

Bologna Process Researchers' Conference

# **Does international student credit mobility increase graduate employability?**

The labor market outcomes of graduates of the West University of  
Timisoara

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# MAIN MESSAGE

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Not about the impact of credit mobility on employability

Just a case study to illuminate a wider issue

# Research Question

Does credit mobility have a positive impact on graduate employability?

1. What are the predictors for participation in Erasmus mobility among UVT graduates?
2. Does participation in the Erasmus student mobility program predict insertion on the labor market among UVT graduates?

Among those who have an active work contract, does participation in the Erasmus student mobility program:

3. predict an above-average salary?
4. having an occupation with higher occupational category?

Theoretical  
expectation

Education  
abroad



Skills



Employability

# Labor market outcomes of internationally mobile students

Indicator	Benefits for internationally mobile students
Labor market insertion	<p>(+) Less likely to face long term unemployment (European Commission 2014, 2016)</p> <p>(+) Lower unemployment rates 3 to 10 years after graduation (European Commission 2014, 2016; Di Pietro 2019; Schnepf and Hombres 2018)</p> <p>(+) Mobility useful in securing (first) job (Bracht et al. 2006; King, Findlay, and Ahrens 2010; Teichler and Janson 2007)</p> <p>(+) Mobility experience contributes to making job interviews more successful (King, Findlay, and Ahrens 2010)</p> <p>(=) No difference in unemployment rates compared to non-mobile individuals immediately after graduation (Wiers-Jenssen 2011)</p> <p>(=) No difference in probability of employment 1 month after graduation (Koda and Yuki 2013)</p> <p>(=) No difference in holding a graduate level job (Koda and Yuki 2013)</p> <p>(-) Take a longer time to find a job (Rodrigues 2013)</p>
Earnings	<p>(+) Higher wages (Rodrigues 2013; Varghese 2008)</p> <p>(=) No difference in wages compared to non-mobile individuals (Koda and Yuki 2013; Wiers-Jenssen 2011)</p>
Occupational category	<p>(+) Likely to have jobs with high professional responsibility (Bracht et al. 2006)</p> <p>(+) More likely to occupy managerial positions 6 months after graduation (Schnepf and Hombres 2018)</p> <p>(+) More likely to hold a management position 5 to 10 years after graduation (European Commission 2016)</p> <p>(+) Positive impact on early career status</p>
International career	<p>(+) More likely to work abroad after graduation (Parey and Waldinger 2011; Di Pietro 2012; Rodrigues 2013; Teichler and Janson 2007; Varghese 2008)</p> <p>(=) No difference in likelihood to have an international job compared to non-mobile individuals</p>

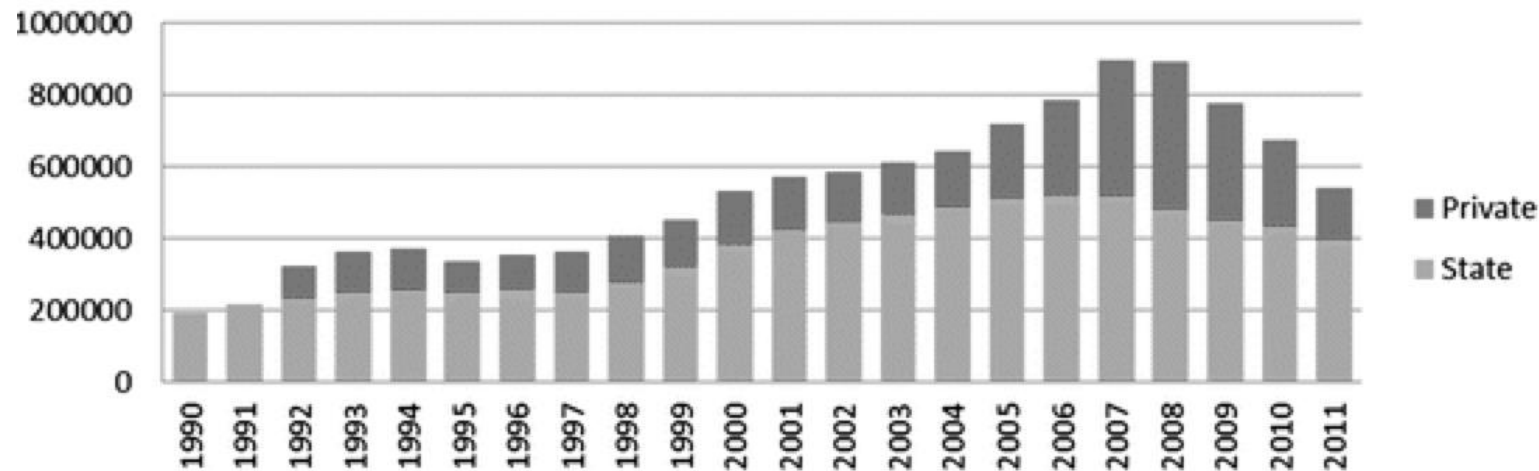
# CONTEXT

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# Higher education context in Romania

