This career guide is compiled to serve as a general reference addressing the key areas that non-local students should pay attention to, prepare for and comply with when they seek job opportunities in Hong Kong. Information in this guide is drawn from various sources and relevant websites. As information may change from time to time, please feel free to refer to relevant official sources and websites regularly for updates.

We wish you every success in developing your career in Hong Kong.

Raymond Leung
Director of Student Affairs
This career guide draws information from various sources and websites of different organizations, and we wish to acknowledge them in the Reference section.

We also wish to thank the Hong Kong Association of Mainland Graduates (HKAMG) for their contributions of graduate sharing which make this guide insightful with personal touch.
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All non-local students should abide by the laws of Hong Kong and comply with the “Conditions of stay” as prescribed in Chapter 115A Regulation 2 (http://www.legislation.gov.hk/chi/home.htm) (quoted below).

Chapter 115A IMMIGRATION REGULATIONS
Regulation: 2 Conditions of stay

(3) Permission given to a person to land in Hong Kong as a student shall be subject to the following conditions of stay-

(a) that he shall become a student only at a specified school, university or other educational institution and undertake such course of study as may be approved by the Director; and (b) that he shall not-

(i) take any employment, whether paid or unpaid; or

(ii) establish or join in any business.
Since 2008/09 academic year onwards, the Government of the Hong Kong Special Administrative Region (HKSAR) has implemented a set of new immigration measures relaxing certain restrictions in respect of study/curriculum-related internships, part-time on-campus employment and summer jobs for non-local students with the following conditions:

1. Eligibility of Non-local Students to Take Up Employment in Hong Kong

   (i) Non-local students of full-time locally-accredited programmes at degree level or above with study period not less than one academic year are allowed to take up study/curriculum-related internships, part-time on-campus employment and summer jobs.

   (ii) Non-local students enrolled in foundation/preparatory year and year zero are not considered as students at degree level or above. Hence, they are not eligible to take up employment of any kind during their foundation/preparatory year.

   (iii) Exchange students are not eligible to take up employment of any kind unless stated otherwise in their student visa.

2. Important Notes for Non-local Students Taking Up Employment

Eligible non-local students will individually be issued a "No Objection Letter" (NOL) upon approval of entry and/or extension of stay by the HKSAR Immigration Department. It spells out the type(s) and conditions of employment that the student may take up, such as:

(i) Study/Curriculum-Related Internships
   - The internships must be study/curriculum-related and be arranged or endorsed by the designated officers of the university/programme offering departments;
   - The duration of the internship is up to one academic year, or one-third of the normal duration of the relevant full-time academic programme, whichever is the shorter.
The internship cannot take place before a non-local student is officially registered with the university and begins attending any scheduled classes, or once the student has fulfilled all the course/credit requirements for graduation.

There is no restriction on the level of salary, work location, and number of working hours.

(ii) Part-time On-campus Employment
HKSAR Immigration Department granted part-time on-campus employment up to 20 hours per week throughout the year (Note: all CUHK students, whether they be local or non-local, are only allowed to work on campus for less than 18 hours per week). The unused hours would not be allowed to roll-over from one week to another.

(iii) Summer Jobs
Summer employment is allowed from 1 June to 31 August (both dates inclusive). There are no restrictions on the work nature, work location, employers and working hours.

(Source from HKSAR Immigration Department as of 5 December 2012)

Please take note that the above are general conditions set by the HKSAR Immigration Department and individual student may need to clarify their situations with the Immigration Department if in doubt. For more information on recent updates, please visit the HKSAR Immigration Department’s “Guidebook for Entry for Study in Hong Kong” at http://www.immd.gov.hk/en/services/hk-visas/study/guidebook.html and the Frequently Asked Questions at http://www.immd.gov.hk/en/faq/imm-policy-study.html.

