



RETAINING INTERNATIONAL STUDENTS AND RESEARCHERS IN THE NETHERLANDS

Nuffic

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Outline of the presentation

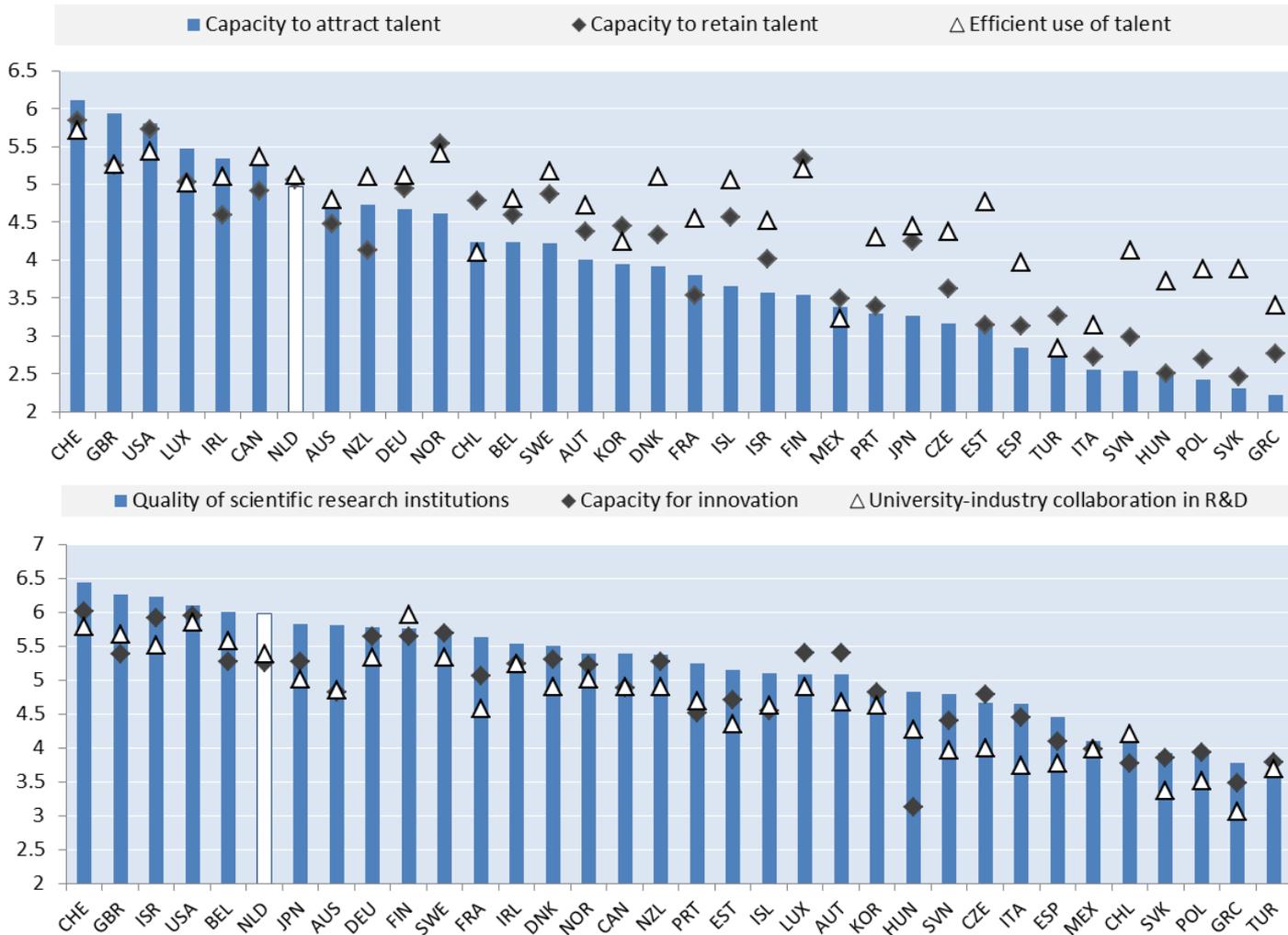
- Attracting talent to the Netherlands
- Retention of international students: status quo, levers & challenges
- Retention of researchers: mobility and retention of knowledge migrants
- Implications and ideas for migration policy

- Main source: recent OECD review of the Dutch labour migration policy, written with Theodora Xenogiani: “Recruiting Immigrant Workers: The Netherlands”



The Netherlands is attractive for talent...

