

## AlmaLaurea Since 1994: 19 Years Of Activity

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Since 1994, as a public consortium of 64 Universities (collecting the curricula of the 80% of graduates in Italy), with the support of the Ministry of Education, AlmaLaurea has been a model for the analysis of academic performance of graduates, of their entry into the labor market, a meeting point for graduates, universities and the business world. For its completeness, functionality, promptness and affordability, the AlmaLaurea model is regarded with increasing interest at both the European and the international level.

AlmaLaurea:

- a. **analyzes** every year graduates' characteristics and performances, allowing a direct comparison between different courses, faculties and universities (<http://www.almalaurea.it/en/universita/profilo/>);
- b. **examines** employment opportunities of graduates 1, 3 and 5 years after graduation (<http://www.almalaurea.it/en/universita/occupazione/>);
- c. **develops** a synergic relationship with high schools which is aimed at guiding students towards university and the labour market' choices ([www.almalaurea.it/lau/orientamento/](http://www.almalaurea.it/lau/orientamento/));
- d. **facilitates and improves** the placing of young people in the labour market (national and international);
- e. **simplifies** companies' research of personnel, reducing the time gap between qualified work demand and offer: <https://www.almalaurea.it/en/aziende>; in fact AL makes available online about 2 millions curricula (in Italian and English) of graduates also with multi-year work experience: <http://www.almalaurea.it/en>;
- f. **guarantees** the optimization of human resources through a steady update of data regarding the career of students holding a diploma or a degree: <http://www.almalaurea.it/en/lau>

A growing number of companies and firms, in Italy and abroad, uses the AlmaLaurea database, enriched every year of at least 150.000 new curricula (more than 3.5 millions curricula have been acquired in the past ten years; 400.000 last year alone).

## PUBLICATIONS

Each year AlmaLaurea issues two main publications:

- a. the annual survey on **Graduates' Employment Conditions**: <http://www.almalaurea.it/en/universita/occupazione>
  - b. the annual survey on **Graduates' Profile**: <http://www.almalaurea.it/en/universita/profilo>
- The surveys' results are presented in two main conferences which are organized annually. <http://www.almalaurea.it/en/informa/news>

AlmaLaurea has recently issued the online **Working Paper Series-ISSN 2239-9453** designed to make available to a wide readership selected works by AlmaLaurea staff or by outside <http://www2.almalaurea.it/en/universita/pubblicazioni/wp/index.shtml>

## AKNOWLEDGEMENTS

More than self-evaluate ourselves, better is to make reference to some of the numerous acknowledgement received in the last months by external stakeholders and practitioners outlining the advantages of the system. Among these the ones:

■ **Francisco Marmolejo, Higher Education Coordinator of the World Bank**, at the AlmaLaurea Conference “Investing in Young People: If Not Now, When?” (Venice, Ca’ Foscari University, March 12, 2013) stating that “AlmaLaurea is the Ferrari of the education sector in Italy, looks like a kind of dream model that definitively should be fully disseminated in other contexts. We, from the World Bank, strongly support a joint collaboration for the fully dissemination of AlmaLaurea in other contexts”.

<http://www.almalaurea.it/en/informa/news/2013/03/21/%E2%80%9Calmalaurea-ferrari-dream-model%E2%80%9D>

■ **Adriana Jaramillo, Senior Education Specialist at World Bank**, in the Conference “After the higher education degree: paths of study and work-based learning in Italy and in the international context”, held on 8<sup>th</sup> of March 2012 in Rome, says that “One of the critical elements of higher education systems, not just in the Middle East and North African regions but also in other places, is the lack of objective indicators”, and so “initiatives like AlmaLaurea - which aim precisely at bringing demand and supply together at one point - are very important. After the experience with Morocco, we are now discussing with Tunisia to start a pilot project in a few universities. If this methodology is positively accepted, I think we will be able to extend it to a larger number of countries”.

<http://www.almalaurea.it/en/informa/news/news0032.shtml>

■ **Doris Pack, President of the European Parliament’s Culture and Education commission**, on the occasion of the AlmaLaurea Conference “Investing in Young People: If Not Now, When?” (Venice, Ca’ Foscari University, March 12, 2013), underlined the role of AlmaLaurea as a model for others; a major promoter of the EU efforts by extending its activities in other countries of the Mediterranean area and beyond. In her speech she also pointed how AlmaLaurea broadens the horizons of those who want to enter the labour market, helping employers to have easier access to their future employees, keep in mind those that are the pillars of European policy, in particular mobility.

