

The Secretariat

The latest major surveys and initiatives

The Danish Confederation of Professional Associations (AC) continuously conducts large and small-scale analyses of issues relating to labour market and education opportunities for academics. Below is a presentation of the three latest major surveys:

1. Academics' road from graduation to employment

New insights into time of study, patterns of job-seeking, the nature of the first job and further career development. The survey follows one group graduating in a period of economic slump in Denmark (graduation year 2002) and a group that graduated at a time when the Danish economy was booming (graduation year 1997).

The survey focuses on a number of issues, including:

- What happens when students complete their studies in sluggish times when the dream jobs are not readily available? The analysis offers recommendations to new graduates on how to minimise the risk of long-term unemployment.
- What affects wage trends for academics? The analysis maps out factors that have a decisive effect on wage trends for academics during their first years on the labour market.
- What can universities do to enable new graduates smoothly to move from life as a student to the labour market? The various graduation years assess in retrospect the efforts of the universities in this regard.

2. Mobility across public and private sectors

This survey elucidates motives, obstacles and challenges in conjunction with changing jobs from the state to the private or other public sectors (municipalities and regional authorities), and how barriers can be minimised or overcome. The survey is being conducted jointly by AC and the Danish Ministry of Finance.

- What motivates academics to replace a career in the state sector with something else? Pay, types of work, flexibility, etc.?
- Are there specific competence profiles that are more prone than others to move to the private, regional or municipal sectors? Are there trends that are associated with specific age groups, types of education or gender?
- What is required to retain employees in state employment?
- Is a career in the state an effective springboard for employment in the private, regional or municipal sectors?

- Are there challenges to be met in connection with moving from state employment to the private, regional or municipal sectors? Does a different organisational culture exist? Are there different requirements and different success criteria?

3. Campaign for Academics – people with a higher education: a labour force for small and medium-sized enterprises.

The campaign started in August 2004 and will continue until the end of 2007 with the primary objective of creating openings for more jobs for academics in small and medium-sized enterprises (SMEs)

The campaign is targeted towards the business sector, and the key message is that it may well be a good investment for enterprises to employ academics, as they will ensure speedier transfer of knowledge and growth, and thus pave the way for the enterprise to be more competitive in the global markets.

In the period 2004-2006, the Campaign for Academics directly contributed to creating 3,000 new jobs for academics in small and medium-sized enterprises. In addition to this, an unknown number of jobs were created as a result of the campaign's promotional activities that aimed at breaking down prejudices held by SMEs against academics and vice versa – prejudices generated by mutual ignorance.

4. A cohesive effort for education and employment of young people with an immigrant background – status and perspectives.

In collaboration with the Confederation of Danish Industries (DI), AC is conducting a survey of how best to create a *cohesive* education and employment effort for young people with an immigrant background.

The survey builds on a sequential analysis of all young people with an immigrant background from a number of selected years and their paths through the Danish education system moving on to the labour market. How do they manage in the education system and subsequently on the labour market?

The survey focuses on such issues as reach-out mechanisms offered by the employment system when these young people leave the education system, either because they have graduated or because they have dropped out. This focus is to establish some tools are more effective than others.