

FIT project at Hof University: Successful integration of international students into the German labour market (ISedA)

First contact and application

About Hof University

- small University of Applied Sciences with focus on Business, Engineering and IT
- 3,700 students in total, > 1,300 international students (mainly from Asia)
- 10 English-taught Master's and one English-taught Bachelor's program
- located in a demographically declining region with many highly innovative SMCs („hidden champions“) searching for employees
- well-established infrastructure and support offers for the first phases of the student life cycle (Welcome Center, Housing Office, Career Service, Language Center)

Initial situation for project ISedA

- Our international students would like to enter the German labour market after graduation but
 - frequently inadequate self-assessment based on different cultural and academic socialisation
 - insufficient or even wrong perception of required skills for and structure of the German labour market
- Necessary skills and competences for a career in Germany have to be acquired in a short period of time (mostly Master students with only 2 semesters at the university)
 - adaption to different academic culture in general plus
 - adaption to strongly practice-oriented study approach
 - improvement of German language skills
- Lack of acceptance by regional companies to hire international students
 - pre-conceived image of the professional and interdisciplinary competences of intl. students
 - due to the company size, often lack of structures to integrate intl. employees

Preparation and start at Hof University

Stakeholders involved

- All relevant positions at the university (Career Service, Welcome Service, Language Center, academics)
- Bavarian-Indian Centre for Business and University Cooperation (BayIND)
- Alumni network of Hof University
- Economic Region Upper Franconia + other business and cultural networks from the region

Planned measures

- General and specialised German language courses (in technology and work environment), intensive German language courses in summer
- Ideation Week, cultural evenings, workshops on entering the labour market (creating application folders, applying for jobs in Germany, labour law, etc.)
- Counselling services (intercultural skills, prospects of staying, legal regulations) for (smaller) companies
- Network meetings with alumni, students and university staff

Project goals

- (Further) development of measures to secure the successful transition of our international graduates into the German labour market
- The University builds network with companies that want to integrate international students
- Students take advantage of new and existing university and partner activities to further their development
- Alumni get involved to provide a realistic peer-to-peer perspective

ISedA: Skill-building for successful entry into the job market

Practice-oriented teaching

Our aim: Accompany and support our international students through their entire student life journey - from first contact to successful integration into the German labour market!

Contact

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