<http://www.youtube.com/watch?v=Oya7GoY5WtU&list=PLsHWI5w2FBjnxKBtFfPSJt9iNfVeZ8Q0&index=8>

She quoted AlmaLaurea as European best practice in the recent speech at University-Business Forum 2011 - Brussels 22-23 March 2011

<http://ec.europa.eu/education/higher-education/doc/business/forum2011/presentations/pack.pdf>

AlmaLaurea Interview to Doris Pack:

<http://www.almalaurea.it/en/informa/news/2008/10/30/%E2%80%9Cfuture-europe-our-minds%E2%80%9D>

■ **Ignazio Visco, Governor of the Bank of Italy**, in his speech, concluding the XV AlmaLaurea Conference on graduates’ employment condition (Venice, Ca’ Foscari University, March 12, 2013), pointed out how “There are evident benefits in studying even today and this is clearly stressed by AlmaLaurea. Benefits arising from finding a job, a stable job, but also benefits from the fact that studying gives returns. It gives less returns than elsewhere but still it gives returns.”

<https://www.almalaurea.it/en/ignazio-visco-governor-bank-italy>

■ **Tran Quang Binh, Vice-Rector of the Hanoi University, Vietnam**, at the AlmaLaurea Conference “Investing in Young People: If Not Now, When?” (Venice, Ca’ Foscari University, March 12, 2013) stating that “in Vietnam the mismatch between the demand for and the supply of labour is a main hindrance to employability of the young. We still do not have a model similar to ALMALAUREA, so we believe it could also be applied in Vietnam, as the main factor for putting together all the universities”.

<https://www.almalaurea.it/informa/video/tran-quang-binh>

■ **Elizabeth King, Director of Education in the Human Development Network, Washington**, in the Conference “After the higher education degree: paths of study and work-based learning in Italy and in the international context”, held on 8<sup>th</sup> of March 2012 in Rome, defined AlmaLaurea as “a tool to be exported to other countries”. Since “one of the reasons why young people do not find satisfactory jobs or employers have difficulties recruiting young people to fill their vacancies is precisely this shortage of information, what AlmaLaurea does, is to fill an information gap and the tools it makes available could be beneficial to other countries too”.

<http://www.almalaurea.it/en/informa/news/news0031.shtml>

■ **Romano Prodi, former Italian Prime Minister and former President of the European Commission** recently stated that, in the need to rethink the repositioning of human resources, “AlmaLaurea has been doing (this work) for 17 years, extremely important because it provides an understanding of the overall framework, it follows career or the lack of career of the young people and it gives the politicians the idea, the proposal to meet the new requirements” by giving also its contribution to “bind Europe to the Southern countries of the Mediterranean for a democratic development that includes the new generations”.

<https://www.almalaurea.it/en/informa/news/news0025.shtml>

■ **Michèle Gendreau-Massaloux, Responsible for Higher Education in the French mission Union for the Mediterranean**, defining AlmaLaurea as “a brick of a big house, which will be the home of students, teachers and workers of the Euro-Mediterranean area...”.

<https://www.almalaurea.it/en/informa/news/2011/02/14/almalaurea-building-block-world-training>

■ **Jean-Louis Guigou, Delegate General of the 'Institut de Prospective Economique du Monde Méditerranéen - IPEMED** “Fascinated by the intelligence and the simplicity of the model” and “confident that the Consortium could play a central role in the Euro-Mediterranean basin”.

<http://www.almalaurea.it/en/informa/news/2011/05/16/almalaurea-arrow-bow-europe>

■ **Ilan Chet, Deputy Secretary General for Higher Education and Research, Union for the Mediterranean**, defining AlmaLaurea “a very good system, capable of affecting in an effective and positive way the employment opportunities of graduates, not only within the Italian context, but also beyond, especially in the countries of the southern shores of the Mediterranean where, if properly replicated, can be very useful, as in Morocco, where AlmaLaurea is implementing his model with great results.”

<http://www.almalaurea.it/en/informa/news/news0021.shtml>

AlmaLaurea has been recently awarded the prestigious EUNIS (European University Information System) Elite Award for excellence in implementing Information Systems for Higher Education.

<http://www.almalaurea.it/informa/news/primo-piano/premio-eunis-ad-almalaurea.shtml>

■ **Zaher Benabdallah, former president of the University of Meknes, stated that** “Universities should play a driving role within society and economy. Since the AlmaLaurea system pursues this objectives, we decided to import it”; “The service offered by AlmaLaurea makes the best of our most educated human resources’ talents and eases the search for the CVs of the most skilled personnel by companies”.