Indices of competitiveness, 2015

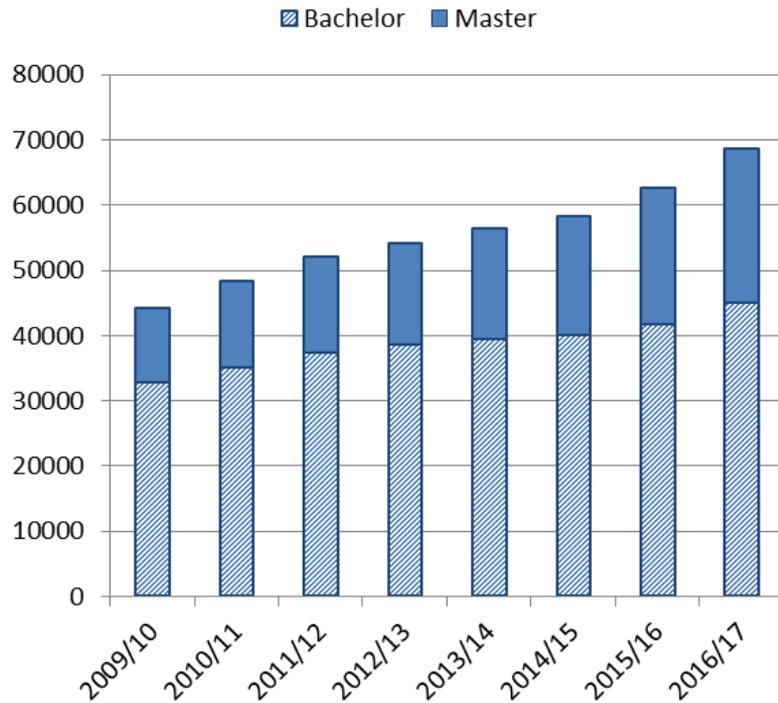


Source:
Global
Competitive-
ness Index
2015/16

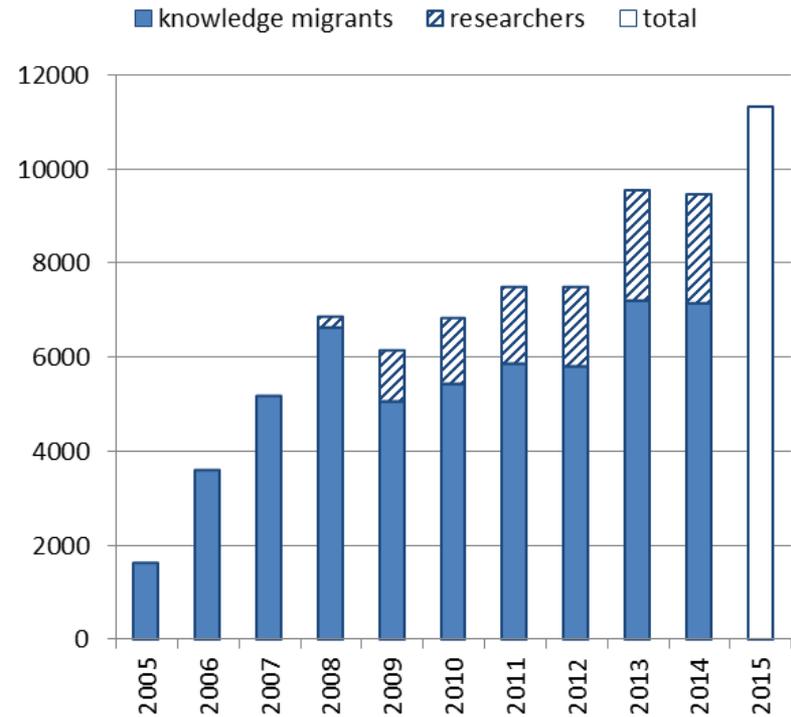


...and hosts rising numbers of international students and knowledge migrants

Stocks of international students enrolled (WBO and HO), 2009-2017



New residence permits for knowledge migrants and researchers, 2005-2014



- Despite some changes in the composition, the overall number of international students keeps rising
- The programme for knowledge migrants has become the largest channel for labour migration to the Netherlands

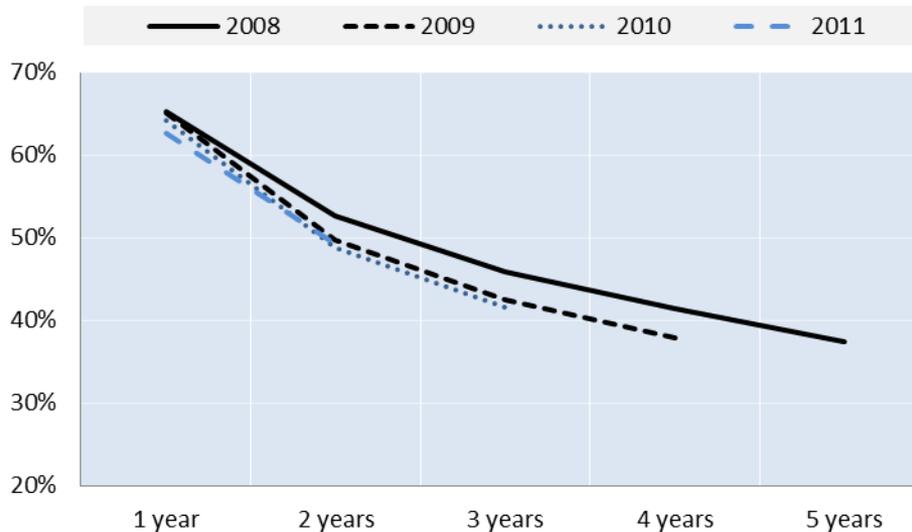
Sources: Nuffic, IND



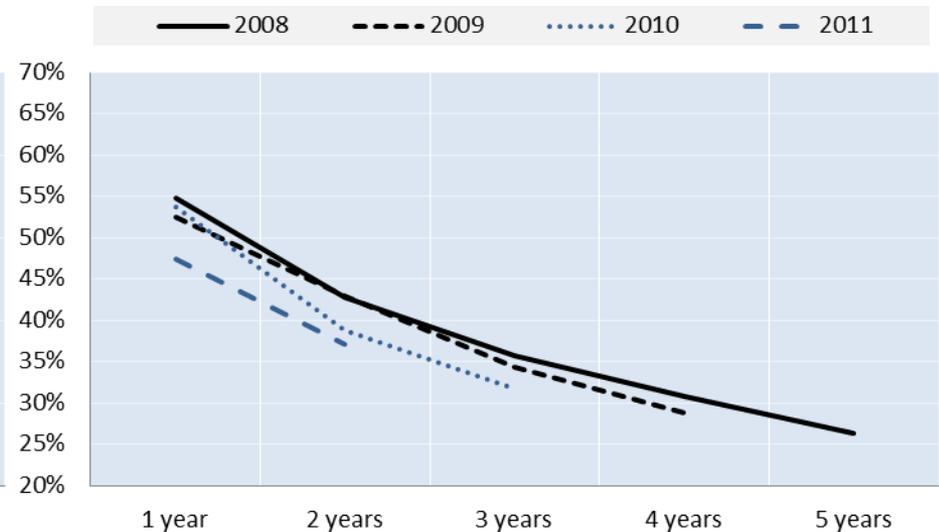
Most international students leave again...

