


A Study on the Return Phenomenon of China Overseas Talent Studying in the Post-Epidemic Era

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Abstract: *Background:* China has been committed to attracting and retaining overseas Chinese students in order to promote innovation and development in the country. The Central Organization Department has developed a series of policies and initiatives aimed at supporting overseas Chinese students in their innovation and entrepreneurship in China. However, covid-19 has had an impact on the phenomenon of overseas Chinese students returning home, which has also raised concerns. *Objective:* This study aims to explore the policy initiatives of the Central Organization Department and the changing trends of the phenomenon of overseas Chinese students returning home, with a view to providing useful references for China in attracting and retaining overseas Chinese students. *Methods:* Through literature review and policy analysis, an in-depth analysis was conducted on the policy initiatives of the Central Organization Department and the phenomenon of overseas Chinese students returning to China. *Results:* The study found that the Central Organization Department set strategic goals in supporting key national innovation projects, focusing on supporting innovation and entrepreneurship of top overseas Chinese students in China. Meanwhile, the phenomenon of overseas Chinese students returning to China after COVID-19 shows a certain trend of change. *Conclusion:* Research findings indicate that the COVID-19 pandemic has spurred a wave of overseas Chinese students' returning to China which increases the domestic supply of talent. Governments and educational institutions should provide more support to those graduates adapting to the domestic employment market. What's more, overseas Chinese students should actively seek opportunities, enhance their competitiveness, adapt flexibly to market changes, and prepare for future career aspirations.

Keywords: Overseas study talents, The return phenomenon, Job market pressure, Talent policies, Post-pandemic era

1. Introduction

The Ministry of the Central Organization of the People's Republic of China (MOC), with the strategic goal of the "National Talent Project," will spend 5–10 years, starting in 2008. To introduce and focus on supporting 2,000 high-level overseas Chinese students in national key innovation projects, key disciplines, critical laboratories, central enterprises, state-owned commercial and financial institutions, and various parks, mainly in high-tech industrial development zones. Overseas Chinese students to return to China (to China) to innovate and start their own business and promulgate the opinions of the Central Talent Work Coordination Group on the Implementation of the Plan for the Introduction of overseas Chinese students. Overseas Chinese Affairs Office of the State Council also defines "overseas high-level Chinese students" according to the Opinions on Encouraging Overseas High-Level Chinese students to Return to China.

This generally includes public or self-funded overseas Chinese students who have worked in science, teaching, engineering technology, finance, management, or other fields overseas and have returned to China. In 2005, the Ministry of Personnel, the Ministry of Education, the Ministry of Science and Technology, and the Ministry of Finance also defined the term "high-level overseas Chinese students" in the "Guidance on the Definition of Overseas High-level overseas Chinese students in the Introduction of overseas Chinese students." In 2005, the Ministry of Personnel, the Ministry of Education, the Ministry of Science and Technology, and the Ministry of Finance clearly explained the terms "high-level overseas Chinese students" and "outstanding overseas Chinese students." "The research object of this paper mainly refers to overseas Chinese students and some foreign talents. The data are mainly obtained from the Lockin and CCG platforms and partly from the official websites of the National Bureau of Statistics, Ministry of Education, World Health Organization, International Labour Organization, World University Ranking, etc.

2. The definition and development of the Talent Policy

Talent policy is an essential public policy area, including immigration policy, education policy, science and technology policy, innovation policy, and other related areas. It covers many aspects of talent mobility restrictions, returns, cultivation, recruitment, compensation, retention, use, residence, etc. (Lowell, 2001). It is a broad concept. Talent policy overlaps and differs from immigration policy and public science and technology policy regarding policy objects, policy performance dimensions, and program attributes. The birth of talent policy and the practical field of using talent policy tools are closely related to theoretical research and discussion on the mobility paradigm and performance assumptions of talent factors and science and technology innovation policies.

Behind the development of talent policy practice is the development of talent mobility and talent performance theories. From the perspective of the development of talent-related theories in the global perspective, on the one hand, the growth space of talent policy is closely related to the paradigm shift of talent mobility theories. From the micro perspective of enterprise talent management, McKinsey put forward the concept of a "Talent War" for the first time in 1997 in the report "Good Talent is Worth Fighting For"(Chambers et al., 1998). The research on talent competition from an enterprise perspective was based on the management and organizational behavior framework and proposed talent selection, attraction, retention, and cultivation. The research on talent competition from the perspective of enterprises is based on the framework of management science and organizational behavior. It proposes a talent management model, including talent selection, attraction, retention, development, motivation, etc., to prove the critical role of talent management in organizational performance (Michaels, Axelrod, & Handfield-Jones, 1998). From a broader regional macro perspective, in the context of the paradigm shift from the one-way brain drain in less developed countries in the 1960s to the return and circulation of talent in the 1990s. The explanatory motivation theories associated with talent mobility patterns have also given birth to new economic geographies of talent based on neoclassical theory. Push-pull theory, labor market segmentation theory, new economic migration theory, and 3T theory, which argues for the intervention role of policies in talent mobility and agglomeration and lays the theoretical foundation for applying talent policy tools in the competition for talent in each country. Therefore, countries promote the agglomeration of talent resources by improving the governance structure of human capital, diversified immigration support policies, economic incentives, fiscal preferences, and other policy tools.

On the other hand, the changing tendencies of talent policies and the shifting assumptions of policymakers about talent performance contribute to each other. At the macro level, each migration policy change stems from the development of researchers' and policymakers' perceptions of migration performance assumptions. Each

immigration policy change is continuously adjusted around a phased domestic labor market demand, public finance status, demographic changes, and other economic performance frameworks. For example, the U.S. immigration policy choice of an open or inhibitory orientation is not based on the changing trends of the immigrant population but on the country's economic environment and ideological winds (Meyers, 2007).

