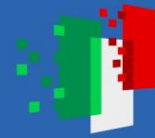




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# A survey on college graduates working abroad: first results on a pilot in Veneto

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## Survey of Italian graduate students and/or graduate workers living abroad: first evidence from the pilot survey in Veneto

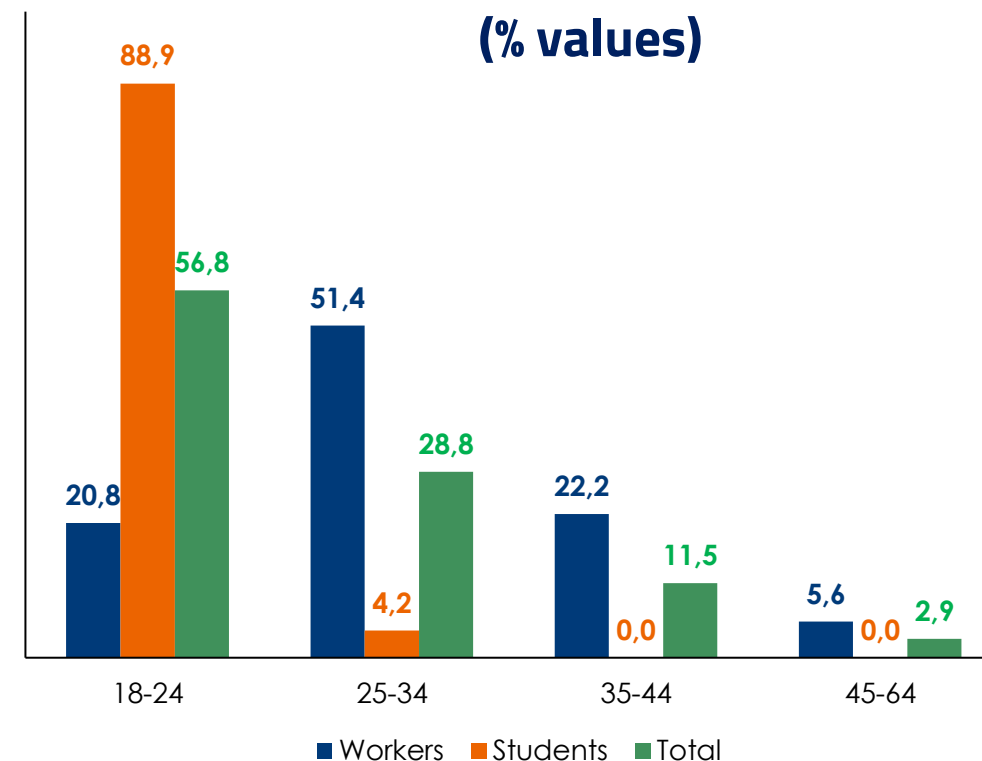
### Qualitative research goals

- **1. Analysing the motivations** that led them to choose to work or, for students, to complete their tertiary education abroad,
- **2. Identifying the main obstacles preventing** expats from **coming back home**
- **3. Outline the factors that could most influence** the decision to return to Italy.
- **4. Providing companies with guidance on how to** be more **attractive** for new graduates

## Characteristics of the Veneto pilot sample

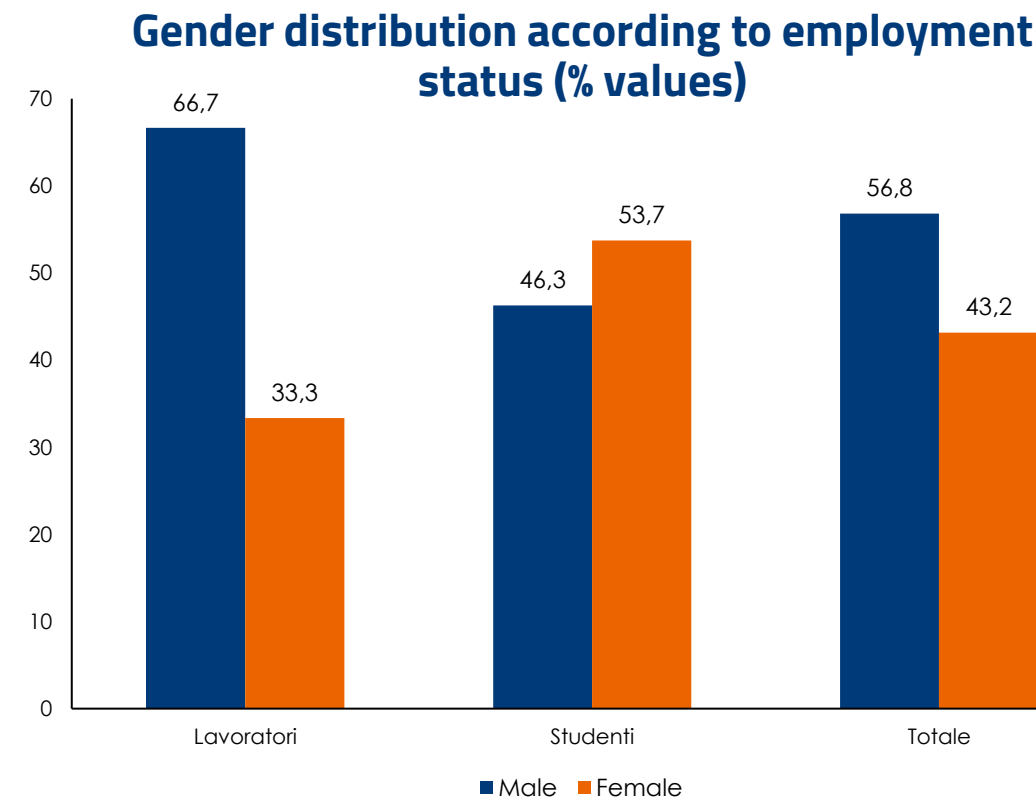
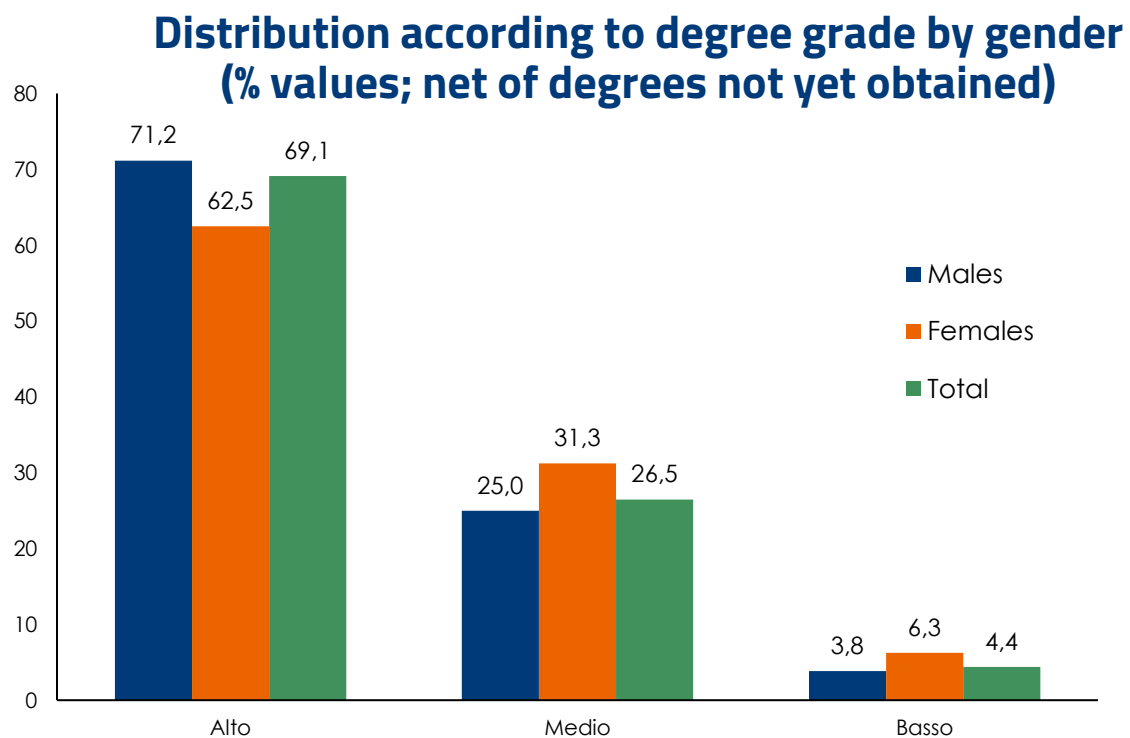
- The questionnaire was administered via online platforms (LinkedIn, WhatsApp) with a spontaneous system of propagation (could it be a sort of chain-referral sampling?) that started from the network of acquaintances of a professor at the University of Padua and other referents belonging to the Veneto-Intesa Sanpaolo Territory Council
- The sample analysed in the pilot consisted of **139 respondents** living abroad of whom 72 are graduates and working and 67 are completing their studies abroad (82% in the UK).
- Respondents **working abroad** come from **Veneto (43%)** and Lombardy (15%). Students completing their studies come from Lombardy (21%), Lazio (13%), Veneto (12%) and Piedmont (10%).
- The survey was conducted between January and June 2023

