The Relevance of International Experience for the Labour Market

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The DAAD is ...

a self-governing organisation of the German universities:

232 member universities
124 student bodies
The Bologna Process in Germany

Situation in Germany  
- Spring 2008 -

4.541 Bachelor programmes  
3.065 Master programmes

Number of students enrolled in Bachelor and Master programmes

<table>
<thead>
<tr>
<th>Year</th>
<th>Students in total</th>
<th>Bachelor</th>
<th>Master</th>
<th>BA/MA</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1999/2000</td>
<td>1.770.489</td>
<td>4.122</td>
<td>2.580</td>
<td>6.702</td>
<td>0.4</td>
</tr>
<tr>
<td>2004/2005</td>
<td>1.963.108</td>
<td>118.841</td>
<td>35.867</td>
<td>154.428</td>
<td>7.9</td>
</tr>
<tr>
<td>2006/2007</td>
<td>1.979.043</td>
<td>329.808</td>
<td>55.659</td>
<td>385.467</td>
<td>19.5</td>
</tr>
</tbody>
</table>

Source: German Rectors’ Conference, April 2008

DAAD’s Bologna-specific activities

Promoting Bologna in Germany
Transnational Mobility in Bachelor and Master Programmes
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

- Institut der deutschen Wirtschaft Köln Consult GmbH commissioned by DAAD
- Summer 2007
- 660 companies
- Structure of the Sample: Industry, Financial & Business Services, Other Services
- 55% employing graduates (99% of those ≥ 250 employees)
Experiences with Graduates from Bachelor and Master Programmes

**Bachelor**

- Total: Yes 12, No 88
- 250+: Yes 32, No 68
- 1 - 249: Yes 7, No 93

**Master**

- Total: Yes 13, No 87
- 250+: Yes 23, No 77
- 1 - 249: Yes 11, No 89

Source: IW Consult
Desired Skills by General Characteristics
(all companies)

% „very important“ or „important“

Source: IW Consult

Dubrovnik, July 2008
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Sufficiently Qualified?

Bachelor

Master

Source: IW Consult
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Estimation of Qualification: Analytical Skills

Experiences

- Far too little: 0%
- Insufficient: 0%
- Sufficient: 100%
- Too much: 0%

Expectations

- BA: Far too little: 7%
- Insufficient: 48%
- Sufficient: 93%
- Too much: 0%

Only >= 250 employees

Source: IW Consult

Dubrovnik, July 2008
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Practical Experience Rate of Programme (Bachelor)

Experiences

- far too little: 0
- not sufficient: 54
- sufficient: 22
- far too much: 23

in %

Expectations

- far too little: 11
- not sufficient: 1
- sufficient: 77
- far too much: 11

Source: IW Consult

≥ 250 only
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Practical Experience Rate of Programme (Master)

Experiences

Expectations

Source: IW Consult

Dubrovnik, July 2008
Bachelor = Internationally oriented programme

Experiences: 36%  
Expectations: 65%
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Career Opportunities for Bachelor

Experiences

- Special positions: 6
- Special entry options or trainee programs: 0
- No specific positions: 94

Expectations

- Special positions: 5
- Special entry options or trainee programs: 7
- No specific positions: 88

Source: IW Consult

only >= 250 employees

Dubrovnik, July 2008
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Competitors of Bachelor

Experiences

- Craftsman (Meister): 11%
- Vocational: 12%
- Master: 18%
- University graduates: 28%
- University of Applied Sciences graduates: 30%

Expectations

- Craftsman (Meister): 8%
- Vocational: 13%
- Master: 16%
- University graduates: 29%
- University of Applied Sciences graduates: 33%

Source: IW Consult

only >= 250 employees

Dubrovnik, July 2008
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Advantages of a Master's degree

**Experiences**
- Better career opportunities: 39%
- Higher entry-level: 69%
- Higher starting salaries: 69%
- No Benefits: 30%

**Expectations**
- Better career opportunities: 22%
- Higher entry-level: 37%
- Higher starting salaries: 37%
- No Benefits: 49%

Source: IW Consult

Dubrovnik, July 2008
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Dialogue with Regional Universities

Not at all  rarely  sometimes  regularly

>= 250  23  16  17  44

1 - 249  44  17  18  21

in %

Source: IW Consult
Agreements about Study Subjects with Co-operating Universities

- no agreements
- gross agreements
- detailed agreements

Source: IW Consult

Dubrovnik, July 2008
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Preferred Types of Training for Employees

- Master's Degree in full-time study
  - 1 - 249: 9
  - >= 250: 1

- Master's Degree alongside career
  - 1 - 249: 27
  - >= 250: 43

- Compact courses and seminars
  - 1 - 249: 64
  - >= 250: 56

Source: IW Consult

% "true"
The Relevance of International Experience for the Labour Market (Results of a 2007 Company Survey in Germany)

Attractiveness of various types of experience abroad

Sources:

- Internship (max. 3 months)
- Internship (> 3 months)
- Studies (max. 1 sem.)
- Studies (> 1)
- Language course etc.

Source: IW Consult

Dubrovnik, July 2008
Effects of Experiences Abroad for Recruitment Opportunities

- **All companies**
  - Worse: 0%
  - Bad: 0%
  - Equal: 64%
  - Better: 23%
  - Much Better: 12%

- **Internationally oriented companies**
  - Worse: 0%
  - Bad: 0%
  - Equal: 18%
  - Better: 53%
  - Much Better: 29%

Source: IW Consult

% “very important” or “important”
Thank you for your attention!

http://eu.daad.de