



## **Appendix A-4: School of Civil Engineering, Hunan City University Employment Quality Report**



# School of Civil Engineering, Hunan City University

## 2022 Employment Quality Report

The employment work for the 2022 graduates of the School of Civil Engineering adheres to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, closely follows the decision-making and deployment of the superiors and the school regarding the employment work of graduates, relies on the employment work mechanism of "ensuring one, creating two, and providing three safety nets", seizes the "Employment Promotion Month" and the "critical period for job hunting", implements and refines various employment measures, spares no effort to expand employment channels, overcomes difficulties to carry out precise assistance, and once again realizes more full and higher-quality employment for the 2022 undergraduate graduates. The college's year-end employment rate has reached the target. Now, the main work is summarized as follows.

### 1. Overall Graduation Destination Achievement

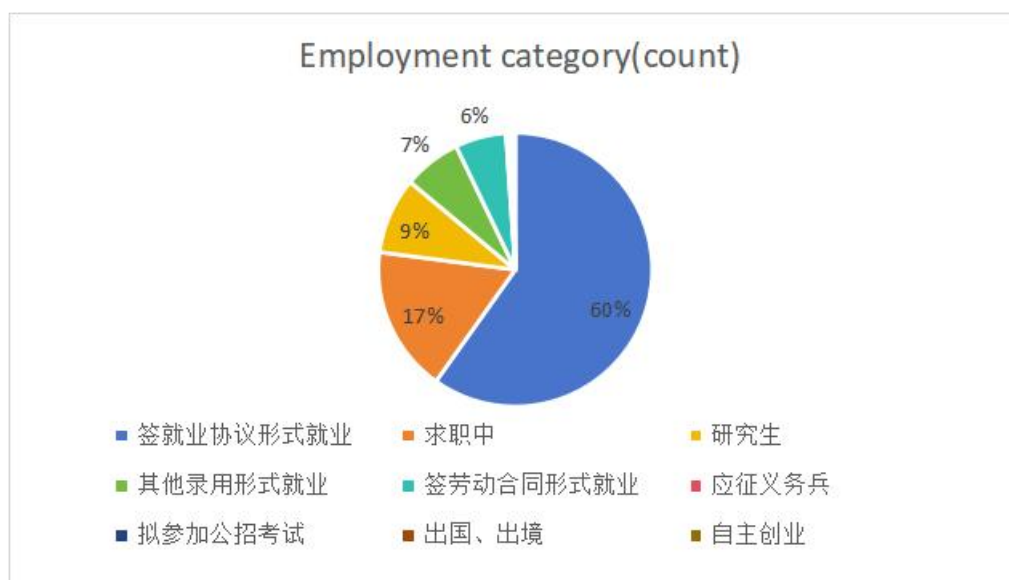
#### (1) Further Study

Among the undergraduate graduates of the class of 2022, 32 students continued their further study, with a further - study rate of 8.7%. Specifically, 1 student was admitted to Guangxi University, 2 to Guangzhou University, 2 to Guizhou Minzu University, 1 to Guilin University of Technology, 1 to Hunan University of Technology, 4 to Hunan University of Science and Technology, 1 to Kunming University of Science and Technology, 1 to Lanzhou Jiaotong University, 1 to Lanzhou University of Technology, 2 to University of South China, 1 to Southwest Petroleum University, 1 to the University of Sydney, 2 to Xiangtan University, 8 to Changsha University of Science and Technology, 1 to China University of Geosciences, 3 to Central South University of Forestry and Technology, and 2 to Chongqing Jiaotong University.



## (2) Employment Situation

The year - end employment destination attainment rate of the undergraduate graduates of the class of 2022 was 82%. Among them, 242 students achieved their graduation destinations through agreements and contracts, with an employment destination attainment rate of 66% (including 29 students in flexible employment, with a flexible employment rate of 8%). Among the undergraduate graduates, 229 were employed in state - owned and collective enterprises, accounting for 84.5% of the total number of employed; 32 were employed in private and other enterprises, accounting for 12% of the total number of employed; 3 were employed in public institutions, accounting for 0.11% of the total number of employed; and 1 was self - employed, accounting for 0.03% of the total number of employed.



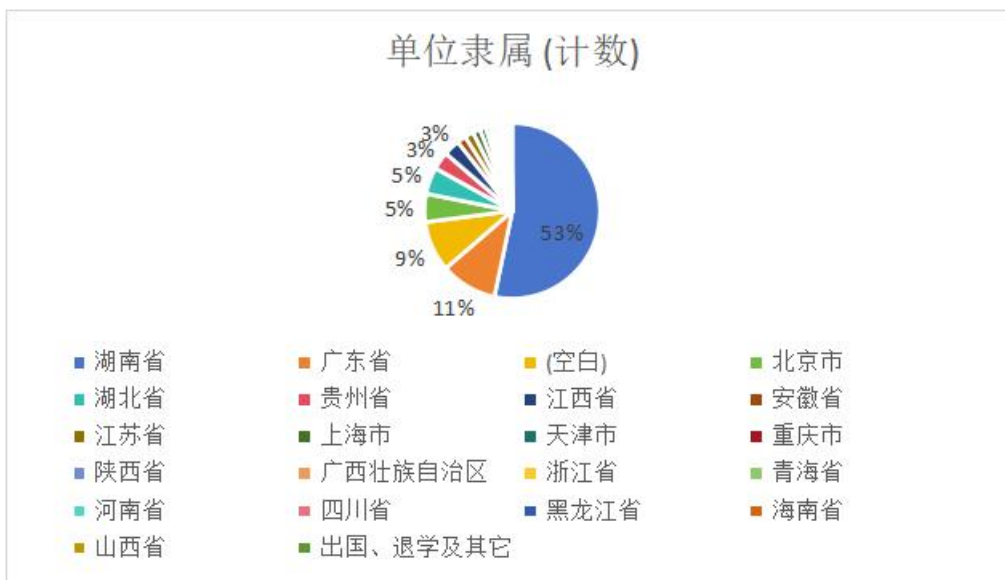
## (3) Employment Destinations

Among the undergraduate graduates, 193 were employed in Hunan, with the proportion of staying in Hunan reaching 71.2%. 38 were employed in Guangdong, accounting for 14% of the total number of employed. 5 were employed in Shanghai, accounting for 1.84% of the total number of employed. 5 were employed in Anhui, accounting for 0.8% of the total number of employed. 18 were employed in Hubei, accounting for 6.64% of the total number of employed. A total of 43 were employed in Qinghai, Guizhou, Shaanxi, Shanxi, Zhejiang, Sichuan, Chongqing, Hainan, Henan,



Jiangxi, Heilongjiang and Jiangsu, accounting for 15.8% of the total number of employed

1) Employment region



2) Some employers

<b>List of Some Employers</b>	
Work Location	Company Name
Yubei District, Chongqing	The 6th Engineering Co., Ltd. of China Railway No.5 Engineering Group
Changsha, Hunan Province	China Construction Fifth Engineering Bureau Co., Ltd.
Changsha, Hunan Province	Hunan Construction Engineering Transportation Construction Co., Ltd.
Changsha, Hunan Province	Civil Engineering Co., Ltd. of China Construction Fifth Engineering Bureau
Minhang District, Shanghai	The First Construction Co., Ltd. of China Construction First Engineering Bureau Group
Zhongshan, Guangdong Province	The 9th Engineering Co., Ltd. of China Railway Major Bridge Engineering Group
Shenzhen, Guangdong Province	South China Branch of China Construction Second Engineering Bureau Co., Ltd.