### Age distribution of the sample



Source: Intesa Sanpaolo expat survey

## Greater mobility for the brightest graduates: more male graduates working abroad

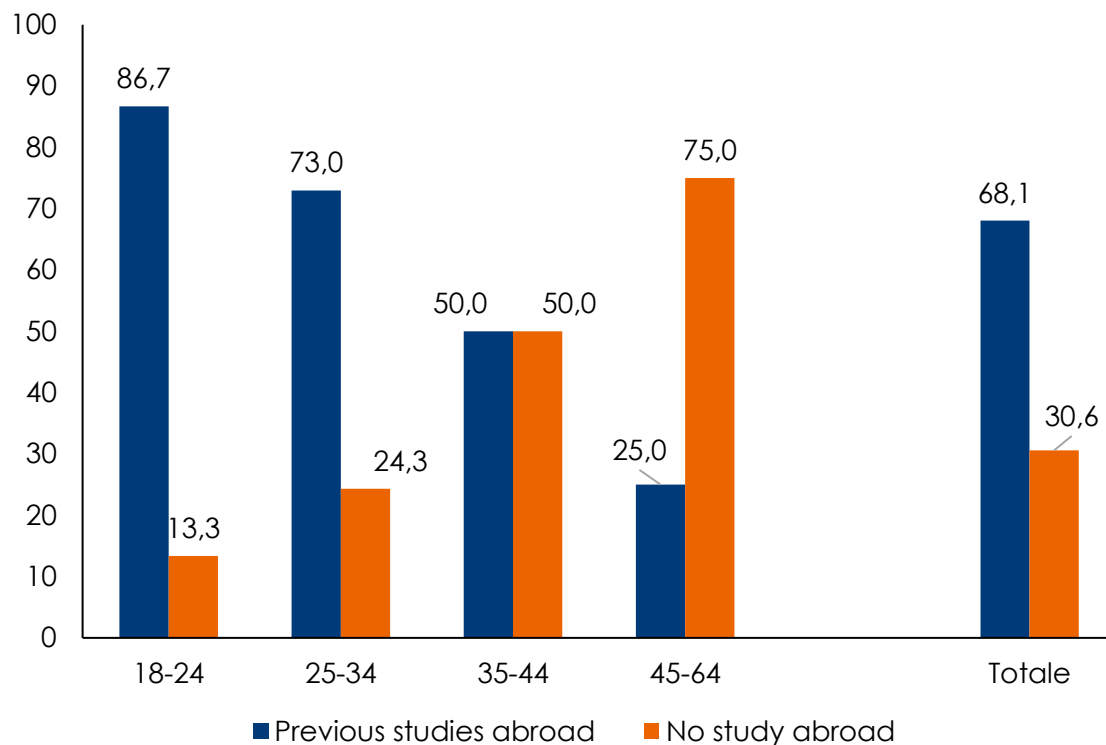


Note: High = more than 106; Medium = 91-105; Low = less than 90

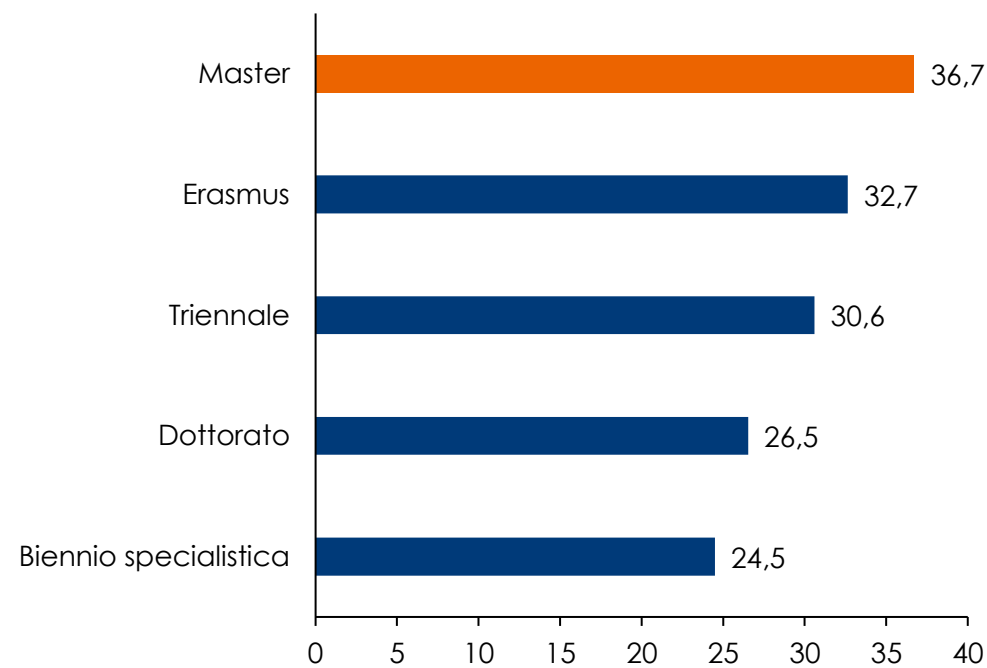
Source: Intesa Sanpaolo expat survey

## High influence of education experiences abroad on labour mobility

Previous study abroad experience before working abroad (% total Workers)



Previous study abroad (% values on workers with previous study abroad; multiple answers possible)