3. Immigration Arrangements for Non-local Graduates (IANG) Policy

Non-local students who have obtained a degree or higher qualification of a full-time and locally accredited programme in Hong Kong may apply to stay/return and work in Hong Kong under the “Immigration Arrangements for Non-local Graduates” (IANG) as stated in the following:
(i) Non-local graduates who submit applications to the HKSAR Immigration Department within six months after the date of their graduation (i.e. the date shown on graduation certificate) are classified as non-local fresh graduates. Non-local fresh graduates who wish to apply to stay and work in the HKSAR are not required to secure an offer of employment upon application.

(ii) Non-local graduates who submit applications after six months of the date of their graduation are classified as returning non-local graduates. Returning non-local graduates who wish to return to work in the HKSAR are required to secure an offer of employment upon application. Their applications will be favourably considered so long as the job is at a level commonly taken up by degree holders and the remuneration package is set at market level.

(Source from HKSAR Immigration Department as of 5 December 2012)

For more information and details, please visit the HKSAR Immigration Department website at http://www.immd.gov.hk/en/services/hk-visas/professional-employment/guidebook.html.

Quick Links: Guidebook for Entry for Study in Hong Kong
Frequently Asked Questions
Guidebook for Entry of Employment as Professionals in Hong Kong
Before making decision to work in Hong Kong, you should get to know more about the working conditions in Hong Kong. Hong Kong has an area of 1,104 square kilometers with a population of about 7.07 million in mid-2010. In 2010, its total labour force size was 3.65 million.

HKSAR government keeps the momentum in improving the working conditions of employees in Hong Kong. The following will give you some general ideas and useful resources to understand the Hong Kong working conditions more, such as labour legislation, employees' protection and compensation, taxation, and other relevant ordinances.

1. **Labour Legislation and Labour Standards**

   The Employment Ordinance is the main piece of legislation governing conditions of employment in Hong Kong. It covers a comprehensive range of employment protection and benefits for employees, such as wage protection, rest days, holidays with pay, sickness allowance, maternity protection and employment protection of employees, etc. To learn more about labour legislation in Hong Kong, you can visit Labour Department websites: [http://www.labour.gov.hk/eng/legislat/contentA.htm](http://www.labour.gov.hk/eng/legislat/contentA.htm).

2. **Taxation**

   Hong Kong is well known for its low and simple taxation structure which levies tax according to the territorial source principle. Salaries, profits and property tax are the basic tax types imposed on general public in Hong Kong.

   In Hong Kong, personal income tax is named as salaries tax. Income received by an employee is subject to salaries tax, whilst income received by a self-employed individual is subject to profit tax. For salaries tax, it is provisional and is based on the previous year’s income with a tax credit being given in the subsequent year in the event of assessment exceeding the actual income. In 2011, the tax rate is either 15% of “assessable income” after the deduction of tax allowance or a progressive rate levied on “assessable income” after deduction of tax allowance, for which the lower applies. 75% of the provisional assessment is payable in the 3rd quarter and with the remaining 25% being payable in the final quarter.

   You may learn more about the taxation system in Hong Kong via the following websites...
of Inland Revenue Department and GovHK:

(i) Taxation in Hong Kong:

(ii) Tax-related Information for Non-residents Working in Hong Kong:

3. Mandatory Provident Fund (MPF) System

MPF System is an employment-based retirement protection system launched in December 2000.

In brief, under the MPF Ordinance, if an employer-employee relationship is established and the employment is for 60 days or more, the employee is required to enroll in an MPF Scheme. This Ordinance is applicable to both local and non-local residents. You can learn more about the features of MPF schemes through the following Mandatory Provident Fund Authority (MPFA) website at http://www.mpfa.org.hk/eng/main/index.jsp.

4. Minimum Wage Ordinance

To protect the well-being of the workforce, starting from 1 May 2013, the Statutory Minimum Wage comes into force in Hong Kong and the Statutory Minimum Wage rate is $30 per hour. Alongside with the Ordinance, students should take note that the Statutory Minimum Wage does not apply to student interns and work experience students during a period of exempt student employment.