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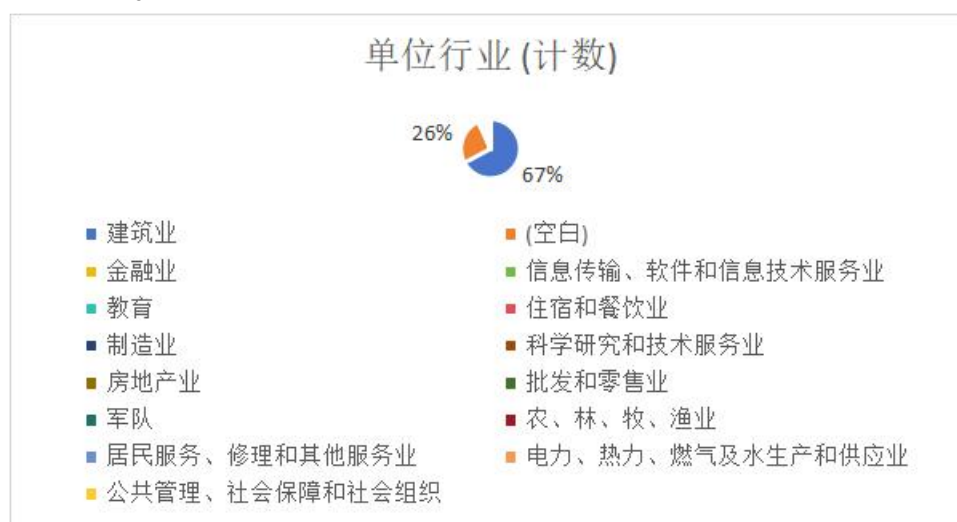
Changsha, Hunan Province	China Railway Urban Construction Group Co., Ltd.
Changsha, Hunan Province	Hunan Branch of Postal Savings Bank of China Co., Ltd.
Changsha, Hunan Province	Hunan Branch of Postal Savings Bank of China Co., Ltd.
Guangzhou, Guangdong Province	Road & Bridge Engineering Co., Ltd. of China Railway No.5 Engineering Group
Hengyang, Hunan Province	The 2nd Engineering Co., Ltd. of China Railway No.5 Engineering Group
Yiyang, Hunan Province	Yiyang Graduate, University and Secondary Specialized School Graduates Employment Guidance Office
Shaoguan, Guangdong Province	South China Engineering Co., Ltd. of China Railway No.5 Engineering Group
Jiujiang, Jiangxi Province	The 5th Engineering Co., Ltd. of China Railway Major Bridge Engineering Group
Shaoyang, Hunan Province	Shaoyang Education Bureau Graduate Employment Office
Yiyang, Hunan Province	Hunan City University
Wuhan, Hubei Province	Wuhan Branch of The Third Construction Engineering Co., Ltd. of China Construction Second Engineering Bureau
Changde, Hunan Province	Changde Education Bureau Graduate Employment Office
Wuhan, Hubei Province	Wuhan Talent Service Center
Nanning, Guangxi	Guangxi Beibu Gulf Investment Environmental Protection & Water Affairs Group Co., Ltd.
Hexi District, Tianjin	Tianjin Talent Service Center



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Daqing, Heilongjiang Province	Human Resources and Social Security Bureau of Daqing, Heilongjiang Province
Guiyang, Guizhou Province	Construction Engineering Co., Ltd. of China Railway No.5 Engineering Group
Chaoyang District, Beijing	CCCC Fourth Highway Engineering Bureau Co., Ltd.
Shenzhen, Guangdong Province	The 5th Construction Engineering Co., Ltd. of China Construction Fourth Engineering Bureau
Daxing District, Beijing	China Construction Railway Investment & Construction Group Co., Ltd.

### 3) Industry distribution of units



Remarks: The construction industry accounts for an important part in the industry, followed by the financial industry, and the proportion of the remaining industries is relatively small.

### (4) Situation of Unsettled Employment

Among the undergraduate graduates of the Civil Engineering major in the class of 2022, 36 people have not yet settled their employment destinations, accounting for 9.8%. They all chose to take the postgraduate entrance examination for the second time or continue to take the civil service examination or the establishment examination.



## **2. Main Approaches to Employment Work**

### **(1) High - standing Position, Strengthening the Organizational Leadership of Employment Work**

The college deeply studies and implements Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and the spirit of the 20th National Congress of the Communist Party of China. It earnestly implements the decision - making and deployment of the Party Central Committee, the State Council, the provincial Party committee and the provincial government on the employment of college graduates, and effectively regards graduate employment as a top priority. The main leaders conduct in - depth special investigations at the grassroots level, regularly organize and hold special meetings to analyze, deploy and supervise employment work, pool the efforts of the whole school, and fully promote the high - quality and full employment of graduates.

The college continuously improves the employment work system of "strategic guidance, school - wide coordination, college - based implementation, hierarchical responsibility, and full - participation". Focusing on serving major national regional strategies, it further tightens and compresses the work responsibilities of the colleges, guides each college to base on its professional characteristics, highlight disciplinary features, widely gather high - quality resources from alumni, full - time teachers, key cooperative units, etc. to support graduate employment work, and continuously create a working atmosphere of "everyone pays attention to employment, everyone participates in employment, and everyone promotes employment".

### **(2) Focusing on Practical Results, All - out Efforts to Expand Employment Channels for Graduates**

**First, deepen and implement the "Visiting Enterprises to Expand Job Opportunities" initiative.** The college formulated the work plan for the "Visiting Enterprises to Expand Job Opportunities and Promote Employment" initiative in 2022. The school and the college work together at two levels. The college leadership team gives full play to its important exemplary and leading role in promoting graduate



employment, further deepens the cooperation between schools and enterprises in talent cultivation, strengthens the connection between supply and demand, expands employment channels for graduates, and drives the whole college to form an active awareness of jointly paying attention to and promoting employment.

**Second, fully tap high - quality job resources.** The college plays the main role of campus recruitment, actively contacts the government, industries, enterprises, employers, and talent agencies, etc., and holds campus recruitment activities to fully tap job resources. In 2022, key enterprises in the industry such as Guangzhou Haoda, Changsha Information Planning, Haoyiyuan, and Sangfor were invited to hold offline special recruitment fairs; key cities in Anhui Province and the Yangtze River Delta region such as Hefei and Wuhu were connected; and the school was assisted in holding the large - scale spring and autumn job - fairs.

