

EMPLOYABILITY:

The Employers' Perspective and its Implications



Official Bologna Seminar
6-7 November 2008
Abbaye de Neumünster
Luxembourg

Centre Culturel de Rencontre
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Purpose of the seminar

The structuring of European higher education into three cycles with easily recognizable degrees, i.e. bachelor, master, doctorate or PhD, was also meant to improve the employability of degree holders. Although there are many definitions of employability, the latter has been defined as the ability to gain initial, meaningful employment, or to become self-employed, to maintain employment, and to be able to move around within the labour market. The role of higher education in this context is to equip students with the knowledge, skills, competences, and attributes that individuals need in the workplace and that employers require. For businesses whose owners are self-employed, be they in the creative industries or in the high tech innovation chain, such entrepreneurs will need to have built a relevant knowledge base and developed appropriate skills while in higher education. Moreover, the role of higher education is to ensure that people have more opportunities to maintain or renew those skills and attributes throughout their working lives, whether they are employed or self-employed. As we move towards a more knowledge-based society, employability and the contribution higher education can make towards making lifelong learning a reality for all will become increasingly important.

When Ministers for higher education met in London in May 2007, they restated the importance of employability in the Bologna Process identifying it as one of the priorities for the period leading to the next ministerial conference in April 2009.

Although employability has been one of the main goals to be achieved with the creation of the European Higher Education Area (EHEA) from the very start, many concerns still exist - among employers, students, academics, higher education institutions and governments.

This is also reflected in the London Communiqué adopted by Ministers in May 2007:

Following up on the introduction of the three-cycle degree system, we ask BFUG to consider in more detail how to improve employability in relation to each of these cycles as well as in the context of lifelong learning. This will involve the responsibilities of all stakeholders. Governments and HEIs will need to communicate more with employers and other stakeholders on the rationale for their reforms. We will work, as appropriate, within our governments to ensure that employment and career structures within the public service are fully compatible with the new degree system. We urge institutions to further develop partnerships and cooperation with employers in the ongoing process of curriculum innovation based on learning outcomes. (paragraph 3.5)

In reaction to this call, the Bologna Follow-up Group (BFUG) set up a working group on employability, the work of which feeds into this particular seminar.

A small survey carried out by the working group among the members of the BFUG has shown that in many countries where the three-cycle degree system (bachelor-master-doctorate) has been introduced only recently, employability of bachelor graduates is perceived as a problem. A lot of scepticism seems to exist among employers, as well as among students, parents, and academics, concerning the value of bachelor degrees on the labour market.

National civil services are important employers and a first survey on the situation of bachelor graduates in the public service has demonstrated that bachelor degrees are far from being accepted as giving access to the higher civil service. The seminar will therefore deal with the question of employability in both private and public sector.

While past seminars on employability have mainly looked at the issue from a higher education perspective, the focus of the Luxembourg seminar will be on the **employers' perspective**. Are employers aware of the new degree structure? How do they react to it? Which needs, doubts, and expectations do they have - concerning both graduates and cooperation with higher education institutions?

One central aim of the seminar is to raise awareness among employers of the value of bachelor qualifications; but the seminar will also look into the actual practice of employer-university cooperation.

Another important aim of the seminar is to encourage cooperation and dialogue between employers and higher education institutions at national, regional and local level and to foster mutual trust, which is an important precondition for both cooperation and increased acceptance of bachelor degrees.

The seminar itself is envisaged as a forum for genuine discussion and exchange between employers, representatives of higher education institutions, students, academics and government representatives from all over Europe.

The discussions at the seminar should result in relevant policy recommendations on

- how to improve the employability of graduates in general and the acceptance of bachelor degrees in particular; and
- how to foster better cooperation between higher education institutions and employers in order to meet the challenges of a more knowledge-based society.

Programme

Day one Thursday, 6 November 2008

<i>Morning</i>	<i>Arrival of participants</i>
11.00-13.00	<i>Registration and light lunch</i>
13.00-15.00	PLENARY SESSION I : The Employability Agenda in the Bologna Process Chair: <u>Germain Dondelinger</u> , Ministry of Culture, Higher Education and Research, Luxembourg
13.00-13.30	Setting the scene <ul style="list-style-type: none">➤ <u>Graeme Roberts</u>, Rapporteur of the Bologna Seminar on "Learning outcomes based higher education: the Scottish Experience"➤ <u>Rachel Green</u>, Chair of the Employability Working Group
13.30-14.30	Political input by Ministers <ul style="list-style-type: none">➤ <u>François Biltgen</u>, Minister for Culture, Higher Education and Research as well as Labour and Employment, Luxembourg➤ <u>Frank Vandenbroucke</u>, Vice-Minister-President of the Flemish Government and Flemish Minister for Employment, Education and Training
14.30-15.00	A view from the European Commission <ul style="list-style-type: none">➤ <u>David Coyne</u>, Director DG Employment, Social Affairs and Equal Opportunities, European Commission
15.00	<i>Coffee break</i>
15.30-16.15	PLENARY SESSION II : Employer-University Cooperation Employer's perspective: <ul style="list-style-type: none">➤ Representative of Boehringer Ingelheim (tbc) Higher education perspective: <ul style="list-style-type: none">➤ <u>Ellen Hazelkorn</u>, Director of Research and Enterprise, Dublin Institute of Technology
16.30-18.00	PARALLEL WORKING GROUPS <ul style="list-style-type: none">(1) Awareness-raising among employers on the value of bachelor qualifications and associated learning outcomes(2) Recognition of degrees in the labour market across Europe(3) Employer-university cooperation in the field of research and training of doctoral candidates(4) Lifelong learning and continuing professional development
18.00	<i>Transportation from the conference venue to the hotels</i>
19.30	<i>Transportation from hotels to Château de Bourglinster</i>
20.30	Conference dinner at Château de Bourglinster
22.30	<i>Transportation to the hotels</i>

