

## FOCUS ON THE RESULTS

# Measuring the outcomes of international student mobility

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## Structure of the presentation

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- **Background** on Internationalisation
- **Reality** and wishful thinking
- The **memo©** approach
- Results from the **Erasmus Impact Study**
- **Regional results** for Eastern Europe

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- **Background on Internationalisation**

- Definition of term itself and application changed considerably
- Today, standard definition used:

*„Internationalisation at the national/sector/ institutional levels is defined as the process of integrating an international, intercultural or global dimension into the purpose, functions or delivery of higher education.“*

(Knight 2009, 7)

# Internationalisation

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- Buzzword of at least the last decade and a half
- Started off in political science and governmental relations, entered higher education in 1980s
- Last two decades: concept of the internationalisation moved from fringe to core of institutional agenda
- Effects:
  - tends to become a *conditio sine qua non*
  - creates an atmosphere of high risk of lip service and “give to the emperor...”

## Core assumptions and statements

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### Internationalisation

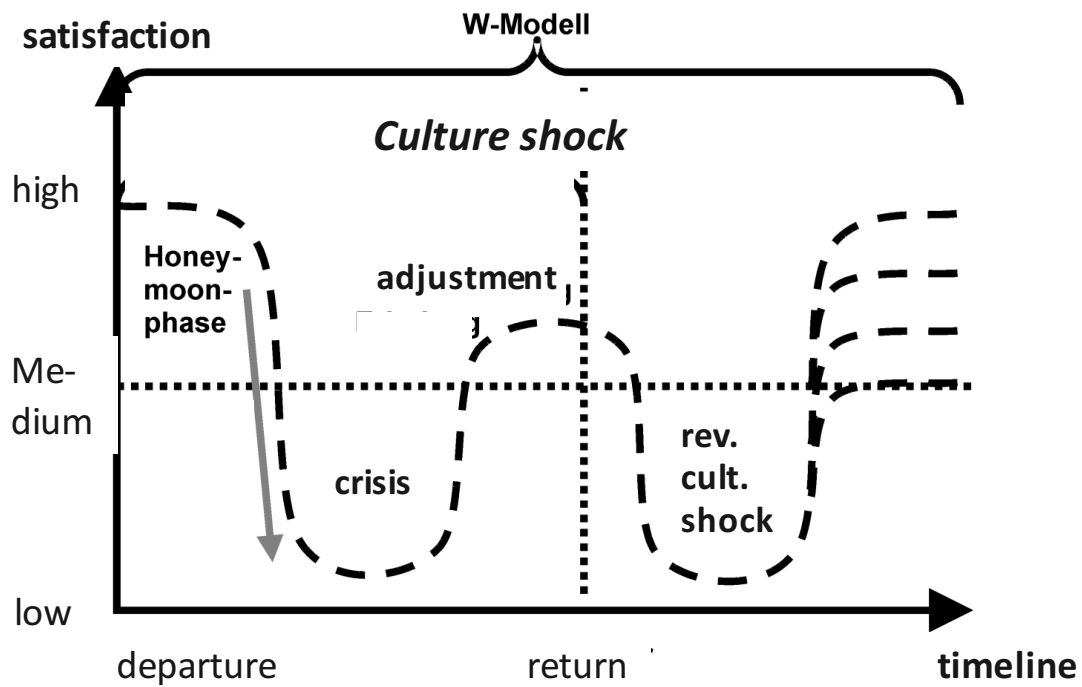
- No goal in itself but effective instrument to achieve other goals
- can enhance education, research, civic engagement etc.

### Measuring Internationalisation

- So far too many assumptions made, to few things proved: *we claim but we do not know!*
- Satisfaction surveys dominate next to input measurement
- Outcome (impact) is not measured yet largely...

- **Reality** and wishful thinking

# Short-phase mobility and cultural shock



- mobility phases in Bachelor programmes shorten from 7-12 months to probably 3-5 months (currently 6 months)
- **Thus: most students will return before the adjustment phase!**



## Recognition and pension funds

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- 66% of EU students receive recognition of ECTS credits (Prime report)
- Statement of a representative of a known German university in an open seminar:  
“you do not really mean that we should grant credits for all the things students put in their Learning Agreement, do you?”
- Young researchers: “Highly complex nature of pensions coupled with general lack of awareness makes it difficult for people to make informed decisions about mobility and pensions.” (Ackers, 2008)

“Mobility is good in itself”?