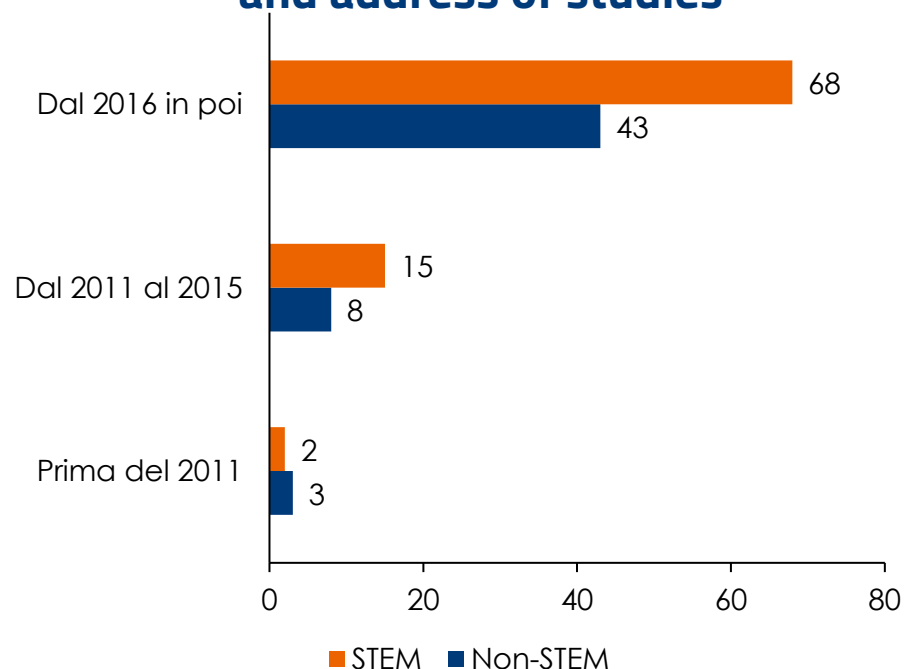


Source: Intesa Sanpaolo expat survey

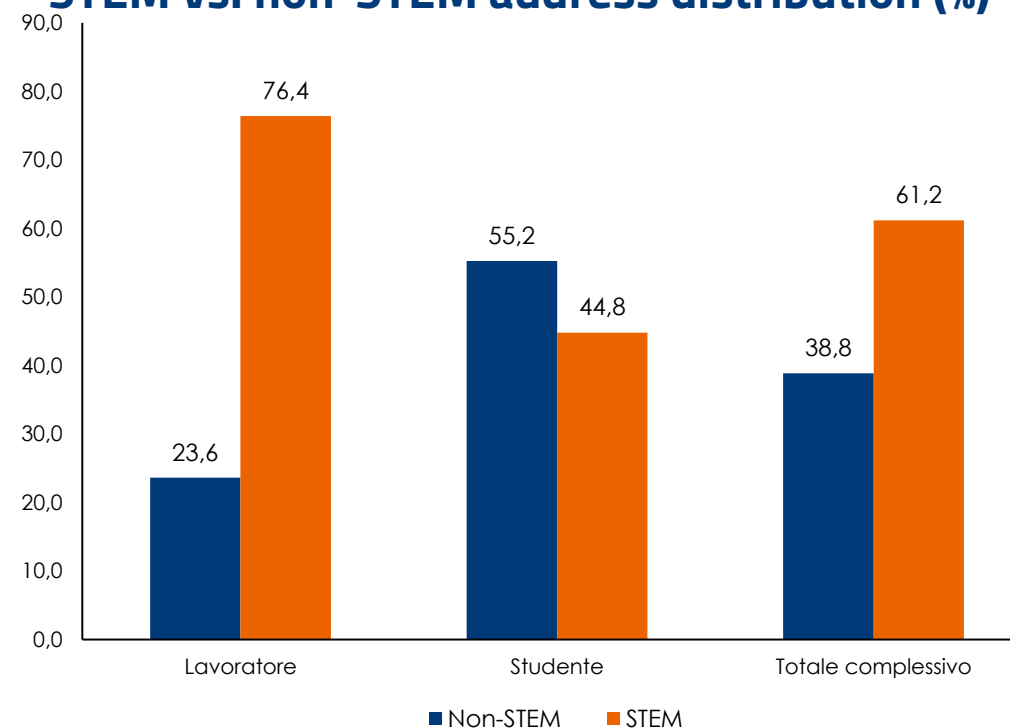
## 80% of the sample expatriates after 2015 : STEM profiles more frequent among workers

Among workers STEM graduates prevails (engineering 51%) and among students Non-STEM university faculties (political and social sciences 25%)

**Number of expats by date of move abroad and address of studies**



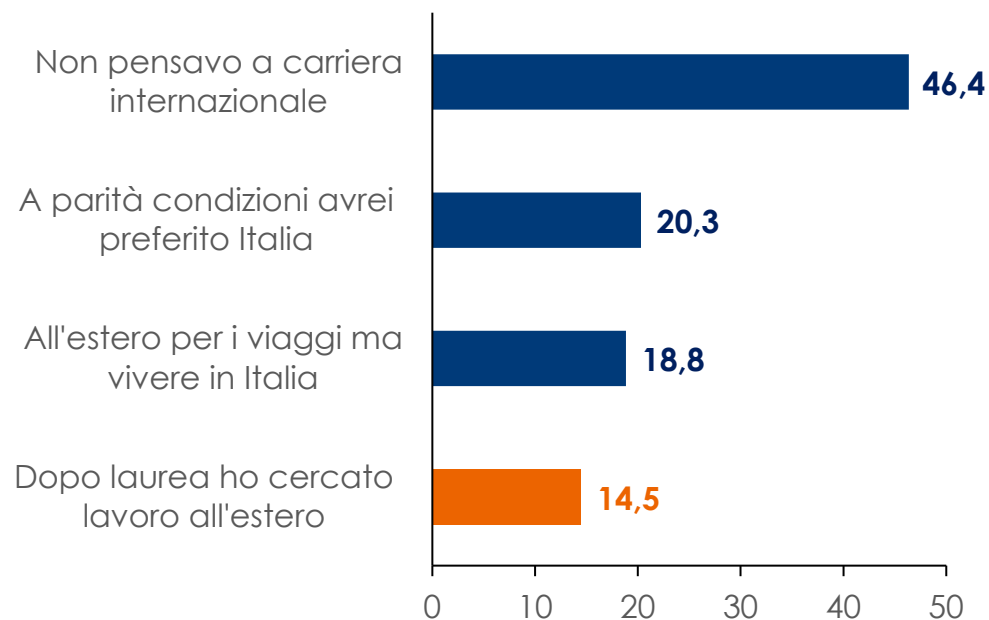
**STEM vs. non-STEM address distribution (%)**



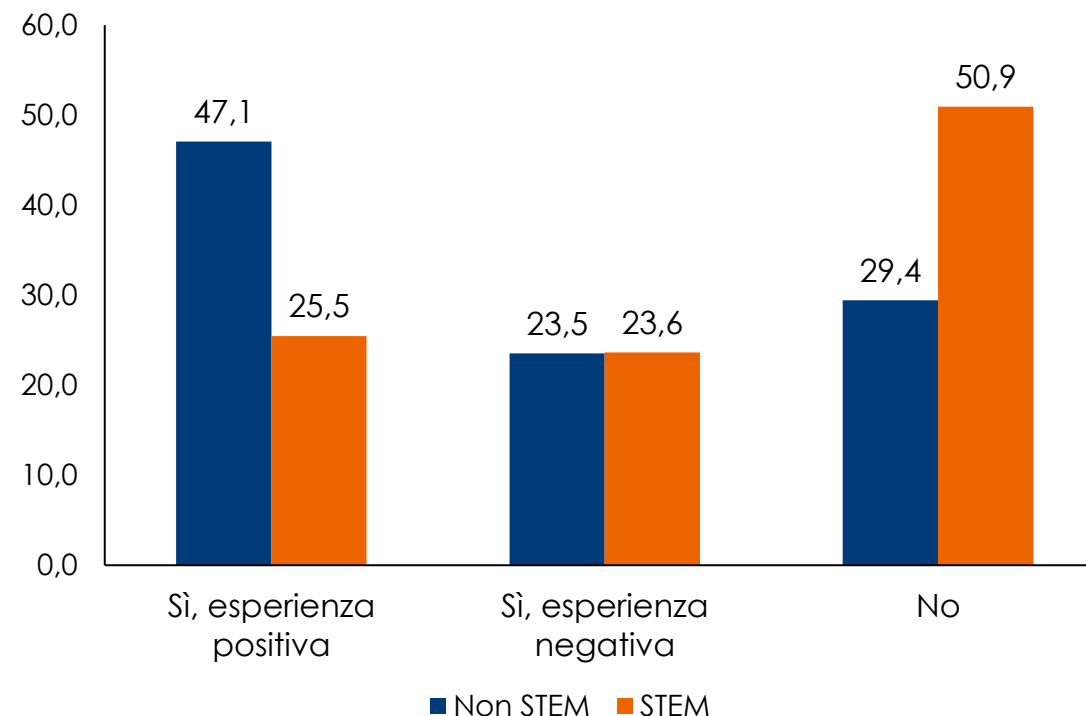
Note: The following subjects were considered STEM: Economics and Statistics, Chemistry and Pharmaceuticals, Biological Sciences, Engineering, Technology and Information Technology (ICT), Mathematics and Physics. Source: Intesa Sanpaolo expat survey

