

Staying after graduation

Why international students decide to make the Netherlands their new home

Elli Thravalou

Gijs Ybema

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Partnership with
the European Union



Program of this session

- Introduction
- Research results
- Questions
- Recommendations
- Discussion



Who are we?

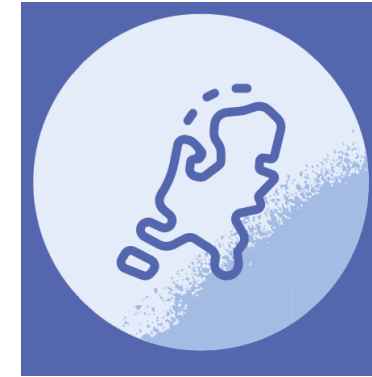
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Scholarships
Global Partnerships
Capacity Building



Erasmus+
E-Twinning
EURAXESS



International competences
Diploma evaluation
Knowledge and expertise

Research and Innovation

- Innovative projects and new products
- Knowledge creation and sharing
 - ✓ International competences
 - ✓ Data analysis
 - ✓ Sustainable and inclusive
 - ✓ Labour market



Background

5 years after graduation, 25% of the international alumni are still living in the Netherlands.

But **why** do they stay or leave?



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Data

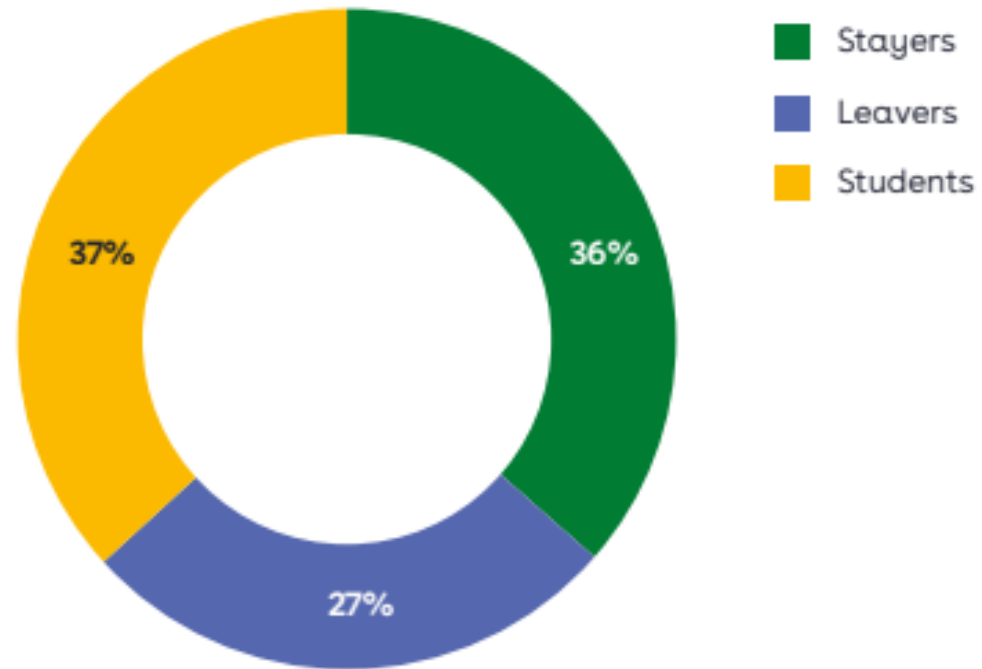
Qualitative (26 interviews)

18 alumni & students

8 experts

Quantitative (questionnaire)

