

**EAIE
2024**

Toulouse

17-20 SEPTEMBER



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Welcome to session 4.12

International students as ideal immigrants: How to raise their contribution to the labour market

Session Outline

1. **Brief snapshot** of the career integration situation in the Netherlands, Estonia, and Germany
2. You **choose three focus topics** for discussion
3. Each discussion round has **one seat** on the panel that can be taken by a member of the audience.
 1. We will start each round with the perspective from the Netherlands, Estonia, Germany – and complement it by the guest speaker
4. Discussion of final **takeaways**

Speakers



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EAIE24.CNF.IO

- ▶ Navigate to <https://eaie24.cnf.io/> and tap the session titled "4.12 - International students as ideal immigrants: How to raise their contribution to the labour market"
- ▶ OR just point your phone's camera at the QR code to join directly



Live Content Slide

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Poll: From the list below, choose the category that most accurately describes your primarily job function

From the list below, choose the category that most accurately describes your primarily job function:

- Admissions, Marketing, and/or Recruitment
- International Student Support (incoming)
- Study Abroad/Exchange Programs (outgoing)
- International Partnerships
- Language Support Services
- Teaching and Research
- Diversity and Inclusion
- Career Services and/or Alumni Relations
- Senior Leadership (e.g., Dean, Director, or Vice President)
- Government Affairs and/or Policy Advising
- Programme design or implementation at National Agency, HEI association or other
- Other
- Prefer not to say

Netherlands

Kumi Tempels

Senior Policy Advisor, Mobstacles

nuffic

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Nuffic - Meet the world

nuffic

- The Dutch organisation for internationalisation in education.
- Active in all sectors of education
- Knowledge center and linking pin for educational and knowledge institutions and (government) organisations
- As a knowledge organisation, we make contributions to internationalisation policy by sharing data and research on mobility, the labour market and education systems

Reasons to stay

8 out of 10

stayed because of quality of life, career opportunities, and work-life balance.



- National Agency for Erasmus+
- National center of expertise for academic recognition and credential evaluation (ENIC-NARIC)
- Euraxess
- Study in Europe
- EU Pillar Assessed
- Mobstacles EU network

[Incoming degree mobility in Dutch higher education 2022-23 \(nuffic.nl\)](#)

[New enrolments | Nuffic](#)

[Stayrates of international graduates | Nuffic](#)

[Staying after graduation - Why international students decide to make the Netherlands their new home \(nuffic.nl\)](#)

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International Students in the Netherlands – Facts and Figures

Dutch Labour Market Demands



- Long-term growth in demand for **skilled workers**, esp. in STEM, education, and healthcare
- **Declining enrolment** of national students, esp. in engineering and healthcare
- Record **high enrolment** of 51,899 **new international students** in 23/24, 121% growth in 10 years
- **27% in STEM** programs (16% engineering)

Career Opportunities



- **73%** of international students **plan to stay** more than 1-year post-graduation
- **82%** choose NL for strong **career prospects**
- **38%** of non-EU students **remain 5 years** after graduating
- NL ranks **#12 globally** as a destination for international degree students
- 1/3 in employment within the 12 months post-graduation

Challenges and Barriers



- **Housing** shortage
- High **dropout rate**: 25% (Research university bachelor's), almost 3 times that of Dutch students
- Difficult labour market entry: **1/4 unemployed 3 years post-graduation**
- **Dutch language** proficiency required by employers, lack of social/**professional network**

Estonia

Eero Loonurm

Study in Estonia

Quality and Internationalization of Higher Education

Estonian Education and Youth Board



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Haridus- ja Noorteamet (HARNO) / Estonian Education and Youth Board



REPUBLIC OF ESTONIA
EDUCATION AND YOUTH BOARD

- Government agency under the Estonian Ministry of Education and Research.
- Implementing programmes to achieve the goals of the national education and youth work strategies
- Annual budget – 103 million euros
- 350 employees in 15 counties
- Youth affairs | Education innovation
Study quality | Quality Assurance
Examinations, tests and certificates
Erasmus+ and Solidarity Corps National Agency
Education Estonia
Educational counselling

Higher Education Focus

- Programmes / activities regarding Higher Education:
 - *Estonian ENIC/NARIC*
 - *National Agency for Erasmus+*
 - *Estonian Quality Agency for Education (HAKA)*
 - *Higher Education National Promotion - Study in Estonia*
 - *National scholarships for students in HEIs*

International Students in Estonia – Facts and Figures

Statistics



- More than **4300** international degree students
- Education quality / education export / talent policy
- Of the foreign students who graduated between 2018 and 2022 (and did not continue their studies), **43%, were still in the Estonian labour market** in the academic year 2022/23.