Attraction-based talent policies have been put in place in developing countries like China based on the ideas behind how talent mobility has changed over time and how well talent performs. On the other hand, using policy tools in talent policies like financial support, evaluation systems, and management incentives in creative and innovative work done by talented people comes from supporting science, technology, and innovation (STI) theories. It is said that STI policy theories range from the initial neoclassical school, the new Bearbit school, and the national innovation system school to the entrepreneurial entrepreneurship theory (Xie et al., 2014). Furthermore, others said that science and technology innovation policy theory is divided into four analytical progressions: neoclassical economics, evolutionary economics, science, technology, and social studies, and policy science. It is not difficult to correlate the main measures and tools of the talent policy incentive stage with the leading theoretical advocates: 1) neoclassical economics is based on market failure in entrepreneurial and innovative activities, i.e., the small social return on innovation due to the non-exclusivity, non-competitiveness, riskiness, and non-exclusivity of knowledge and the failure of resources to flow to small-scale, highly innovative, high-quality start-up projects due to the problem of incomplete capital markets and information asymmetry of innovative projects, thus proposing the rationality of policy interventions to overcome market failure and optimize the allocation of scientific and technological resources (Chang & Shih, 2004; Bleda & del Río, 2013; Weber & Rohrer, 2012). Policy tools include financial support, tax incentives, standard technical support, etc. to compensate for the lack of incentive to innovate due to market failure; 2) evolutionary economics, including the New Bearbitt School, has proposed the concept of "system failure", and the systemic policy paradigm, which has been proven to be more effective in policy practice, believes that the rationality of policy intervention lies in overcoming "system failure", and summarizes the infrastructure failure, institutional failure, interaction failure, and capacity failure included in system failure (Woolthuis et al., 2005). Therefore, from the perspective of improving the institutional environment, legal norms, infrastructure and other structural elements of the innovation system, a combination of policy tools dedicated to improving the innovation system, such as supporting intermediaries, industry-university-research cooperation, and public service alliances in science and technology, are proposed. 3) Science, technology and society studies(STS studies) not only place science and technology activities in a broader social system but also explore for the first time the organizational structure of the scientific community, the hierarchical system of scientific honours, the institutional arrangement of science and technology rewards and punishments, the evaluation mechanism of talents, etc., related to scientists, engineers and other subjects of science and technology innovation activities from the perspective of sociology of science and policy analysis(Miller & Nelson,1983). The reform of scientific research fund management, stable scientific research funding support, and the reform of the classification and evaluation of scientific and technological talents all belong to this category of policy tools; 4) Entrepreneurial entrepreneurship theory combines innovation with entrepreneurs, who, as individuals with knowledge endowment, are essential input factors for knowledge production spillover, and potential entrepreneurs are more willing to start businesses in new technology industries outside the boundaries of conventional technology, and compared to large enterprises, entrepreneurial SMEs have higher innovation output despite having less R&D investment (Nelson, 1982). The policy system influences the number and level of entrepreneurship, and the infrastructure improves entrepreneurial cooperation and contributes to entrepreneurial problem solving(Casson, 1995).

3. Research purpose and methods

There are three main types of talent policies used around the world. The first is knowledge for citizens, exemplified by developed countries' points-based system based on education, skills, and knowledge. The second is capital for talent, exemplified by emerging countries' economic incentive-based attraction policy. The third is the diaspora policy, exemplified by traditional immigrant countries' emphasis. Specifically, countries use a mix of policy strategies and tools and adjust them according to their institutional strengths and historical foundations. Developed countries have a long history of talent policy practices. In the talent policy of the 21st century, countries around the world mainly target talents with several characteristics: overseas Chinese students, young talents, scientific and technological talents, and outstanding students (including international students), and the policy system covers scientific and technological talent policy, education policy, immigration policy, and international student policy, such as the U.S. "Education Strategy 2000", "Realizing America's Potential for Scientific and Technological Talents," and "National Competitiveness Act"; Japan's "2.4 million science and technology human resources open, comprehensive promotion plan" and "300,000 foreign students plan"; South Korea's "WCU" plan; Germany's "Young Professorship" and "Young Professorship." Young Professorships" and "International Research Fund Awards" in Germany; "Highly Skilled Migrant Program," "Science and Innovation Investment Framework 2004-2014" and "Graduate Work Class" in the U.K.; "Visa Program for Study Abroad" in France; and "Visa Program for Study Abroad" in France. Visa Program; France's New Deal for Study Abroad, Residence Permit for Talented Persons, Framework for Distinguished Professorship Program, National Incentive Fund for Returning Overseas Researchers The new policy of France, "residence permit for outstanding talents," "framework of distinguished professors' program," "national incentive fund for overseas researchers returning to China," reform of tax incentives for scientific research, etc.

In recent years, China's talent policy has gradually incorporated international students, high-level scientific and technological talents, overseas scientific and technological talents, and entrepreneurial and innovative talent programs into the policy system. Taking the talent demand gradient as the essential dimension of the policy, the talent policy can be divided into welfare policy and development policy (Chen & Li, 2009). Welfare policies include protection policies related to basic survival needs such as household registration, housing, and children's schooling. In contrast, development policies include incentive policies to enhance performance in professional fields, such as project funding and achievement transformation rewards. Regarding the relationship between the central government and the local government, talent policy at the national level is characterized by its macroscopic and strategic nature, with the scientific concept of development as the guiding ideology. The Party's management of talent is the fundamental principle and the national strategy of strengthening the country with talent, with decision-making thinking of "one body and two wings," "multiple affirmations" type of incentive model, "party and government" type of organizational structure, and "guidance, collaboration, and division of labor" type of practice mechanism (Zheng & Zhong, 2012). The policy of introducing overseas scientific and technological talents at the local level reflects the supporting characteristics of national strategy, coordination with local scientific and technological development, and the operational characteristics of heavy rules (Gu, 2015). China's talent policy has generally formed an overlapping competition with other countries regarding object coverage and degree of openness. Moreover, system construction, overseas Chinese students, and scientific and technological talents in the global scope have become the objects of competition for talent policies of various countries. Therefore, this paper further analyzes the phenomenon of returning overseas Chinese students in China under the epidemic from three aspects: the current situation of overseas Chinese students, the employment market situation of returned overseas students, and the domestic talent policy.

