



# **Employability and Higher Education, Apeldoorn Conference Manchester, 12-3-2012**

Speaking notes  
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# 1. Higher Education in The Netherlands: binary system

- Universities of professional education: 4 years bachelor-program. Ready to enter the labour market.
- Research-Universities: 3 years bachelor program, followed by master program (1-3 years).



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## 2. Characteristics of the future labour market

- Knowledge-based economy
- International dimension
- Growing shortages
- More mobility
- Age of retirement will increase



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# 3. Employability is about three abilities:

- Gaining initial employment
- Maintaining employment
- Obtaining new employment (career)



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# 4. Disciplinary knowledge is basis for development of academic skills

- Analysing
- Solving problems
- Communicating
- Working in teams
- Ability to acquire new knowledge



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## 5. Need for diversity

- Students have different talents
- Honours programs for most talented students
- Ambition: 10% students participate in honours programs



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# 6. Preparation for the labour market

- Involvement of alumni
- Yearly career week
- Courses in entrepreneurship
- Specific program for PhD's



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# 7. Additional tracks

- International experience: Erasmus-programs, Summer Schools, language courses abroad
- Internships
- Active participation in student-organisations



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## 8. How successful are students after graduation (MA) ?

- On average 2,5 months to find a job
- 42% already has a job directly after graduation
- 12% needs more than 6 months



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# 9. Who is responsible for Employability?

- University: responsibility to help students to make the most of themselves
- Student: his/her responsibility to use the opportunities



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# 10. Discussion

- Too much focus on initial employability
- More diversity in higher education (honours) is in the interest of students and business
- Participation in extra curricular activities makes the difference between getting a job and making a career



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