## The majority of graduates did not think of a career abroad after graduation, nor had they had work experience in Italy

International career expectations after graduation\* (% values, Workers net not applicable)



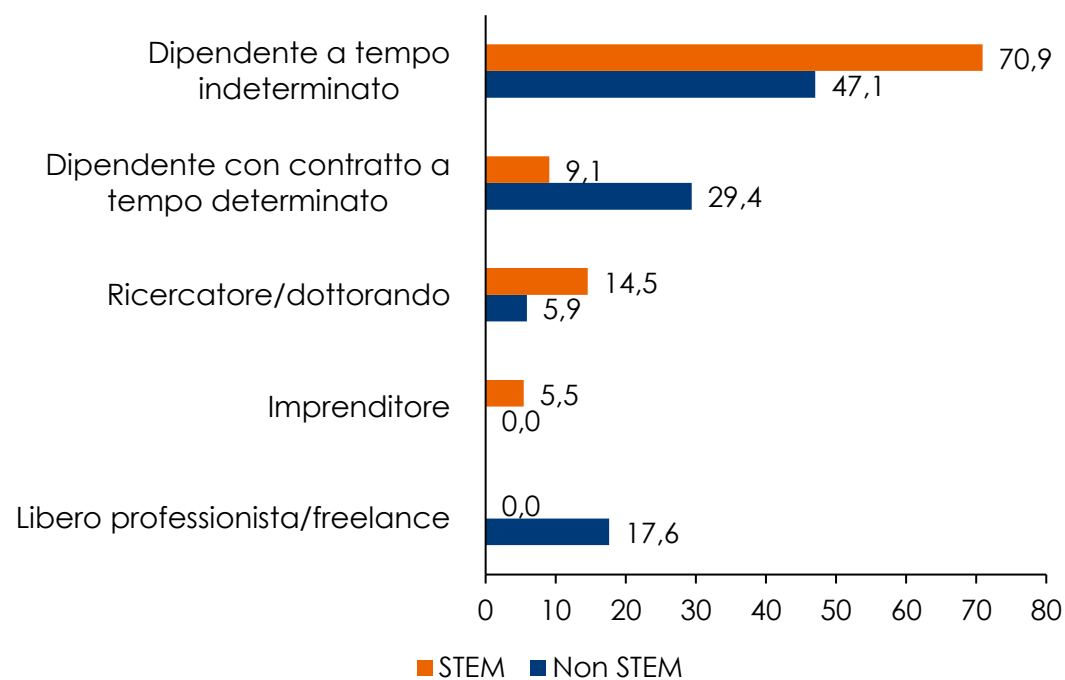
Previous work experience in Italy according to STEM fields (values%; workers)



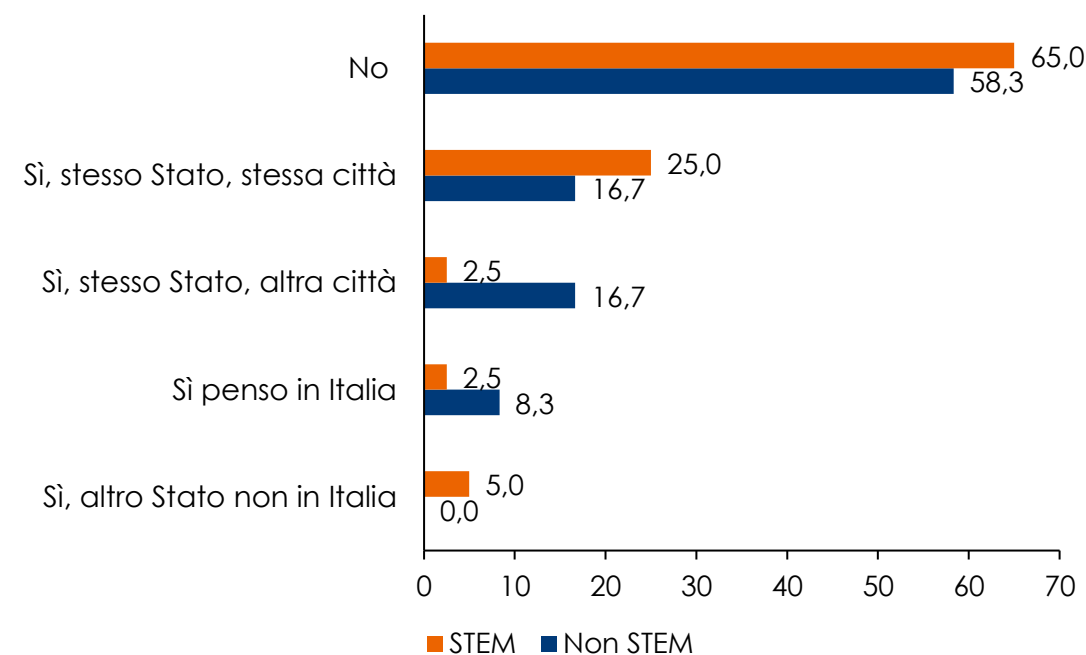
Note: for students, only those with an acquired degree (three-year degree or higher) were considered

## Workers with STEM qualifications have more stable employment and most expats do not intend to change jobs/cities of residence in the near future