4. Basic situation of overseas students in China

4.1 Distribution of countries of study

In 2021, the United Kingdom, the United States, Australia, and some Asian countries are still the main graduation places for Chinese students. The proportion of students graduating from North America is the same as the previous year, slightly declining, and it is still the most important country of study. In contrast, advantageous factors such as the reopening of PSW visas and a short study period in the United Kingdom have led to a significant increase in the proportion of students studying there. Asian countries and regions such as South Korea, Japan, Singapore, Hong Kong, and China have not changed much compared to previous years, and the proportion of students has increased steadily. (As shown in Figure 1)



Figure 1: Distribution of countries of destination for overseas study (Source: Lockin Platform)

4.2 Distribution of popular majors

Among the overseas students participating in the survey, most Chinese students still choose business management, economics, and finance majors. However, the proportion has been decreasing in recent years. The proportion of students majoring in computer science and engineering technology continues to rise due to job market demand, while the proportion of students majoring in language education, art, design, medicine, and law is the same as in previous years. (As shown in Figure 2)

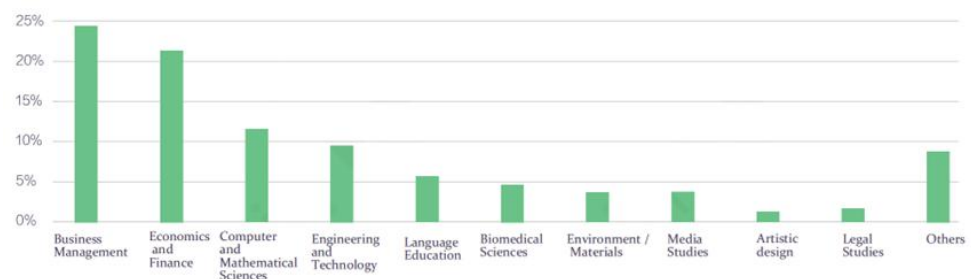


Figure 2: Distribution of popular study abroad majors (Source: Lockin platform)

4.3 Distribution of the highest education level

Among the interviewees, graduates with master's degrees are still the main force of overseas graduates, accounting for 68% of the overall population, followed by overseas graduates with bachelor's degrees, accounting for 26%, and those with doctoral degrees or above, accounting for 6%. Although those who go abroad to study for a doctoral degree are still a tiny part of international students, compared with previous years, we can find that the proportion of overseas graduates with a doctoral degree or above is increasing year by year. (As shown in Figure 3)

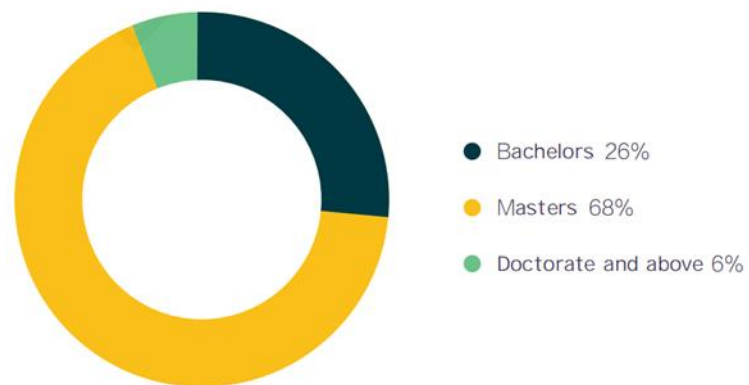


Figure 3: Distribution of highest qualifications (Source: Lockin platform)

4.4 Degree composition of popular majors

Among the popular majors in recent years, similar to the overall education composition, the education of the students is mainly a master's degree, with a slightly higher proportion of doctoral degrees in science and technology, such as computer science and engineering technology, and a higher proportion of undergraduate degrees in media and culture than the other two. (As shown in Figure 4)

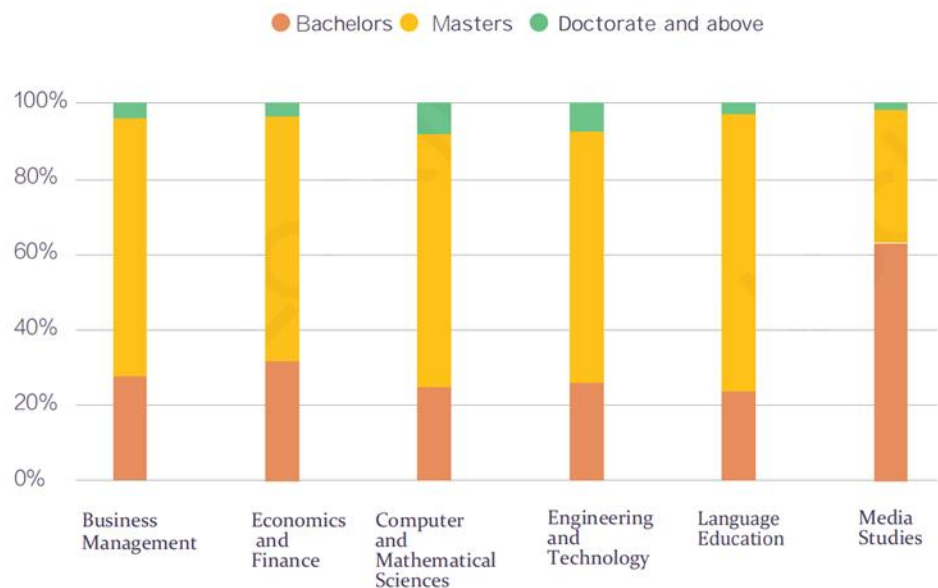


Figure 4: Academic composition of popular majors (Source: Lockin platform)