Stay rates of international students, by time since graduation

A. Students from non-EU countries



B. Students from EU countries



Source: SEO calculations based on CBS micro data.

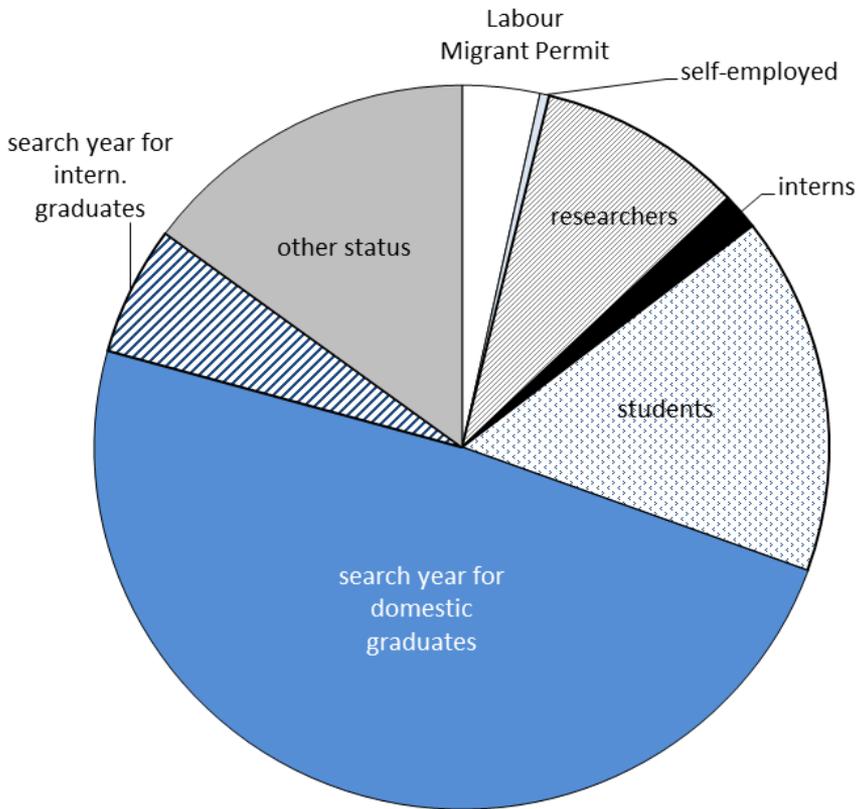
- A majority of international students leaves within 2 years of graduating
- Students from EU countries exhibit lower stay rates than non-EU students
- Similar stay rates have been observed in other OECD countries



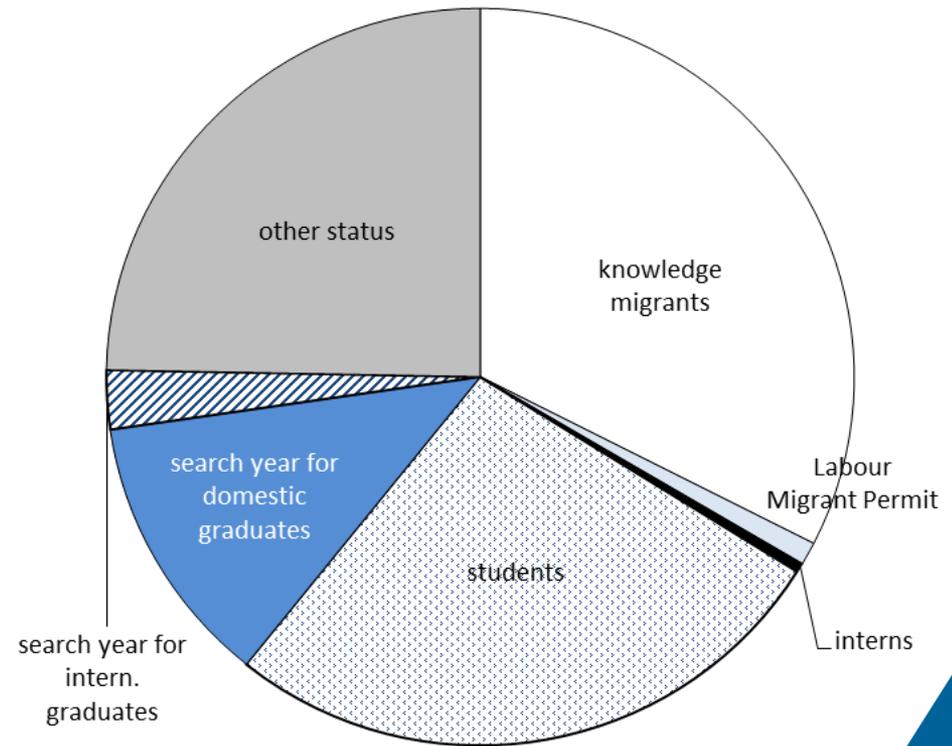
...but those who stay contribute to the pool of knowledge migrants and researchers