Details of Minimum Wage Ordinance are available at Labour Department website http://www.labour.gov.hk/eng/news/mwo.htm. For the exemption criteria and the related procedures, they can be found at the HKSAR Labour Department website "Notes for Student Employees and Employers" http://www.labour.gov.hk/eng/news/pdf/Notes_for_Student_Employees_and_Employers.pdf.
5. Anti-Discrimination Ordinances

In 1996, the Equal Opportunities Commission was set up to implement a series of anti-discrimination ordinances and to work towards the elimination of discrimination of sex, marital status, pregnancy, disability, family status and race on all grounds. These ordinances include the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance, and the Race Discrimination Ordinance. The commission has also issued the "Code of Practice on Employment" at http://www.eoc.org.hk/EOC/GraphicsFolder/CoPs.aspx.

6. Personal Data (Privacy) Ordinance

The Personal Data (Privacy) Ordinance was brought into force on 20 December 1996. The purpose of the Ordinance is to protect the privacy interests of living individuals in relation to personal data. The Ordinance covers any data relating directly or indirectly to a living individual and applies to any data user that controls the collection, holding, processing or use of personal data. In April 2001, the Code of Practice on Human Resources Management also came into effect, which provides employers and Human Resources Management practitioners with a practical guide to handle employment-related personal data privacy. Detailed information can be found at the website of the Office of the Privacy Commissioner for Personal Data http://www.pcpd.org.hk/english/ordinance/ordglance.html.
No matter where your career destination physically locates after graduation, good career planning and preparation is always required. Apart from equipping yourself with the essentials like good covering letter, résumé and interviewing skills, a non-local candidate should also get to know more about the local employment market and do more research on it. This will help you make wise decision and win the job you want.

1. Understand Employment Trends and Salaries in Hong Kong

Employment report and related news helps you understand the employers' demands and requirements in the local job market. Given the same job position, salaries may vary across different industries and companies. Therefore, you should do more research by taking reference of employment market reports and salary indexes to keep your information up-to-date. Here are some of the reports you can refer to:

(i) Latest Hong Kong Economic Reports by HKSAR

(ii) Employment and Human Resources Trends in Hong Kong
   - Press Releases at Hong Kong Institute of Human Resource Management (HKIHRM)
   - Reports from Hudson Hong Kong
     http://hudson.hk/the-hudson-report.aspx

(iii) Salary Index from Career Times

(iv) Salary Index from South China Morning Post (2012)

2. Understand the Placement/Recruitment Cycle on CUHK Campus

The campus recruitment season starts as early as September. The Career Planning and Development Centre (CPDC) invites recruiters from different industries to conduct recruitment talks. Students are encouraged to attend these talks and meet the recruiters in person to know more about different industries and companies. For postgraduate students of 1-year programme, it means that you should start paying attention to recruitment information and attend recruitment talks, and have your résumé and covering letter ready once your first term starts. The following chart may gives you some rough ideas about campus recruitments, while some companies conduct recruitment throughout the year.
3. Strengthen Your Career Planning and Preparation Skills

- Career Planning
Career planning starts from understanding yourself, your strengths and weaknesses, values and aspirations. Understanding different occupations and job market, setting achievable career goals and developing action plans are also essential. Taking personality tests and occupation tests can also give you additional hints on your strengths and career orientations. CPDC has made a range of free resources available on CPDC website, such as career planning handbook, occupation and personality tests, and career intelligence online resources, such as Vault.com.

- Covering Letter, Résumé Writing and Interviewing Skills
When applying jobs, your covering letter and résumé usually give a first impression to employers. They are the first set of tools to market yourself and win an interview opportunity. On the other hand, effective interviewing skills can win the job you want.

On CPDC website, CPDC has also developed an e-learning portal called Careers E-coach. It allows students to learn the essential soft-skills for job hunting anytime around the clock. You can logon through this link http://cpdc.osa.cuhk.edu.hk/student/career/e-coach.