4.5 2021 China (domestic and international students) job market analysis

According to the data released by the Ministry of Education, the total number of college graduates in 2022 is expected to exceed 10 million, and the number will reach 10.76 million, an increase of 1.67 million year-on-year, which is another record high. This article counts the number of Chinese college graduates from 2017 to 2021 as 7.95 million, 8.2 million, 7.34 million, 8.74 million, and 9.09 million, respectively (Data source: Ministry of Education official website). In addition, the number of overseas students returning to China in the post-epidemic era has surged, and the number of international students returning to China for employment will exceed one million for the first time in 2021. As shown in Figure 5, the number of overseas students returning to China since 2019 has increased from 11.73% before the epidemic to 33.9%. (Source: Big Data Development Department, National Information Centre) (As shown in Figure 5)

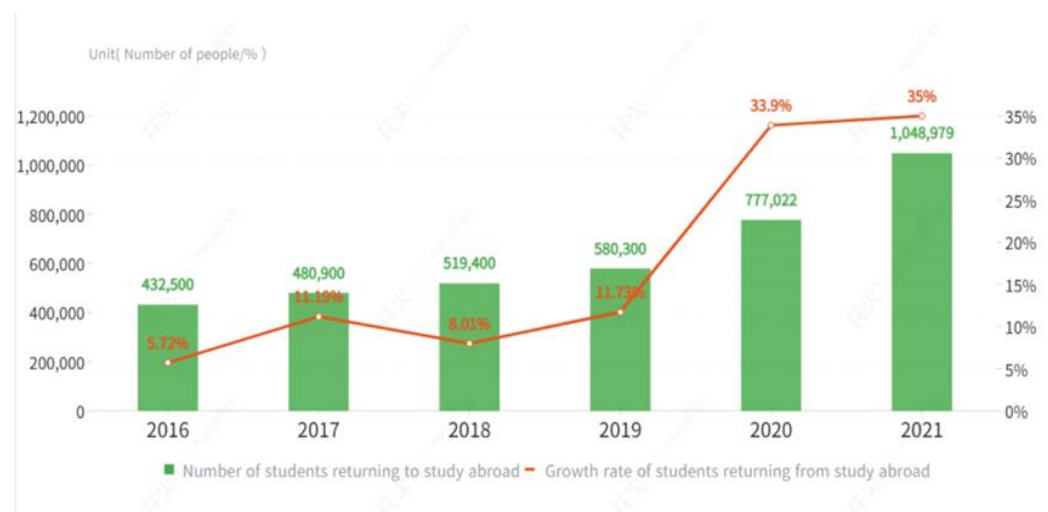


Figure 5: Number of students returning to study abroad and year-on-year growth rate

The first reason is that the willingness of international students to return to China for job hunting has increased. According to the Survey Report on Employment and Entrepreneurship of Returnees in China 2020, the total number of returnees seeking jobs in China in 2020 increased by 33.9% year-on-year due to the global epidemic, among which the number of freshly graduated international students jumped by 67.3%. The monitoring data shows that in 2021, the total number of returnees seeking jobs in China and the number of freshly graduated international students are the same as in 2020, with the former decreasing by 0.5% and the latter increasing by 0.5% year-on-year. It can be seen that the increased willingness of returnees to return to China is already a trend and did not decline with the stabilization of the epidemic. Second, the pressure on returnees to find jobs has increased. Data show that in recent years, the number of priority positions for domestic returnees has continued to decrease, with year-on-year increases of -25.4%, -23.5%, and -0.4% in 2019, 2020, and 2021, respectively. The number of returnees returning to China to find jobs increases, the number of priority positions for returnees decreases, and the pressure on returnees to find jobs at home increases. The research shows that in 2021, 83.1% of the returnees believe that it is more difficult to find a job in China, including "more returnees to China and more competition" (64%) and "domestic enterprises' preference for overseas returnees in the job market is weakened" (39.5%). However, the number of priority jobs and job seekers for returnees in 2021 is the same as in 2020, so the overall employment situation is relatively stable. (Data source: CCG)

5. Employment market situation of overseas graduates returning to China

5.1 Main reasons for overseas graduates to return to China

According to the figure (Figure 6), more overseas graduates will return to China for employment in 2021 under the pandemic compared with previous years. The main reason for their return to China is the security factor, which accounts for the most significant proportion. In addition, the repeated epidemic, the influence of epidemic factors, and uncertainties abroad have increased the number of overseas students returning to their home countries for development. The trend of their domestic development environment improving has also promoted the phenomenon of overseas Chinese students returning to China. According to the findings of the 2021 China Returnee Employment and Entrepreneurship Survey Report, the three most important factors considered by CCG in 2021 when choosing a city to return to China are "fast economic development," "high degree of internationalization," and "multicultural and inclusive." Other factors include hometown, public resources such as education and healthcare, infrastructure facilities, industrial base, livable environment, settlement, other related talent policies, cost of living such as housing prices, and networking.