Day two Friday, 7 November 2008

- 09.00-10.45 PLENARY SESSION III : Employability of Bachelor Graduates**
Chair: Noël Vercruysse, Flemish Department of Education and Training
- Presentation of the results of a survey on the situation of bachelor graduates in the public service: Claude Wiseler, Minister for Civil Service, Luxembourg
 - Presentation of recent data on graduate employment in Europe: Jean-Louis Mercy, Eurostat, European Commission
 - Sabina Crameri and Katrin Schuler, Bachelor graduates, Universität St. Gallen
 - Presentation of results from the REFLEX project: Lore Arthur, Centre for Higher Education Research and Information, Open University, UK
- 10.45 *Coffee break*
- 11.15-12.45 PARALLEL WORKING GROUPS**
- (1) Awareness-raising among employers on the value of bachelor qualifications and associated learning outcomes
 - (2) Recognition of degrees in the labour market across Europe
 - (3) Employer-university cooperation in research and training of doctoral candidates
 - (4) Lifelong learning and continuing professional development
- 12.45 *Lunch*
- 13.45-16.00 CONCLUDING PLENARY SESSION**
Chair: Germain Dondelinger, Ministry of Culture, Higher Education and Research, Luxembourg
- 13.45 **Panel discussion: Employability in the Context of Lifelong Learning**
- Howard Davies, European University Association
 - Bastian Baumann, Secretary General, Magna Charta Observatory
 - Irene Seling, BUSINESSEUROPE
 - José Frideres-Poos, Directrice, Ecole de Commerce et de Gestion, Luxembourg
 - Christoph Ehmann, European University Foundation - Campus Europae
 - Jeannot Hansen, Ministry of Education, Luxembourg
- 14.45 **Presentation of results and adoption of conclusions**
General rapporteurs:
- Rachel Green, Chair of Employability Working Group
 - Paul Emering, Secretary General, Chamber of Commerce, Luxembourg
- 15.30 **Closing address**
- François Biltgen, Minister for Culture, Higher Education, and Research as well as Labour and Employment, Luxembourg
- 16.00 *Transportation to the airport and the train station*

Working group sessions

- Next to the plenary sessions, there will be working group sessions, one on each conference day.
- Participants will be divided into four working groups on the following topics:
 - (1) Awareness-raising among employers on the value of bachelor qualifications and associated learning outcomes
 - (2) Recognition of degrees in the labour market across Europe
 - (3) Employer-university cooperation in research and training of doctoral candidates
 - (4) Lifelong learning and continuing professional development
- Each working group will start with brief presentations, both from a higher education perspective and from an employer's perspective.
- The topics of the working groups will be the same on both days but the speakers will be different. On one day speakers will give their presentation, on the other day they will act as discussants to encourage a lively debate with the group.
- Participants will have the possibility to attend two working group sessions on the same topic or to choose two different topics for the two conference days.
- Supported by chairs and rapporteurs, the working groups should try to come to concrete recommendations for future action.
- The rapporteurs (in consultation with the chairs) will then inform the general rapporteurs of the conference about the results of each working group so that they can be included in the final report.

Working group 1:

Awareness-raising among employers on the value of bachelor qualifications and associated learning outcomes

Room: A22

Day one	Chair:	<u>Brian Everett</u> , Education International
	Introduction:	Employer's perspective: ➤ <u>Stephen Halpin</u> , Curious Group LTD ➤ <u>Jaana Lehto</u> , Vice President HR & Business Development, Tradeka LTD, Finland Higher education perspective: ➤ <u>Franck Leprévost</u> , Vice-Rector, Université du Luxembourg
	Discussants:	➤ <u>Christiane Deckenbrunnen</u> , Director Human Resources, Fortis Bank ➤ <u>Els van der Werf</u> , Hanzehogeschool Groningen
	Rapporteur:	<u>Tomasz Saryusz-Wolski</u> , Poland
Day two	Chair:	<u>Brian Everett</u> , Education International
	Introduction:	Employer's perspective: ➤ <u>Christiane Deckenbrunnen</u> , Director Human Resources, Fortis Bank ➤ <u>Gilbert Renel</u> , Partner Human Capital Advisory Services, Deloitte S.A. Higher education perspective: ➤ <u>Els van der Werf</u> , Hanzehogeschool Groningen
	Discussants:	➤ <u>Stephen Halpin</u> , Curious Group LTD ➤ <u>Franck Leprévost</u> , Vice-Rector, Université du Luxembourg
	Rapporteur:	<u>Tomasz Saryusz-Wolski</u> , Poland

Possible questions to be discussed by the working group:

- What do employers (in different sectors) expect from (bachelor) graduates?
- What are the benefits of employing bachelor graduates?
- What are possible challenges and how can they be addressed?
- What can governments, higher education institutions, academics, students and employers do to improve the employability of bachelor graduates?
- What needs to be done to raise awareness among employers on the value of bachelor qualifications?

Working group 2:

Recognition of degrees in the labour market across Europe

Room: Rest. 3

Day one	Chair:	<u>Howard Davies</u> , European University Association
	Introduction:	Employer's perspective: ▶ <u>Christoph Anz</u> , Director Education Policy, BMW Group Higher education perspective: ▶ <u>Sjur Bergan</u> , Council of Europe ▶ <u>Wolfgang Klooß</u> , Vice-President, Universität Trier
	Discussants:	▶ <u>Christian Scharff</u> , Dexia ▶ <u>Roger Melmer</u> , Directeur adjoint, Chambre des Employés Privés, Luxembourg
	Rapporteur:	<u>Bergthóra Snæbjörnsdóttir</u> , European Students' Union
Day two	Chair:	<u>Howard Davies</u> , European University Association
	Introduction:	Employer's perspective: ▶ <u>Christian Scharff</u> , Dexia ▶ <u>Roger Melmer</u> , Directeur adjoint, Chambre des Employés Privés, Luxembourg Higher education perspective: ▶ <u>Michael Thorne</u> , Vice-Chancellor, Anglia Ruskin University
	Discussants:	▶ <u>Christoph Anz</u> , Director Education Policy, BMW Group ▶ <u>Sjur Bergan</u> , Council of Europe
	Rapporteur:	<u>Bergthóra Snæbjörnsdóttir</u> , European Students' Union

Possible questions to be discussed by the working group:

- What are the obstacles when recruiting graduates from other countries?
- What has changed (or is expected to change) with the introduction of the three-cycle system?
- Are ECTS and Diploma supplement known among employers and considered valuable tools?
- How can the recognition of degrees in the labour market across Europe be facilitated and further improved?