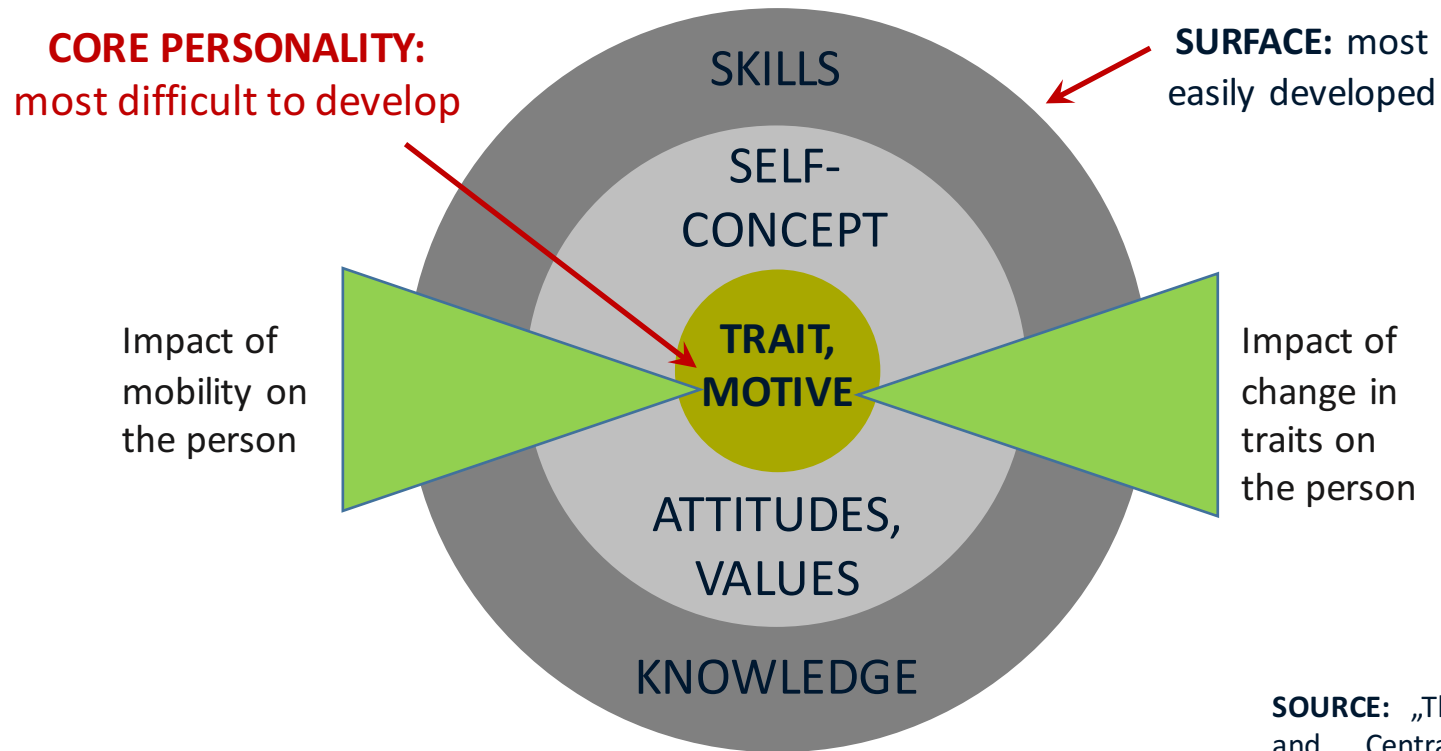


“More is better”?



- The **memo©** approach

# The concept of the self



**SOURCE:** „The Iceberg Model and Central and Surface Competencies“, Spencer & Spencer, 1993

# The six memo© factors used in EIS



Curiosity



Decisiveness



Vigour



Confidence



Serenity



Tolerance of ambiguity

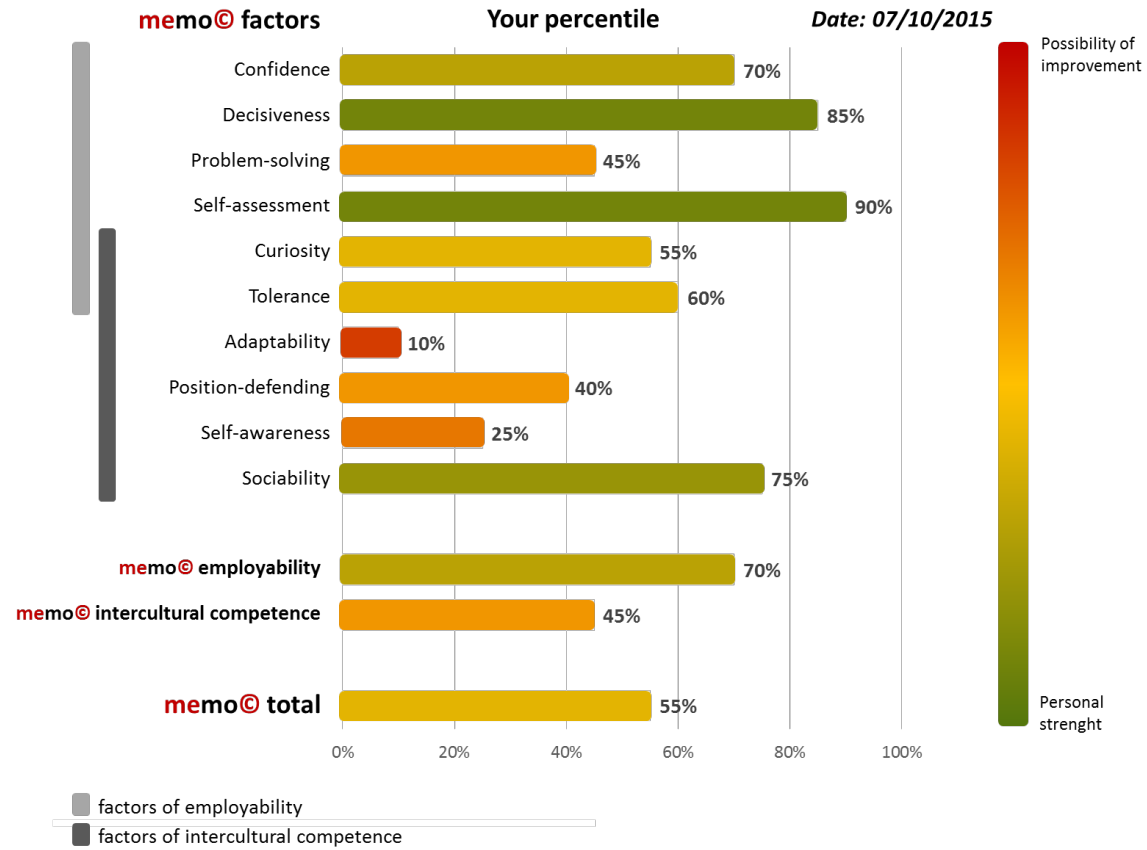
# How memo© works for a student ...