### **(3) Strengthening Support, Caring for Graduates from Disadvantaged Groups**

The college focuses on special disadvantaged groups such as graduates from poverty - alleviated families, low - income families, zero - employment families, and disabled graduates, and implements the "Caring for Employment, Warm - hearted Assistance for Development" initiative. Adhering to the principle of "focused attention, focused recommendation, and focused service", it implements the support mechanism of "real - time job push, timely progress tracking, and immediate problem - solving", gives priority to providing special assistance such as economy, employment information, and job positions to graduates from disadvantaged groups. The main leaders of the school's Party and government, department leaders, and class counselors provide "one - to - one" or "one - to - many" guaranteed assistance, and the work is carried out with "point - to - point" support. As of December 31, all graduates from disadvantaged groups with employment intentions in the whole college have settled their employment destinations.

## **3. Directions for Future Efforts in Employment Work**

### **(1) Strengthen Leadership, Unify Thinking, and Implement Hierarchical Management**



At present, due to the large number of students in our graduating classes who are on internships or preparing for exams, the monitor group can no longer be the main way to convey information in a timely manner. In order to better understand the employment situation and accurately obtain employment data, an employment service model with employment specialists - graduating class counselors - class teachers as the main body, employment guidance teachers - graduates, employment specialists - class cadres - recruitment and employment department cadres of the Youth League and Student Union participating throughout the process, and department heads - professional course teachers actively participating will be formed. An unobstructed employment information channel will be constructed from top to bottom to ensure that every student can receive employment policies and information in a timely and accurate manner, striving for full employment. An employment information push group will be established to extend the work to every student in the graduating class.

### **(2) Innovate the employment service model and build an employment platform**

Innovate the employment service model. Guided by students' employment intentions, actively contact enterprises that students are interested in, establish a group of high - quality enterprises, invite relevant enterprises to recruit, and help achieve a win - win situation for both students and enterprises. Deepen and innovate the "Internet +" precision employment service model. Learn from the operation mode of the employment service platform of Central South University. With the help of Internet platforms, broaden employment channels, establish an employment information official account, and push relevant employment information every day.

### **(3) Deepen school - enterprise cooperation and increase students' internship opportunities**

Through school - enterprise cooperation, students can obtain diversified internship opportunities, such as corporate internships, entrepreneurial practices, and social services. This diverse cooperation enables students to be exposed to different working environments and positions during the internship, laying a foundation for their future in - depth entry into the workplace. While expanding students' internship



opportunities through school - enterprise collaboration, the diversity and inclusiveness of internship content should also be considered. For example, provide diverse internship options for students with different majors and interests; for students with limited geographical locations and economic conditions, provide flexible internship forms such as remote internships and virtual internships to ensure that every student can obtain valuable internship experiences.

#### **(4) Strengthen employment guidance and establish a flexible employment concept**

At present, the employment concepts of the graduates in our college urgently need to be changed. Most students have the ideas of "delayed employment" and "postponed employment", are not active in sending resumes, and are afraid of employment. Class counselors and head teachers should strengthen the education and guidance of the employment concept, encourage graduates to actively serve the national strategy, work in major national projects, major programs, and important fields, start businesses at the grassroots level, and contribute their talents to the military. Further strengthen the classified guidance for graduates. According to different majors and needs, provide policies, information, and guidance. Increase the efforts to organize students to participate in grassroots projects such as the recruitment of college - student village officials, civil servants, recruitment plans for teachers in various compulsory education - stage schools, the "Three - Support - One - Aid" program, and the Western China Program for College Student Volunteers. Encourage students to join the military, further publicize and implement preferential policies such as grassroots employment and tuition subsidies, and encourage and guide graduates to start businesses and find employment at the grassroots level.



## **School of Civil Engineering, Hunan City University**

### **2023 Employment Quality Report**

The employment work for the 2023 graduates of the School of Civil Engineering was guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. It closely adhered to the decision - making and arrangements of the higher - level authorities and the university regarding graduate employment. Relying on the employment work mechanism of "ensuring one aspect, innovating in two aspects, and providing a safety net in three aspects", it seized the "Employment Promotion Month" and the "critical job - hunting period", implemented and refined various employment measures, made every effort to expand employment channels, and tackled difficulties to carry out precise assistance. As a result, the 2023 undergraduate graduates achieved more sufficient and higher - quality employment once again, and the college's year - end employment destination fulfillment rate reached the target. The main work summary is as follows.

#### **1. Overall Implementation of Graduation Destinations**

##### **(1) Enrollment in Higher Education**

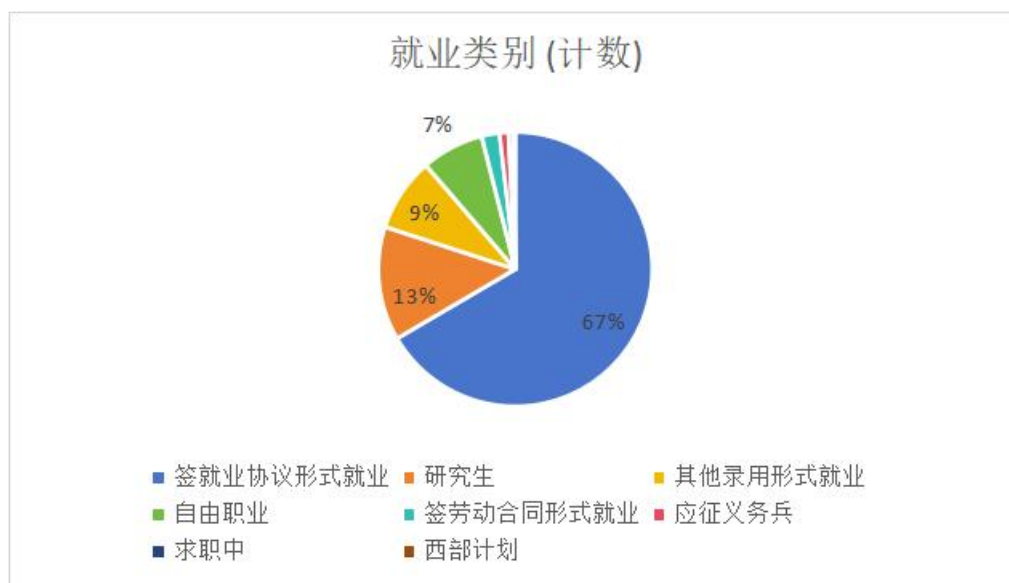
Among the undergraduate graduates of the class of 2023, 51 students continued their further studies, with a further - study rate of 13.4%. Specifically, 11 students were admitted to Hunan City University, 2 to University of South China, 1 to Liaoning Technical University, 1 to Ningbo University, 2 to Wuhan University of Science and Technology, 1 to Wuhan University of Technology, 1 to Xi'an University of Architecture and Technology, 5 to Xiangtan University, 1 to Xinjiang University, 1 to Yunnan University, 8 to Changsha University of Science and Technology, 1 to Chang'an University, 6 to Central South University of Forestry and Technology, 1 to Hunan Institute of Science and Technology, 4 to Hunan University of Science and



Technology, 1 to Guilin University of Technology, 1 to Guangzhou University, 1 to Guangdong University of Technology, 1 to Fuzhou University, and 1 to Anhui University of Science and Technology.

