



HEWICK

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Brain 'drain, gain & waste'
findings from a Socratic approach...

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What is assumed?

- That economic development depends on youth being productively integrated into the labor force
- That the greatest group leaving Slovenia, today are natural scientists and engineers
- That the greatest group of underemployed are from arts & economics
- That global economic development depends on technical advances

1a. Would you go to study abroad if given the opportunity?

- Yes 86%
- No 14%

1b, why?

- “education is better abroad (they demand more from students and therefore forcing them in a way to learn more
- “there’s more focus on developing your own thinking rather than just learning tons of factual information”
- “better education, leading to more challenging jobs and better lives”
- **Note:** education mentioned in 79% of responses



2. Top 5 reasons perceived why young people stay abroad

1. See little hope in their homeland for career choice & self development
2. More progressive educational environment leading to social acceptance
3. Getting a chance to see & experience the world
4. Better paying jobs
5. Higher standard of living

3. Top ways for government & business to lessen brain drain

1. Offer 'co-operative' educational programs (work 4 months, school 6 months)
2. Encourage a culture of recognition & job satisfaction
3. Better match qualifications to job requirements (job placement of what vs. who you know)
4. Offer advancement based on performance rather than seniority
5. Strive for competitive salaries within the EU

Continued...

- 6-Stricter rules for acceptance to a certain university programs
- 7-Changing the perception of education. Promotion of quality, rather than just getting the degree.
- 8-Create greater cooperation of universities with business as to job trends & industry needs

4. Do you think expatriates can contribute to their country's development

- Yes 57 %
- No 43 % ...how? Top 3 (low response rate)
- Yes: 1-transfer of new knowledge; 2-promoting their country to others; 3--can act as partnering agents,
- No: 1-they have little incentive ;2-no obligation; 3-apathy

5. How many of your friends are underemployed?

Less than 10%	7%
10-19%	10%
20-29%	64%
30% or more	19%

6. How can government help reduce underemployment –top 5

- 1-Universities be more responsible for placing jobs
- 2-Universities match enrollments into programs equal to economic needs of Slovenia
- 3-Give benefits to employers who hire young adults into higher level jobs
- 4- Change policies saying everyone has a right to on the job training and not just a pension.
- 5-Set stricter rules for acceptance to a certain university programs based on published national trends

7. What can students do to improve the current situation?

- Become more politically active in order to ensure a lasting impact
- Right now, students are willing to accept everything that happens; this would have to be changed to a more proactive stance.
- Students could mobilize in a widespread movement to demand rights for young adults and make it clear we will no longer tolerate the government's faults

Summary of thoughts...from observation

- Slovenia is not – and never was – short of ideas, nor innovative brains
- What Slovenia still has not been able to build is an eco-system in which universities, industry and entrepreneurs can find support and mutual stimulation...
- there is a lot of ‘fear’ within Slovenia and within its communities abroad of the future of Europe and its ability to collaborate for growth

Global Innovation Index
(July, 2012)
Slovenia

- Overall ranking 26/125 (7 categories)
- **Innovation linkages** **104**
- University/industry collaboration 43
- State of cluster development 58
- R&D financed from abroad 55
- Join Ventures aligned 59
- Patent fillings with foreigners 95

What **conclusions** are reached from talking with Slovenians youth?

1. They want a reformed education system that **'Adds Value'** to their lives
2. They want freedom within education and jobs to create **VALUE**
3. They want a feeling of **being VALUED**
4. They want fulfillment of doing work that aligns with their **VALUES**
5. There is a **need** for universities & industry to **value** closer collaboration if they want to better compete in the global knowledge economy

Thank you

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