## Register and check your mailbox

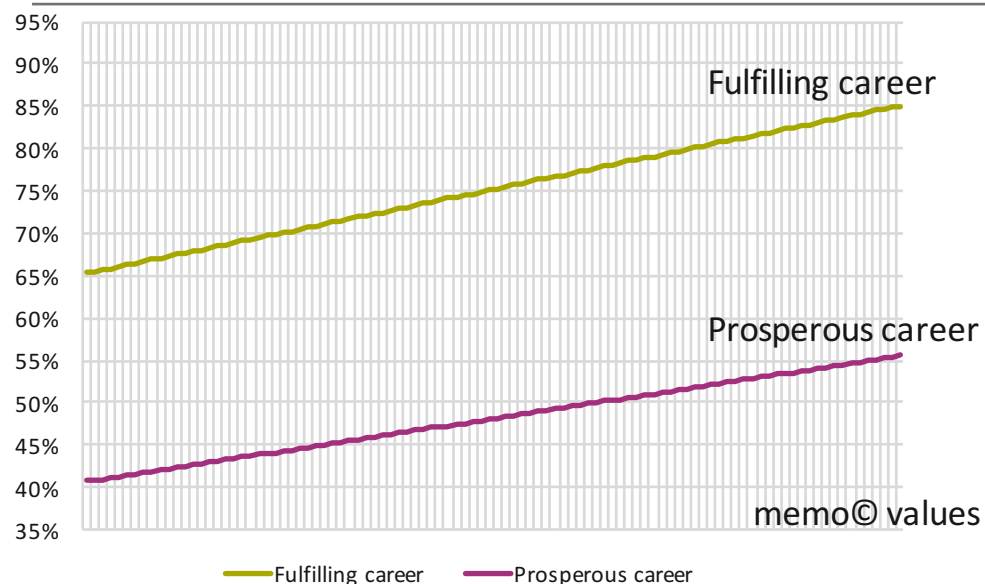


# This is what each student saw...





# Relation between memo© and job reality



individual memo© employability value is closely correlated to one's job characteristics.

the higher the memo© employability, the more satisfied the alumni with aspects such as salary, job security, responsibility, position or creative and challenging tasks.

Principal Component Analysis revealed job attributes to pay together to two larger factors

## Prosperous career

- *Good career prospects*
- *Social recognition and status*
- *High income*
- *Job security*
- *Clear and well-ordered tasks*

## Fulfilling career

- *Opportunity of pursuing one's own ideas*
- *Opportunity for creativity and innovation*
- *Challenging tasks*
- *Opportunity of pursuing continuous learning*
- *Largely independent disposition of work*
- *Possibilities of using acquired knowledge and skills*
- *Co-ordinating and management tasks*
- *Chances of doing something useful for the society*
- *Opportunity of undertaking scientific/scholarly work*

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- Results from the **Erasmus Impact Study**

