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***Policies for retention and integration
- Germany and Europe -***

EDUFI Workshop

June 17/18, 2019, Helsinki

Some Facts and Figures: Germany

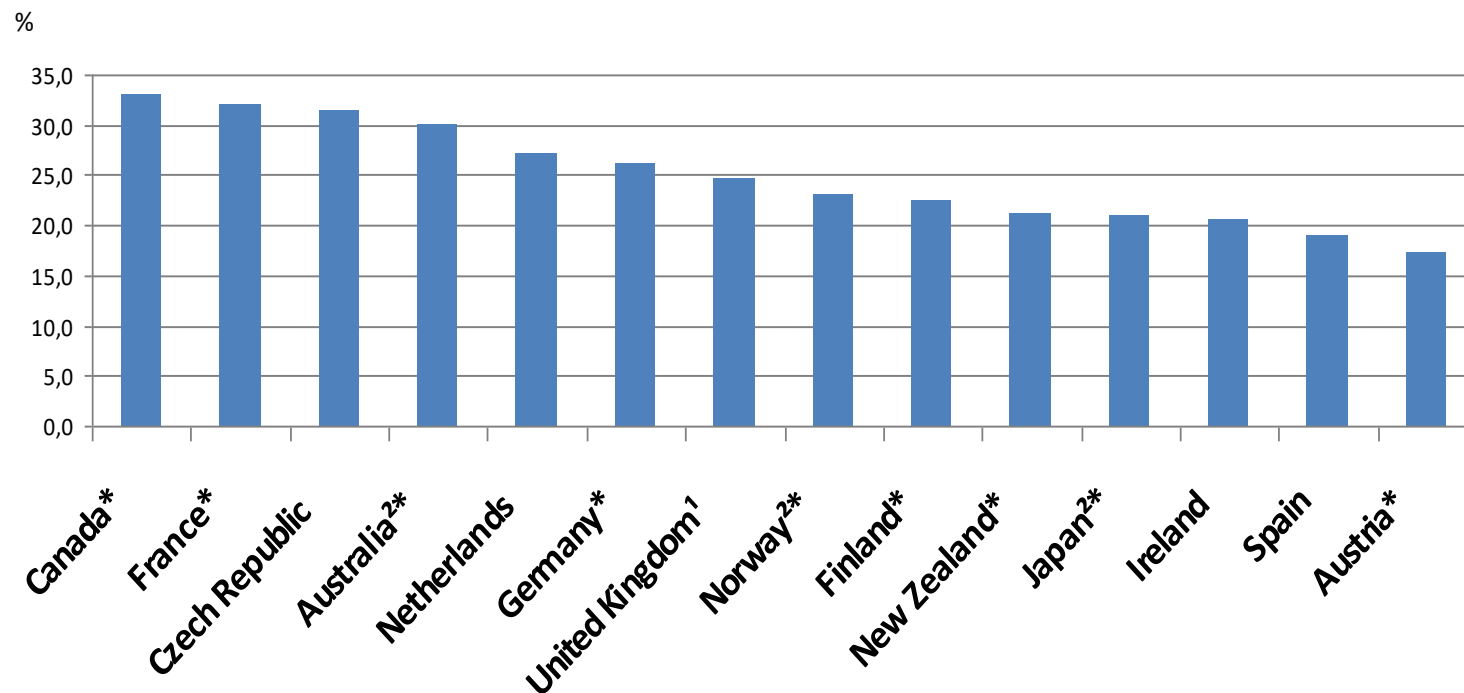
Considerable shift in policies since the mid-2000s

- International graduates can take up adequate work positions / preference for German and EU candidates was abolished
- Graduates can look for adequate jobs for 18 months

What is actually happening

- About one in two graduates actually stays
- Higher education most important single source of high-skilled immigration to Germany
- Net „brain gain“ 4,1% (OECD average 3,6, CH 16,4%, USA 12,7%, France 8%, UK 1%)

Change in status of student visa holders 2008 / 2009 (OECD)