## (2) Employment Status

The year - end employment destination attainment rate of undergraduate graduates in the class of 2023 was 77.34%. Among them, 261 graduates had their graduation destinations confirmed through agreements and contracts, with an employment destination attainment rate of 68.7% (including 33 flexible employees, with a flexible employment rate of 8.68%). Among undergraduate graduates, 249 were employed in state - owned and collective enterprises, accounting for 84.7% of the total number of employed; 40 were employed in private and other enterprises, accounting for 13.6% of the total number of employed; 1 was employed in an institution, accounting for 0.3% of the total number of employed; 4 enlisted in the military, accounting for 1.36% of the total number of employed. Among them, 28 were in freelance occupations.

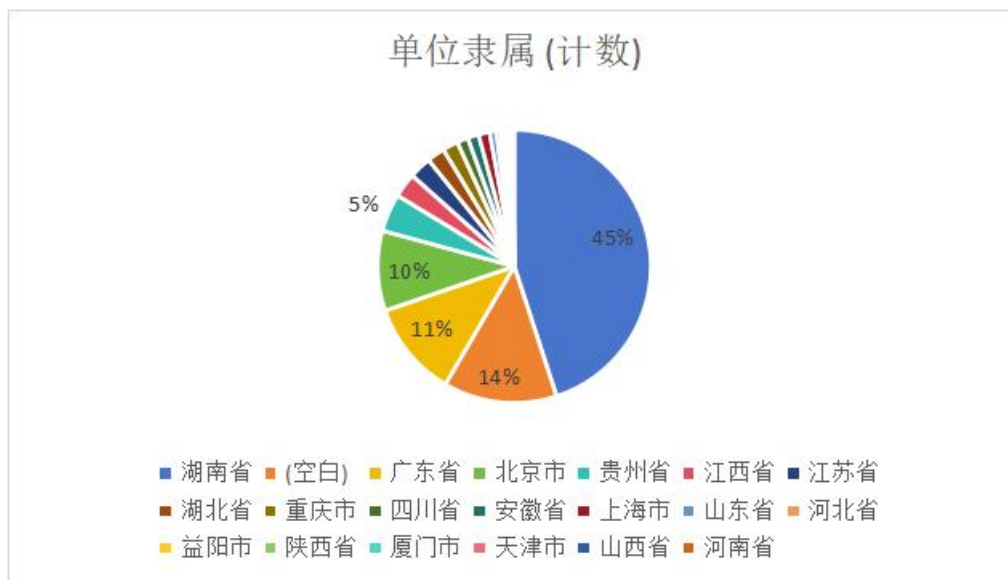


## (3) Employment Destinations

Among undergraduate graduates, 158 are employed in Hunan, with the proportion of those staying in Hunan reaching 41.57%. 41 are employed in Guangdong, accounting for 13.9% of the total number of employed. 5 are employed in Shanghai, accounting for 1.3% of the total. 5 are employed in Anhui, accounting for 0.8% of the total. 30 are employed in Beijing, accounting for 10.2% of the total.

17 are employed in Guizhou, accounting for 5.78% of the total. A total of 40 are employed in Hebei, Henan, Hubei, Jiangsu, Jiangxi, Shandong, Shanxi, Shaanxi and Sichuan, accounting for 10.1% of the total number of employed.

### 1) Employment Locations



### 2) Some Employers

List of Some Employers	
Work Location	Company Name
Changsha, Hunan Province	The 7th Engineering Co., Ltd. of China Railway 12th Bureau Group
Shuangliu District, Chengdu, Sichuan Province	The 3rd Construction Co., Ltd. of China Construction Fourth Engineering Bureau
Yubei District, Chongqing	The 6th Engineering Co., Ltd. of China Railway No.5 Engineering Group
Nansha District, Guangzhou, Guangdong Province	Road & Bridge Engineering Co., Ltd. of China Railway No.5 Engineering Group
Jianye District, Nanjing, Jiangsu Province	China Nuclear Industry Huaxing Construction Co., Ltd.
Yuexiu District, Guangzhou, Guangdong Province	China Railway 25th Bureau Group Co., Ltd.
Yuhua District, Changsha,	Hunan Road & Bridge Construction Group Co., Ltd.



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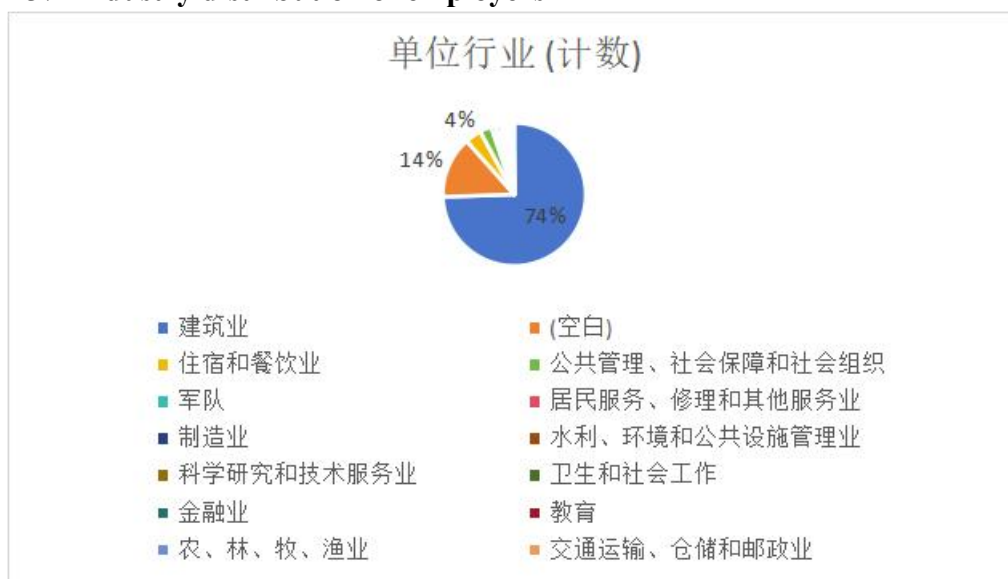
Hunan Province	
Haidian District, Beijing	China Railway Beijing Engineering Bureau Group Co., Ltd.
Yunyan District, Guiyang, Guizhou Province	China Railway No.5 Engineering Group Co., Ltd.
Tongzhou District, Beijing	Civil Engineering Group Co., Ltd. of China Construction Second Engineering Bureau
Zhuhui District, Hengyang, Hunan Province	The 2nd Engineering Co., Ltd. of China Railway No.5 Engineering Group
Baiyun District, Guangzhou, Guangdong Province	The 1st Engineering Co., Ltd. of China Railway 25th Bureau Group
Tianxin District, Changsha, Hunan Province	The 4th Engineering Co., Ltd. of Hunan Province
Jianye District, Nanjing, Jiangsu Province	China Nuclear Industry Huaxing Construction Co., Ltd.
Xunyang District, Jiujiang, Jiangxi Province	China Railway Major Bridge Engineering Group Co., Ltd.
Nanshan District, Shenzhen, Guangdong Province	Shenzhen Construction Engineering Group Co., Ltd.
Zhongshan, Guangdong Province	China Railway Major Bridge Engineering Group Co., Ltd.
Wuhan, Hubei Province	China Railway Major Bridge Engineering Group Co., Ltd.
Qindu District, Xianyang, Shaanxi Province	Railway Construction Co., Ltd. of China Railway No.1 Engineering Group
Changsha, Hunan Province	The 8th Engineering Bureau Co., Ltd. of Sinohydro
Xiling District, Yichang, Hubei Province	The 1st Engineering Co., Ltd. of China Gezhouba Group
Gulou District, Nanjing, Jiangsu Province	China Railway Major Bridge Engineering Group Co., Ltd.