# Goals of the Erasmus Impact Study (EIS)



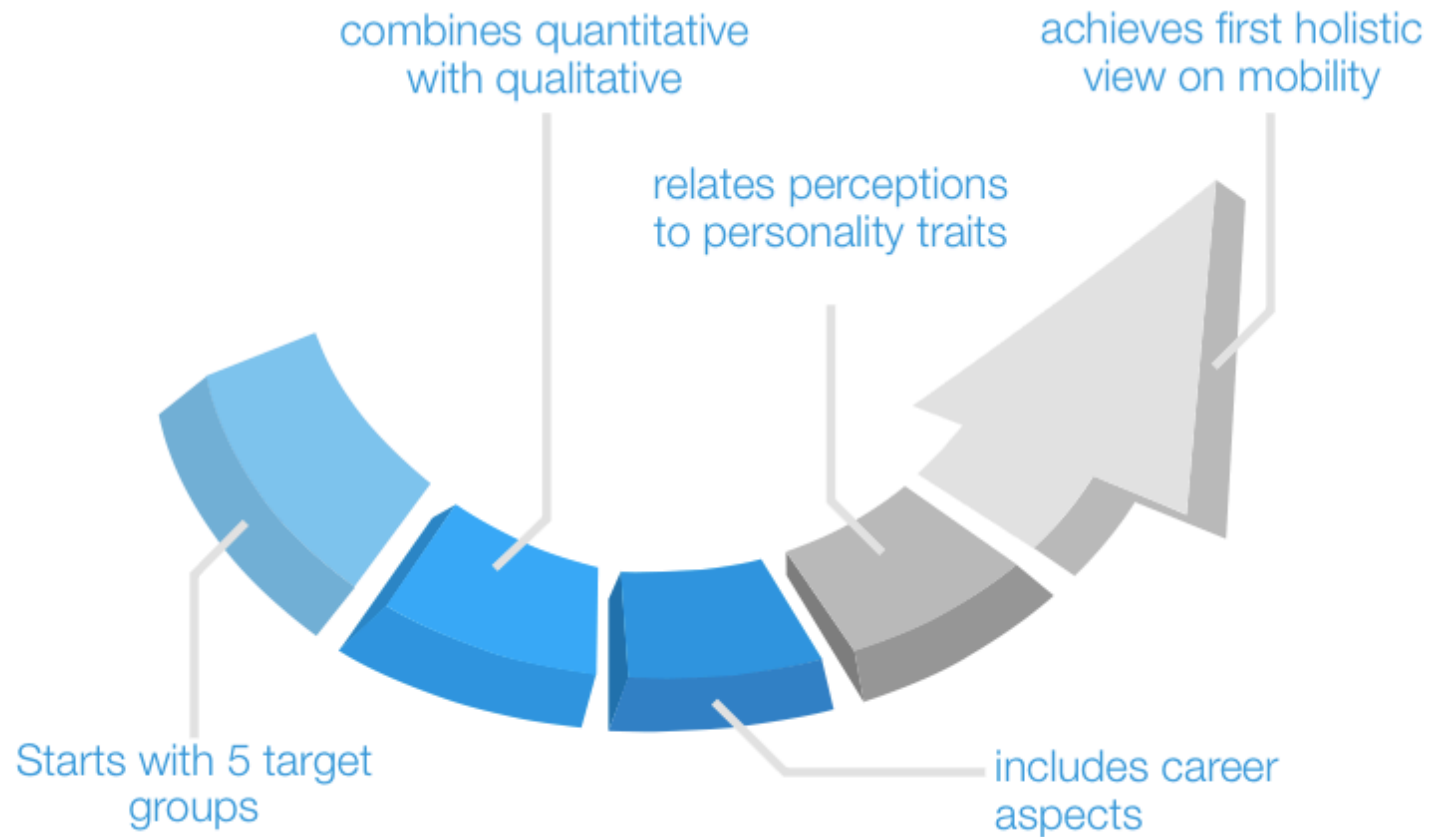
01

Impact of mobility programmes on employability of students

02

Impact of mobility programmes on the internationalisation of the HEIs

# EIS offered innovative solutions...



# EIS used 5 online surveys for 5 different target groups...



## 1. STUDENTS



**56 733**

mobile and  
non-  
mobile  
students

## 2. ALUMNI



**18 618**

mobile and  
non-  
mobile  
alumni

## 3. EMPLOYERS



**652**

employers  
(mainly  
SMEs)

## 4. HEIS



**964**

higher  
education  
institutions

## 5. STAFF



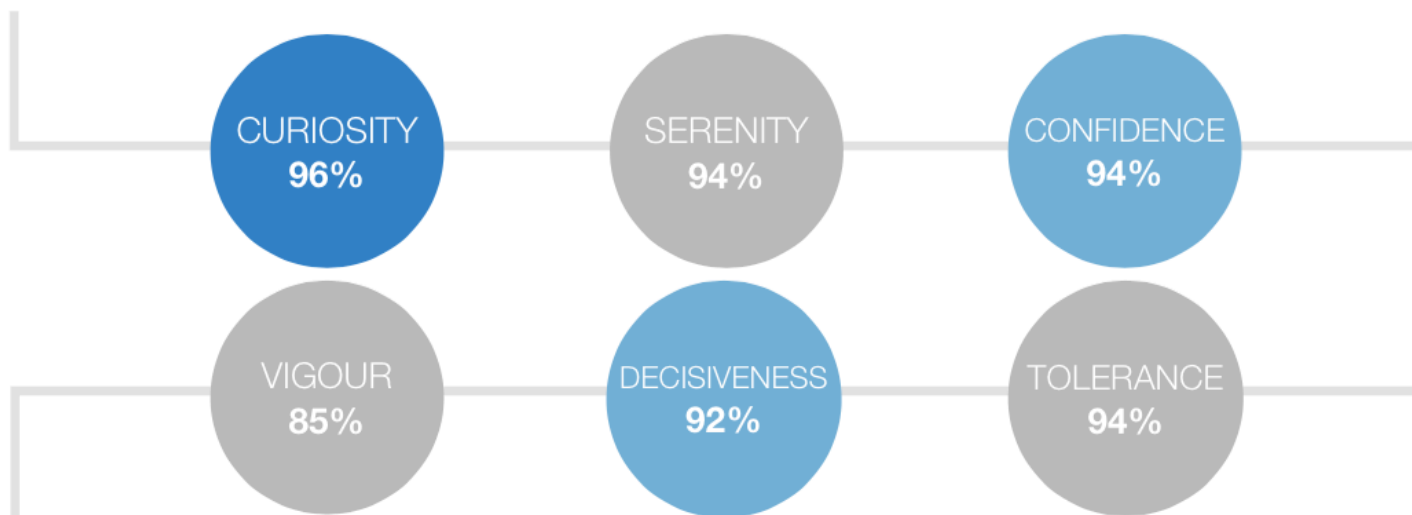
**4 986**

mobile and  
non-mobile  
staff  
(academic  
and non-  
academic)