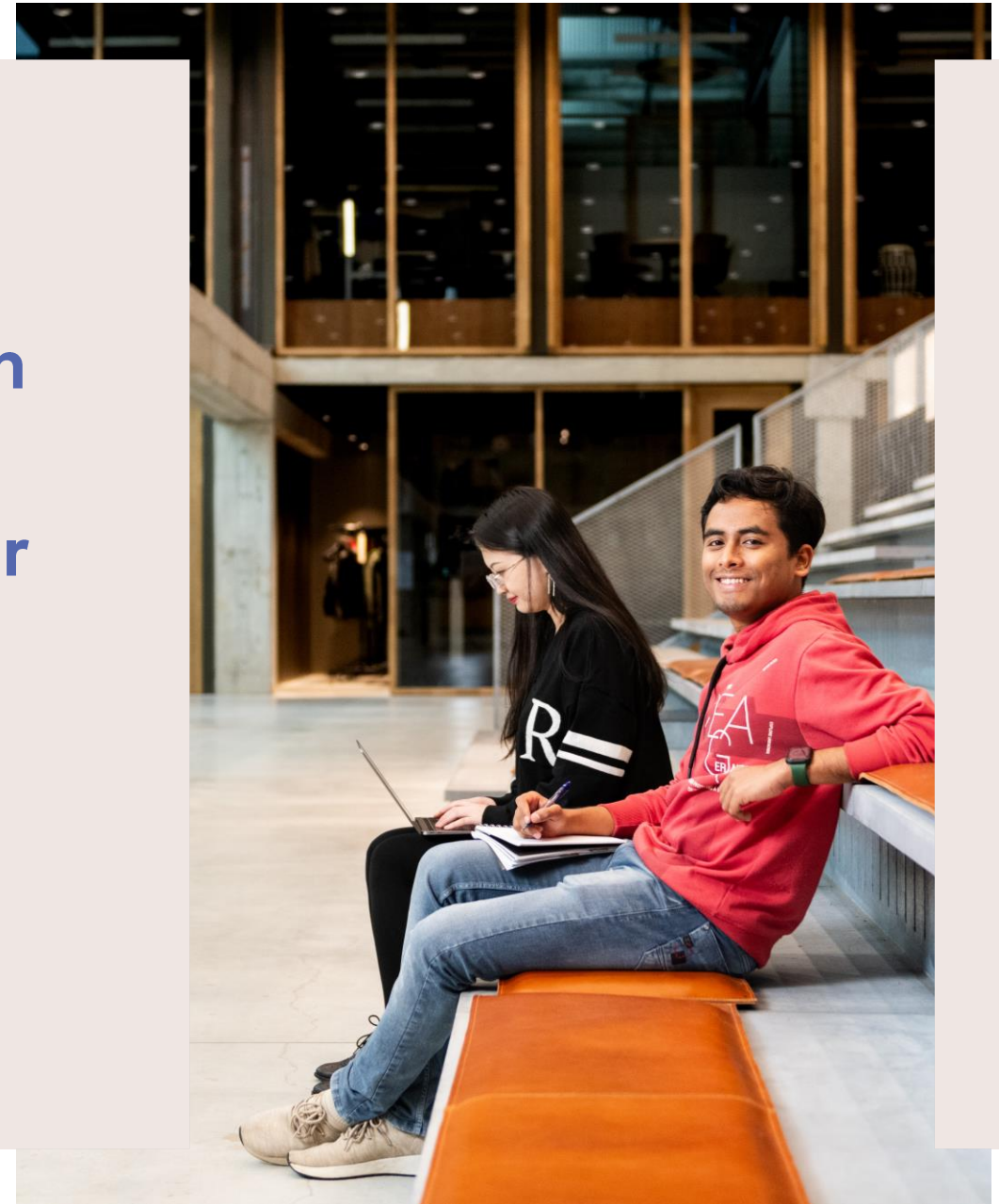
680 alumni & students



Research question 1

Which factors influence the decision of international students to stay in the Netherlands after graduation or leave?

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Reasons to stay



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Professional factors

8 out of 10 stayed because of

career opportunities, and

work-life balance.



Other professional factors to stay

- The general economic stability in the Netherlands
- Salary
- Career development
- Work environment



Societal factors

8 out of 10 stayed because of

quality of life



Other societal factors to stay

- Safety
- Personal freedom
- International environment



Personal factors

Half of them stayed because of
their partner

Half of them stayed because of
their social network



Reasons to leave

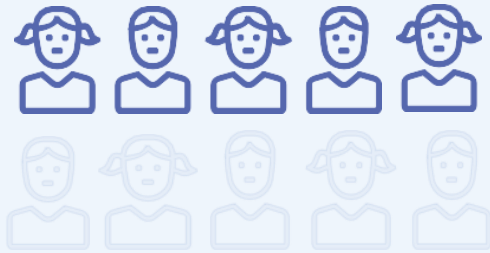


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Professional factors

Half of them left because of

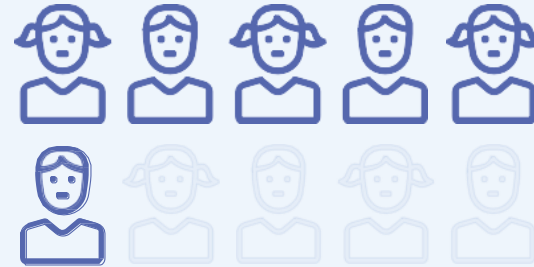
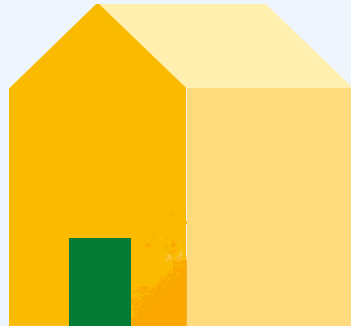
not finding suitable work.