During term-time, CPDC organizes various career preparation seminars and workshops to help students sharpening their job hunting skills. From the seminars and workshops, you will get to know more about local standards and employers’ expectations from the seasoned professionals and guest speakers. Remember to stay tuned with the latest news and events at CPDC’s website and daily email announcements.

- Job Searching Local Employment Opportunities on Internet
It is common to search job opportunities through websites in Hong Kong. Through some job searching engines, you can browse jobs by industry, job function or keywords.
Some even support online job applications. To name a few common job searching engines, JIJIS, Career Times, JobsDB, Job Market, Recruit, Classified Post, and so on are commonly used by students and graduates in job seeking. You can find out more from a consolidated list of job searching engines for job seekers in Hong Kong at CUHK Library System’s webpage: [http://www.lib.cuhk.edu.hk/Common/Reader/News/ShowNews.jsp?Nid=21776&Pid=15&Version=0&Cid=827](http://www.lib.cuhk.edu.hk/Common/Reader/News/ShowNews.jsp?Nid=21776&Pid=15&Version=0&Cid=827)

In addition, as a CUHK student, you can also find job opportunities at CU Job Link ([http://cpdc.osa.cuhk.edu.hk/student/login](http://cpdc.osa.cuhk.edu.hk/student/login)), which is exclusively for CUHK students.

4. **Beware of Employment Traps**

In the job hunting process, candidates should be alert of employment traps. One should be mindful of the nature of job, your capability in doing the job, unreasonable high paying jobs and "blind" recruitment advertisements, etc. Consultation with the Career Advisors at CPDC, related HKSAR departments like the Labour Department or even Police may be necessary. Here are some typical employment traps and situation you should be alert of:-

- Pyramid selling schemes
- Pornographic and modeling traps
- Talent scout, financial and investment scams
- Theft of personal data
- Charging unreasonable fees

You may visit websites of Labour Department and Hong Kong Police Force for more information.
1. What Hong Kong Employers Require From Non-local Candidates?

The majority of Hong Kong employers prefer employees with a global mindset, initiatives, good analytical ability and high language proficiency. Ideal candidates should also be enthusiastic and adaptive to change.

Apart from special knowledge, skills and qualifications, non-local candidates may have exposure and network with the country or place that the company is having business with or intended to get into the market. These companies would prefer to hire non-locals from those country or origin and make good use of their background and skills.

2. Preparation for Working in Hong Kong

(i) As a non-local student, you should discover and elaborate the reasons why you would like to work in Hong Kong, your level of determination and commitment to work in Hong Kong through your interaction with the potential employer.

(ii) You should have good understanding of local culture and the city itself. This could be enhanced through active participation in different social activities and networking events and interaction with local people. Having practical work experience locally also helps a lot. Hence, you should strive to look for more internship opportunities.

(iii) In addition to academic study, you should pay attention to global and local issues by reading newspapers, magazines and the internet and develop your personal views or stance on these issues.

(iv) High proficiency in languages comes before interpersonal and communication skills. Students with good English will definitely stand out during interviews for it is easier for them to present their ideas, which leaves the potential employer a good impression.

(v) In addition to possessing good English proficiency, you should also pick up Cantonese and Putonghua, as appropriate; as Cantonese is the common office language in Hong Kong, while Putonghua is gaining importance in Hong Kong. It would lower the communication barrier with locals within the organization and make
you able to mingle with your fellow colleagues more easily. In CUHK, the English Language Teaching Unit and the Chinese Language Centre offer language courses for its students and the Independent Learning Centre is very resourceful and offers different kinds of activities for students to enhance their language proficiency.

(vi) Having more discussions with teachers and fellow students can enhance your presentation skills, self-confidence and analytical ability.

(vii) By attending recruitment talks and joining career education programmes organized by the CPDC, you can gain more understanding on local employment market and polish your job hunting skills suitable for the Hong Kong market.