- 55 public and 38 private HEIs in 2017-2018
- Approx. 54,000 students enrolled in tertiary education in 2017-2018
- Tertiary attainment rate lowest in EU (26.3% in age group 30-34)
- Declining trend in HE enrollments

**Evolution of total student numbers in Romania  
1990-2011**



Source: [Curaj, Deca & Haj, 2014](#)

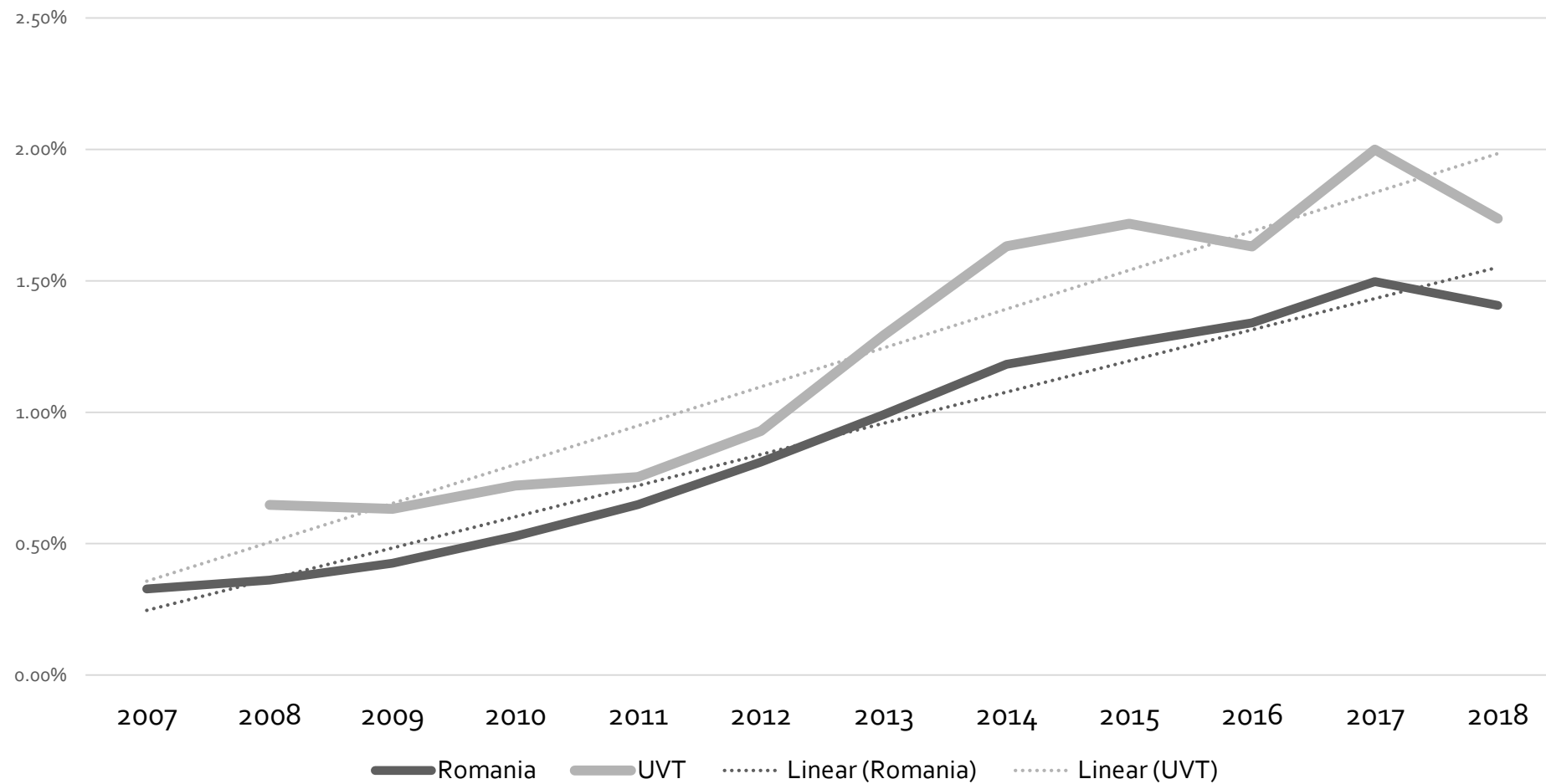


## West University of Timișoara

- Public university founded in 1944
- Three faculties in 1989 (philology, hard sciences, economics)
- Today a “quasi-comprehensive” university with 11 faculties (incl. law, social and behavioral sciences, sports, and arts)
- Enrolls both state-subsidized and fee-paying students