Working group 3:

Employer-university cooperation in the field of research and training of doctoral candidates

Room: A13

Day one	Chair:	<u>Jean-Michel Hotyat</u> , France
	Introduction:	Employer's perspective: ➤ <u>Christine Buelens</u> , Director, METALogic ➤ <u>Bruno Carrias</u> , responsable du groupe docteur et entreprise, Mouvement des Entreprises de France (MEDEF) Higher education perspective: ➤ <u>Martine A. Pretceille</u> , Directrice, Association Bernard Gregory
	Discussant:	➤ <u>Aloyse Schoos</u> , International Electronics & Engineering, Luxembourg
	Rapporteur:	<u>Marie-Anne Persoons</u> , Bologna Secretariat
Day two	Chair:	<u>Jean-Michel Hotyat</u> , France
	Introduction:	Employer's perspective: ➤ <u>Bernd Mentzel</u> , Volkswagen AG, Wolfsburg, AutoUni ➤ <u>Aloyse Schoos</u> , International Electronics & Engineering, Luxembourg Higher education perspective: ➤ <u>Martine A. Pretceille</u> , Directrice, Association Bernard Gregory
	Discussants:	➤ <u>Christine Buelens</u> , Director, METALogic ➤ <u>Bruno Carrias</u> , responsable du groupe docteur et entreprise, Mouvement des Entreprises de France (MEDEF)
	Rapporteur:	<u>Marie-Anne Persoons</u> , Bologna Secretariat

Possible questions to be discussed by the working group:

- What are the benefits of such cooperation for employers, higher education institutions, academics, students and graduates?
- What are the obstacles?
- What can governments, higher education institutions, academics, students, graduates and employers do to foster employer-university cooperation?
- What skills and competences are employers looking for when employing doctoral graduates?

Working group 4:

Lifelong learning and continuing professional development

Room: A11

Day one	Chair:	<u>Maia Chankseliani</u> , Ministry of Education and Science, Georgia
	Introduction:	<p><i>Employer's perspective:</i></p> <ul style="list-style-type: none"> ➤ <u>Marc Niederkorn</u>, McKinsey ➤ <u>Julian Presber</u>, Senior Vice President and Head of Investor Services, Benelux and Nordic regions, State Street Bank Luxembourg <p><i>Higher education perspective:</i></p> <ul style="list-style-type: none"> ➤ <u>Bruce Wood</u>, Director, Centre for Creative Industries, Glasgow Caledonian University
	Discussants:	<ul style="list-style-type: none"> ➤ <u>Claudine Speltz</u>, Présidente, Fédération Femmes Chefs d'Entreprises du Luxembourg ➤ <u>Marie-Pierre Mairesse</u>, Présidente, Université de Valenciennes
	Rapporteur:	<u>Marlies Leegwater</u> , Bologna Secretariat
Day two	Chair:	<u>Maia Chankseliani</u> , Ministry of Education and Science, Georgia
	Introduction:	<p><i>Employer's perspective:</i></p> <ul style="list-style-type: none"> ➤ <u>Claudine Speltz</u>, Présidente, Fédération Femmes Chefs d'Entreprises du Luxembourg <p><i>Higher education perspective:</i></p> <ul style="list-style-type: none"> ➤ <u>Marie-Pierre Mairesse</u>, Présidente Université de Valenciennes
	Discussants:	<ul style="list-style-type: none"> ➤ <u>Marc Niederkorn</u>, McKinsey ➤ <u>Julian Presber</u>, Senior Vice President and Head of Investor Services, Benelux and Nordic regions, State Street Bank Luxembourg ➤ <u>Bruce Wood</u>, Director, Centre for Creative Industries, Glasgow Caledonian University
	Rapporteur:	<u>Marlies Leegwater</u> , Bologna Secretariat

Possible questions to be discussed by the working group:

- What do employers expect from higher education institutions in terms of lifelong learning?
- What can governments, higher education institutions, academics, students, graduates and employers do to facilitate lifelong learning and continuing professional development?

Speakers, chairs and rapporteurs



François BILTGEN

Minister of Labour and Employment, Minister for Culture, Higher Education and Research, Minister for Religious Communities, Luxembourg

François Biltgen was born on 28 September 1958. He resides in Esch-sur-Alzette. He is married and has two children. François Biltgen studied law at the Université de Paris. He obtained a Master's in Law and also a DEA postgraduate certificate in Community Law and Political Sciences at the Paris Institut d'études politiques.

Shortly after obtaining his qualifications, he accepted the position of secretary of the parliamentary group of the Christian Social Party (Chrëschtlech Sozial Vollekspartei / CSV) in 1983, where he succeeded Jean-Claude Juncker. In 1987, François Biltgen was elected onto the Esch-sur-Alzette town council. In 1997, he acted as deputy mayor, in charge of finance and social affairs. In the 1994 general elections, François Biltgen was elected to the Chamber of Deputies. At the age of 36, after being elected Deputy, he resumed his studies and passed his final exam after legal training. Shortly afterwards, he embarked on a career as a lawyer in Esch-sur-Alzette. Between 1994 and 1999, François Biltgen made a name for himself as a parliamentary rapporteur on a number of bills, notably in the field of labour and institutional law. Throughout this period, François Biltgen was also the author of scientific and general contributions on a number of legal issues.