**78 891 individual responses in total**

the largest sample ever

# To employers, student personality matters!



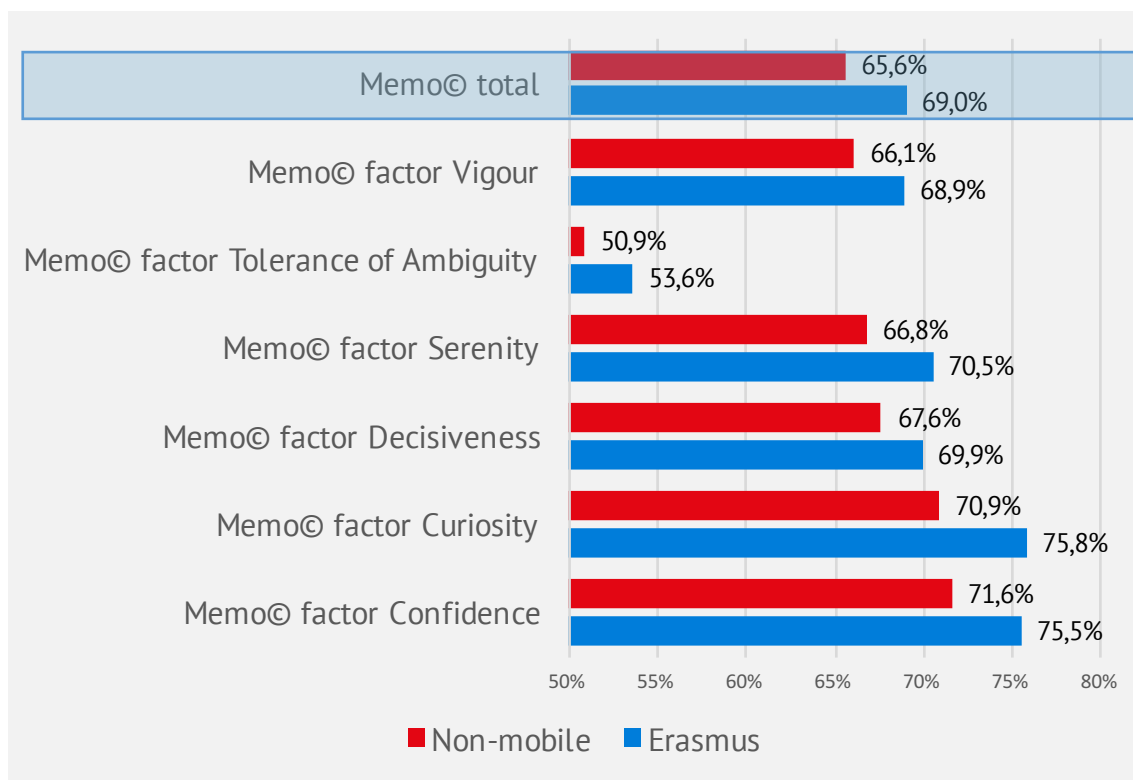
92%

of employers in Europe consider the memo© factors **important for recruitment**, on top of knowledge in the field (91%) and relevant work experience (78%)

# Not everybody is prepared to go abroad



## Difference in personality before going abroad:

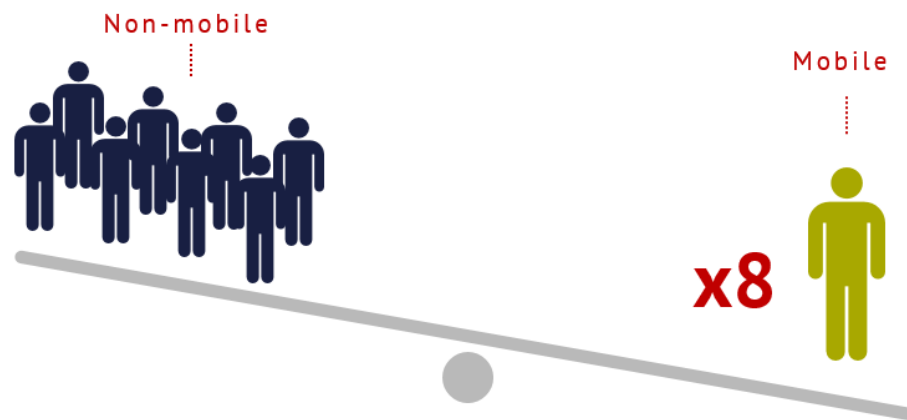


Statistically significant difference in ex ante memo@ values between Erasmus (69.0%) and non-mobiles (65.6%)

# Why to measure mobility impact?



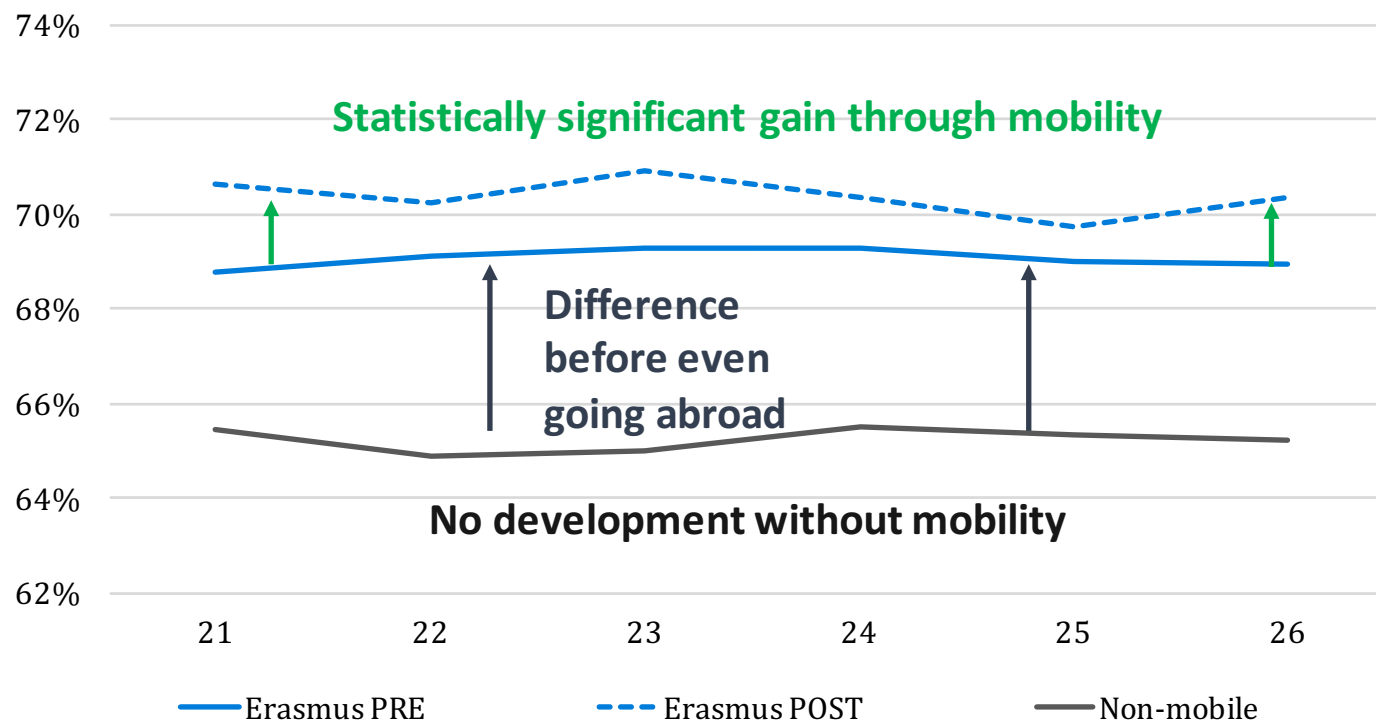
**6 months mobility change you as much as  
4 years of life**