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Shibei District, Qingdao, Shandong Province	China Construction Port Group Co., Ltd.
Minhang District, Shanghai	The First Construction Co., Ltd. of China Construction First Engineering Bureau Group
Qingyang District, Chengdu, Sichuan Province	China Railway 23rd Bureau Group Co., Ltd.
Hongkou District, Shanghai	China Construction Port & Shipping Bureau Group Co., Ltd.
Huadu District, Guangzhou, Guangdong Province	The 1st Construction Co., Ltd. of China Construction Fourth Engineering Bureau
Municipal Districts of Chengdu, Sichuan Province	The 3rd Construction Co., Ltd. of China Construction Fourth Engineering Bureau
Anci District, Langfang, Hebei Province	Installation Engineering Co., Ltd. of China Construction Second Engineering Bureau
Pukou District, Nanjing, Jiangsu Province	China Railway Major Bridge Engineering Group Co., Ltd.
Luohu District, Shenzhen, Guangdong Province	China Construction Shenzhen Decoration Co., Ltd.
Nanming District, Guiyang, Guizhou Province	Construction Engineering Co., Ltd. of China Railway No.5 Engineering Group

**3) Industry distribution of employers**



Remarks: The construction industry accounts for a significant portion of the industries. Following



that is the residential services, repair and other service industries. The proportion of the remaining industries is relatively small.

#### **4) Situation of Unconfirmed Destinations**

Among the undergraduate graduates of the class of 2023, 2 graduates have not yet confirmed their graduation destinations, accounting for 0.52%. They have all chosen to retake the postgraduate entrance examination or continue to take the civil service examination and the institution recruitment examination.

### **2 Main Approaches to Employment Work**

#### **(1) High - level Positioning: Strengthening the Organizational Leadership of Employment**

##### **Work**

The college deeply studies and implements Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and the spirit of the 20th National Congress of the Communist Party of China. It earnestly implements the decision - making and deployment of the Central Committee of the Communist Party of China, the State Council, the provincial Party committee, and the provincial government on the employment of college graduates, and effectively regards graduate employment as a top priority. The main leaders conduct in - depth field research on special topics, regularly organize and hold special meetings to analyze, deploy, and supervise employment work, pool the efforts of the whole school, and fully promote the high - quality and full employment of graduates.

The college continuously improves the employment work system of "strategic guidance, school - wide coordination, college - based implementation, hierarchical responsibility, and full - participation." Focusing on serving major national and regional strategies, it further tightens and implements the work responsibilities of each college. It guides each college to base on the characteristics of their majors, highlight the characteristics of their disciplines, and widely gather high - quality resources from alumni, full - time teachers, key cooperative units, etc., to support graduate employment work, and continuously create a working atmosphere of "everyone pays attention to employment, everyone participates in employment, and everyone



promotes employment."

## **(2) Focusing on Practical Results: Making Every Effort to Open up Employment Channels for Graduates**

**First, deepen and implement the "Visiting Enterprises to Expand Job Opportunities" campaign.** The college formulates the work plan for the "Visiting Enterprises to Expand Job Opportunities and Promote Employment" campaign in 2023. Both the school and the college work together. The college leadership team gives full play to its important exemplary and leading role in promoting graduate employment, further deepens the school - enterprise talent cooperation, strengthens the connection between supply and demand, expands graduate employment channels, and drives the whole college to form an active awareness of jointly paying attention to and promoting employment.

**Second, fully tap high - quality job resources.** The college gives play to the main channel role of campus recruitment, actively contacts the government, industries, enterprises, employers, and talent agencies, etc., and holds campus recruitment activities to fully tap job resources. In 2023, key enterprises in the industry such as Guangzhou Haoda, Changsha Information Planning, Haoyiyuan, and Sangfor were invited to hold offline special recruitment fairs. The college also connected with Hefei, Wuhu and other key cities in Anhui Province and the Yangtze River Delta region, and assisted the school in holding the spring and autumn large - scale job - matching fairs.

## **(4) Intensive Support: Warm - hearted Care for Graduates from Disadvantaged Groups**

The college focuses on special disadvantaged groups such as graduates from poverty - alleviated families, low - income families, zero - employment families, and disabled graduates, and implements the "Care for Employment, Warm - hearted Assistance for Development" campaign. Adhering to the principle of "key attention, key recommendation, and key service," it implements the assistance mechanism of



"real - time job pushing, timely progress tracking, and immediate problem - solving." It gives priority to providing special assistance such as economy, employment information, and job positions to graduates from disadvantaged groups. The main leaders of the school's Party and government, department leaders, and class counselors provide "one - to - one" or "one - to - many" guarantee and "point - to - point" assistance. As of December 31, all graduates from disadvantaged groups with employment intentions in the whole college have confirmed their employment destinations.

## **2. Future Directions for Employment Work**

### **(1) Strengthening Leadership, Unifying Thoughts, and Implementing Hierarchical Management**

At present, due to the large number of students in our college's graduating classes who are doing internships or preparing for exams, the monitor group can no longer be the main way to convey information in a timely manner. In order to better understand the employment situation and accurately collect employment data, we will form an employment service model with employment specialists, graduating class counselors, and class teachers as the main body, with employment guidance teachers and graduates, as well as employment specialists, class cadres, and cadres of the Recruitment and Employment Department of the Youth League and Student Union participating throughout the process. Department heads and professional course teachers will also actively participate. From top to bottom, we will build a smooth employment information channel to ensure that every student can receive employment policies and information in a timely and accurate manner, striving for full employment. We will establish a large employment information - pushing group and extend the work to every student in the graduating class.

### **(2) Innovating the Employment Service Model and Building an Employment Platform**



We will innovate the employment service model, take students' employment intentions as the guide, actively contact enterprises that students are interested in, establish a group of high - quality enterprises, invite relevant enterprises to recruit, and help achieve a win - win situation for students and enterprises. We will deepen and innovate the "Internet +" precision employment service model, learn from the operation mode of the employment service platform of Central South University, and with the help of the Internet platform, broaden employment channels. We will establish an employment information official account and push relevant employment information every day.