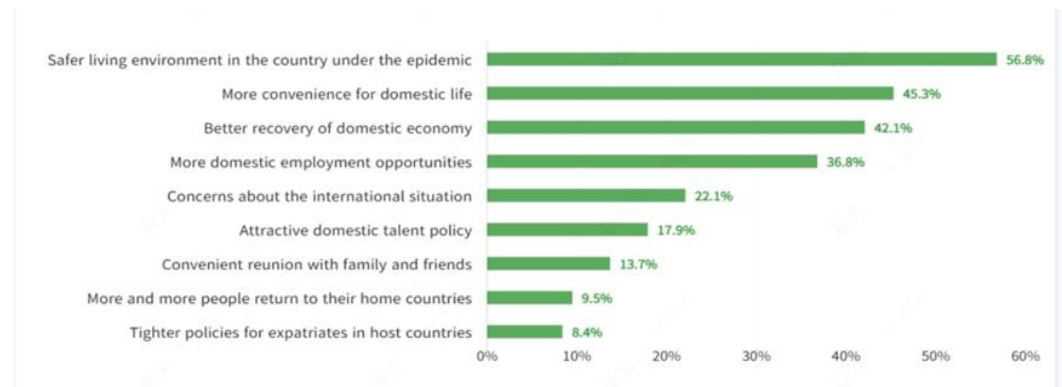


Figure 6: Considerations for overseas talent returning to China in the light of the epidemic

Fast economic development, strong tolerance, and a high degree of internationalization are the preferred factors for returnees to consider. Comparing the relevant data in the past three years of 2021, 2020, and 2019, it is found that returnees prefer the first and second-tier cities to settle in Shanghai, which is still the preferred city for returnees to develop with the degree of internationalization, much higher than Beijing, Guangzhou, and Shenzhen. In recent years, throughout the country, to attract overseas Chinese students, Shenzhen has become the preferred development city for returnees due to its unique geographical location, as well as a series of talent subsidy policies, various living subsidies, rental subsidies, and an amicable settlement policy. Beijing is the city with the highest average salary level in the country in 2020 and still has a great attraction for overseas Chinese students. However, the growth of returnees settling in Beijing could be faster than in cities with mostly local accounts. As shown in the figure, according to the data analysis of the domicile location, Beijing, Shanghai, and Shenzhen are the most preferred for returnees, followed by Chengdu, Guangzhou, and Hangzhou. (As shown in Figure 7)



Figure 7: Proportion of returnees' place of domicile and desired place of work (Source: CCG Platform)

5.2 Analysis of the demand for returnees in different cities

Although Shanghai is the first-choice city for overseas Chinese students to return to China, companies in Beijing have the most significant demand for returnees in 2021, posting the most jobs for returnees, followed by Shanghai, Guangzhou, and Shenzhen. During 2021, the Internet industry stands out, and the demand for talent in the Internet industry is much greater than in other industries. Since Beijing has the most significant number of Internet companies, the job posting volume in Beijing during 2021 is higher than in other cities.(As shown in Figure 8)

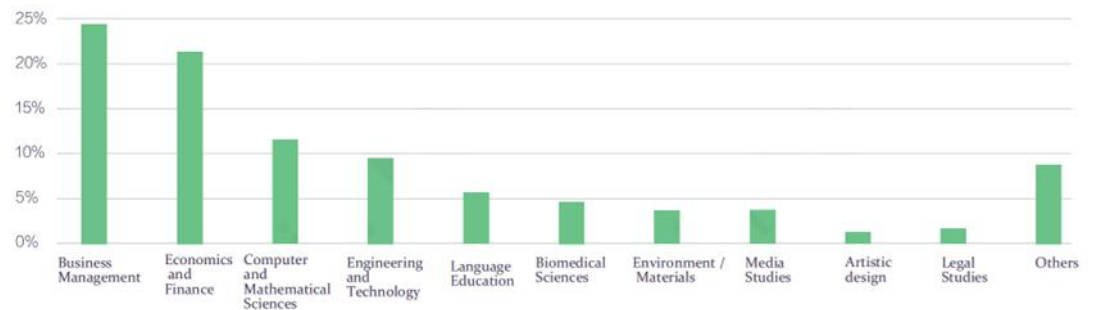


Figure 8: Distribution of demand for returnees in different cities (Source: Lockin platform)

5.3 overseas Chinese students engaged in industry development analysis

Before 2019, the financial industry was perennially identified as the best development industry by overseas Chinese students because of its high salary. More than 50% of returnees with business backgrounds prioritize the financial industry annually. Influenced by the epidemic, the online industry represented by education, entertainment, office, and medical has possessed a large-scale development. However, with the rapid development of China's Internet industry and its gradually increasing influence worldwide, more and more returnees are inclined to enter the Internet industry. As we can see from the data, since 2020, the Internet industry has become the most favored industry for overseas Chinese students, and more than half of the overseas Chinese students expect to enter the Internet industry.

According to the survey interview of more than 60,000 enterprises by the Lockin platform, the industries with more robust demand for overseas background talents in 2021 are the Internet, manufacturing, education, consulting, and communication industries. Among them, the demand for the Internet has increased compared with the

data of previous years, which is in line with the current development trend of the industry. In contrast, the communication and electronic industries, which used to rank fifth or sixth, also rely on the 5G technology in China. It is worth noting that the demand for overseas Chinese students in trade, import, and export was stable in previous years. However, due to the international epidemic outbreak, the international trade field has been hit in recent years. The overall recruitment demand of the industry has tightened, so the demand for returnees in trade, import, and export has also fallen out of the top 10 positions.(As shown in Figure 9)