Between 1999 and 2004, François Biltgen assumed the responsibilities of Minister of Labour and Employment, Minister for Relations with Parliament, Minister for Religious Communities and also Minister in charge of Communications. In this last capacity, he was also responsible for the e-Luxembourg plan. In particular, he successfully saw through the new laws on collective labour relations and on the freedom of expression in the media. On 18 January 2003, he was elected Chairman of the Christian Social Party.

Following the elections on 13 June 2004 and the great success of the Christian Social Party, François Biltgen was reappointed on 31 July 2004 to his duties as Minister of Labour and Employment and Minister for Religious Communities, and found himself entrusted with the duties of Minister for Culture, Higher Education and Research.



Frank VANDENBROUCKE

Vice-Minister-President of the Flemish Government, Flemish Minister for Employment, Education and Training

Born in Leuven, October 21 1955

Studies

- Master in Economics, KULeuven (1978)
- M.Phil. in Economics, Cambridge, UK (1981-1982)
- D.Phil., Faculty of Social Studies, Oxford University, UK (1996-1999)

Professional activities

- Research Assistant at the "Centrum voor Economische Studiën", KULeuven (1978-1980)
- Staff member of SEVI, the research department of the SP (Socialist party of the Flemish region), (1982-1985)

Political activities

- Member of the Parliament (1985-1996)
- Leader of the SP (1989-1994)
- Leader of the Parliamentary Group of the SP (1995-1996)

Governmental functions

- Deputy Prime Minister and Minister of Foreign Affairs (1994-1995)
- Minister for Social Affairs and Pensions (1999-2003)
- Minister for Employment and Pensions (2003-2004)
- Vice-Minister-President of the Flemish Government, Flemish Minister for Employment, Education and Training (since July 22, 2004 -)



Claude WISELER

Minister for the Civil Service and Administrative Reform,
Minister of Civil Engineering, Luxembourg Employment, Education and Training

Claude Wiseler was born on 30 January 1960 in Luxembourg. He is married, with three children.

After his secondary education at the Athénée de Luxembourg (1972-1979), Claude Wiseler enrolled at the Université de Paris III (New Sorbonne), where he obtained a Master's in French Language and Literature and a degree in General and Comparative Literature (1983). In 1989, he obtained a doctorate at the Université de Paris-Sorbonne. Between 1983 and 1987, Claude Wiseler taught languages at the Athenée de Luxembourg and the Lycée technique du Centre. From 1987 to 1989, he was a teacher attached to the Ministry for National Education, before occupying the post of Government advisor to the Ministry for Family and Social Support and also the Ministry for Small- and Medium-sized Businesses and Tourism (1989-1999).

Having been general secretary of his party from 1995 to 2000, Claude Wiseler was elected, following the general elections of June 1999, Deputy for the Centre constituency on the list of the Christian Social Party (Chrëschtlech Sozial Vollekspartei / CSV). In the national parliament, he assumed the role of vice-chairman of the CSV parliamentary group, vice-chairman of the Committee for National Education, Vocational Training and Sport. From 2000 to 2004, he was also deputy mayor of Luxembourg City, with responsibility for teaching and social affairs.

Following the general election on 13 June 2004, Claude Wiseler was appointed as Minister for the Civil Service and Administrative Reform and Minister of Civil Engineering on 31 July 2004.



Christoph ANZ

BMW Group

holds a PhD in History, Political Sciences and Scandinavian Studies from the Max-Planck-Institute for History and the University of Göttingen. Christoph joined the Max-Planck-Institute for History and did research specially on social groups in the Medieval Ages, on the history of Northern Europe and on different aspects of the history of sciences. In 1997 he moved to Stockholm/Sweden to join the new founded University College Södertörns högskola. There Christoph first continued in his research and teaching activities but besides that he managed several activities and programmes especially regarding international student and academic exchange. Because of these and other activities he came more and more into the field of education policy. That let him back to Germany where he took up a position as senior advisor at the Confederation of the German Employers' Associations. For a number of years he was Deputy Director of the department for Education and Vocational Training. Christoph's main activities were in the field of higher education policy both nationally and in the European context and he was engaged in the so called Copenhagen- and the Bologna process. With the start of year 2007 he moved to Munich to take up a position within Corporate HR at BMW Group; he is responsible for Education Policy of the company.

Lore ARTHUR

Centre for Higher Education Research and Information, Open University, UK



Bastian BAUMANN

is Secretary General of the Magna Charta Observatory, based in Bologna. He has his academic background in law, having studied at the Universities of Trier, Malaga and the Free University Berlin. He started his engagements with the student union in Trier, then worked as international officer for the German national union of students before working 3 years for the European Students Organisation (ESIB). He was a member of the Bologna Follow-Up Group between 2002 and 2005. He was a member of the working groups compiling the European qualifications frameworks for higher education and lifelong learning. He worked as a freelancing consultant, working amongst others for the European Universities Association and the European Network for Quality Assurance. He is the author of the background report about models for the establishment of a European Register of Quality Assurance Agencies. He undertakes expert activities for example for the European Commission and the Council of Europe. He has been a member of the executive committee of the German Academic Exchange Service (DAAD) and worked as the personal advisor for the president of the European Language Council.



Sjur BERGAN

is Head of the Department of Higher Education and History Teaching of the Council of Europe. He has been involved in most of the Council's higher education activities, including:

- Secretary to the Steering Committee for Higher Education and Research (CDESR) 1997 - 2007;
- Council of Europe representative on the Bologna Follow Up Group and Board;
- Chair of the Bologna Coordination Group on Qualifications Frameworks and a member of the workign group on the Euroepan Higehr Education Area in a Global Setting.
- Responsible for the Council's activities on recognition and mobility, including the establishment of a joint Convention and program with UNESCO in this area; Co-Secretary of the ENIC Network until 2008;
- Bilateral and regional programs with newer member countries ;
- Series editor of the Council of Europe Higher Education Series,
- Author of Qualifications: Introduction to a Concept and editor of books on various aspects of higher education policies and on the heritage of European universities, author of numerous articles.

