

Employability of Bachelor Graduates: A Spotlight on the Bachelors of Chemistry and Chemical Sciences

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Background

According to various studies, Bachelor degree qualifications are **accepted** by the large majority of companies:

- 1. IW Köln: in two-thirds of companies, graduates with a Bachelor degree have the same chances of career progression as graduates with traditional degree qualifications
- 2. IP: only 5% of companies would not employ graduates with a Bachelor qualification
- 3. IP: more than ½ of all companies would employ Bachelor graduates and could see them in leading executive positions

Companies **expect** a high degree of professional maturity and employability.



Background II

- There is, however, a degree of scepticism and many open questions in certain industrial sectors as to the employability of Bachelor graduates – in other words: as soon as it comes to practical questions many companies fear having to provide a lot of (additional) qualifications (called ironically "beginning professional development – BPD" in the UK.
- The Bologna Process, demographic change and a shortage of young people make it necessary to strengthen the employability of Bachelor students and to make companies aware of the issue.



Aims

The project will follow a **comparative process** undertaken in four stages so as to:

- ascertain and clarify the current employability
 of graduates with a Bachelor degree in chemical sciences
- reflect the changes in the labour market and show how Bachelor graduates in chemical sciences can work best in certain branches, if their education meets market demands
- demonstrate the importance of the chemical industry in Europe as a driver of innovation

Guiding questions: What has to be done in order to make Bachelor graduates as productive as possible in as little time as possible?



Approach and Methodology

GESELLSCHAFT DEUTSCHER CHEMIKER

Phase I: Acceptance

Analysis

Tasks

Result

 Desktop research on international surveys/studies

Analysis of the studies

Overview of experiences, ratings and acceptance of chemistry Bachelor graduates in Europe

Phase II: Experiences

Case Studies

- Selection of companies
- Development of interview guidelines
- Conduction and analysis of the interviews
- Report on case studies

Practical examples illustrating how to successfully educate and integrate Bachelor graduates into certain companies

Phase III: Dialogue

Presentation

- Drawing up of a concept for presentation & implementation in an event of the ETCN-Working group
- Documentation of discussions

Individual best practices are presented to the ETCN-Working group

Phase IV: Exchange

Report / Recommendations

- Evaluation of forum discussions
- Development of recommendations for action

Practical recommendations for companies and universities

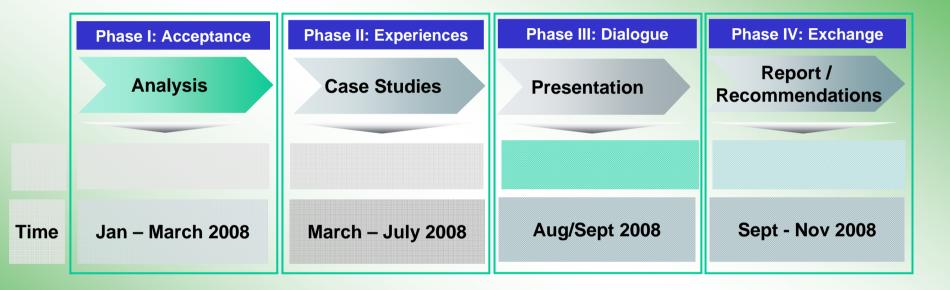
Consulting and clearance with the client (ECTN)

Effect

- Raise awareness among relevant actors to the necessity for and opportunities offered by Bachelor graduates
- Multiplication of good practices in order to show the most beneficial ways of working with Bachelors
- Positioning of chemistry as a driver of innovation of education and employment as well as products



Deliverables





Possible Involvement of Social Partners in Chemistry

- Help to obtain data and and find relevant information sources/contact persons
 - Employers'/trade union opinion on employability of Bachelor graduates
 - specification of expectations concerning qualifications of graduates
- Bring in financial ressources in addition to the 50,000 € granted by the EU (to the European Chemistry Thematic Network)

Structure of new Chemistry Courses of Europa Fachhochschule Fresenius