**Workers: employment status by field of study (% values; STEM vs. Non-STEM)\***



**Workers: intention to change jobs next year (% values net don't know/not applicable; STEM vs Non-STEM)\*\***



Source: Intesa Sanpaolo expat survey

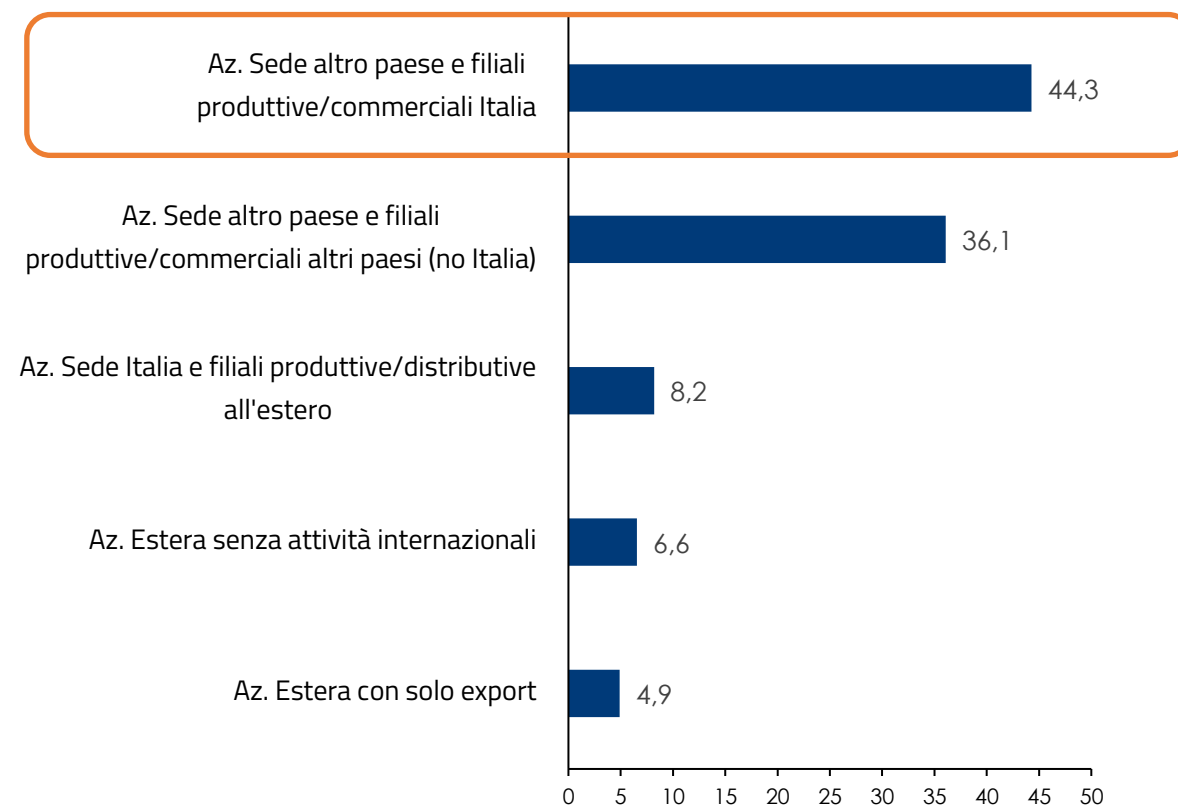
Note: \*\*the high percentage of respondents who do not intend to change jobs is due to the close time perspective of the question, which assumes a concrete commitment to return



## For which companies do they work abroad? Large multinational companies with foreign headquarters and subsidiaries in Italy or other countries

- Most of those who work abroad (72.7%) are employees of **large companies with more than 1,000 employees**, or medium-sized companies (10.6% in companies with 50-249 employees and 7.6% in companies between 250-1000 employees)
- **Italian graduates more frequently hold connecting** (production/commercial) positions **with Italy** in multinational companies

## Level of internationalisation of companies for which they work abroad (% employees net not applicable\*)

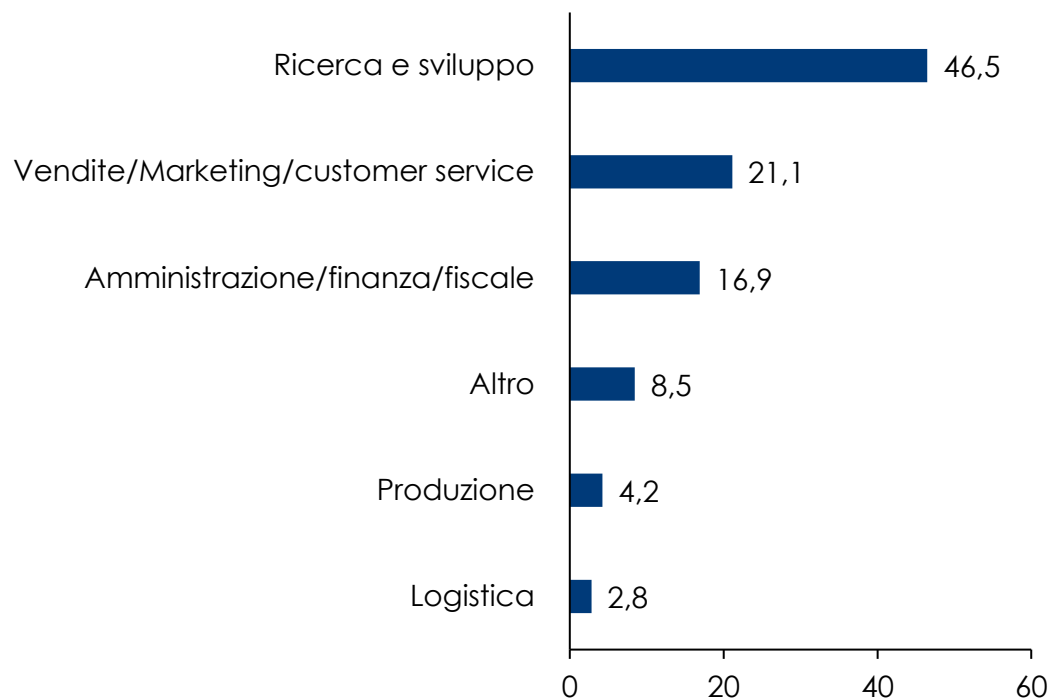


Source: Intesa Sanpaolo expat survey

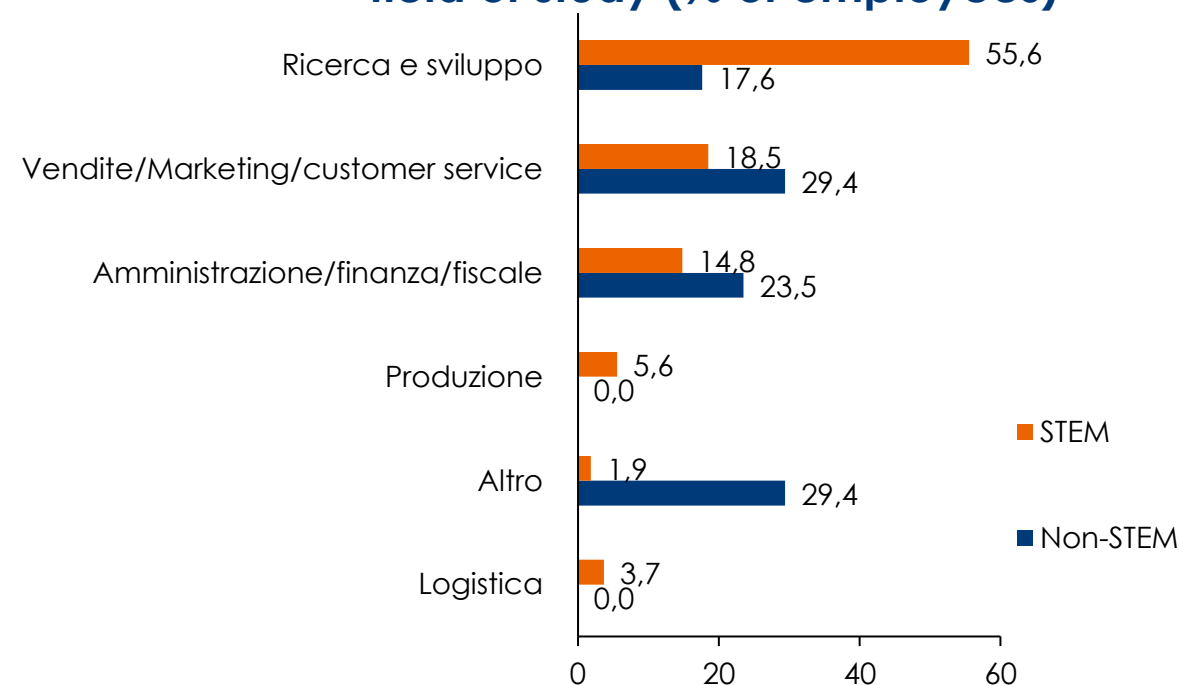
Note: those who indicated the level of internationalisation as 'not applicable' also included positions of university lecturers/PHD/researchers/freelancers/co-founders

# Research and Development the current most common occupation, especially among STEM graduates. Also Marketing and Administration for non-STEMs

Current job function performed abroad (% of employees net not applicable)



Current job function according to STEM or non-STEM field of study (% of employees)



Source: Intesa Sanpaolo expat survey

Note: among those who indicated 'Other' in the type of professional function are freelancers/co-founders/university lecturers/researchers/alumni/teachers/online tutors

