



*Returning home:
Seaweed, Seagull and Sea
Turtles*

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A quote

- The process of migration has long been framed as a unidirectional process comprised of arrival, settlement, citizenship and assimilation motivated by economic necessities.

To date...

- *Work & Career* identified as key experiential weakness
- Realisation - ROI / post-study work visa issues
- Work Connect Programmes
 - Govt, councils and chambers aware and somewhat supportive of International Students

Post-study employment pathways

- Asia-born NZ Educated business graduates' transition to employment
 - Having economic opportunities – changes in open work visa 😊
 - Affiliation – social relations, respect, equal valuing of difference, compassion, friendship
 - Volunteer or other work experience = find meaningful employment, develop work-related skills
 - Interpersonal connections alongside qualifications

Graduate Trends in China

- From 2007 to 2016 the average graduate salary rose 250% - now reversing
- Skill shortages ongoing, battle for STEM talent with booming IT and internet industries
- Trend of local graduates pursuing a master's degree abroad to gain an edge in a competitive job market
- Returning students studying a year long course to access local graduate employment
- Bringing back Western ways of working valued in multinationals

What are the challenges for staying?

- Job application processes



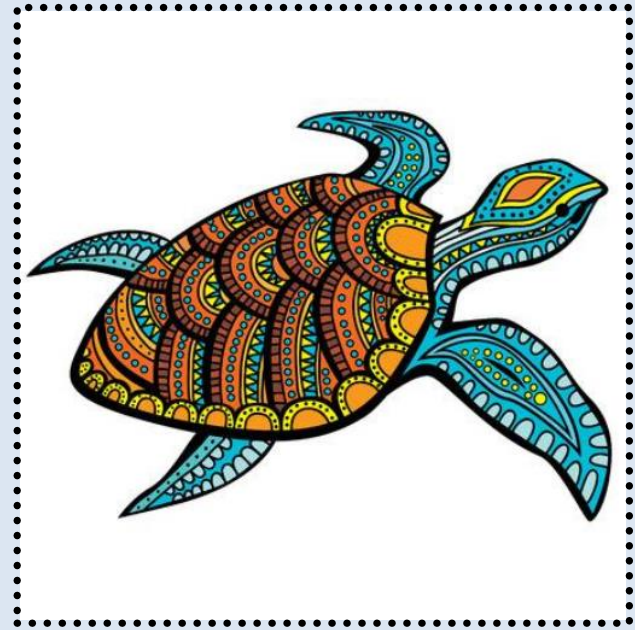
What are the challenges for returning?

- Country specific employment process



Post-study transition – China perspective

- Sea Turtles - *haigui* refers to a person that has returned from overseas
 - house on back
 - slow moving
 - **No longer** highly sought after



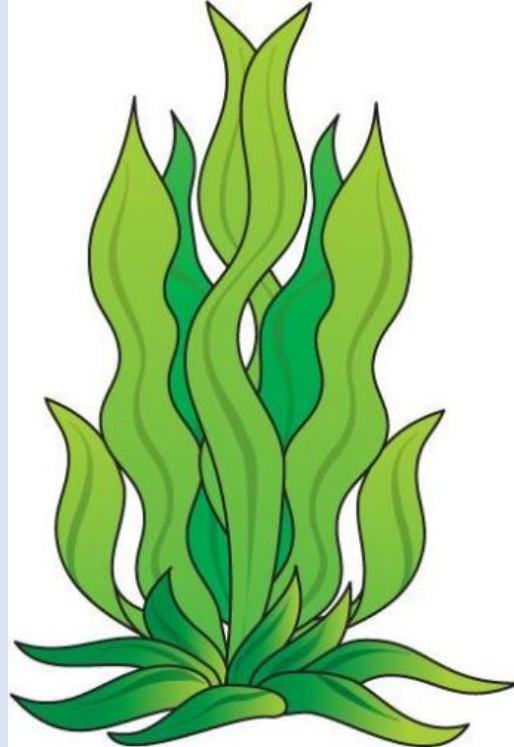
Post study transition – China perspective

- Seagulls – *haiou* refers to a person that is simultaneously living in China as well as overseas and is commuting back and forth



Post study transition – China perspective

- Seaweed – *haidai*



Our strategies

- **Golden week** NZ & Australia advantage if returning
- Alumni - student **mentoring**
- Align services for a '**global career**'
- Work closely with International Office? International Office work closely with Careers?
- Work with student and community groups
- Promote early use of University career services
- Advocate for change

Questions
Comments
Discussion

Thank you