Previous status in the Netherlands of new knowledge migrants/ researchers, 2014

A. New knowledge migrants (N=1179)



B. New researchers (N=502)

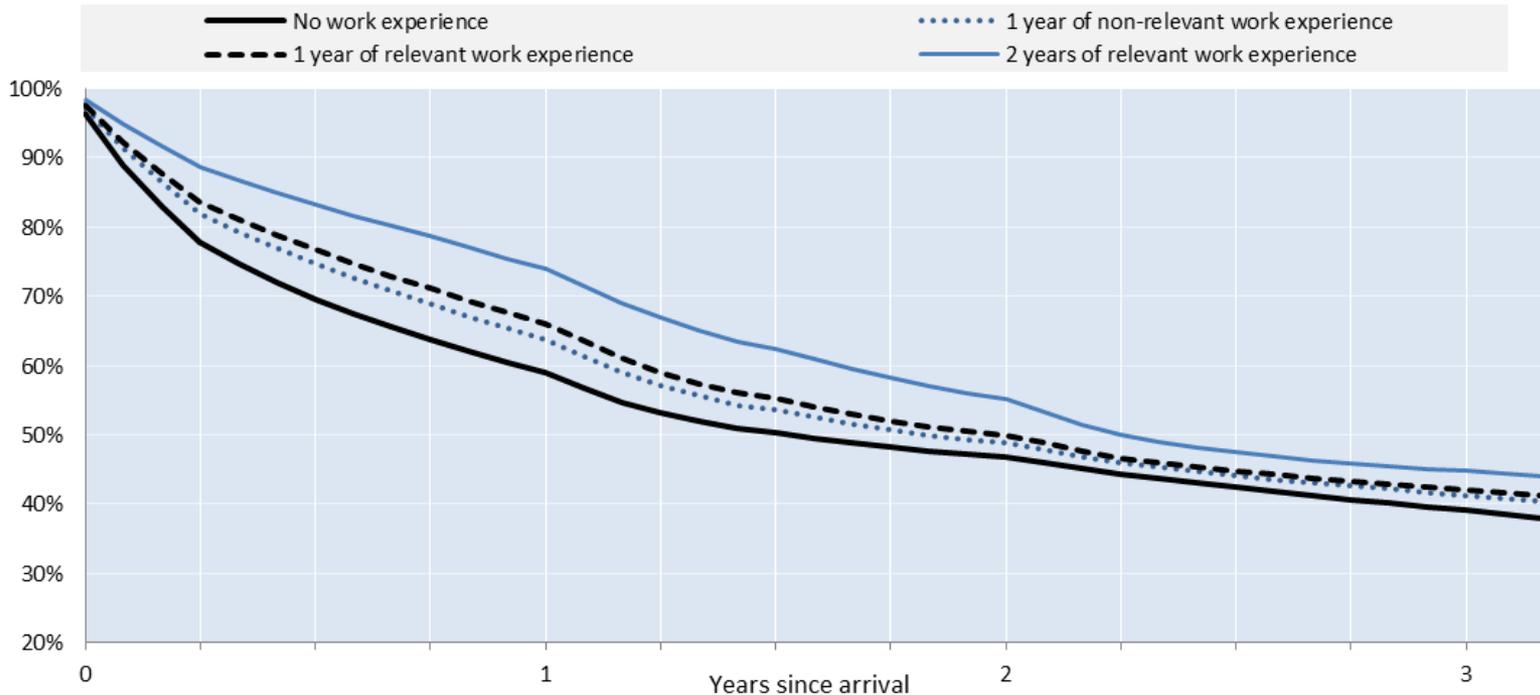


Note: Only includes changes from another residence permit in the Netherlands. Source: OECD calculations based on IND micro data.



Local work experience makes international students more likely to stay

The effect of work experience on the probability of non-EU international students to stay



