



# AlmaLaurea Conference 2019

---

University and Labor Market

6<sup>th</sup> June 2019 Sapienza University of Rome



## **University of Tübingen – Germany; and the European Dimension?**

### **Perspectives on Career Development**



# Tertiary Education in Germany

## 1. Higher Education Institutions, e.g.

- Universities
- Universities of Applied Science (HAW)
- Duale Hochschule Baden-Württemberg (former Berufsakademien)
- University of Education (Pädagogische Hochschule)

## 2. Vocational training

3 year training programmes



## Brief profile of the University of Tübingen

- Comprehensive public research university founded in 1477
- Faculties of Science, Medicine, Humanities, Economics and Social Sciences, Law, Protestant Theology, Catholic Theology and Center for Islamic Theology
- Study programmes:
  - 136 bachelor, 142 master, 10 others
- Number of students:  
**winter semester 2001/02: 20.343** → 2013/14: 29.155  
from 2014/15 onwards: 28.500; as from **2018/19: 27.700**



- new students winter semester 2018/19: 5.300
- 3.900 international students
- around 5.000 graduates per year
- 536 professors and around 5.000 academic staff  
(University Hospital excluded)
- One of eleven excellence universities in Germany, institutional strategy: „Research – Relevance - Responsibility“



# Surveys

## 1. Germany: Graduate Surveys

German Center for Higher Education Research and Science Studies (DZHW – Deutsches Zentrum für Hochschul- und Wissenschaftsforschung):

- since 1989 every fourth cohort: one, five, ten years after graduation, sample
- no differentiation according to university

International Centre for Higher Education Research (INCHER Kassel): cooperation of about 60 higher education institutions (2015), every year, 1,5 years after graduation, census



## 2. Federal State of Baden-Württemberg (regional)

State Universities:

- since 2014 five of nine universities: every year, 1,5 years after graduation, census
- since 2017 all nine universities → exam cohort 2016

Statistisches Landesamt (Federal Bureau of Statistics):  
since 2008 the following higher education institutions:

- universities of applied science,
- university of education and
- Duale Hochschule



### 3. University of Tübingen

- during the course of study
  - All students at the end of their first semester
  - Follow-up during their sixth semester  
(Bachelor, shortly before they graduate)  
→ every 2<sup>nd</sup> year; in future: every 3<sup>rd</sup> year
- after graduation
  - since 2008 every 2nd year (exam cohorts 2007, 2009, 2011, 2013)
  - since 2013 every year: 1,5 years after graduation





## University of Tübingen: Selected Findings (Surveys)

- University of Tübingen: findings based on the last graduate survey – cohort 2016

Zentrum für Evaluation und Qualitätsmanagement (ZEQ)

„Erwerbstätigkeit nach dem Studienabschluss. Ergebnisse der Befragung der Absolventinnen und Absolventen des Prüfungsjahrgangs 2016 im Wintersemester 2017/18“

- Some remarks on Germany in general



## Opting for further study after Bachelor degree

**89%** of graduates in Medicine

**75 %** of graduates in Humanities

**73 %** of graduates in  
Social Sciences and Economics

**91 %** of graduates in (Natural) Sciences

**= approx. 80% of Bachelor  
graduates decide on a  
Master's degree**



## Mobility after Bachelor Degree

**50% of Tübingens' Bachelor graduates take the opportunity to move to another (German) university**

- Mobility is highest among graduates of Medicine (80%)
- 66% graduates of Social Sciences and Economics
- 44% graduates of Humanities
- 34% graduates of Natural Sciences



## Already started or planning to do a doctoral thesis after Master's degree...

... **37%** of graduates in Humanities (23%)

... **27%** of graduates in Social Sciences and Economics (15%)

...**45%** of graduates in Natural Sciences (38%)



## Graduates not studying anymore: in employment

... **86%** of Bachelor graduates

... **89%** of Master graduates

... **97%** of Teaching Degree graduates

... **90%** of State Examination absolvents



## Satisfaction of Graduates working...

51% make high use of competences and skills acquired during studies

59% describe their job situation as highly adequate to their education

67% are content with their job situation related to aspects of development potentialities, wages and job description