From 1983 until 1991, Sjur Bergan worked in the administration of the University of Oslo, mostly in the Office of Budget and Planning and on international relations. He played an important role in establishing the University's program for cooperation with Central and Eastern Europe in 1990, with focus on the Baltic countries. He was a student representative on the Academic Senate of the University of Oslo and its Executive Board as well as on a number of university committees 1981 – 82. He spent a semester abroad at the University of Grenoble (1980) and was an AFS exchange student in Alton, Illinois (1974 – 75). University of Grenoble (1980) and was an AFS exchange student in Alton, Illinois (1974 – 75).

Christine BUELENS

Director, METALogic

Bruno CARRIAS

responsable du groupe docteur et entreprise, Mouvement des Entreprises de France



Maia CHANKSELIANI

has served as the Chairperson of the National Professional Agency, the Ministry of Education and Science of Georgia since January 2008. Her professional and research interests include but are not limited to: market demand oriented education and training provision in transition economies, public-private partnerships in post-secondary education, improvement of learning chances of the socio-economically disadvantaged, effective systems of organization management, development of moral, social, and political values of citizenship. At different points of her career, Maia Chankseliani was in charge of the Public Relations Department at the Ministry of Education and Science of Georgia; worked for the non-profit sector as an educational programme coordinator, a trainer, and a researcher.

Academic qualifications:

Ed.M in International Education Policy, Harvard Graduate School of Education, U.S.A.



David COYNE

Director, European Commission

David Coyne is Director for the "European Social Fund (ESF), Monitoring of Corresponding National Policies I and Coordination".

He was previously Director for Education, responsible for co-ordinating the Commission's education programmes and activities, and before that Head of Unit for the Policy Co-ordination of the ESF. Prior to that he was a member of the private office of Sir Leon Brittan, Vice President of the Commission responsible (at various times) for external trade, relations with the US/Canada/China/ OECD countries, pre-enlargement issues, and Anti-Trust Policy.

David Coyne joined the Commission in 1977. He studied at Cambridge University.



Sabina CRAMERI

Master Student in Marketing, Services and Communication Management at the University of St. Gallen, Switzerland

Sabina Crameri started her Bachelor of Arts in Business Administration in autumn 2003. During her Bachelor studies she co-founded Universa, the first female networking association at her University. For a term of two years Sabina Crameri has been President of Universa and initiated besides other things the Womens` Day, Switzerland's first recruiting event for female students. After finishing her Bachelor Degree she started a four-month internship in brand management at Unilever in January 2008. Before she started her Master Studies in September 2008 she was for three months an intern at PricewaterhouseCoopers.



Howard DAVIES

acts as a senior adviser to EUA and is an independent higher education consultant based in UK.

His interest lies in the interaction of EU legislation and the Bologna Process, with a particular focus on the Directives on services in the internal market and on the recognition of professional qualifications. He is a regular participant in EUA's institutional evaluation programme.

Prior to his retirement Howard was Head of European Development at London Metropolitan University and responsible for its Brussels office from 2002 until 2007. Previously, he was head of the department of Languages and European Studies between 1988 and 1996. He has a PhD from University College London, as well as numerous publications in the field of French philosophy.

Christiane DECKENBRUNNEN

Director Human Resources, Fortis Bank

Germain DONDELINGER

Ministry of Culture, Higher Education and Research, Luxembourg

Christoph EHMANN

(born 1943), retired Undersecretary, Ministry of Education Mecklenburg-Vorpommern, Professor University of Marburg, Secretary General Europaen University Foundation - Campus Europae



Paul EMERING

is the General Secretary of the Chamber of Commerce of the Grand Duchy of Luxembourg since August 2003. Together with the Director General of the Chamber he is responsible for the Chamber's public opinions on law and regulation drafts proposed by the government. He is responsible for the training department of the Chamber of Commerce. He supervises the administration and facility management of the Chamber. Before, he has been the Deputy Managing Director from January 1993 to July 2003 after having started his career at the Chamber as Legal Counsellor from 1985 until 1992. Paul Emering studied law, politic science and business management in Strasbourg, France. He was born in Luxembourg on the 12th of May, 1958.



Brian EVERETT

graduated from Liverpool University in Biological Sciences in 1969 with specialisation in Plant Ecology. After a year in the Forestry Research Institute of Malaysia under VSO (Voluntary Service Overseas) he took up a post in Forestry in Local Government in the South of England. This led to a post graduate qualification in Town and Country Planning. During his time in local government he became active in the trade union NALGO and from this experience gained a position as a full time trade union officer with the Association of University Teachers in 1980 the union representing academic and professional staff in Universities in the UK. Brian had worked in AUT running the Northern Regional Office since that time, but also taking on a range of national duties for the union. In 1998 he was appointed as the AUT's European and International Officer and has continued with this role in the UCU when AUT and NATFHE merged to form a single tertiary education union in the UK. He is a member of the Higher Education Committee of Education International (EI) and along with other colleagues has initiated a number of projects within the union including research work on GATS, Mobility and Climate Change.



José FRIDERES-POOS

Etudes universitaires à Nancy et à Paris, Maîtrise en géographie en 1974
Professeur de géographie au Luxembourg de 1974-1989
Professeur attaché au Ministère de l'Education Nationale et de la Formation professionnelle de 1989-1997 dans le département de l'enseignement secondaire technique
Directrice de l'Ecole de Commerce et de Gestion depuis 1997



Rachel GREEN

Department for Innovation, Universities and Skills, UK

Rachel Green joined the civil service (Department of Employment) on graduation from the University of Exeter with a degree in German. An early spell working on secondment as a national expert in the European Commission led to a number of posts with an international focus. In 1994 she went on secondment to the Foreign and Commonwealth Office as Counsellor (Labour and Social Affairs) in the British Embassy in Bonn, and subsequently Berlin. On return to the UK she spent a period in the Cabinet Office working in the European Secretariat, before moving to her current post in the Higher Education Strategy and Implementation Directorate in the Department for Innovation, Universities and Skills. Her area of responsibility includes international and EU higher education issues, including the Bologna Process. In her spare time she is an amateur musician and also enjoys ski-ing and walking in the mountains.