# Portals and online platforms are the preferred channels for young people to search for jobs. For students, internship experiences create job opportunities in the future

## Distribution of job search channels used by workers and students\* living abroad (%; multiple answers possible)

### Workers



### Students

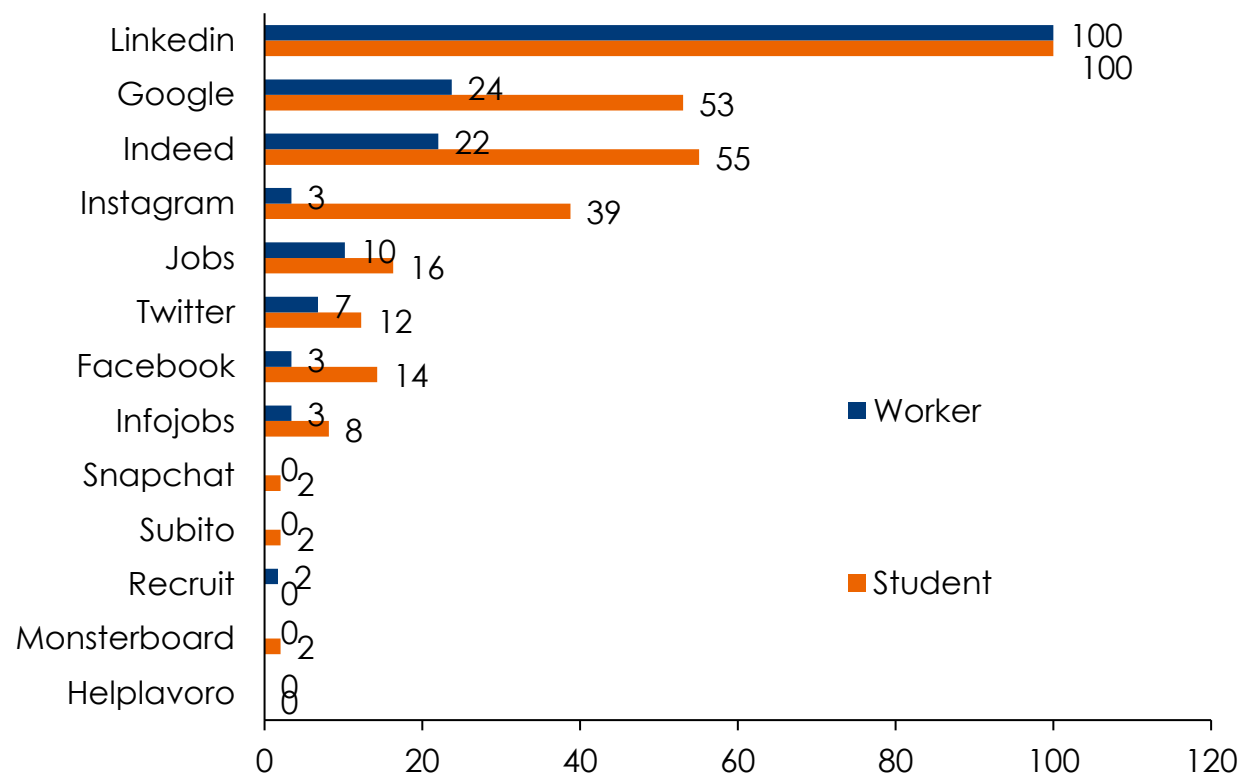


Source: Intesa Sanpaolo expat survey

Note: for the students, the question asked was "What channels do you intend to use to find new job opportunities".

# Among the platforms LinkedIn is the most used to search for jobs

Distribution of platforms used by workers and students (% of those using platforms; multiple answers possible)

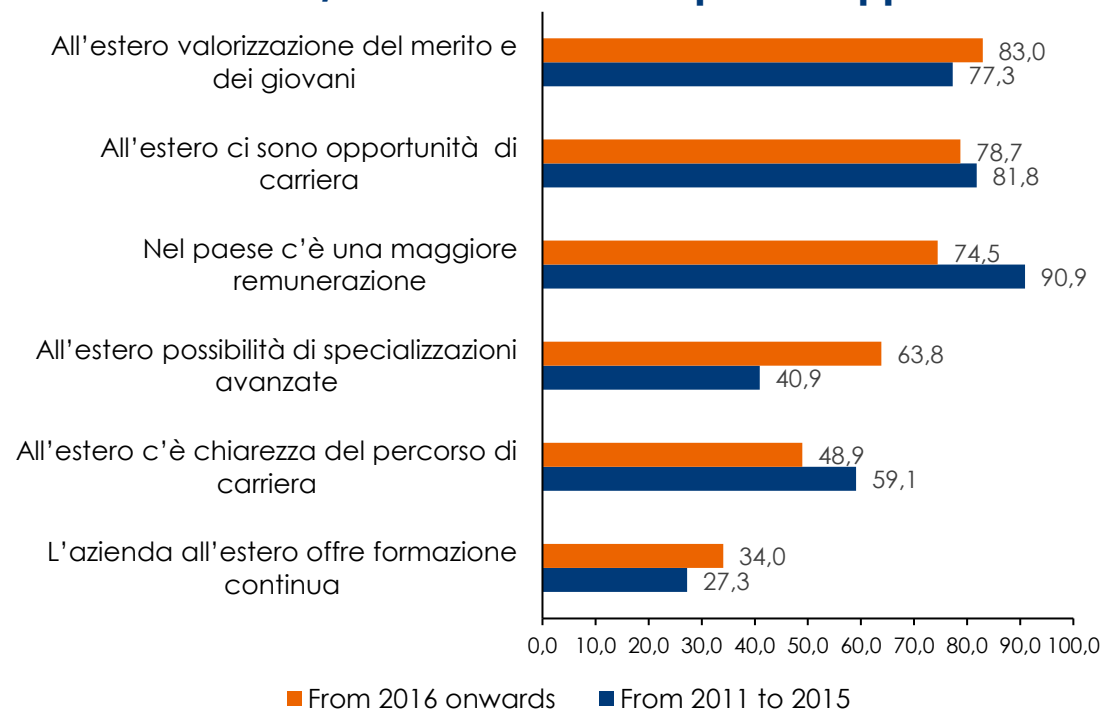


Source: Intesa Sanpaolo expat survey

# Main motivations for expatriation: for workers higher remuneration, career and development opportunities, more innovative and technological companies

Motivations of workers according to the period of moving abroad (% , multiple answers possible)