70% are content with their overall job situation



# University of Tübingen: Governance and Quality Assurance Measures

Ways of addressing employability

- Career Service
  - Studium Professionale Bachelor (21 ECTS)
  - Studium Professionale Master
  - Counselling and coaching
  - Internships
  - Career Day
  - Service Learning
- ESIT



## Ways of addressing employability: „curriculum design“

- System Accreditation
- New interdisciplinary programmes
- New specialist programmes
- Berufliche Anerkennung: soziale Arbeit, Pflege
- Profillinien in Humanities (Master)
  
- Center for Academic Advanced Training





## European Dimension

- Global challenges
- Situation in European countries vary
  
- How do we prepare our students / graduates for a world that is changing ever faster?
- Which (future) skills are needed?
- What are the chances of an alliance such as CIVIS?
- Aims? Benefits for our students/graduates?
  
- Work / Job migration
- Pilot projects
- community service, transversal skills, complementary specialisations, joint and interdisciplinary educational programmes



## Sources and literature

- Harald Schomburg, Ulrich Teichler (Eds.), *Employability and Mobility of Bachelor Graduates in Europe. Key Results of the Bologna Process*, Rotterdam: Sense Publishers 2011
- Ulrich Heublein / Robert Schmelzer, *Schwundbilanzen bei dt. Studierenden an den baden-württembergischen Hochschulen, statistische Berechnungen auf der Basis des Absolventenjahrgangs 2016*, DZHW: Projektbericht 2018
- ZEQ, „Erwerbstätigkeit nach dem Studienabschluss. Ergebnisse der Befragung der Absolventinnen und Absolventen des Prüfungsjahrgangs 2016 im Wintersemester 2017/18“
- Susanne Falk, Maike Reimer, Uwe Schmidt (Eds.), *Absolventenstudien und Qualitätsmanagement. Best Practices an deutschen und österreichischen Hochschulen*, Münster: Waxmann 2018
- Stifterverband für die Deutsche Wissenschaft e.V. (Ed.), *Future Skills: Strategische Potenziale für Hochschulen* (Diskussionspapier 3 in cooperation with McKinsey), Essen 2019
- Autorengruppe Bildungsberichterstattung (Eds.), *Bildung in Deutschland 2018. Ein indikatorengestützter Bericht mit einer Analyse zu Wirkungen und Erträgen von Bildung*, Bielefeld: wbv 2018
- Statistik der Bundesagentur für Arbeit
- Berichte: *Blickpunkt Arbeitsmarkt – Akademikerinnen und Akademiker*, Nürnberg, Mai 2018
- Staufenbergel Institut GmbH und Kienbaum Consultants International GmbH, *Job Trends 2017. Was Berufseinsteiger wissen müssen*, Köln 2016
- Kienbaum Institut, *Arbeitest Du noch oder lebst Du schon? Die Karriereorientierung der Generation Y: Eine Bilanz*, Juni 2018
- Surveys by every university
- HIS, CHE, Stifterverband, Staufenbergel
- INCHER Kassel (International Centre for Higher Education) Internationales Zentrum für Hochschulforschung, DZHW (Dt. Zentrum für Hochschul- und Wissenschaftsforschung), German Federal Ministry of Education and Research (BMBF – Bundesministerium für Bildung und Forschung), German Rectors' Conference (HRK – Hochschulrektorenkonferenz)
- gute Quelle: Statista (berufen sich auf Bundesstatistik)
- ISTAT – Institut für angewandte Statistik → 2018 ohne Baden-Württemberg?
- Absolventenpanel Prüfungsjahrgang 2017



# Thank you.

Contact: Lucia Vennarini, M.A.

## **Division III – Academic Affairs**

Wilhelmstraße 11

72074 Tübingen · Germany

Phone: +49 7071 29-74206

Fax: +49 7071 29-4259

[Dezernat-Studium-und-Lehre@uni-tuebingen.de](mailto:Dezernat-Studium-und-Lehre@uni-tuebingen.de)

[Lucia.Vennarini@uni-tuebingen.de](mailto:Lucia.Vennarini@uni-tuebingen.de)