<https://www.almalaurea.it/en/informa/news/2011/02/14/graduates%E2%80%99-databank-morocco>

■ **Antoine Zahlan, International Science Policy Consultant from Lebanon, in the International Conference "Human capital and employment in the European and Mediterranean area", held on 10<sup>th</sup> and 11<sup>th</sup> of March in Bologna, defined AlmaLaurea** “An important tool for cooperation” and “a useful tool for addressing the challenge of updating and standardizing the academic of the Arab world”.

<http://www.almalaurea.it/en/informa/news/news0016.shtml>

**Times Higher Education** dedicated to the AlmaLaurea case a large article in its 10 March 2011 (p. 14-15) issue entitled “Bella figura: Italian model sets trend with expert fitting service”.

<http://www.almalaurea.it/sites/almalaurea.it/files/docs/info/times-higher-education.pdf>

Academicians and researchers have given wide room in their studies to the AlmaLaurea system:

■ in the recent study **Do On-Line Labor Market Intermediaries Matter? The impact of AlmaLaurea on University-to-Work Transition**, in Autor D.H. (ed.), *Studies of Labor Market Intermediation*, pp. 127-154, Chicago, University of Chicago Press, 2009, **Manuel Bagues** (U. Carlos III Madrid) and **Mauro Sylos Labini** (IMT Lucca/U. Alicante) found evidence that the intermediation activities carried out by AlmaLaurea reduce the individual unemployment probability, improves matching quality, and foster graduates’ geographic mobility.

<http://www.almalaurea.it/en/informa/news/2009/02/14/impact-almalaurea-university-work-transition>

■ U. Teichler and H. Schomburg in the book “**Employability and Mobility of Bachelor Graduates in Europe**”, Sense Publishers, 2011, includes an AlmaLaurea contribution on “Mixed Outcomes of the Bologna Process in Italy” in the European comparative perspective.

## INTERNATIONAL COOPERATION

The AlmaLaurea experience can be defined as a success story. There are no such similar experiences in the European and worldwide panorama, able to create a system settled by different universities community components, as it happened in Italy. The skills gained are already mature to be promoted and transferred in other national contexts. AlmaLaurea is deeply committed to spread awareness in the European and international context; and open to cooperate for graduates database's design in foreign countries or to establish stronger links with similar experiences. Among the initiatives of AlmaLaurea in the promotion of an European area of cooperation and research the EU Project **GRINSA (Graduate's Insertion and Assessment as tools for Moroccan Higher Education Governance and Management)** funded by EC's TEMPUS Programme, with the experimental implementation of the graduates data base, on the one developed by AlmaLaurea in Italy, in the Moroccan University of Meknes, Oujda, Marrakech and El Jadida. In line with the GRINSA, the project **ISLAH (Instruments of Labor Market And Support at Higher Education)** funded by the EC's TEMPUS Programme for the period 2013-2015, and supported by the World Bank and the Union for the Mediterranean, sees the expansion of the partnership to 7 Moroccan Universities (Meknes, Oujda, Marrakech, El Jadida, Fez, Tetouan-Tangier, Agadir) and to 4 Tunisian ones (Jendouba, Monastir, Gafsa, Gabes) with the support of the Moroccan and Tunisian Ministry of the University and the Tunisian Ministry of Labour. In Armenia, under the funded EC' Programme **HEN-GEAR (Higher Education Network for Human Capital Assessment and Graduate Employability in Armenia)**, (2013-2015 period), the Armenian universities will develop a pilot database model, based on the ALmaLaurea's one, that can be then extended to the entire HE system. The project sees the participation of eight universities Armenian and of the Armenian Ministries of Education and Labour, of the Association of Armenian Businesses and of the Agency for Quality Assurance. AlmaLaurea is also cooperating with the countries facing the Adriatic Sea, under the project **Adria Hub (Adriatic IPA program)** for the implementation of the database, on the Italian model, at support of small and medium enterprises.

Furthermore AL has gained great expertise in the field of project management through its involvement in several projects and funding programs in the last years, making available its competences in the field of labor markets and higher education systems quantitative research and analysis.

To quote the most relevant projects:

- *Caribbean Opening to Erasmus Mundus (CaribErasmus Project)*, DG Education and Culture, Erasmus Mundus Programme
- *Quality Assurance for Universities' Continuing Education Programmes (QACEP Project)*, DG Education and Culture, Lifelong Learning Programme
- *The Flexible Professional in the Knowledge Society (REFLEX Project)*, European Commission, DG Research, 6th Framework Programme
- *Graduate follow-up: data collection, analysis, and use for improving institutional effectiveness (GRADUA2 Project)*, European Commission, ALFA Programme, EuropeAid
- *Joint Innovation & Synergies in Education and Research in the Mediterranean Area (JISER-MED Project)*, DG Education and Culture, Erasmus Mundus Programme