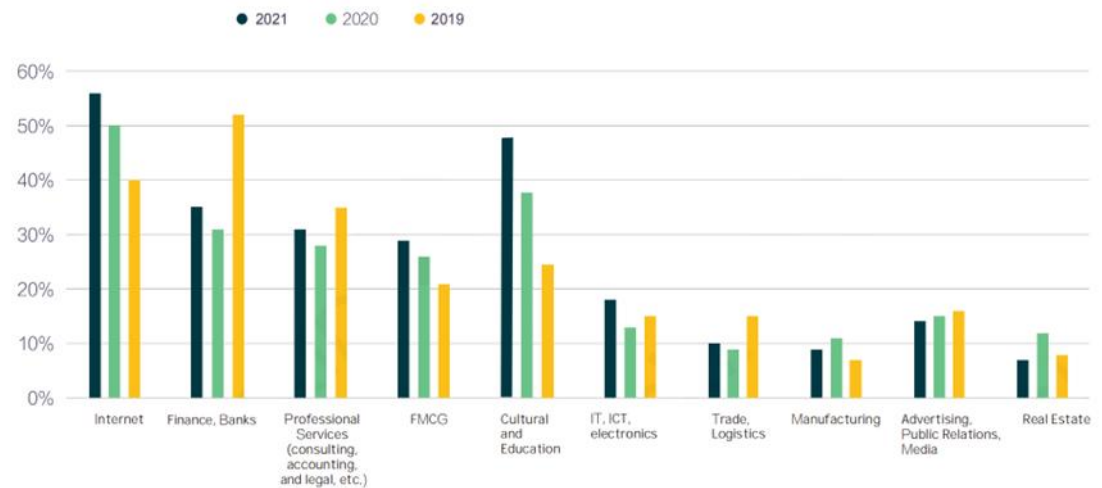


Figure 9: Overseas talent engaged in industry development (Source: Lockin platform)

5.4 overseas Chinese students' popular professional background and employment primary direction analysis

A After returning to China, most overseas graduates do not necessarily enter the field that is precisely the same as their professional background directly but more often enter the work of related industries. The functions of many positions require the integrated application of skills from different professional backgrounds, so the employment direction of overseas Chinese students after graduation is more diversified. By analyzing the data of the CCG platform in 2022, "education/training/institutions" have the highest demand for overseas Chinese students. It is also the most attractive, accounting for 34.9%, because the introduction policy of overseas Chinese students in universities is the most systematic and perfect. In recent years, domestic universities have employed overseas Chinese students with high salaries to achieve the goal of "talent strengthening." In recent years, domestic colleges and universities have hired overseas Chinese students with high salaries to achieve the purpose of a "talent-strengthening university." The most applied positions by returnees with a financial business background are management trainee, marketing and sales, and finance-related positions. The difference in the ratio is slight, and the career fields applied by returnees with business and finance backgrounds are broader. Computer-related background and engineering technology graduate job search direction, more focused on the Internet and manufacturing, communications, and other areas of technology research and development work. Due to the strong professionalism of these professions, the corresponding positions are more straightforward, so the technical background of the returnees chooses a more concentrated and fixed-job search direction. The main employment direction of language and media graduates is relatively similar, and most of such graduates enter the field of sales, marketing, consulting, and professional services; graduates of statistics majors, when selecting positions, are more inclined to enter the financial and consulting industry as a priority.

5.5 Salary survey analysis of overseas Chinese students

For the salary issue, this paper mainly conducts a questionnaire survey for both the 2021 graduating returnee students and the employers of the same period and obtains the salary range that the returnee first-year students think is acceptable and the salary level data that the enterprises are willing to pay to the returnee first-year students and makes a comparison. Through the comparison, it can be found that the expected salary of the returnee students in the class of 2021, the percentage of those who choose the range of 6K-10K monthly salaries is more than 60%, the same as the previous two years. In recent years, overseas Chinese students have gained a particular awareness of the domestic salary level and gradually accepted the domestic salary level. Most universities or enterprises set the salary standard of 8K-12K for returnee first-year students, which matches the returnee's expectations. In the part of the lowest and highest salary range, there is a specific deviation between the two. For example, 6% of returnees choose the monthly salary range below 6K, which is acceptable. Salary statistics show that the average monthly salary of returnees recruited by enterprises is RMB 10,996, much higher than the national recruitment monthly salary of RMB 2,500, which shows the influence of returnee status on career salary. Overall, nearly three-quarters of the returnees believe that the benefits of studying abroad have met or exceeded their expectations. Among them, 36% think "the gain is about the same as expected," while 23% and 13% think "the gain is more than expected" and "the gain is much more than expected," respectively.(As shown in Figure 10)

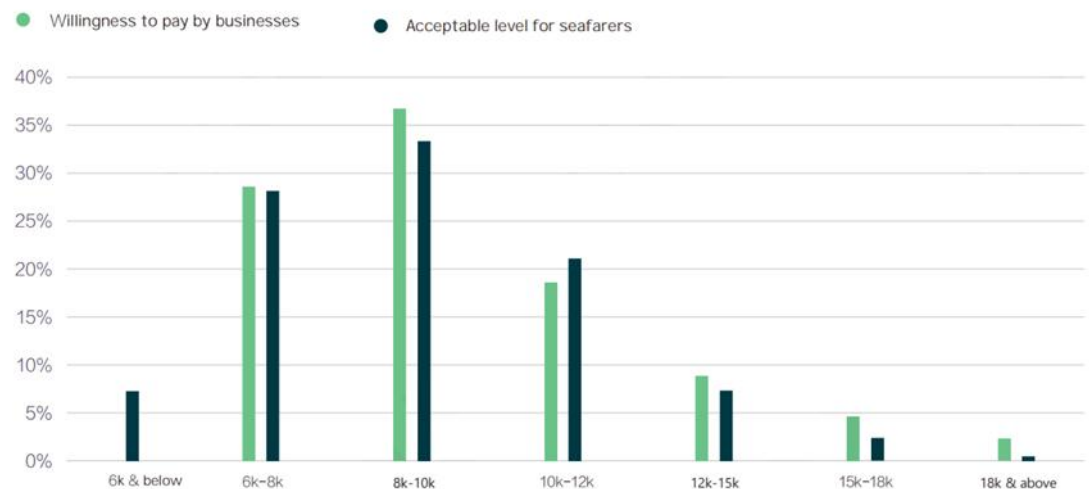


Figure 10: Salary Level Survey of Overseas Talent (Source: Lockin platform)