### **(3) Deepening School - Enterprise Cooperation and Increasing Students' Internship Opportunities**

Through school - enterprise cooperation, students can obtain diversified internship opportunities, such as enterprise internships, entrepreneurial practices, and social services. This diversity of cooperation enables students to be exposed to different working environments and positions during the internship period, laying a foundation for their future in - depth workplace practice. While expanding students' internship opportunities through school - enterprise collaboration, we should also consider the diversity and inclusiveness of internship content. For example, provide diverse internship options for students with different majors and interests. For students with limited geographical location and economic conditions, provide flexible internship forms such as remote internships and virtual internships to ensure that every student can obtain a valuable internship experience.

### **(4) Strengthening Employment Guidance and Establishing a Flexible Employment Concept**

At present, the employment concept of graduates in our college urgently needs to be changed. Most students have the ideas of "delayed employment" and "postponed employment," are not active in submitting resumes, and are afraid of employment.



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Counselors and class teachers should strengthen the educational guidance on employment concepts, encourage graduates to actively serve national strategies, work in major national projects, key fields, and at the grassroots level, and contribute their talents to the military. We will further strengthen the classified guidance for graduates, provide policies, information, and guidance according to different majors and needs. We will increase the efforts to organize students to participate in grassroots projects such as college - student village officials, civil servants, recruitment plans for teachers in compulsory education schools, the "Three - Support - One - Aid" program, and the Western China Program for College Student Volunteers. We will encourage students to join the military, further publicize and implement preferential policies such as grassroots employment and tuition assistance, and encourage and guide graduates to start businesses and find employment at the grassroots level.



# School of Civil Engineering, Hunan City University

## 2024 Employment Quality Report

The School of Civil Engineering adheres to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era in the employment work of the 2024 graduating class. Closely following the decisions and arrangements of higher - level authorities and the university regarding graduate employment, relying on the employment work mechanism of "ensuring one aspect, creating two conditions, and providing three guarantees", seizing the "Employment Promotion Month" and the "critical period for job - hunting", it implements, refines, and perfects various employment measures, spares no effort to expand employment channels, and overcomes difficulties to carry out targeted assistance. The main work is summarized as follows.

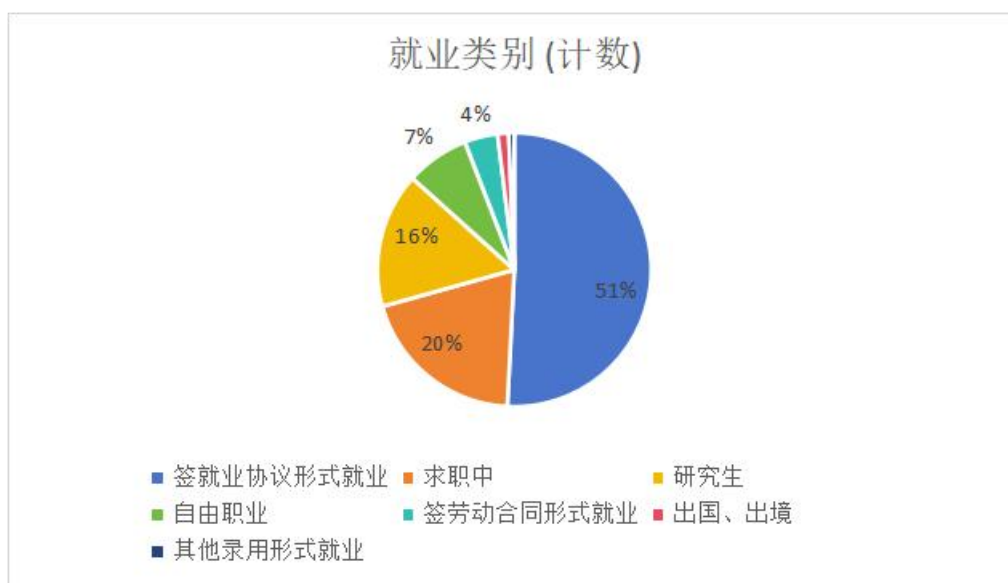
### 1 Overall Implementation of Graduation Destinations

#### (1) Enrollment Status

Among the undergraduate graduates of the class of 2024, 49 students continued their further education, with an enrollment rate of 15.9%. Specifically, 1 student was admitted to Fuzhou University, 2 to Guangxi University, 4 to Guangzhou University, 1 to Guilin University of Electronic Technology, 1 to Guilin University of Technology, 6 to Hunan City University, 3 to Hunan University of Science and Technology, 1 to Lanzhou Jiaotong University, 1 to University of South China, 1 to Nanjing Tech University, 1 to Qingdao University of Technology, 1 to Qinghai University, 1 to China Three Gorges University, 1 to Shanghai University, 2 to Xiangtan University, 1 to Yanbian University, 2 to Chang'an University, 16 to Changsha University of Science and Technology, 1 to China University of Mining and Technology, 1 to Central South University, 1 to Sun Yat-sen University, 1 to Chongqing Jiaotong University. Moreover, 4 students chose to study abroad.

#### (2) Employment situation

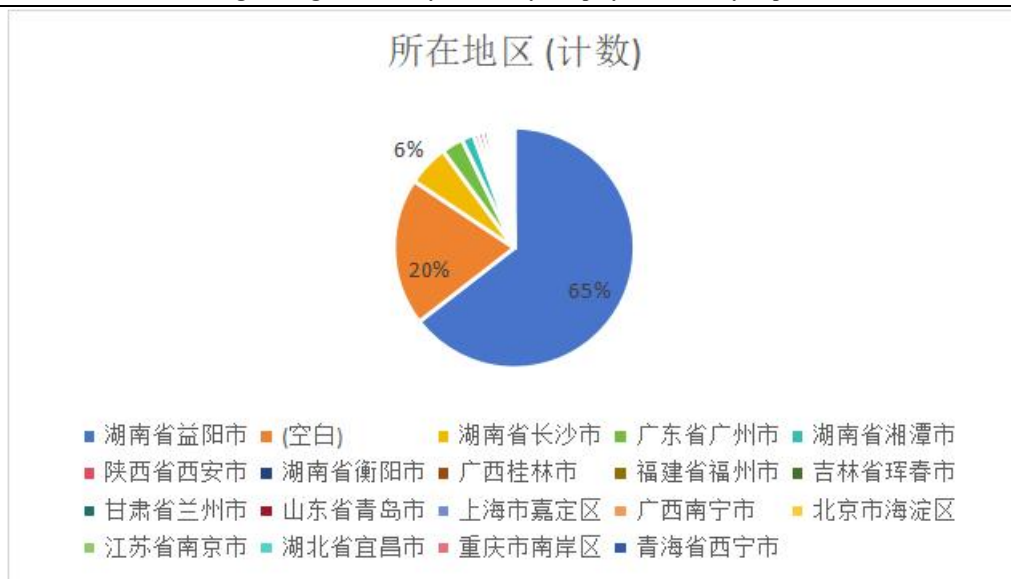
As of August 30, the number of undergraduate graduates of the class of 2024 who have confirmed their initial destinations is 246, with an implementation rate of 80.1%. Among them, 168 graduates have confirmed their graduation destinations through agreements and contracts, and 23 are engaged in freelance work, accounting for 7.49%. Among the undergraduate graduates, 144 are employed in state-owned and collective enterprises, 23 in private and other enterprises, and 3 in government agencies and other public institutions.