Career Opportunities



- More than half (56%) of the international students in Estonia work during their studies; among local students, whereas 86% of the local students do.
- Graduates of **ICT and engineering, manufacturing and construction** also stay working in Estonia more often than others.

Challenges and Barriers



- **Lack of consular representations – from visa to residence permits**
- Target markets – challenges
- **More strict legislation** – Aliens Act
- The majority of international graduates who stay in Estonia work in Tallinn.
- Gaps in **Estonian language skills**, job market knowledge, and employer connections

International Students in the Estonian Labour Market

Economic impact of international students working in Estonia

EESTI
STATISTIKA

Academic year 2019/2020

Half of international students work during their studies in Estonia



International students paid in Estonia

**3,1 million**

euros in income tax

7 million

euros in social tax

International graduates paid in Estonia

**1,2 million**

euros in income tax

2,4 million

euros in social tax

Source: Statistics Estonia

Economic impact of international students working in Estonia

EESTI
STATISTIKA

Academic year 2022/2023

56% of international students in Estonia work while studying



International students paid

**5.6 million**

euros in income tax

11 million

euros in social tax

International graduates of academic year 2021/2022 paid

**2.4 million**

euros in income tax

4.5 million

euros in social tax

Germany

Nina Salden

Head of Division, Strategic Planning



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DAAD – German Academic Exchange Service (DAAD)



- the world's **largest funding organization** for international exchange.
- an autonomous organization of **German universities and their student bodies** for the internationalization of the academic system.
- an experienced mediator between higher education systems with a **worldwide external network**.
- a German institution in Europe which, as the National Agency for Erasmus+, **shapes the European Higher Education and Research Area** and stands up for Europe in the world.

DAAD Position Paper



Campus-Initiative for International Talents



Campus Initiative
internationale Fachkräfte

- **120 Million Euros** over 5 years, Federal Ministry for Education and Research
- **114 projects** at **100+ universities**
- Focus on strengthening services to international students along **the student lifecycle**, with an emphasis **on career services**
- Accompanying **research** to support evidence-backed programming
- **Events** to encourage dialogue across **political and stakeholder** groups (university-business-politics)

International Students in Germany – Increasing Appeal to Study and Stay

Germany's Labor Market Demands



- A lack of **ca. 240,000*** skilled workers by 2026, esp. in STEM, education, healthcare, and engineering
- **Declining enrollment** of national students, esp. in STEM
- Record **high enrollment** of 367,578 international students in WS 22/23, 79% growth in 10 years
- **60%+ in STEM** programs, 41% in Engineering¹

¹Wissenschaft Weltoffen

²DAAD BinTHO-Studie 2023

³OECD International Migration Outlook 2022

Career Opportunities



- **60%+** of international students **plan to stay** post-graduation²
- **80%+** choose Germany for strong **career prospects**²
- More than **1/3** of non-EU students are still in country **10 years** after starting studies³
- Germany ranks **#2 globally** for talent attractiveness among international students⁴
- 18-month post-graduation period to find employment

⁴OECD Talent Attractiveness 2023

⁵SeSaBa-Studie 2022

⁶Sachverständigenrat für Integration und Migration

Challenges and Barriers



- Strict university **admission criteria**
- High **dropout rates**: 49% (Bachelor's), 26% (Master's)⁵; double that of German students⁵
- Difficult labor market entry: **1/3 job-seeking 12 months post-graduation**⁶
- Gaps in **German language skills**, job market knowledge, and employer connections

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Poll: To guide our session today, please highlight which three topics from this list you'd like us to prioritize in today's discussion.

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- A. **Positioning English-medium programs in non-Anglophone countries:** Are they a successful tool to attract international students, or a hurdle for integration in the local labor market?
- B. **Moving beyond the traditional role of HEIs to ensure graduate integration in the job market:** Is there a need for collaboration with new actors (e.g. employers, cities, politics)?
- C. **Creating a welcome culture for international students in the current socio-political climate in Europe:** Which strategies and innovative approaches can be adopted to ensure international students feel welcomed and supported?
- D. **Policies and structures for retaining students:** How can we help graduates navigate (post-)study work visas, regulatory frameworks and residency processes? Which legislative and structural frameworks are conducive for attracting and integrating international talent?
- E. **Enhancing marketing and enrollment approaches to include labor market information:** How can pre-study career advising, and study preparation programs support the post-study stay rate?

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Poll: After today's session, which area would you like to focus on for immediate action?

After today's session, which area would you like to focus on for immediate action? Please write 1 to 2 words

- Answer in word cloud...



Thank You!



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