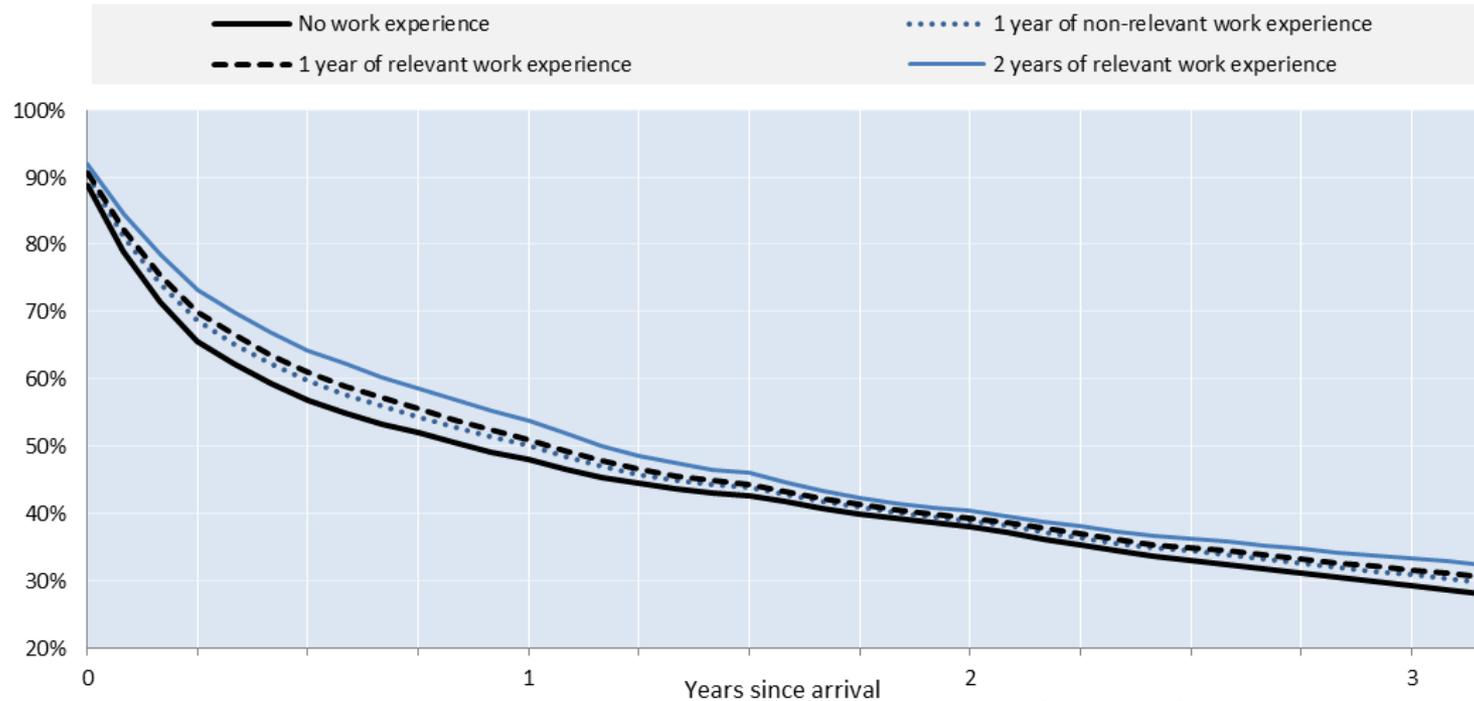
Source: SEO calculations based on CBS micro data.

- Results were obtained in a duration model that accounts for other factors
- The longer the work experience, the higher the stay rate (ceteris paribus)
- Experience related to the field of study is particularly effective



Smaller effects of work experience on stay rates of EU international students

The effect of work experience on the probability of EU international students to stay



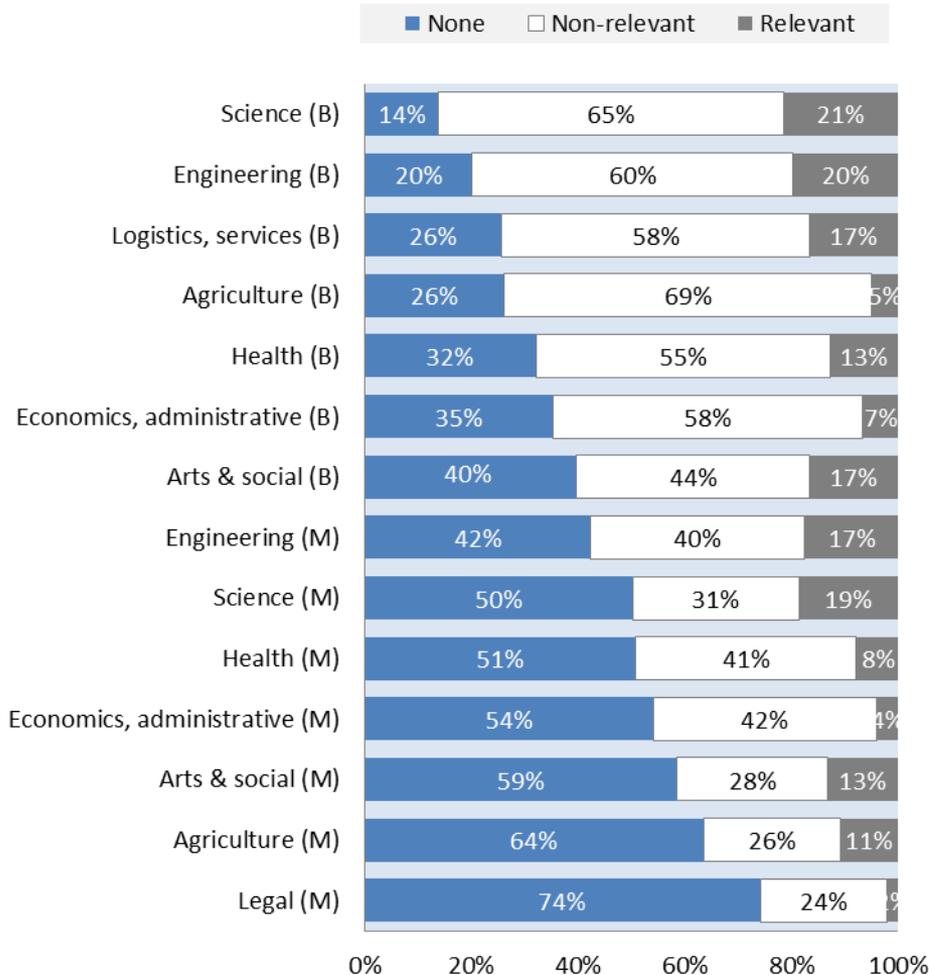
Source: SEO calculations based on CBS micro data.