From the survey data of 2016-2021, we can see that the average expected salary of returnee first-year students has been maintained in the range of 8K- 9K in recent years. However, the overall trend has been showing a downward trend after 2018. The data for 2021 even shows lower than 8,000 yuan, which can be considered related to the global economic cold and epidemic outbreak in recent years, and also shows that returnee talents have become more sensible and sober about domestic employment and no longer expect too much as early returnees did.(As shown in Figure 11)

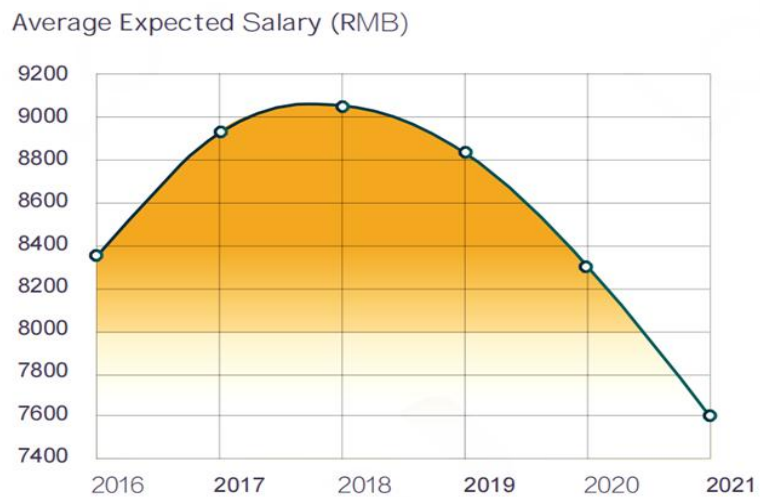


Figure 11: Distribution of the average salary expectations of returnees from 2016 to 2021(Source: Lockin platform)

From the data of the Lock platform, we can see that the average salary level paid to returnees in favored industries, among which the salary level of the Internet industry is the highest, is because the salary level of R&D positions in I.T., Internet, electronics and communication industries is generally higher, so the overall salary range of the industry is pulled up; while consulting and finance are high salary industries, but the salary level of fresh graduates is not very significantly higher than other industries, perhaps in a few years, the salary level of consulting and finance industry practitioners appears to be rapidly increasing compared to other industry practitioners.

5.6 Domestic Talent Introduction Policy

China's talent introduction policy started from the initial stage of "Opinions of the Chinese Academy of Sciences on the Implementation of the "Hundred Talents Plan" during the period of reform and opening up, to the era when the concept of "Prosperity of Science and Education" and the concept of "Strengthening the Country with Talents" were further deepened. Under the background of the further deepening of the concept of "education for the country" and "talent for the country", the State has introduced the "Hundred Talents Plan", "Outstanding Foreign Talents", "High-level overseas Chinese students Returning to China Funding Plan "The development stage of the "Innovation and Intelligence Program". In 2008, under the guidance of the Central Talent Work Coordination Group (hereinafter referred to as "the Coordination Group"), China's overseas talent attraction work entered a transition stage, focusing on the national strategic development goals and with the principle of "highlighting the key points, emphasizing the use, and making special efforts". In 2008, under the guidance of the Central Coordinating Group for Talent Work (hereinafter referred to as: the Coordinating Group), the "Thousand Talents Plan" was organized and implemented with the main principle of "highlighting the key points, focusing on the use, special matters and coordinated implementation", creating a favorable policy environment for attracting overseas Chinese students in China. In 2011, the Ministry of Education issued a new round of "Changjiang Scholars, "further increasing the support for high-level talents and constructing a strong university for talents. In the same year, based on extensive listening to the opinions of experts and scholars at home and abroad, the Coordinating Group implemented the "Young Thousand Talents Program" to vigorously introduce several outstanding young talents with the potential to support the leapfrog development of China's science and technology and industry in the next 10-20 years.

In 2012, the Natural Science Foundation of China (NSFC) established the "National Outstanding Young Scientists Program" to support young scientists with 5-10 years of research experience and specific scientific achievements. In 2012, the NSFC established the National Outstanding Young Scientists Program to support young scientists with 5-10 years of scientific experience and specific scientific achievements, supporting young scholars in choosing their research direction. In 2015, the Ministry of Education implemented the "Young Changjiang Scholars Program" for the first time. In 2015, the Ministry of Education implemented the "Young Changjiang Scholars Program" for the first time, driving universities to cultivate and introduce outstanding young scholars at home and abroad and stipulating that young scholars shall not be declared Cheung Kong Scholar Distinguished Professors during the appointment period. Those selected by the National "Thousand Talents Program" shall not be supported. Notice on the 2015 "Cheung Kong Scholar Award Program The notice on the declaration of candidates for the 2015 "Changjiang Scholar Award Program." The transition period mainly takes the overseas talent attraction work coordination group as the policy lead body, updates the original policy content, and carries out new talent introduction projects. The talent attraction work is more rational. We focus on improving the departmental coordination mechanism, deepening the concept of attracting talents according to needs and using them as the basis, highlighting the urgent national needs and industry shortages in the target of attracting talents, introducing and supporting outstanding young talents at home and abroad on a large scale, expanding the scale of overseas talent attraction, avoiding the problem of repeated funding of talents, optimizing the age structure of talents, focusing on establishing a suitable growth environment to attract talents, stabilize talents and use talents, and thus realizing The rational allocation and scientific utilization of the talent team.