(viii) You should be familiar with the immigration and employment policies and regulations for non-local students/graduates working in Hong Kong, as some employers may be inexperienced or have no experience in hiring nonlocals.

(ix) Doing research on local employment market situation and identifying manpower gaps that favour nonlocals will surely maximize your chance of finding local employment.

3. Work Culture in Hong Kong and Workplace Culture

Hong Kong is well known as a fast-paced, exciting and energetic place. With a population pre-dominated by local Chinese and a history under British rule, Hong Kong culture combines Chinese traditions and Western values and ways of life. Not surprisingly, the Chinese concept of face saving, line of authority and personal relationship still stand in most Hong Kong business and work practice. Yet, the western value of equality has a significant standing in Hong Kong.

Gift giving can be part of business etiquette. You may find business associates exchange gifts on festivals or special occasions in Hong Kong. However, one must be mindful that gift giving must comply with the organization’s code of conduct and the anti-corruption laws enforced by Independent Commission Against Corruption (ICAC).

In general, Hong Kong people are hardworking, diligent, and committed to work. Working
long hours is very common. Work efficiency is also high. Besides, Hong Kong’s work culture is often described as result-oriented. It is not difficult to find that candidates should be able to work under pressure in job advertisements.

While work culture describes the work practice in a broader sense, workplace culture can be defined as the "way of life" for those in a particular workplace within an organization. This includes organization structure, power relationships, norms, rituals and conventions, etc. Workplace culture varies from different sectors, industries, and professions. In some cases, the workplace culture could be observed during the interview process. You are encouraged to get more clues from the interview, office environment, staff behaviors and during the first few months at work. It will speed up the adaptation process.

4. Experience Sharing — "Paint Your Own Rainbow" by He Chun, Master of Science in New Media, CUHK 2010

Like many mainland students graduated in Hong Kong, I had the same worries and similar experience, faced similar difficulties and challenges. I hope my experience and humble advice can offer students some reference, and help them develop their own path more smoothly.

(1) Be clear about your career development direction.
Upon graduation, some mainland students decide to work in Hong Kong. For these students, they need to keep abreast of the development of local employment market, make full use of the available resources, and integrate proactively to Hong Kong society from the beginning. They should utilize the resources provided by the University, e.g. the Independent Learning Centre in CUHK which offers Cantonese courses suitable for people of different levels, workshops on résumé and cover letter writing, interview skills, etc. Career Planning and Development Centre (CPDC) also organizes career talks which students should register and attend. Besides, internship opportunities and job vacancies are posted and updated frequently on the CPDC website. Career information updates are also sent to students' email accounts daily. Thus, it is important to check your university e-mails regularly.

Moreover, prior to graduation, you should also exchange information with students, friends and alumni from Hong Kong and mainland. To get an insight of the needs of Hong
Kong enterprises, you should attend more interviews and career-related training. If you work on these areas during your University life, do your best to integrate into Hong Kong society and establish your social network, you will have more job options upon graduation.

In fact, there are indeed many good enterprises in mainland and even more job opportunities in mainland China than in Hong Kong. A number of students find jobs with good employment terms and career prospects in Guangzhou and Shenzhen, such as Tencent, Nanfang Daily, TOM.com, etc. Students should also open up their perspectives and opportunities.

(2) More participation in social activities in Hong Kong
In Hong Kong, most non-locals cannot make use of our parents' social network or our origin. We need to build our own social network once we settle in Hong Kong. The best way to do so is to join more social activities inside and outside the University, such as talks, discussion forums, competitions, gatherings, etc. No matter whether you are a participant or volunteer, you will benefit from it. At the beginning, perhaps you may not see the benefits. Later on, you will find that those students who actively participate in social activities can handle urgent matters competently with ease. Their competence and maturity in handling issues are highly valued by Hong Kong enterprises.

(3) Attention to details
Attend to details, make reflection and work on rooms for improvement when you are living in Hong Kong; "Practice makes perfect" is the way I encourage myself and found applicable when I freshly joined the work force in Hong Kong.