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Stephen HALPIN

BA(Hons) MCIM, Curious Group Ltd.

Stephen is a marketing and brand planning specialist of some 15 years and during that time has worked and developed a number of significant Scottish brands. A BA (Hons) in Economics and Marketing, Stephen has worked client side with Celtic Football Club as their Retail Marketing Executive (1992-1993) and at Wimpey Construction UK as Marketing Manager, Scotland (1993-1997).

In 1993, Stephen helped write, set up and deliver the part-time (CATS) Marketing Degree programme at the University of Paisley. He carried this on until 1996.

In 1996, Stephen joined Scott Stern Associates, part of the WPP Group with a dual responsibility of being Account and Marketing Director. Here he managed a number of brands including The Herald and Evening Times, Celtic Football Club, Prudential and significantly, securing and managing the Linn Hi-Fi business.

In 1997 Stephen together with a University friend founded CuriousOranj and instigated the mergers in 2004 with DMA to create CuriousArchitecture and 2006 with Coltas Advertising to create CuriousGroup©.

Stephen has worked extensively within the Scottish Higher Education (University of Aberdeen, Edinburgh College of Art, Glasgow Caledonian University and Heriot Watt University, Sport (Scottish FA, SPL, RFU and Celtic FC), Leisure (Langs Hotel, Saltire Taverns, Malmaison, Lodge on Loch Lomond), Media (Beat 106, EMAP, Radio Clyde, SMG and Virgin Radio) and Retail (USC, Reid Furniture, Slaters and St. Enoch Centre).

Stephen is a Member of the Chartered Institute of Marketing

Jeannot HANSEN

Ministry of Education, Luxembourg

Jean-Michel HOTYAT

France



Ellen Hazelkorn

Director of Research and Enterprise, Dublin Institute for Technology

Professor Ellen Hazelkorn is the Director of Research and Enterprise, and Dean of the Graduate Research School, Dublin Institute of Technology; she also leads the Higher Education Policy Research Unit. She is a Consultant to the OECD Programme on Institutional Management of Higher Education (IMHE), and is associated with its Centre for Co-operation with Non-Members, and with the International Association of Universities (IAU). Ellen is Rapporteur for the EU Expert Group on Assessment of University-based Research and a member of the Arts, Humanities and Social Sciences Foresight Working Group (Ireland).

Ellen is a member of the Editorial Boards of Higher Education Management and Policy (OECD) and Higher Education Policy (IAU), and member of the International Ranking Expert Group (IREG) founded in 2004 by UNESCO-CEPES and IHEP). She is on the Executive Committee of the Dean and European Academic Network (DEAN).

Professor Hazelkorn has published articles and books on Irish politics and society; digital technologies, gender, work practices and the cultural industries; relations between the media and the state; and higher education policy. Her study, *Developing Research in New Institutions*, was published by OECD (September, 2005). She is leading an international study on the Impact and Influence of Rankings on Higher Education Decision-Making and Academic Behaviour in association with IMHE and IAU [<http://www.oecd.org/edu/imhe/rankings>], and working with the Institute for Higher Education Policy (USA) on a 'New Agenda for College and University Ranking'. Her book, *Rankings and the Battle for World-Class Excellence: How Rankings are Reshaping Higher Education*, will be published in late 2009. For a full list of publications, see <http://www.expertiseireland.com/>



Wolfgang KLOOSS

Department for Innovation, Universities and Skills, UK

RB.A. (USA), Dr. phil. (Marburg), Dr. phil. habil. (Kiel) has been Chair of English at the University of Trier since 1988 and Director of the Centre for Canadian Studies since 1991. From 1995 until 1997 he served as Vice-President and from 1997 until 1999 as President of the Association for Canadian Studies in German-Speaking Countries. Since 2007 he has been Chairman of the Foundation for Canadian Studies. He was Dean of the Humanities at Trier University (2004-2006), before he took office as Vice-President Academic in 2006. His main research interests focus on 17th to 19th century English Writing, Literary Theory and Canadian Studies. He has written, co-authored or co-edited 20 book-length studies including *Kanadische Literaturgeschichte* (2005).



Marlies LEEGWATER

Head of the Secretariat of the Bologna Follow-up Group

Maria Elisabeth van der Linden, born Amsterdam, 26 January 1948,
Married with A.N.J. Leegwater, 1970, 3 children
PhD 1983 on Rearing of tsetse flies (in the framework of possible eradication).

After having had various assignments in teaching and research, for instance at a veterinary school in Kenya, teacher Biology at a secondary level in Amsterdam, junior professor at the University of Amsterdam, Marlies Leegwater joined the Ministry of Education, Culture and Science in the Netherlands in 1985 with the task of improving international co-operation in Education. She has been involved in the Bologna Process since its start in 1999. She further dealt with quality assurance, Eurostudent, Stocktaking, Qualifications frameworks, and chaired the meetings which gave rise to the Dublin descriptors, the reference points for the Qualifications Framework for the European Higher Education Area. Presently she is Head of the Bologna Secretariat, facilitated by the Ministry of Education, Culture and Science of the Netherlands.



Jaana LEHTO

M.Sc. (Economics) has worked at Tradeka Ltd in retailing business since 1990, most recently serving as a SVP of various support functions. She has also worked in Tradeka's training centre, AVA.



Franck LEPREVOST

Vice-Rector, Université du Luxembourg

Franck Leprévost is professor at the University of Luxembourg. He was before Professor at the University of Grenoble (France 2000-2003) and researcher at the CNRS Paris (1993-2000). He received his PhD and Habilitation in Mathematics in Paris in 1992 and 1997. He was guest at the Max-Planck-Institut für Mathematik (Bonn) and at the Technische Universität Berlin, and a research fellow of the Alexander von Humboldt foundation.