Societal factors

4 out of 10 left because of

not finding housing.



6 out of 10

non-EEA alumni left because

they could not get a permit.

Personal

3 out of 10 left because of

**lack of social
network/support,** and

not feeling at home.

2 out of 10 left because of

not feeling welcome, and
health problems.

Other personal factors to leave

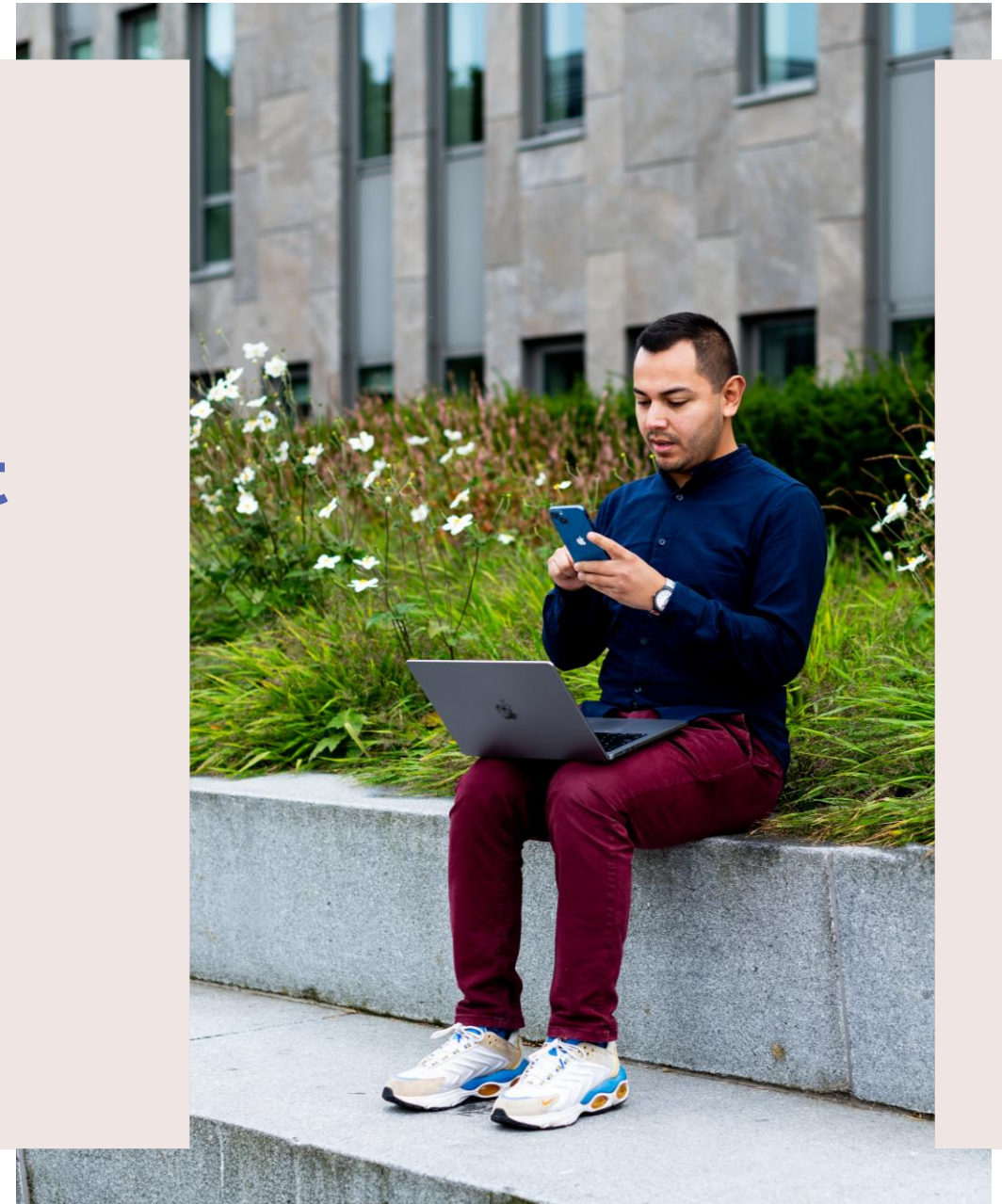
- missing loved ones in the country of origin
- taking care of their ailing parents



Research question 2

What are the challenges for international alumni who want to stay?