(4) Five phrases related to attitude in job hunting
- **Time management**
  Having reasonable time management in job hunting process can relieve the pressure you are under upon graduation.

- **Staying calm**
  Being calm and able to control your emotion and negative thinking are very important during job hunting process.
- Making reflections
At time of failure, feeling regret is not helpful. One should evaluate the reasons causing failure, find out whether it is the problem of your ability or other causes.

- Persistency
Job hunting process is difficult; you have to overcome the challenges throughout the process. However, as long as you still love this place (Hong Kong) and do not give up, your effort will finally pay off.

- Happiness
Finding a job that makes you happy is not easy. As long as you enhance your intrinsic abilities to work happily, you will have the opportunity to find the job you like sooner or later.

I believe God is fair. Nobody's life is smooth like sea without waves, or miserable forever. But if you persist, you will see your rainbow at the end. I believe I will finally find my own rainbow. I believe you will too.

(Remarks: The original article can be found at CPDC website: https://cpdc.osa.cuhk.edu.hk/student/Students-Sharing/HeChun)
Q1: Am I a non-local student? What defines me as a non-local student? What kind of employment policy do I need to follow if I am a non-local student?

A1: A "non-local student" is defined as one who requires a student visa to study in Hong Kong. For the related employment policy, you can refer to Part One of this career guide.

Q2: What is the meaning of "on-campus employment"?

A2: According to the HKSAR Immigration Department, "on-campus employment" means that the employment must take place within the campus of the institution (i.e. CUHK) where the non-local student is studying or, if the work location is outside campus of the institution, the employer is the institution itself.

Q3: How does a No Objection Letter (NOL) look like? I think I have lost it. Can I get a replacement NOL if the original one has been lost, damaged or defaced?

A3: You can find a No Objection Letter (NOL) sample in Appendix I of this career guide. If you lost your NOL, you can contact HKSAR Immigration Department for a replacement. For mainland students, you may request the Quality Migrants and Mainland Residents Section for the issuance of a fresh NOL at no fee. For other non-local students, you may approach the Extension Section for this matter.

Q4: I can't speak Cantonese. Will it lessen my chance in finding jobs in Hong Kong?

A4: Hong Kong being an international city, English and Chinese (Cantonese and Putonghua) are commonly used in most workplace. Although Cantonese is the mother tongue of most local people in Hong Kong, different employers may have
different language requirements and needs, thus not knowing Cantonese may not be a disadvantage to some employers. However, knowing Cantonese will certainly give you an advantage when you live in Hong Kong. It can lower your communication barrier with locals at workplace as well as in daily life. Cantonese courses are available for students to join. It is a good way to learn about the language which allows you to settle in Hong Kong easier.

Q5: Where can I look for jobs in Hong Kong?

A5: The most common channel to find jobs in Hong Kong is through recruitment advertisements. Recruitment advertisements can be found on various media such as newspapers, magazines, radio and online portals. Besides, some large organizations also look out for fresh talents through its website, careers fairs and events. Hence, you should take initiative to join these events and meet employers face to face. For some organizations and niche professions, they seldom openly advertise and often rely on staff referral or word of mouth when looking for new recruits. So if you know someone working in an organization that interests you, ask them to update you on vacancies or help you to forward your résumé to the human resources department.

Q6: I have received an internship opportunity during term time from the commercial industry, what should I do next if I want to take up this internship employment?

A6: Before accepting an internship or part-time off-campus employment, students are requested to seek prior approval from their respective faculty (or department). All non-local students taking up off-campus employment/internship should apply for an approval from the HKSAR Immigration Department. Students concerned
should submit all documents as required, including the employment contract and the No Objection Letter (NOL), to their faculty or department office for issuing an endorsement letter. Upon receiving the endorsement letter from the faculty or department, you may then go to the HKSAR Immigration Department and apply for the work approval by presenting the endorsement letter, employment contract and the NOL. More information about NOL can be found at Part One of this career guide.