- Smaller effects than for non-EU international students but still significant
- Effects dampen the stay rate's rapid fall within 18 months of graduating

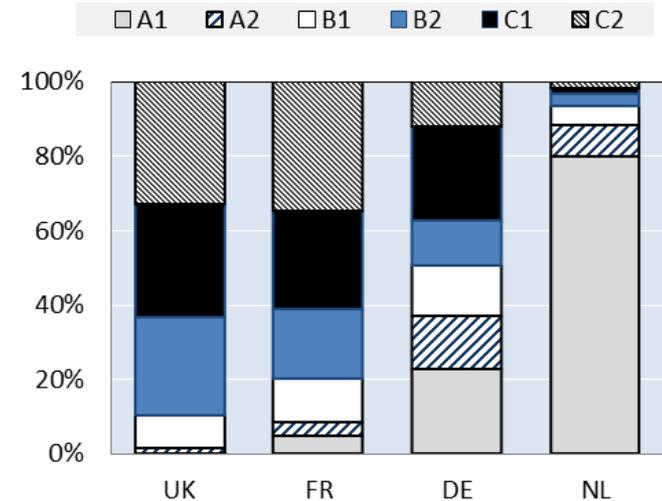


Especially Masters students could benefit and also acquire better language skills

A. Work experience by level and field



B. Local language skills at Masters level

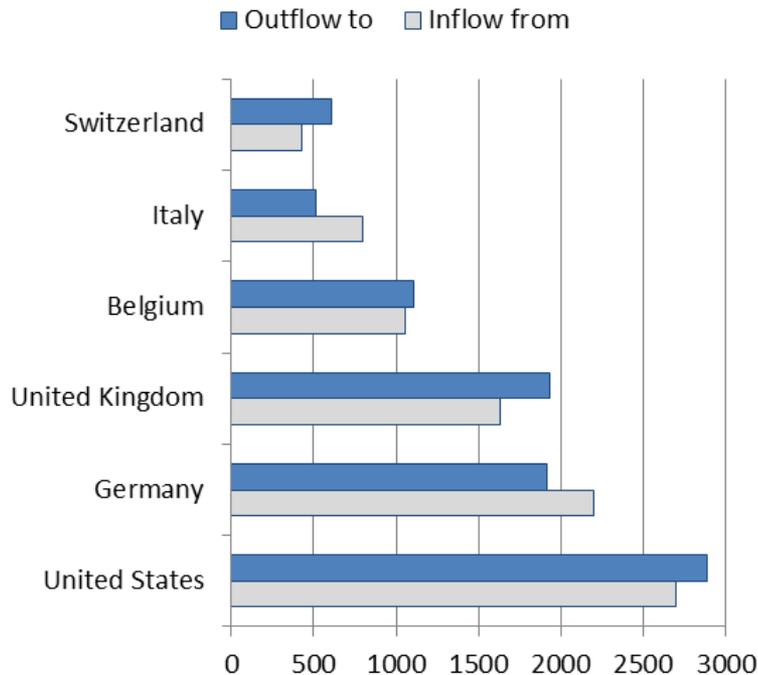


- Fewer Masters students than Bachelor students gain experience
- Overall, few international students gain relevant experience
- Masters students have poor skills in the local language, compared with UK, FR and DE (in 2011)

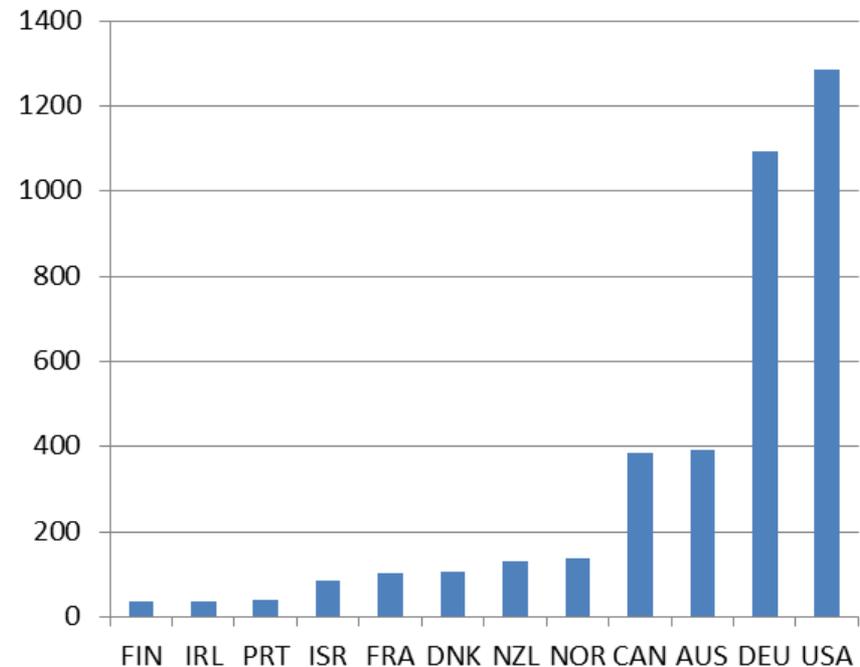


Researchers are a highly mobile group

A. Main flows of researchers between the Netherlands and abroad



B. Numbers abroad of Dutch-born teachers in higher education, 2010/11



Source: OECD based on Elsevier Scopus Custom data and OECD DIOC database.