Erasmus mobility changes people **8x more**  
than normal live.



# Do people change?



# Change of personality - perception vs. reality

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## Students tend to overestimate their learning outcomes:

81% of students **perceived an improvement** in their personality traits



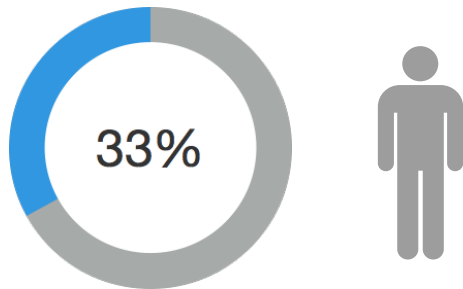
while only 52% **actually attained** higher memo factors values



# Mobility influences private relationships

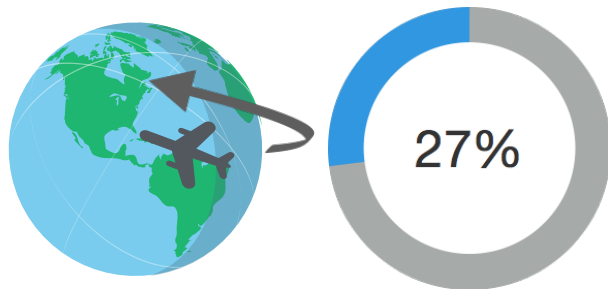


## Life partner of different nationality



32% of mobile alumni and **33% of Erasmus alumni** had a life partner of a different nationality. This was nearly **three times more than among non-mobile alumni**.

## Life partner met abroad

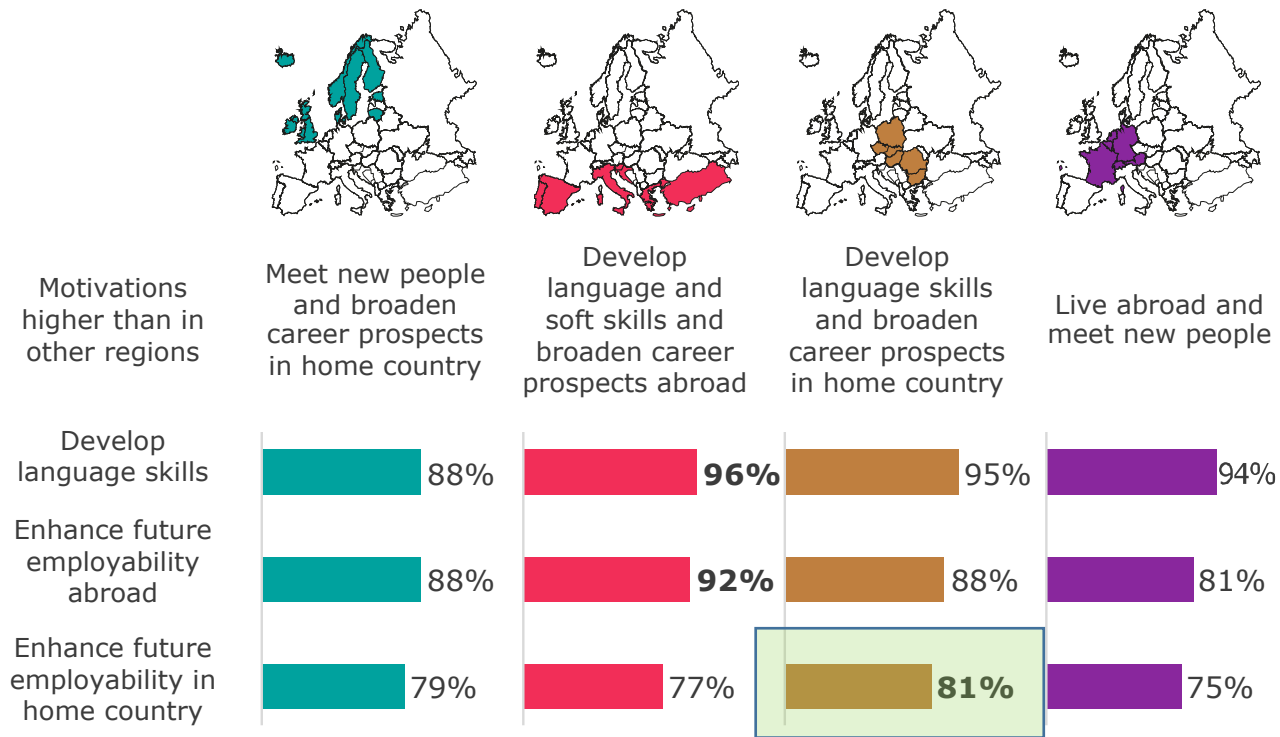


24% of mobile alumni and **27% of Erasmus alumni** met their life partner while abroad.