6. Discussion

It is becoming increasingly apparent that Chinese overseas students are returning to China for re-employment, which can provide many talents for China's development. On the one hand, this can be attributed to China's stable development prospects. On the other hand, it can be attributed to a series of talent policies formulated by China to promote knowledge exchange for talent. However, the question of how to effectively place these returnees in positions that are suitable for them needs to be considered in terms of whether the basic demands of overseas students are being met and matched. These demands include the extent to which wage levels, career positions, and the cities in which they land match the vision of the overseas students themselves. At the same time, the priorities and contents of the demands of the returnees will be adjusted according to the reality. Based on the above research and analysis, we have come up with the following points:

Firstly, the global pandemic of COVID-19 has prompted the trend of overseas talent groups returning to China, especially students in the U.S. who have the most urgent expectation of returning to China for development. This is mainly because, compared with other places, China has effectively responded to the spread of the new crown epidemic, making it a relatively stable social environment, and at the same time, China itself has a relatively perfect living environment that matches the returnees' needs, as well as the gradual improvement of the economic environment, which is a triple factor that causes returnees to return to their home countries for development after graduation. Among them, the gradual improvement of the economic environment is the primary factor for returnees to China.

Secondly, there needs to be a short-term mismatch between the current supply of returnees and the demand for jobs in the market. A large number of returnees returned to China at the time of the node due to the global macro-economy by the impact of the new crown epidemic formed a short-term downturn in China's talent market does not

correspond to the emergence of more positions dedicated to returnees, resulting in increased competition for employment among returnees, the supply of returnees and the corresponding demand for jobs mismatch between supply and demand phenomenon.

Thirdly, despite the fierce competition among returnees, as mentioned in the previous point, the salary level demand of returnees is satisfied and matched. Thanks to the relatively full competition in the domestic talent market, the returnees have become more rational and sober about the domestic employment situation, have more reasonable knowledge about the structure of the domestic salary level, and gradually accept the salary level provided by the domestic market, and no longer expect too much like the early returnees.

Fourthly, there needs to be a better match between the vision and reality of the cities where returnees settle. Rapid economic development, vital inclusiveness, and a high degree of internationalization are the most critical factors for returnees to consider when choosing a city, so Shanghai, Shenzhen, Beijing, and other cities have become their "ideal landing cities in their imagination." However, in the current demand for returnees, Beijing has the highest demand for returnees, with the most significant number of positions posted for returnees, followed by Shanghai, Guangzhou, and Shenzhen. There is a mismatch between the ideal landing city and the potential landing city opportunities in reality.

Fifthly, the degree of professional counterparts of returnee talents is low. The industries with more robust demand for returnee talents are education/training, Internet, manufacturing, consulting, and communication. However, among the professional backgrounds of overseas Chinese students, business management and economic and financial majors are still the majority, and the number of professionals in Internet-related industries is increasing daily. Despite the increasing number of Internet-related professionals, the professionalism of returnee talents and the needs of the domestic market still need to be addressed. This has led to the diversification of the employment direction of overseas Chinese students after graduation, and the overall degree of employment match is low.

Re-employment of overseas Chinese students returning to China is a complex and multi-dimensional phenomenon involving individual career planning, market demand and supply, policy orientation, and other factors. In the face of this trend, we need to conduct in-depth analysis and reasonable planning from multiple perspectives to ensure that returnees can find satisfactory jobs after returning to their home countries and realize their personal career development and life goals. At the same time, the state and society also need to work together to provide more support and opportunities for returnees to utilize their knowledge and skills better and jointly promote the development and progress of the country.

Suggestions for returnees. First of all, students who are going to study abroad and are interested in returning to China for employment should, on the one hand, reasonably choose their majors for further study according to the needs of the domestic market environment as well as their interests, and make a clear employment plan to reduce the problem of decreasing the degree of matching between their majors and the market demand. On the other hand, these students should pay more attention to cultivating their professional level to improve their professional ability so that they can gain an advantage in the competition in the domestic talent market.

Suggestions for government departments. On the one hand, given the current mismatch between ideal employment cities and actual employment cities for returnees, it is suggested that the central and local governments and relevant functional departments should create a more open, inclusive, and internationalized city environment, promote more city environments loved by returnees, enhance more suitable cities for them to choose from, and improve their sense of identity and sense of belonging. Encourage different cities to attract returnees to settle and work through innovative talent policies and favorable conditions. On the other hand, the market sector

in these cities should be encouraged to create more employment positions suitable for returnees and form a more graded job supply. At the same time, the positive interaction between returnees and domestic talents should be promoted to promote the sustainable development of the economy and society jointly.

7. Conclusion

This study thoroughly analyzes the phenomenon of the return of overseas Chinese students in China in the post-pandemic era, including the basic situation of returnees, the employment market situation, and the impact of China's talent policy. The study reveals that the global pandemic of COVID-19 has prompted the return of overseas Chinese students to China for domestic employment, which has led to an increase in the total supply of returnees in the domestic talent market and a short-term mismatch between the demand for jobs in the market. It is worth noting, however, that despite the fierce competition for employment faced by returnees, their satisfaction with domestic employment salary levels has remained relatively high. This study also finds that there are differences between the actual employment cities and the desired cities of returnees and that there is a structural match between their occupations and majors.

Based on these findings, this study suggests that returnees should fully consider and choose a specialty that matches the domestic demand for talents before going abroad to improve the match in the future job market. In addition, central and local governments should work to create more open, inclusive, and internationalized urban environments to attract returnee talents and provide them with more employment options in desirable cities. At the same time, policy adjustments and market innovations should be made to promote more ladder employment opportunities for returnees to achieve optimal allocation and utilization of talent resources.

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