- Net inflows from IT and DE, but net outflows to CH, UK and US
- About 4000 Dutch-born teachers in higher education reside abroad



In the Netherlands, this mobility does not appear to be biased towards “brain drain”

Citation impact of researchers, by mobility profile, 2013



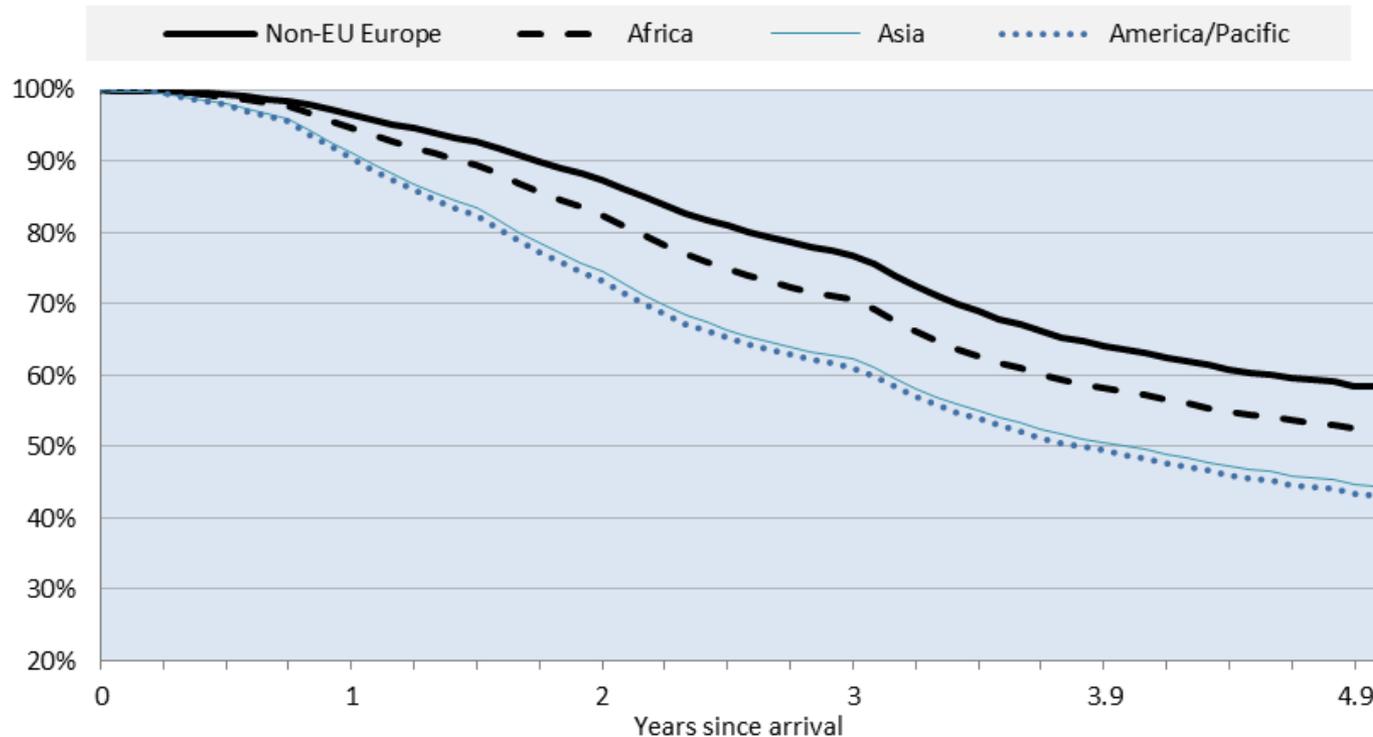
OECD based on Elsevier Scopus Custom data..

- In most countries, researchers who leave (and possibly return) have significantly higher citation impacts than researchers who stay put
- Not so in the Netherlands – a sign for its competitiveness?



The stay rate of knowledge migrants in the Netherlands varies with origin...

Retention rates of knowledge migrants by region of origin



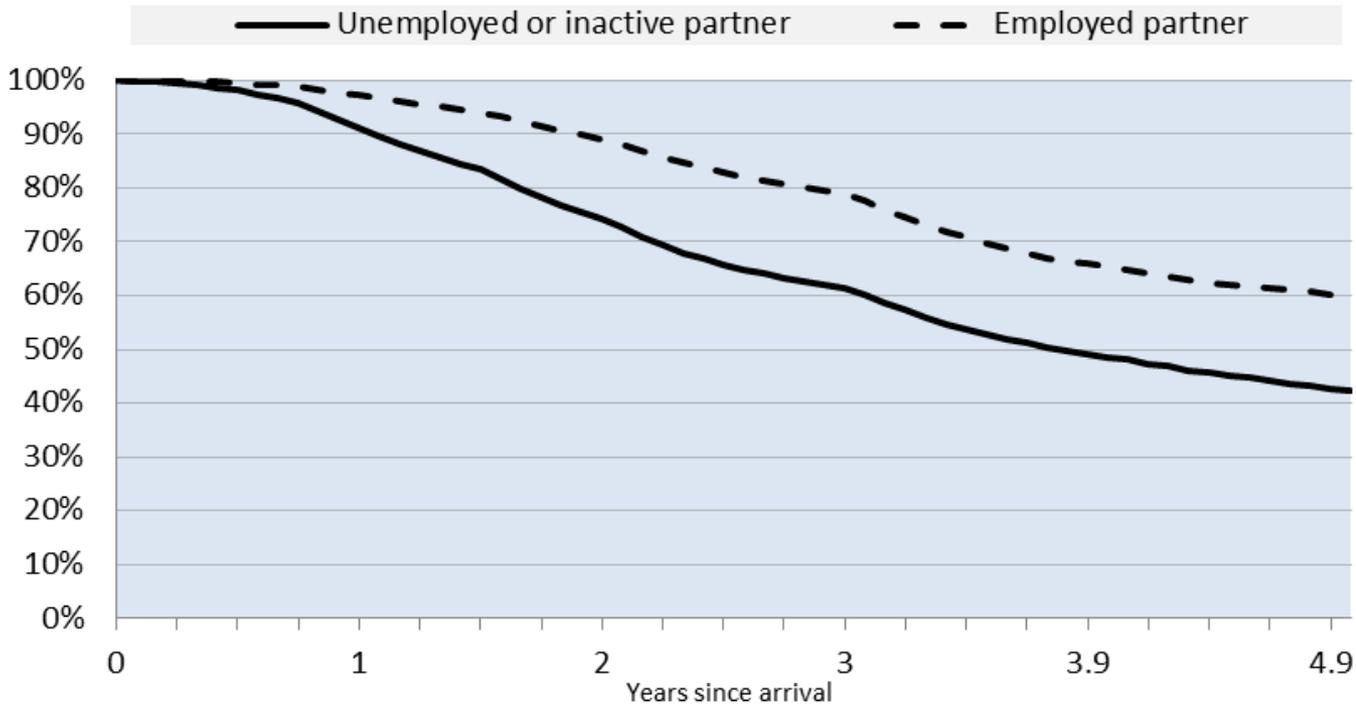
SEO calculations based on CBS micro data