### (3) Employment Destinations

Among the undergraduate graduates, 222 are employed in Hunan, with the proportion of those staying in Hunan reaching 72.3%. Nine are employed in Guangdong, accounting for 2.9% of the total number of employed graduates. Fourteen are employed in cities such as Guangxi, Beijing, Fujian, Gansu, Hubei, Jilin, Jiangsu, Qinghai, Shandong, Shaanxi, Shanghai and Chongqing, accounting for 5.69% of the total number of employed graduates.

#### 1) Employment Areas



## 2) Some Employers

<b>List of Some Employers</b>	
<b>Workplace</b>	<b>Company Name</b>
Changsha, Hunan Province	The 7th Engineering Co., Ltd. of China Railway 12th Bureau Group
Shuangliu District, Chengdu City, Sichuan Province	The 3rd Construction Co., Ltd. of China Construction Fourth Engineering Division
Yubei District, Chongqing City	The 6th Engineering Co., Ltd. of China Railway 5th Bureau Group
Nansha District, Guangzhou City, Guangdong Province	The Road and Bridge Engineering Co., Ltd. of China Railway 5th Bureau Group
Jianye District, Nanjing City, Jiangsu Province	China Nuclear Industry Huaxing Construction Co., Ltd.
Yuexiu District, Guangzhou City, Guangdong Province	China Railway 25th Bureau Group Co., Ltd.
Yuhua District, Changsha City, Hunan Province	Hunan Road and Bridge Construction Group Co., Ltd.
Haidian District, Beijing City	China Railway Beijing Engineering Bureau Group Co., Ltd.
Yunyan District, Guiyang City, Guizhou Province	China Railway 5th Bureau Group Co., Ltd.
Tongzhou District, Beijing City	The Civil Engineering Group Co., Ltd. of China Construction



#### Appendix A-4: School of Civil Engineering, Hunan City University, Employment Quality Report

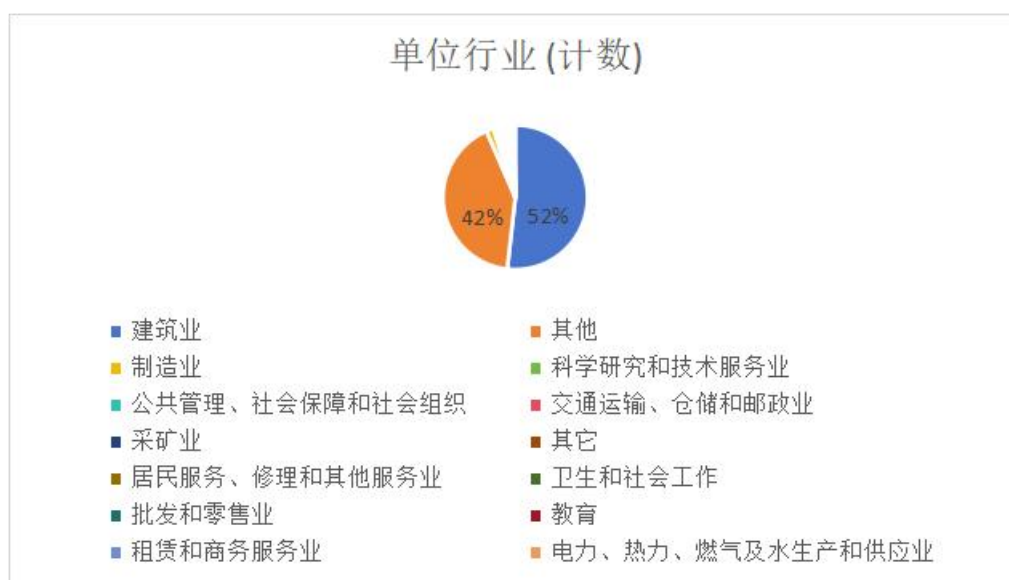
	Second Engineering Bureau
Zhuhui District, Hengyang City, Hunan Province	The 2nd Engineering Co., Ltd. of China Railway 5th Bureau Group
Baiyun District, Guangzhou City, Guangdong Province	The 1st Engineering Co., Ltd. of China Railway 25th Bureau Group
Tianxin District, Changsha City, Hunan Province	The 4th Engineering Co., Ltd. of Hunan Province
Jianye District, Nanjing City, Jiangsu Province	China Nuclear Industry Huaxing Construction Co., Ltd.
Xunyang District, Jiujiang City, Jiangxi Province	China Railway Major Bridge Engineering Group Co., Ltd.
Nanshan District, Shenzhen City, Guangdong Province	Shenzhen Construction Engineering Group Co., Ltd.
Zhongshan City, Guangdong Province	China Railway Major Bridge Engineering Group Co., Ltd.
Wuhan City, Hubei Province	China Railway Major Bridge Engineering Group Co., Ltd.
Qindu District, Xianyang City, Shaanxi Province	The Railway Construction Co., Ltd. of China Railway 1st Bureau Group
Changsha City, Hunan Province	China Water Resources and Hydropower No.8 Engineering Bureau Co., Ltd.
Xiling District, Yichang City, Hubei Province	The 1st Engineering Co., Ltd. of China Gezhouba Group
Gulou District, Nanjing City, Jiangsu Province	China Railway Major Bridge Engineering Group Co., Ltd.
Shibe District, Qingdao City, Shandong Province	China Construction Port Group Co., Ltd.
Minhang District, Shanghai City	The 1st Construction Co., Ltd. of China Construction First Engineering Division
Qingyang District, Chengdu City, Sichuan Province	China Railway 23rd Bureau Group Co., Ltd.
Hongkou District, Shanghai City	China Construction Port and Shipping Bureau Group Co., Ltd.
Huadu District, Guangzhou City, Guangdong Province	The 1st Construction Co., Ltd. of China Construction Fourth Engineering Division



#### Appendix A-4: School of Civil Engineering, Hunan City University, Employment Quality Report

Municipal Districts of Chengdu City, Sichuan Province	The 3rd Construction Co., Ltd. of China Construction Fourth Engineering Division
Anci District, Langfang City, Hebei Province	The Installation Engineering Co., Ltd. of China Construction Second Engineering Bureau
Pukou District, Nanjing City, Jiangsu Province	China Railway Major Bridge Engineering Group Co., Ltd.
Luohu District, Shenzhen City, Guangdong Province	China Construction Shenzhen Decoration Co., Ltd.
Nanming District, Guiyang City, Guizhou Province	The Construction Engineering Co., Ltd. of China Railway 5th Bureau Group

### 3) Industry Distribution of Units



Remarks: The construction industry accounts for a significant portion of the industries. Others mainly include postgraduate entrance examination preparation, freelance work, and being unemployed. The proportion of the remaining industries is relatively small.

### (4) Situation of Unsettled Destinations

Among the undergraduate graduates of the class of 2024, 58 students have not yet settled their graduation destinations, accounting for 18.8%. Most of them have chosen to take the postgraduate entrance examination for the second time or continue to take the civil service examination or the public institution recruitment examination.