**Q7:** Can I take up summer employment when I have officially finished my study at CUHK, but have yet to receive my proof of graduation?

**A7:** According to guidelines issued by the HKSAR Immigration Department, when the student concerned has fulfilled all the course/credit requirements for graduation, he/she is considered as a graduate. And therefore the study/curriculum-related internship or summer employment under the relaxation can no longer take place. For a graduate, a proper visa should be obtained before taking up any employment.

**Q8:** This is my final year study in CUHK and I have received a graduate offer of which the commencement date is in June, what can I do since I do not have a work permit?

**A8:** Persons who have obtained a degree or higher qualification in a full-time and locally accredited programme in Hong Kong may apply to stay/return and work in Hong Kong under the Immigration Arrangements for Non-local Graduates (IANG). Upon receiving the proof of graduation in July, students may apply for the IANG from the HKSAR Immigration Department which allows them to stay in Hong Kong for 12 months. Students can only commence work if a valid IANG can be presented. You may need to discuss with your potential employer of the possible start date.
Q9: Can Immigration Arrangements for Non-local Graduates (IANG) application be done by authorized person?

A9: According to the HKSAR Immigration Department, the application of Immigration Arrangements for Non-local Graduates (IANG) can be submitted by the applicant or his/her sponsor/reference either in person or by post to the Hong Kong Immigration Department. For application procedures, please refer to the HKSAR Immigration Department website at http://www.immd.gov.hk/en/services/hk-visas/professional-employment/guidebook.html or call its telephone hotline at (852) 2824 6111.

Q10: The employer requires me to provide proof of graduation at CUHK before my graduation certificate is available. What should I do?

A10: The proof of graduation, in normal cases, would be available by July given that you have fulfilled all the course/credit requirements for graduation in second term. Should students require a proof prior to this, you can apply for a Letter of Certification at a fee. This is a letter to certify a student's current status in the University with details of date of admission, programme, expected date of graduation, etc. For application details, please approach the Graduate School Office (for postgraduates) or the Registry (for undergraduates).

Q11: From the past records, what are the career destination of CUHK non-local graduates?

A11: Based on 2012 CUHK Graduate Employment Survey conducted by CPDC, over 50% non-local graduates successfully find full-time employment. The following graph may give you more idea about their career development destinations:-
Destination of 2012 Non-local Graduates

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Undergraduates</th>
<th>Postgraduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Employment</td>
<td>55.3%</td>
<td>53.8%</td>
</tr>
<tr>
<td>Temporary / Part-time Employment</td>
<td>2.0%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Further Studies</td>
<td>29.4%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Seeking Employment</td>
<td>1.0%</td>
<td>5.8%</td>
</tr>
<tr>
<td>Others (e.g. emigration / returning to</td>
<td>12.2%</td>
<td>30.8%</td>
</tr>
<tr>
<td>country of origin / not seeking</td>
<td></td>
<td></td>
</tr>
<tr>
<td>employment)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percentage (%)

Employment Status
References

**HKSAR Government Departments and Statutory Bodies**
- Immigration Department, HKSAR [http://www.immd.gov.hk](http://www.immd.gov.hk)
- Inland Revenue Department, HKSAR [http://www.ird.gov.hk](http://www.ird.gov.hk)
- Office of the Privacy Commissioner for Personal Data [http://www.pcpd.org.hk](http://www.pcpd.org.hk)

**Human Resources Associations and Recruitment Platforms**
- Hong Kong Institute of Human Resource Management [http://www.hkihrm.org](http://www.hkihrm.org)
- CTgoodjobs [http://www.ctgoodjobs.hk](http://www.ctgoodjobs.hk)
- Classified Post [http://www.classifiedpost.com](http://www.classifiedpost.com)
- Hudson [http://hk.hudson.com](http://hk.hudson.com)