## % Erasmus student mobility - outgoing



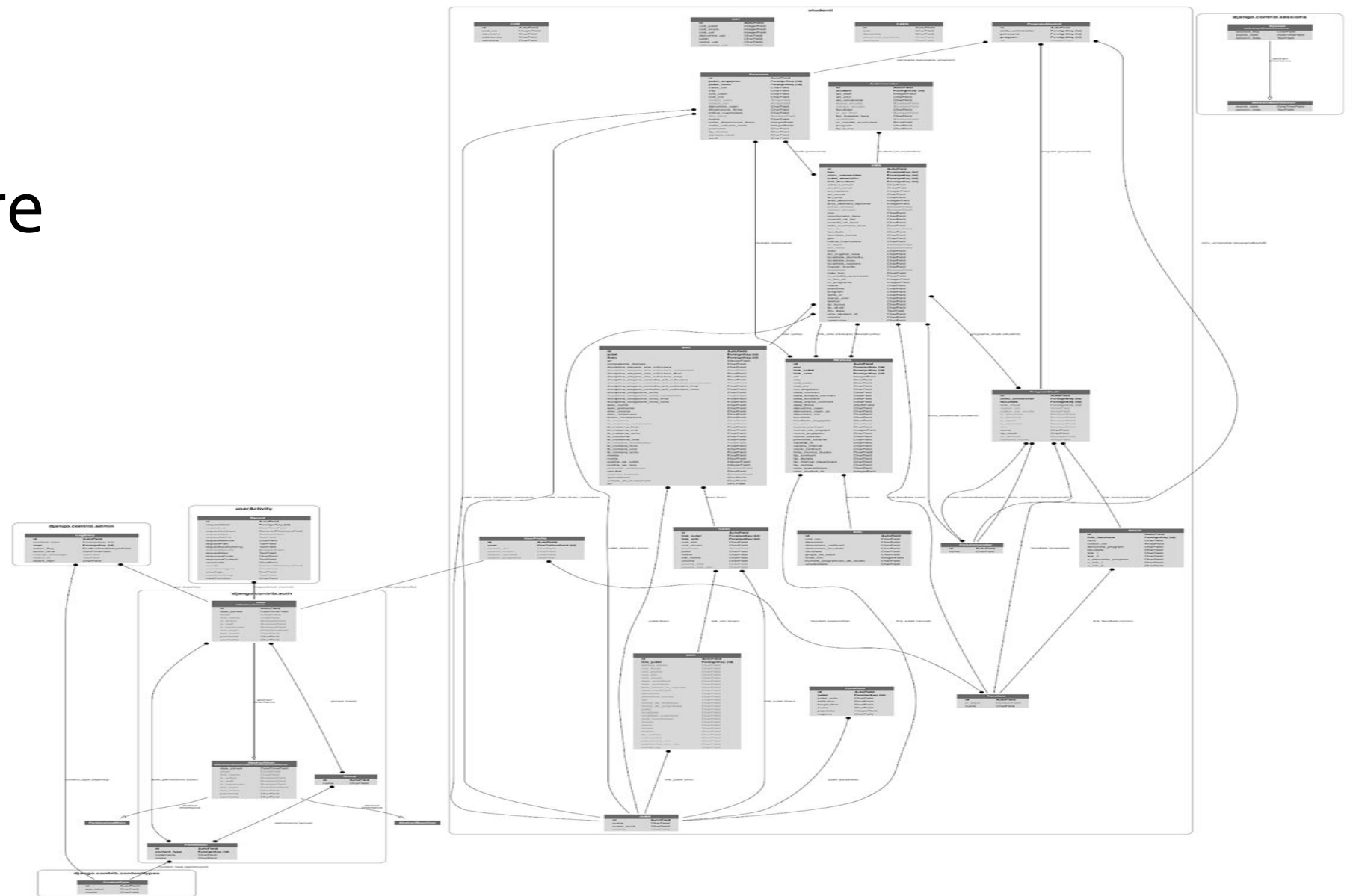
# DATA & METHODS

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# Sources of data

- (1) National register of employees in Romania (Revisal)
- (2) Administrative database of the West University of Timisoara (UVT)
- (3) [Bacalaureat.edu.ro](http://Bacalaureat.edu.ro)

