills of international students mainly through work integrated learning programs and on-campus career services to provide international students the ‘extra frills’ in obtaining employment.

Research Background

- However, little is known on what factors are involved in securing a job in China for Chinese returnees from Australia.
- A recent study by Cooke, Yao, Jiang and Li (2017) proposed that further research is needed to understand alumni post-repatriation employability experiences in order to investigate if and how alumni overseas experience has been beneficial on their graduate employment opportunities in China.

Research Methodologies

- Since this is an exploratory study, a qualitative approach was adopted for the following reasons. Firstly, little is known on the experiences of Chinese alumni with regards to their employability experiences (Creswell, 2013). Secondly, since the the nature of qualitative research is naturalistic and interpretive (Creswell, 2013), the research was conducted in “natural settings, attempting to make sense of, or interpret phenomena in terms of the meanings people bring to them” (Denzin & Lincoln, 2011, p. 3).
- In-depth semi-structured interviews were conducted in China (Beijing and Shanghai) last September 2017 with 19 Chinese alumni (8 males, 11 females) previously studied at La Trobe University.

Research Methodologies

- 16 graduates came back immediately upon completion of studies; 2 students stayed back as PR and Citizenship holders; 1 student had tutoring opportunity at La Trobe
- 15 graduated as Bachelor degree holders with 7 graduated with Bachelor of Accounting and 7 did Masters mainly in Masters of Professional Accounting (2) and MBA (2).
- 18 Chinese Alumni had jobs except for 1 who is waiting to be accepted as a PhD student in one of the Chinese Universities.
- They hold various management roles at banks, Delloitte, law firm, international kindergarten, software company, Box Hill TAFE, real estate company, hotels and some are entrepreneurs.
- Thematic analysis was used to analyse the data.

Research Findings

- Influential factors in securing a job in China include:
 - a) English language skills** – ability to communicate with overseas clients, foreign born supervisors and colleagues; ability to write and reply emails in English
 - b) Previous work related experiences** – previous work experiences in China and/or related internship jobs in Australia and/or China

Research Findings

- Influential factors in securing a job in China include:
 - a) Personality** – loyalty, open minded, positive – most of these personality traits are acquired during their studies in Australia
 - b) Relationship (Guanzi)** – jobs secured through connections
 - c) Personality** – loyalty, open minded, positive – most of these personality traits are acquired during their studies in Australia
 - d) Relationship (Guanzi)** – jobs secured through connections

Research Findings

- Influential factors in securing a job in China include:
 - e) **Overseas degree** – Master's degree is valuable over undergraduate degree and Chartered certification such as ACCA, CPA & CFA

Conclusion

- This presentation has filled in the gap by articulating the factors that are involved in getting a job once overseas graduates return to their homeland - China
- Although scholars and also graduates in this study have stated that getting a job for overseas graduates is getting tougher as local Chinese graduates are also graduating with degrees in English and they are much more familiar with the employment market but...
-with all the factors that are discussed just now, it is not impossible of not getting a job in China for overseas graduates.

Thank

You



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