**CUHK Units**
- Career Planning and Development Centre, CUHK [http://cpdc.osa.cuhk.edu.hk](http://cpdc.osa.cuhk.edu.hk)
- Independent Learning Centre, CUHK [https://www.ilc.cuhk.edu.hk](https://www.ilc.cuhk.edu.hk)
- English Language Teaching Unit, CUHK [http://www.cuhk.edu.hk/eltu](http://www.cuhk.edu.hk/eltu)
- Postgraduate Student Association of CUHK [http://cupsa.cuhost.cuhk.edu.hk](http://cupsa.cuhost.cuhk.edu.hk)

**Others**
- Form: Confirmation of student status for "work experience student" under the Minimum Wage Ordinance [www.cad.gov.hk/english/work%20experience%20student.doc](http://www.cad.gov.hk/english/work%20experience%20student.doc)
- Hong Kong Association of Mainland Graduates [http://www.hkamg.org](http://www.hkamg.org)
No Objection Letter (NOL) Sample

Entry Application – Exemption for study/curriculum-related internship, part-time on-campus employment and off-campus summer job (English version)

Dear Mr/Ms XXX

Application for Student Visa/Entry Permit

I am pleased to inform you that your visa/entry permit application for studying name of study programme at the name of institution has been approved.

Please note that under Regulation 2(3) of the Immigration Regulations, Cap. 115A, the permission to be given to you to land in Hong Kong as a student shall be subject to the following conditions of stay-

(a) that you shall become a student only at a specified school, university or other educational institution and undertake such course of study as may be approved by the Director of Immigration; and

(b) that you shall not-

(i) take any employment, whether paid or unpaid; or

(ii) establish or join in any business.

In addition, the permission for you to remain in Hong Kong will end upon expiry of your limit of stay or four weeks after termination of your studies, whichever is earlier.

Notwithstanding the above, the Director of Immigration has no objection to your taking up study/curriculum-related internship as may be arranged or endorsed by the name of institution while you remain as a student studying name of study programme and your limit of stay in Hong Kong remains unexpired. The duration of the internship is up to one year or one-third of the normal duration of name of study programme, whichever is the shorter. Nevertheless, the internship cannot take place before you are officially registered with the name of institution and begin attending the scheduled classes of name of study programme in Hong Kong, or when you have fulfilled all the course/credit requirements for graduation, e.g. you have just finished your final year of study.

In addition, the Director of Immigration has no objection to your taking up part-time on-campus employment for not more than 20 hours per week throughout the year and employment during the summer months within the currency of your limit of stay while you remain as a student at the name of institution studying name of study programme in Hong Kong.
“On-campus” employment here is taken to mean that

(a) the employment must take place within the campus of the name of institution; or if the work location is outside campus, the employer is the name of institution itself; and

(b) you should only take up employment at operators designated by the name of institution, i.e. designated operators.

The above-mentioned “campus” includes only the campus of the name of institution and excludes the campus of any subsidiary and associated body of the name of institution proper or its self-financing arms (if any). You should check with your institution for the list of designated operators. In addition, you are not allowed to roll over unused hours from one week to another. A week here is taken to mean a period of seven days from Sunday to Saturday.

Regarding the employment during the summer months, there is no limit in relation to work hours and location. “Summer months” here are taken to mean the period from start date to end date, both dates inclusive.

Please note that the Director’s stance set out in this letter will only apply on the condition that you have a valid permission to remain as a student in Hong Kong. In the event that you switch to another institution and/or study programme, the relevant terms set out in this letter will not apply. Your eligibility for taking up study/curriculum-related internship, part-time on-campus employment and/or off-campus summer job will be assessed afresh.

Please be reminded that you are not allowed to take up any employment outside the scope set out in this letter without permission from the Director of Immigration. A breach of any condition of stay will render you liable to prosecution and removal from Hong Kong under the Immigration Ordinance, Cap. 115.

Yours faithfully

(XXX)
for Director of Immigration