## Economic, career and development opportunities



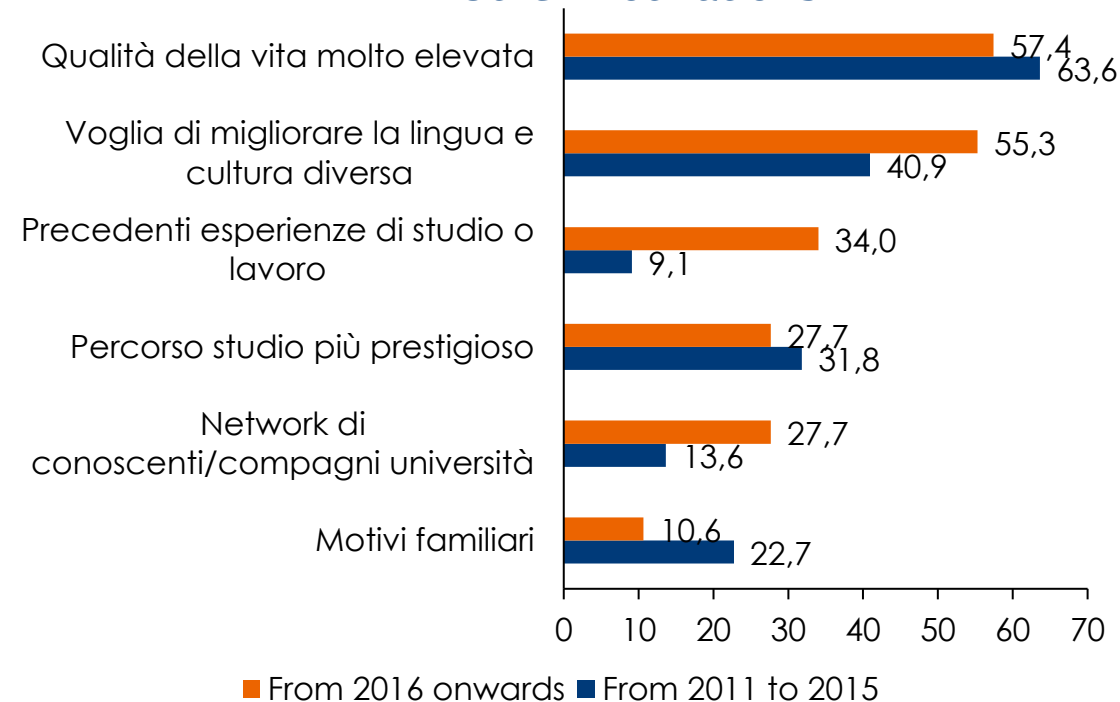
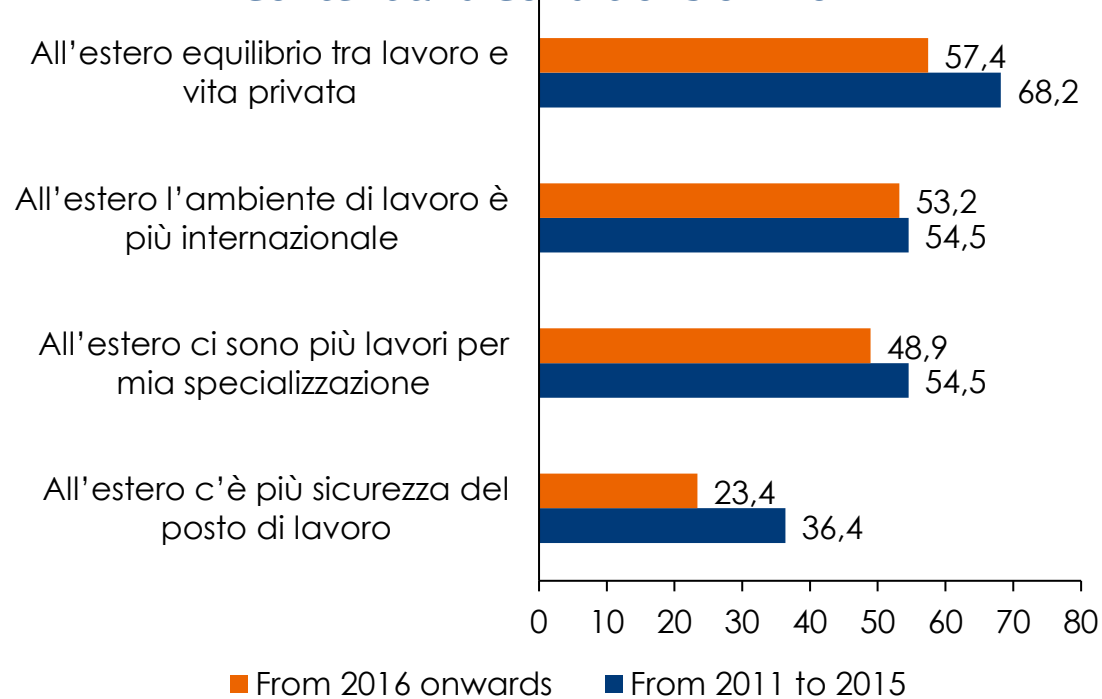
## Country/company context



Source: Intesa Sanpaolo expat survey

# Motivations concerning work-life balance, work content and quality of life come right after

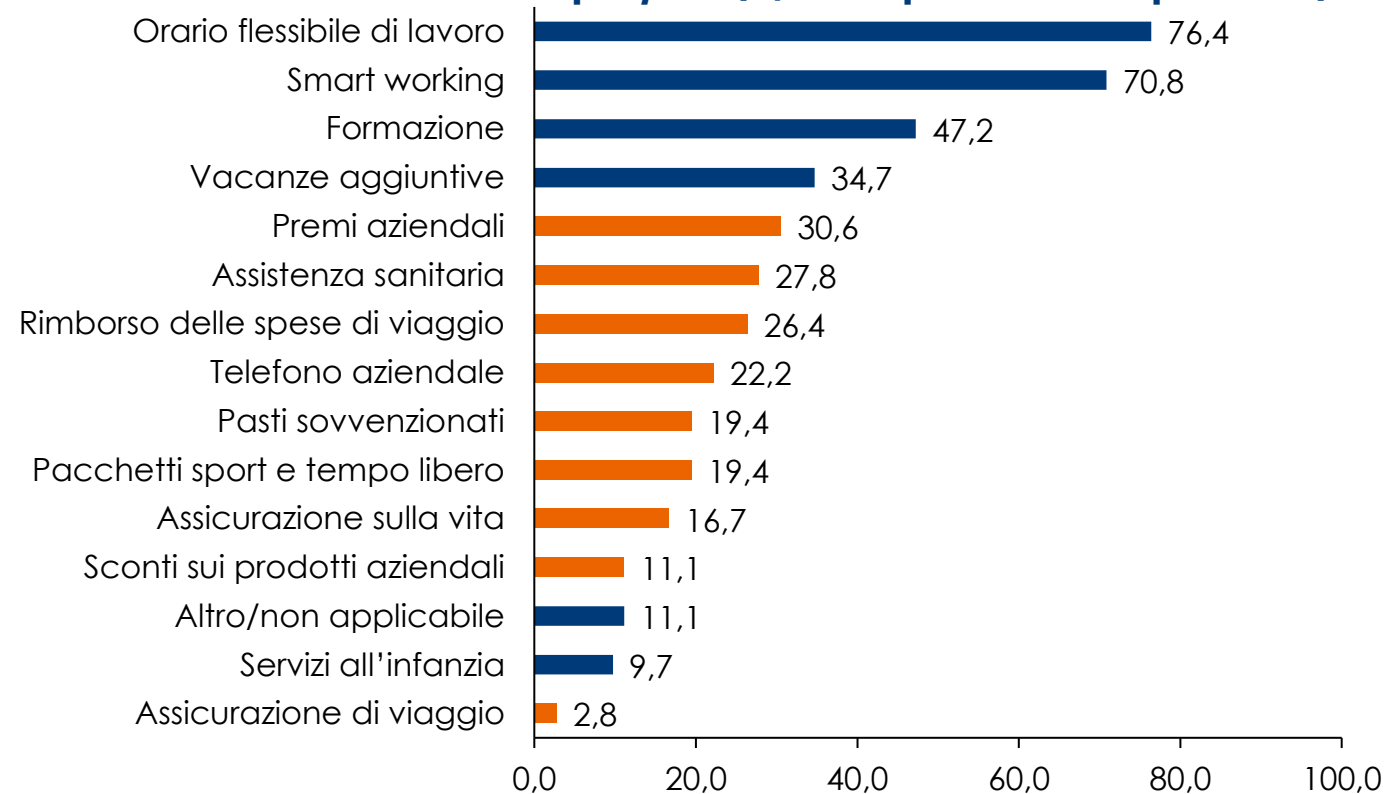
**Motivations of workers according to the period of moving abroad (% , multiple answers possible)**  
**Content and Conditions of Work** **Other motivations**