- Knowledge migrants from non-EU Europe or from Africa are significantly more likely to stay in the Netherlands
- A similar finding might apply to non-EU researchers in the Netherlands



...and it strongly depends on the employment situation of the partner

Retention rates of knowledge migrants by employment status of their partner



SEO calculations based on CBS micro data.

- Partners of highly-skilled migrants are typically highly-skilled themselves – if they cannot pursue their own career, the couple moves on



Implications and ideas for Dutch migration policy

- The search year for international graduates is a success but can play a still more important role:
 - The duality of two programmes had created some confusion. Does the merged programme receive more applications?
 - Processing times need to be short to invite applications
 - Is the limitation to recent graduates (within the last 3 years) necessary? This likely restricts take-up from abroad
 - Low take-up from abroad might signal low visibility of the programme. Can Holland alumni/ NESO offices address this?
- Internships could be made a compulsory part of the study programme, especially at Masters level (e.g. France)



Implications and ideas for Dutch migration policy

- Nuffic members can take the initiative to create networks with local businesses in order to offer international students a combination of studies & work experience (e.g. Eindhoven)
- The same or similar networks can be used to offer dual careers, by arranging job offers for spouses and partners of researchers
- International students can be given greater incentives to learn Dutch: through (ECTS) credits for taking language courses, compulsory language courses, or non-compulsory courses preparing for compulsory internships
- More analyses are needed on researchers' staying behaviour - who are now the second largest category of labour migration from outside the EU



For further information

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OECD International Migration Outlook, via www.oecd.org/migration/imo

OECD Directorate for Employment, Labour and Social Affairs: www.oecd.org/els

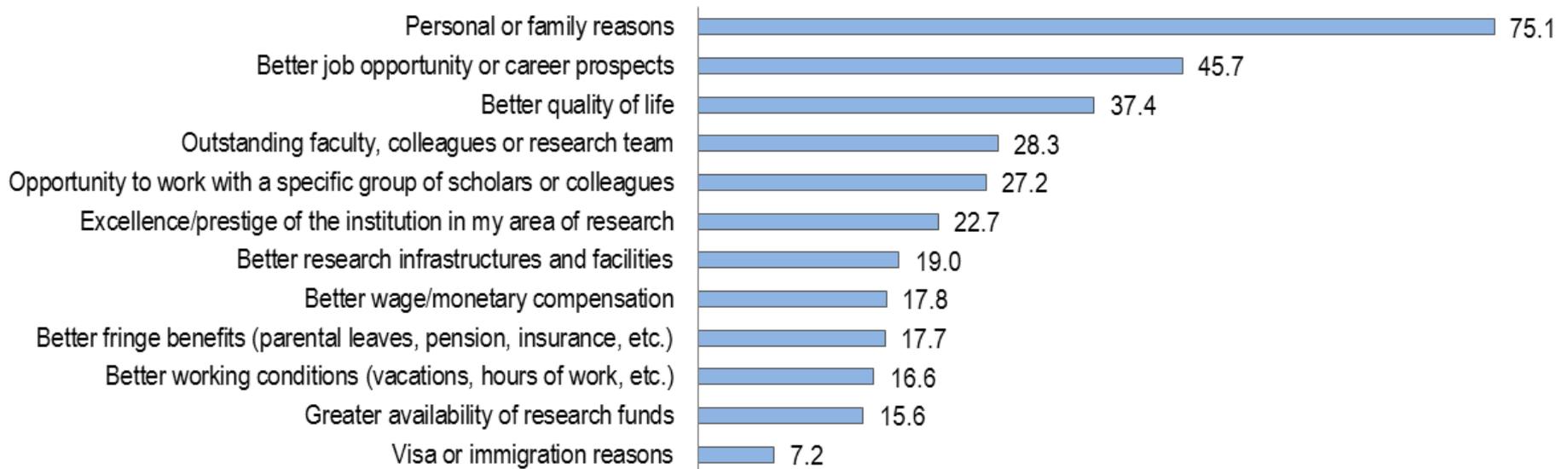




Back-up: Researchers mainly return for family reasons

Reasons for return given by researchers who lived in the Netherlands at age 18

■ Percentage rating the reason as important or extremely important



Source: Franzoni et al. (2012).

- A frequent pattern is that researchers go abroad for professional reasons but return for personal or family reasons