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Challenges when staying

- 1) language barriers
- 2) housing issues
- 3) lack of social network
- 4) discrimination & adaptation issues
- 5) practical issues



Language barriers

7 out of 10 experienced difficulties with the

Dutch language requirements when applying for jobs.

4 out of 10 experienced **language barriers at work.**

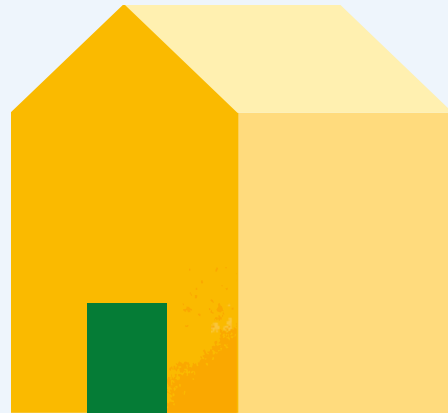
4 out of 10 experienced **language barriers outside of the workplace.**



Housing issues

6 out of 10 stayers

had difficulty finding housing.



Lack of social network

6 out of 10 stayers

lacked social network after graduation



Discrimination

3 out of 10 experienced

discrimination at work or during a job interview.

2 out of 10 experienced

discrimination in daily life.

Adaptation issues

2 out of 10 had difficulties with

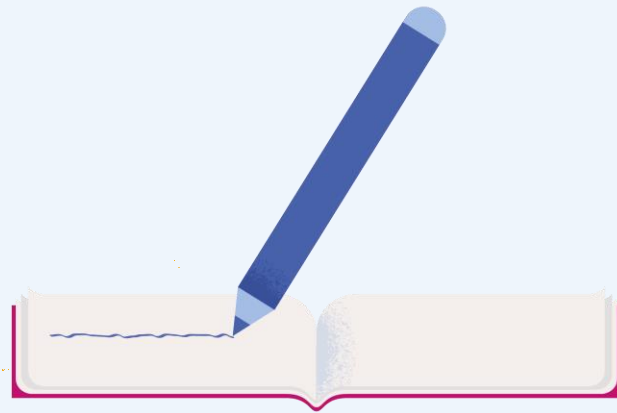
adapting to the Dutch culture.

Practical issues

Residence permit

Healthcare

Administration



Research question 3

What can help international alumni enter the Dutch labour market?

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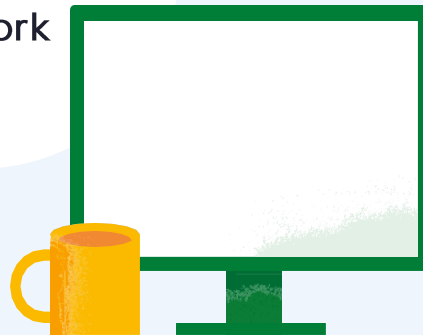


Most helpful in finding a suitable job

1
Financial
support during
the job search

2
Professional
network

3
Speaking
Dutch



Other helpful factors to find a job

- Internships
- Social support
- Career counseling and mentoring



Research question 4

What can help international alumni feel at home in the Netherlands?

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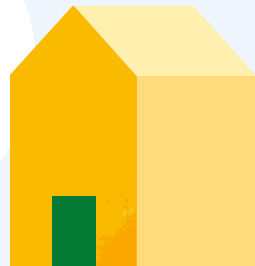


Most helpful in feeling at home

1
Pleasant
work
environment

2
Supportive
social
network

3
Knowledge
about
practical
matters



Another helpful factor

Speaking Dutch

Questions?



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Recommendations

- 1) Expectations management
- 2) Local language proficiency
- 3) Networking
- 4) Help with finding a job



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Manage the expectations of students

- Example of a visualisation on stayrates of international graduates
- Attention to job prospects during lectures

Local language proficiency

- Local language lessons
- Language lessons at a discount

Networking

- Alumni network
- Reflection on the importance of networking
- Bringing students in contact with professionals in their field

Help with finding a job

- Preparation and reflection
- Mentor programmes
- Career events/fairs/company visits

Thank you!

[Download link research report](#)
[Staying after graduation](#)