He is the author of over 50 papers, co-editor of 2 books, co-author of chapters of 3 books, and gives in average 8 international talks per year since 1992. He has been involved in international IEEE standardization activities (like the IEEE-P1363 worldwide standard on Public-Key Cryptography) as well as in many international research activities for a number of years. He served as an expert for the European Parliament, in particular for the report: "Encryption and cryptosystems in electronic surveillance: A survey of the technology assessment issues" (Global project No: EP/IV/B/STOA/98/1401/01: Development of surveillance technology and risk of abuse of economic information), which become famous as part of the so-called ECHELON report for the European Parliament.

He is also the author for the European Parliament of the reports "Security techniques for digital media", and "Protection and implementation of intellectual property rights in security technologies for digital media" (both with B. Warusfel). He was scientific advisor of some European venture capitalists. He was 2003 guest scientist interviewed by the French "Office Parlementaire d'Evaluation des Choix Scientifiques et Technologique" of the Assemblée Nationale and of the Sénat, for the parliamentary study on biometrics. Since 2003, he is member of the working group on research in Europe of the French "think-tank" Institut Montaigne (founder: Claude Bébéar), and since 2005, he is member of the administration board of LuxTrust S.A. Since 2005, he is Vice-Rector of the University of Luxembourg, in charge of international relations and special projects.

Since mid-2008, he is member of the advisory board of the LBAN (Luxembourg Business Angel Network).



Marie-Pierre MAIRESSE

Présidente, Université de Valenciennes

Professeur des Universités en Sciences de Gestion (6e section CNU), Docteur en Sciences de Gestion
Expert judiciaire près de la cour d'Appel de Douai (Nord/Pas-de-Calais),
Diplômée d'expertise comptable
51 ans.

Doctorat en Sciences de Gestion,. Titre de la thèse : Structure financière de la firme multinationale, rôle de la variable fiscale et pratiques financières des firmes françaises

Maître de conférences puis Professeur agrégé des Universités à l'université de Valenciennes.(France)

Fonctions et Responsabilités administratives et pédagogiques

- Présidente de l'Université de Valenciennes et du Hainaut Cambrésis depuis le 20 octobre 2005.
- Vice-Présidente Recherche à l'Université de Valenciennes et du Hainaut Cambrésis (2003-2005)
- Vice-Présidente chargée de la Politique Financière, de l'Administration et des Statuts à l'Université de Valenciennes et du Hainaut-Cambrésis (2000-2002)
- Directrice du laboratoire du L.A.R.I.M.E. (laboratoire d'Analyses et de Recherches Interdisciplinaires en Management des Entreprises, E.A. n°)
- Directrice adjointe de l'I.A.E. (Institut d'Administration des Entreprises) (2002-2005)

Autres fonctions actuelles

- Présidente de l'incubateur régional Nord-Pas de Calais MITI
- Présidente du comité de pilotage de l'observatoire régional de l'enseignement supérieur (ORES) Nord –Pas de Calais

Autres Titres

- Membre de l'IPAO (institut des professionnels associés à l'ordre des experts comptables).
- Membre de l'Académie des Sciences et Techniques Comptables et financières.
- Membre de l'Association Francophone de Comptabilité (AFC) et de l'Association Francophone Internationale de Finances (AFFI).

Distinctions

- Chevalier des palmes académiques
- Chevalier dans l'ordre de la Légion d'Honneur

Roger MELMER

Directeur adjoint, Chambre des Employés Privés, Luxembourg



Bernd MENTZEL

was born in Werdohl, North Rhine-Westphalia, in 1965. He started studying Mechanical Engineering in 1985 during his naval officer training at the Federal Army University in Hamburg.

In 1989 he gained his Masters Degree from the Institute of Automation Technology, where his dissertation examined "Computer-aided analysis processes for optimising ships' radar backscatter cross section".

For his Masters Degree he also specialised in "The mechanics of systems" and "Production technology". Following his degree, he underwent advanced naval officer training and was deployed on German Navy vessels. From 1994 to 1996 he worked at the German Admiralty in the naval training division, where he was responsible for the development of computer-assisted training media. During his employment he undertook further training to qualify as a CBT author and project manager.

Bernd Mentzel joined Volkswagen Coaching GmbH at the end of 1996 and worked as a Project Manager in the CBT Development and E-learning Platform area. He was also a Project Manager overseeing the selection and implementation of an electronic Learning Management System (eLMS) for Volkswagen Coaching GmbH.

He moved to AutoUni's Learning Strategy and Technology division in January 2003.

Between June 2004 and July 2006 he headed the learning strategy and technology interdisciplinary division. Bernd Mentzel has held responsibility for the project "Collaboration with universities and research institutions" and the Ph.D. programme since July 2006. He is furthermore Assistant to the Director of AutoUni.

Jean-Louis MERCY

Eurostat, European Commission

Marc NIEDERKORN

McKinsey

Marie-Anne PERSOONS

General Coordination, Secretariat of the Bologna Follow-up Group

Marie-Anne Persoons (°11 March 1962, Merksem, Belgium) graduated in Oriental Languages and History (section of Indo-Iranian studies) from the Catholic University of Leuven in 1984. In 1985 she obtained a certificate in Mandarin Chinese at the National Taiwan Normal University. Further studies in Leuven include a postgraduate degree in Philosophy (1988) and a Ph.D. in Oriental studies (1995). Recently she obtained a Master degree in Public Management from the University of Antwerp (2008).

Apart from interpretation from/to Chinese for the Court of Antwerp, where she was appointed as sworn translator in 1989, professional experience was initially focussed on teaching and research in Chinese language, Asian (art) history and philosophy of art, respectively at the Catholic University of Leuven (1985-1988), the Antwerp Institute for Art History (since 1991 up to present) and the Antwerp Royal Academy of Fine Arts (now Artesis University College) from 1992 to 1996.