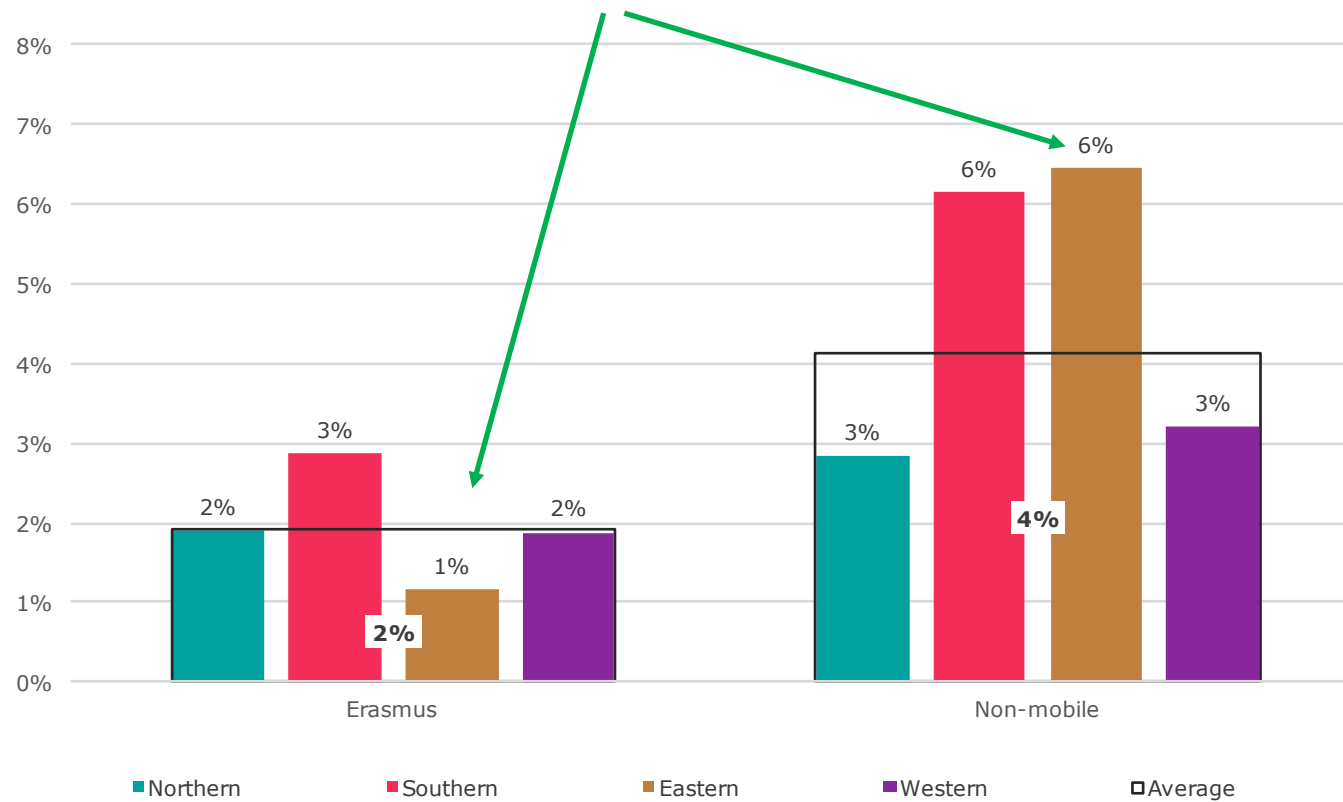
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- **Regional results** for Eastern Europe

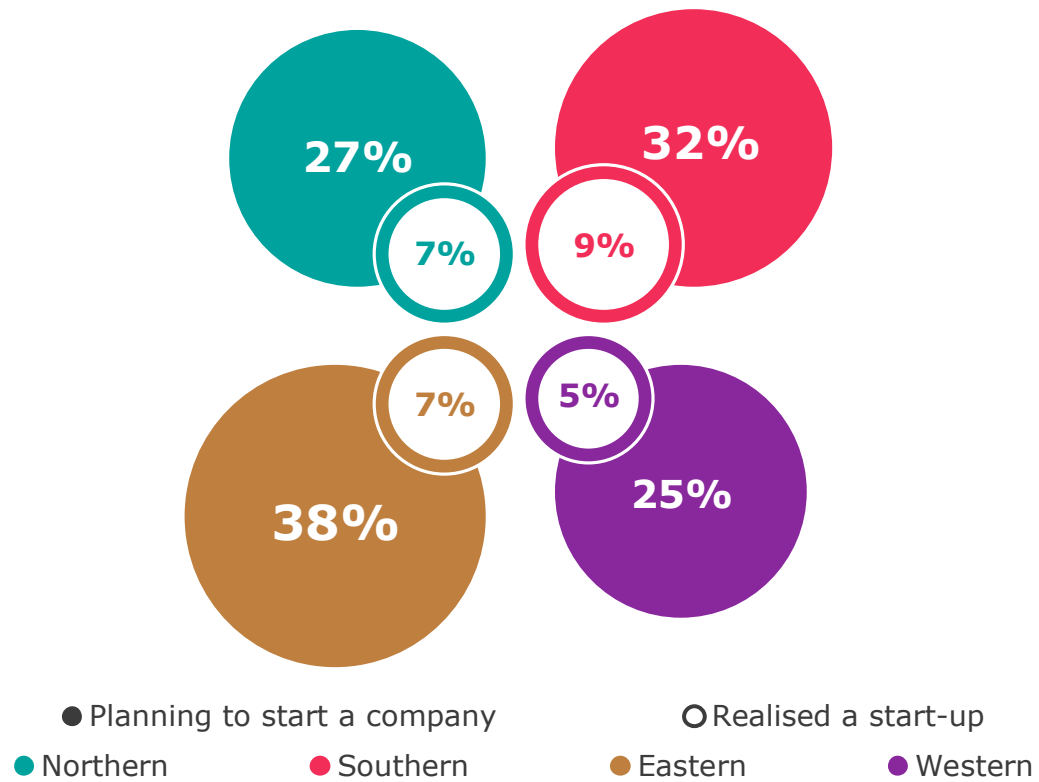
# Enhance future employability drives Eastern Europeans to go abroad more than others