# Database architecture



# Analytic variables

## Independent variable

- Erasmus Mobility during studies at UVT

## Dependent variables

- Employment
- High-paying job
- “Prestigious” job

## Co-variates

- Gender
- Year of birth
- Score on baccalaureate exam
- Year when they started & finished their BA program
- Whether they enrolled in an MA at UVT
- Field of BA (& MA study)
- Receipt of merit-based scholarship during studies at UVT
- Receipt of social scholarship during studies at UVT

# Analytic sample

Eight cohorts of UVT graduates – individuals who started their BA degree between 2007-2014 (n=17,672)

Excluded observations with missing data on any of the variables used in the analysis

Size of analytic sample: **n = 16,565**

Mobile UVT graduates = 719

Non-mobile. UVT graduates=15,846

# Descriptive statistics of analytic sample

	UVT graduates (n = 16,565), %	UVT graduates (n = 719), %	UVT graduates (n = 15,846), %
<b>Gender</b>	<b>100</b>	<b>100</b>	<b>100</b>
Women	71.7	78.4	71.4
Men	28.3	21.6	28.6
<b>Baccalaureate exam performance</b>	<b>100</b>	<b>100</b>	<b>100</b>
Lowest quartile	25.2	16.0	25.7
Low-middle quartile	24.9	17.9	25.2
High-middle quartile	25.0	25.9	25.0
Highest quartile	24.9	40.2	24.2
<b>Field of study (BA)</b>	<b>100</b>	<b>100</b>	<b>100</b>
Social sciences	61.3	44.5	62.0
Humanities and arts	22.0	42.1	21.1
Math, natural sci., biology & biomed	13.1	12.1	13.1
Physical education and sport	3.7	1.3	3.8
<b>Receipt of merit-based scholarship</b>	<b>100</b>	<b>100</b>	<b>100</b>
Did not receive	59.0	24.1	60.6
Received	41.0	75.9	39.5
<b>Receipt of social scholarship</b>	<b>100</b>	<b>100</b>	<b>100</b>
Did not receive	89.9	86.8	90.1
Received	10.1	13.2	9.9
<b><u>Master degree status</u></b>	<b>100</b>	<b>100</b>	<b>100</b>
Never enrolled in <u>an</u> master program	40.4	21.1	41.3
Enrolled but didn't graduate	17.3	18.9	17.2
Completed a master program	42.4	59.9	41.6
<b>Labor market insertion in Romania</b>	<b>100</b>	<b>100</b>	<b>100</b>
Had a working contract	76.2	73.0	76.4
No record of a working contract	23.8	27.0	23.6
<b>Occupational category</b>	<b>100</b>	<b>100</b>	<b>100</b>
Managers	3.9	2.5	4.0
Professionals	34.3	39.9	34.1
Technicians & associate professionals	15.0	15.2	15.0
Clerical support, service & sales workers	20.5	13.6	20.8
Elementary occupations	2.6	1.8	2.6
Missing	23.8	27.0	23.6
<b>Income relative to average salary</b>	<b>100</b>	<b>100</b>	<b>100</b>
Below average salary	46.0	35.7	46.4
Similar to average salary	8.4	6.7	8.5
Above average salary	21.9	30.6	21.5
Missing	23.8	27.0	23.6

# FINDINGS

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# 1. What are the predictors for participation in Erasmus mobility among UVT graduates?

- Field of study
- The year of BA start
- Age at BA degree completion
- Performance at Baccalaureate exam
- Receipt of a merit-based scholarship
- Enrolling in MA degree & completing MA degree

2. Does participation in the Erasmus student mobility program predict insertion on the labor market among UVT graduates?

Results from the labor market insertion models suggest a negative association between participation in Erasmus credit mobility and having a working contract recorded in Revisal

3. Among those who have an active work contract, does participation in the Erasmus student mobility program predict an above-average salary?

Results from the occupational category models (having a managerial or professional occupation) suggest no statistically significant link between participation in Erasmus credit mobility and having a prestigious occupation.

3. Among those who have an active work contract, does participation in the Erasmus student mobility program predict having an occupation with higher occupational category?

Results from the salary models (having an above average salary) suggest a positive, statistically significant link between participation in Erasmus credit mobility and having an above-average salary.

# Limitations of register data

- Currently limited to graduates of a single HEI in Romania
- No employment information about self-employed graduates
- No employment information about those employed outside of Romania
- Information about wages only in ranges (“monthly income in the range of...”)
- No information about relevant background characteristics / co-variates (e.g., marital status, number of children)

# MAIN MESSAGE

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**THANK YOU!**  
**Questions, comments, suggestions ?**