## **2. Main Approaches to Employment Work**

### **(1) High - level Positioning, Strengthening the Organizational Leadership of Employment Work**

The college deeply studies and implements Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and the spirit of the 20th National Congress of the Communist Party of China. It earnestly implements the decision - making and deployment of the Party Central Committee, the State Council, the provincial Party committee, and the provincial government on the employment of college graduates, and effectively regards graduate employment as a top priority. The main leaders conduct in - depth special investigations, regularly organize and hold special meetings to analyze, deploy, and supervise employment work, pooling the strength of the whole college to fully promote the high - quality and full employment of graduates.

The college continuously improves the employment work system of "strategic guidance, school - wide coordination, college - based implementation, hierarchical responsibility, and full - participation." Focusing on serving major national and regional strategies, it further compresses and implements the work responsibilities of the college, guides each college to base on the characteristics of their majors, highlight disciplinary features, and widely gather high - quality resources from alumni, full - time teachers, key cooperative units, etc. to support graduate employment work, continuously creating a working atmosphere of "everyone pays attention to employment, everyone participates in employment, and everyone promotes employment."

### **(2) Focusing on Practical Results, Vigorously Expanding Employment Channels for Graduates**

**First, deepen and implement the "Visiting Enterprises to Expand Job Opportunities" initiative.** The college formulates an annual work plan for the "Visiting Enterprises to Expand Job Opportunities and Promote Employment" initiative. Both the school and the college work together, giving full play to the



important demonstration and leading role of the college leadership in promoting graduate employment. It further deepens the school - enterprise talent cooperation, strengthens the connection between supply and demand, expands employment channels for graduates, and drives the whole college to form an active awareness of jointly paying attention to and promoting employment.

**Second, fully tap high - quality job resources.** The college gives play to the main role of campus recruitment, takes the initiative to contact industries, enterprises, especially alumni - run enterprises, etc., and holds campus recruitment activities to fully tap job resources. In 2024, key enterprises in the industry such as Guangzhou Haoda and the Changsha Information Planning Center were invited to hold offline special recruitment fairs. The college also assisted the school in holding the spring and autumn large - scale job - seeking fairs, with more than 30 units invited.

### **(3) Strengthening Assistance, Warmly Caring for Graduates from Disadvantaged Groups**

The college focuses on special disadvantaged groups such as graduates from poverty - alleviated families, low - income families, zero - employment families, and disabled graduates, and implements the "Care to Promote Employment, Warm - hearted Assistance for Development" initiative. Adhering to the principle of "focused attention, focused recommendation, and focused service," it implements the assistance mechanism of "real - time job pushing, timely progress tracking, and immediate difficulty solving," and preferentially provides special assistance such as economy, employment information, and job positions to graduates from disadvantaged groups. The main leaders of the school's Party and government, college leaders, and class counselors provide "one - to - one" or "one - to - many" guarantee and "point - to - point" assistance. As of August 30, all graduates from disadvantaged groups with employment intentions in the whole college have settled their employment destinations.

### **3. Problems in Employment Work**

Since the summer vacation of 2024, the provincial education department and the Ministry of Education have carried out several verifications on the authenticity of



employment data. Through data verification, the following problems have been found among the graduates of the class of 2024 in our college:

First, the destination - implementation rate needs to be further improved. The overall destination - implementation rate of our college is relatively low, and it still needs to be further increased. The employment enthusiasm of our college students urgently needs to be enhanced, especially the employment concept needs to be changed. For the enterprises coming to the school for recruitment, the participation rate of our college students is low, mainly due to concerns about salary and job content.

Second, there is a lag in the feedback of graduate employment information. Especially after graduates leave school, they have less contact with teachers, and the employment materials of students' job changes and new contracts have not been effectively collected.

Third, the standardization of employment materials needs to be further improved. At present, the collection of employment materials in our college is not perfect enough, especially the collection of employment materials after graduates leave school is difficult.

Fourth, the proportion of freelance (flexible employment) is on the high side. Mainly because some graduates plan to continue taking the civil service examination, the public institution recruitment examination, or the postgraduate entrance examination for the second time. During the preparation period, they basically find a relatively easy job.

#### **4. The Next Direction of Efforts in Employment Work**

##### **(1) Strengthen Leadership, Unify Thinking, and Implement Hierarchical Management**

At present, due to the large number of students in our college's graduating classes who are doing internships or preparing for exams, the monitor group can no longer be the main way to convey information in a timely manner. In order to better understand the employment situation and accurately obtain employment data, an all -



staff employment service model will be formed, with employment specialists - graduating class counselors - class teachers as the main body, employment guidance teachers - graduates, and employment specialists - class cadres - cadres of the Recruitment and Employment Department of the Student Union fully participating, and department heads - professional course teachers actively participating. An unobstructed employment information channel will be constructed from top to bottom to ensure that every student can receive employment policies and information in a timely and accurate manner, striving for full employment. An employment information - pushing group will be established to extend the work to every student in the graduating class.

### **(2) Innovate the Employment Service Model and Build an Employment Platform**

Innovate the employment service model, take students' employment intentions as the leading factor, take the initiative to contact enterprises that students are interested in, establish a group of high - quality enterprises, invite relevant enterprises to recruit, and help achieve a win - win situation for students and enterprises. Deepen and innovate the "Internet +" precision employment service model, learn about the operation mode of Internet employment service platforms, and with the help of Internet platforms, broaden employment channels and establish an employment information official account to push relevant employment information every day.

### **(3) Deepen School - Enterprise Cooperation and Increase Students' Internship Opportunities**

Through school - enterprise cooperation, students can obtain diversified internship opportunities, such as enterprise internships, entrepreneurial practices, and social services. This diversity of cooperation enables students to be exposed to different working environments and positions during the internship period, laying a foundation for their future in - depth entry into the workplace. While expanding students' internship opportunities through school - enterprise collaboration, the diversity and inclusiveness of internship content should also be considered. For example, provide diversified internship options for students with different majors and



interests; for students with limited geographical location and economic conditions, provide flexible internship forms such as remote internships and virtual internships to ensure that every student can obtain valuable internship experiences.

#### **(4) Strengthen Employment Guidance and Establish a Concept of Flexible Employment**

At present, the employment concept of our college graduates urgently needs to be changed. Most students have the ideas of "delayed employment" and "postponed employment," are not active in submitting resumes, and are afraid of employment. Counselors and class teachers should strengthen the educational guidance of the employment concept, encourage graduates to actively serve national strategies, work in major national projects, major projects, and important fields, start businesses at the grassroots level, and contribute their talents to the military. Further strengthen the classified guidance for graduates, and according to different majors and needs, provide policies, information, and guidance. Increase the efforts to organize students to participate in grassroots projects such as college - student village officials, civil servants, recruitment plans for teachers in various compulsory education - stage schools, the "Three - Supports and One - Assistance" program, and the Western China Volunteer Program for College Students. Encourage students to join the military, and further publicize and implement preferential policies such as grassroots employment and tuition assistance to encourage and guide graduates to start businesses and find employment at the grassroots level.