In 1996 Marie-Anne Persoons joined the Flemish Department of Education and Training, where she has been working ever since as deputy director, first at the Section for Higher Education and Scientific Research, and from 2006 onwards, at the Section of International Relations. In this context she is an active member of the EU Education Committee and the Bologna follow-up group, both gremia she chaired in 2001 during the period of the Belgian EU Presidency. Currently she is in charge of the general coordination of the Benelux Bologna Secretariat.

Scientific publications include articles related to the field of Asian culture and to higher education policy, as well as course material related to her teaching experience.

Julian PRESBER

Senior Vice President and Head of Investor Services, Benelux and Nordic regions, State Street Bank Luxembourg

Martine A. PRETCEILLE

Directrice, Association Bernard Gregory

**Gilbert RENEL**

has a combined experience of over 20 years in Audit, Consulting and Banking. During his career, he has been involved in various industries and functional activities in both "front office" and "business support" areas.

He currently leads Deloitte Luxembourg Human Capital consulting practice and is also the HR partner for the firm's overall consulting activities. Gilbert is consequently actively and regularly involved in matters linked to issues of employability, both as an employer and as consultant in Human Resources.

Graeme ROBERTS

Senior Associate, Higher Education Academy

Graeme Roberts taught English for many years at the University of Aberdeen, becoming Head of Department, Dean of the Faculty of Arts and Divinity, and Vice-Principal for Teaching and Learning. He chaired the Steering Committee for the Scottish Employability Enhancement Theme (2004-05) and since 2006 has worked for the Higher Education Academy as Senior Associate, with particular responsibility for supporting the Academy's work on employability and internationalisation in Scotland. He has been one of the UK Bologna Experts since 2005, recently contributed to the DAAD's MOCCA project to develop guidelines on integrating transnational student mobility into the core curriculum and is currently participating, on behalf of the HE Academy, in the Quality Assurance in Higher Education Change Agenda project.



Christian SCHARFF

Dexia

Christian Scharff, Board Member of Dexia Luxembourg, Head of Human Resources. His current responsibility is for HR policy design for Dexia Luxembourg Group entities and HR team management in Luxembourg. Between 2001-2003 he was responsible for HR front office team restructuring. In this period the company received the "Prix Feminin" award from the Luxembourgian government to women friendly companies. In November 2005, Christian Scharff received the award for the "Luxembourg HR Manager of the year". The same month, Dexia has been honoured with the award for the European Training Programme of the year for the Marco Polo Programme. Christian Scharff is a member of the Management Board of Dexia Luxembourg. He is member of the Dexia HR Committee. He is a council member of the Dexia Corporate University. In April 2007, he was appointed Chairman of the Management Board of "IMS" (Institut pour le Mouvement Sociétal) of which he is also a Founder member. In 1999 he co-founded GODFRIND S.A. a car distribution company where he is in charge of all round management, sales and HR. Before that he spent several years in HR Managerial Positions with Rockwell Automation EHQ and Laboratoires Servier Benelux. He is married and has three children.



Katrin SCHULER

B.A. HSG, Master Student in Accounting and Finance at the University of St. Gallen, Switzerland

Katrin Schuler started her Bachelor of Arts in Business Administration at the University of St. Gallen in autumn 2004. After finishing her Bachelor studies she decided to leave the University and started an internship position in an operations team at IBM Switzerland in January 2008. From the beginning of June until the end of September she joined a project team as intern at UBS after which she decided to return to the University of St. Gallen and start her Master Studies in Accounting and Finance

Aloyse SCHOOS

International Electronics & Engineering, Luxembourg

Bergthóra SNÆBJÖRNSDÓTTIR

European Students' Union



Dr. Irene SELING

BUSINESSEUROPE

born 1966, graduated in Forestry Science and PhD in Forest Economics from Freiburg University, between 1992 and 2007 several functions in universities in Germany and Brazil (faculty assistant, visiting professor, deputy director International Office), since 2007 responsible for Higher Education policy at the BDA Confederation of German Employers' Associations.

Claudine SPELTZ

Présidente, Fédération Femmes Chefs D'Entreprises du Luxembourg



Professor Michael THORNE

became Vice Chancellor at Anglia Ruskin University in 2007 and was previously Vice Chancellor at the University of East London since 2001. He has a first class honours degree in Pure Mathematics and a PhD in Computational group Theory. He is the author, co-author and editor of a large number of books and academic papers, and has contributed to many television and radio programmes as well as being in high demand as a speaker. He is a member of the Skills Commission, on the boards of the LSN and the Office of the Independent Adjudicator, and chairs the government's Advisory Council on Libraries. In his spare time he conducts Wagner operas (indeed he has recently embarked on his second Ring cycle) and other large scale musical works.

Noël VERCRUYSSÉ

Head of Division, Flemish Department of Education and Training

Els van der WERF

works as an International Relations Manager and senior Policy Advisor in higher education. She is a member of the Dutch team of Bologna Experts.



 CENTRE FOR CREATIVE INDUSTRIES

Bruce WOOD, Director

Director, Centre for Creative Industries

Bruce Wood is a qualified Designer with 17 years experience in industry on a national and international scale. Founder of the CCI at GCU in 2002, he has created Masters programmes in Product Design and Development, Digital Media and more recently, Design Practice and Management. He has supervised numerous Knowledge Transfer Partnership (KTP) projects and his present research activities include economic development through the use of creative industries as a driver for new products and services. Prior to joining GCU he directed a number of large-scale design-led economic development projects resulting in the development of over 200 products.

The Centre for Creative industries (CCI), within the School of Engineering and computing at Glasgow Caledonian University (GCU), was established in 2002 with the objective of establishing research and Knowledge transfer links with Creative Industries. The Centre focuses on creativity applied to business and economic development and supports companies, which realise their growth potential through the exploitation of new technology and the adaption of best practice.

Notes