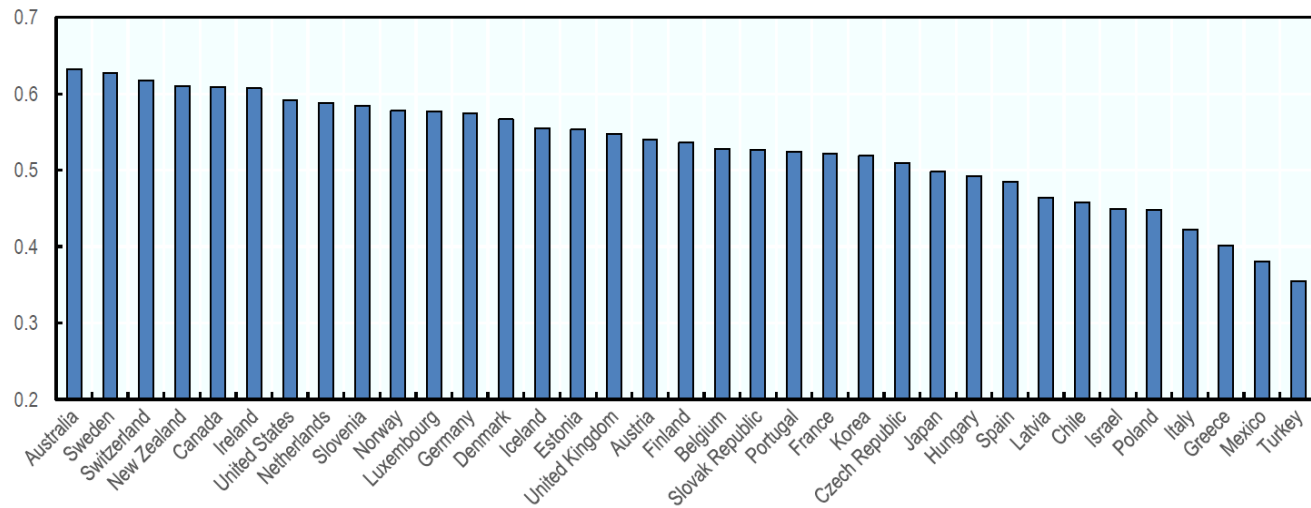


Some Facts and Figures: Germany II

- Important destination for study abroad
- High reputation + low cost
- Stay opportunities a factor in choosing a study destination
- Unsatisfactory graduation rates
- **More international students and better graduation rates most important factors in development of immigration through study in Germany**

International comparison: OECD Data

Figure 1. Attractiveness of OECD countries for potential migrants: workers with master or doctoral degrees

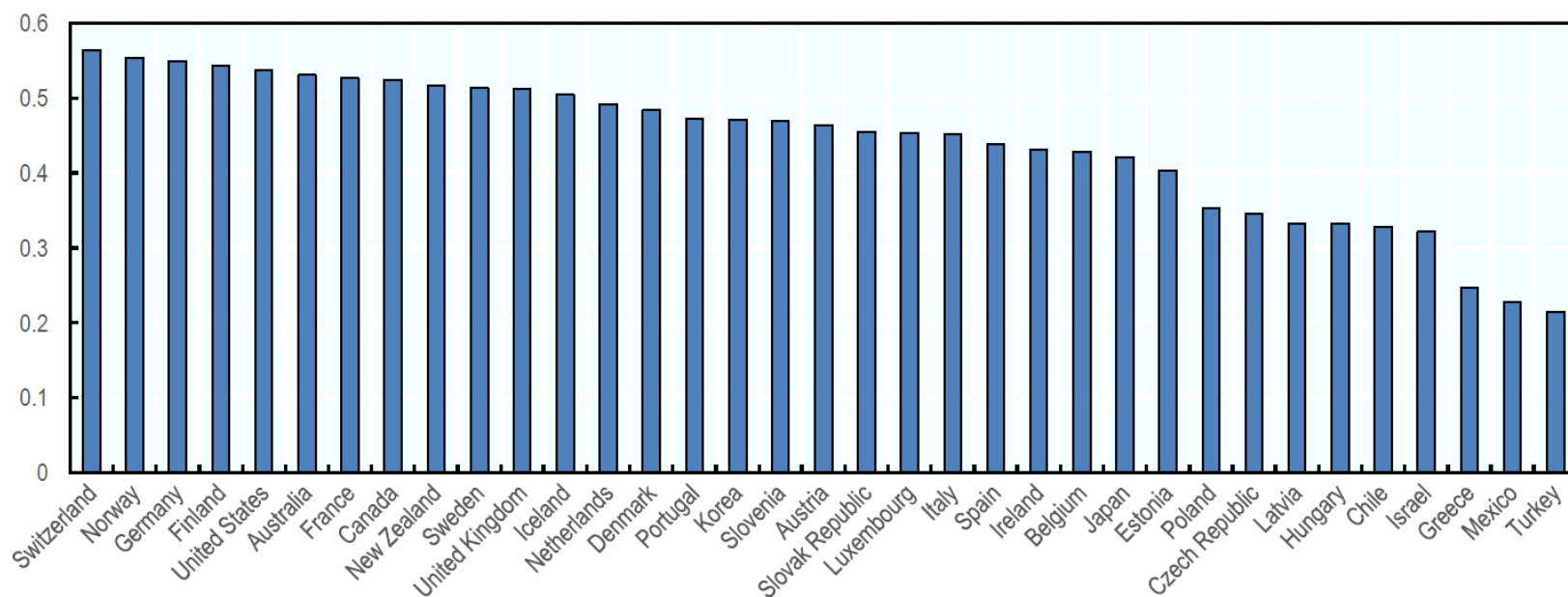


Factors According to OECD

- Quality of opportunities (i.a. unemployment, overqualification)
- Income and tax
- Prospects (transition to permanent residency and citizenship)
- Family environment (work for spouses, quality of schools, etc.)
- Skills environment (Internet, English, R&D spending, patents)
- Inclusiveness (share of foreign-born high-skilled population, attitudes towards migration, gender equality)
- Quality of life
- Visa regulations (i.a. refusal rates, processing time)

Attractiveness of Study Destinations

Figure 3. Attractiveness of OECD countries for potential migrants: university students



Factors Affecting Attractiveness

- Quality and reputation of education and degrees
- Language
- Expenditure for higher education and research
- Cost of living and (lack of) tuition
- Job opportunities during study and transition to work

Dilemmas for Internationalization Agencies

- Grant programs for cultural diplomacy and development
- Decreasing return rates of DAAD grantees
- „brain drain“, „brain gain“, „brain circulation“: advantages and risks different between countries (LDC affected most)
- Contentious issue in some countries (e.g. Russia, and sometimes even Germany)

What Can / What Should We Do?

- Respect individual choices
- Their decisions depend mainly not on „retention“ or „send back“ policies, but on condition for work and life in different countries
- No active recruitment for the job market by internationalization agencies
- Foster links to home countries (sandwich grants, books and equipment after return, alumni networks, GAIN ...)