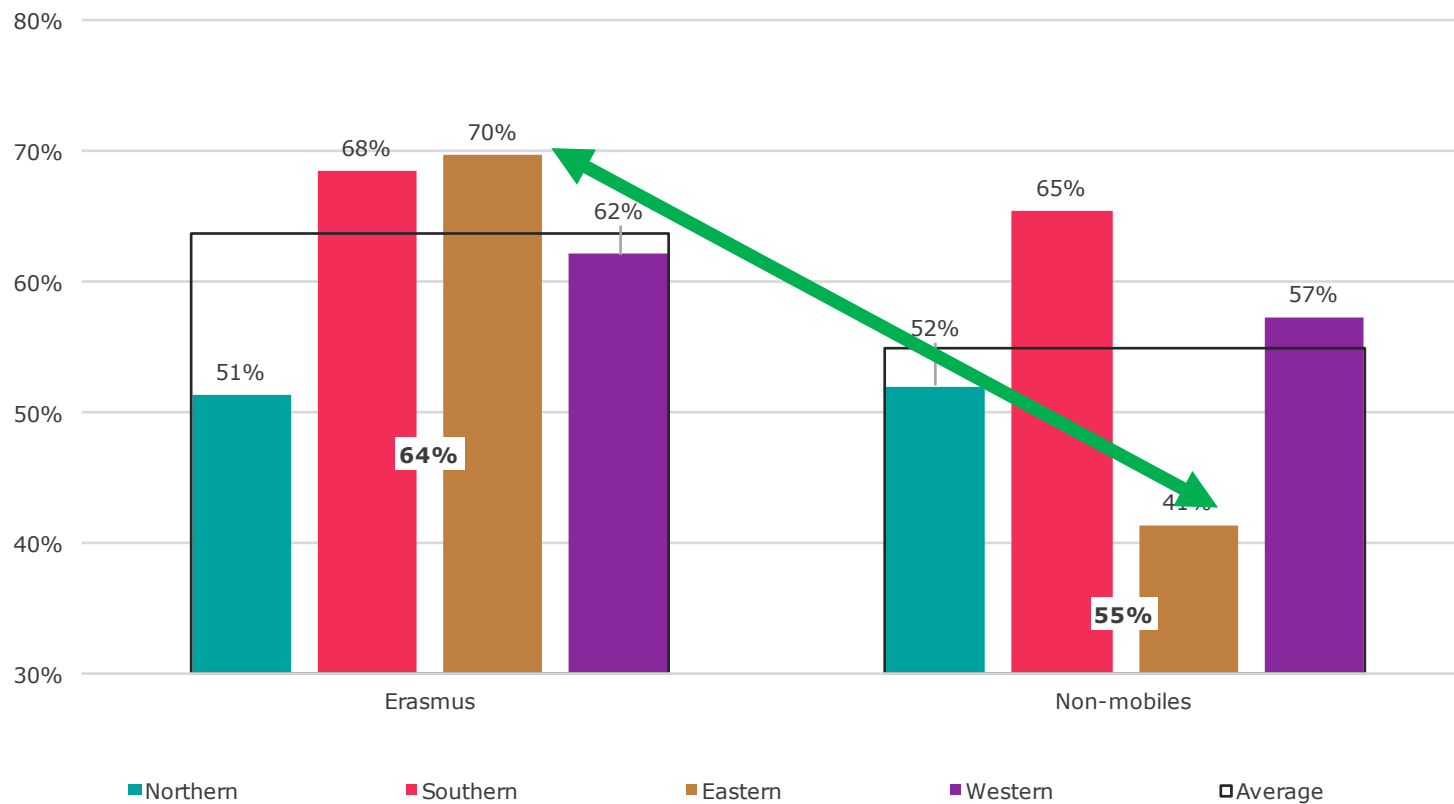
# Long-term unemployment of non-mobile alumni (12+ months after graduation) 6 times higher than for Erasmus alumni!



# Eastern European Erasmus alumni have the most entrepreneurial spirit in Europe!



# Eastern European Erasmus alumni nearly double as likely to be managers than non-mobiles 5-10yrs after graduation!





## Lessons learned, especially for Eastern Europe

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Mobility pays off

Students urge for employability and are career-driven

It all depends on proper preparation and information

Before we finish you can test yourself...

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**<http://bit.ly/25KgPAZ>**

**Thank you for your attention!**

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