Source: Intesa Sanpaolo expat survey

## The most appreciated benefits relate to work-life balance. Training is also important

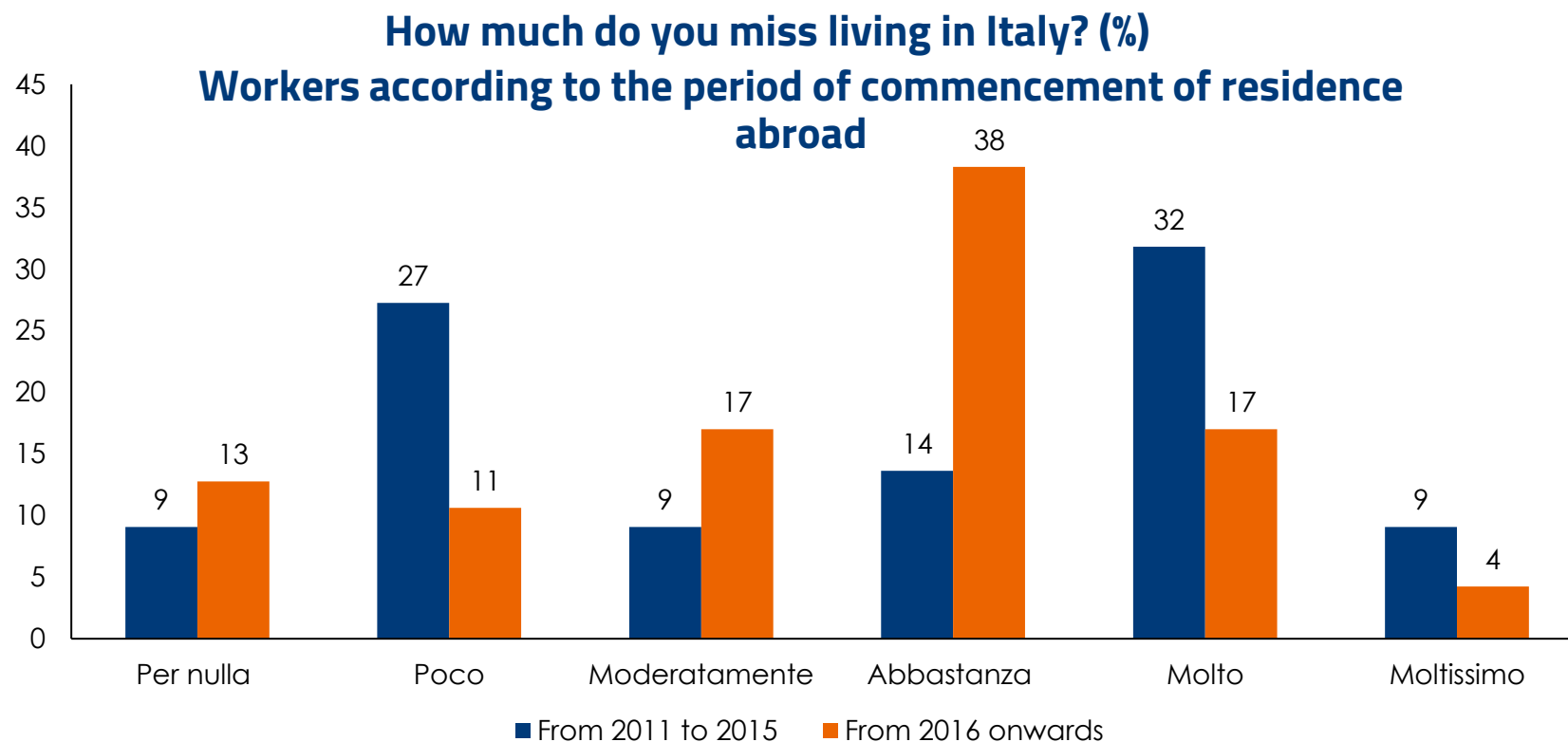
### Benefits relevant to employees (%; multiple answers possible)



Source: Intesa Sanpaolo expat survey

Notes: in blue the benefits related to work-life balance, in orange the welfare benefits

## «Nostalgia» for the Italian lifestyle: polarisation of judgements for longer stays abroad



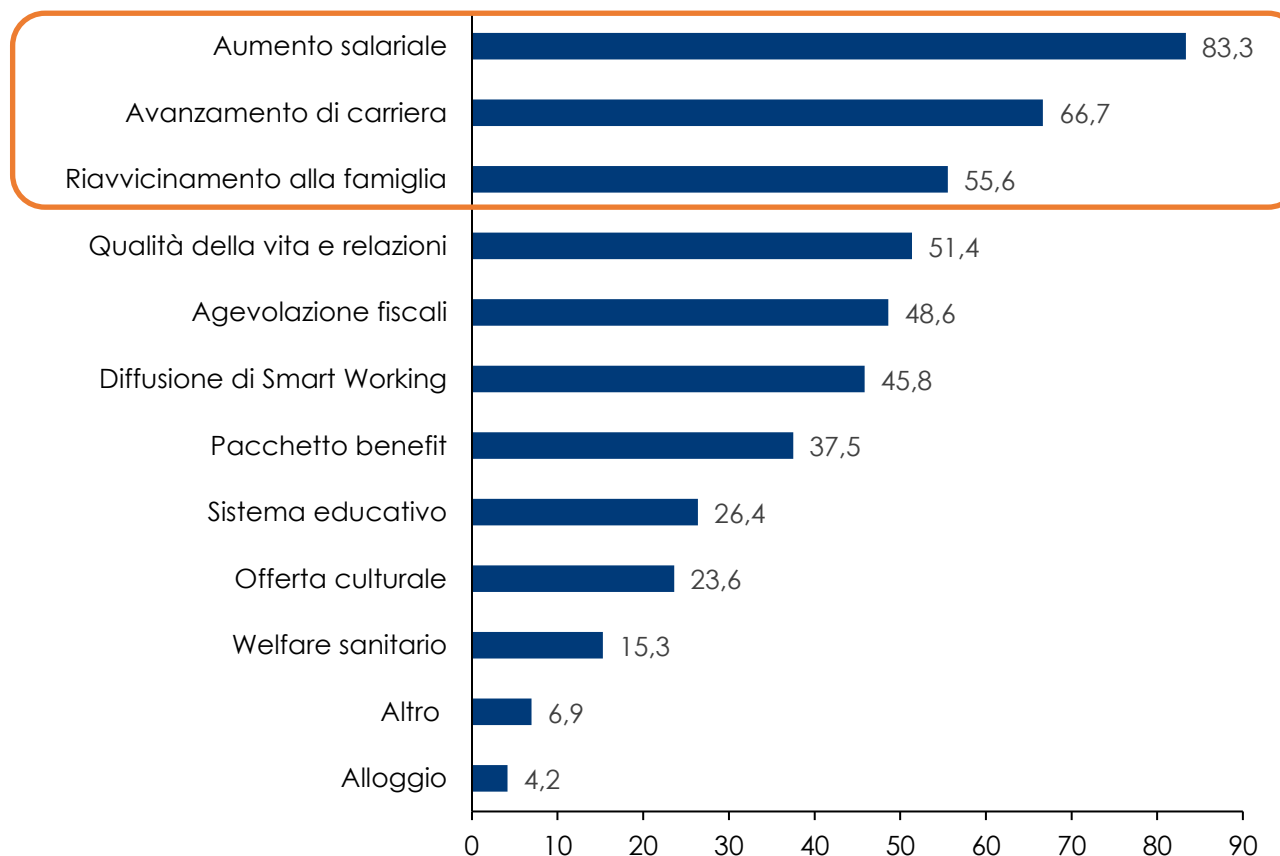
Source: Intesa Sanpaolo expat survey

Notes: Periods of residence abroad that began before 2011 have been omitted due to the lack of numerous observations



## Salary and career advancement highlighted as decisive factors for returning to Italy

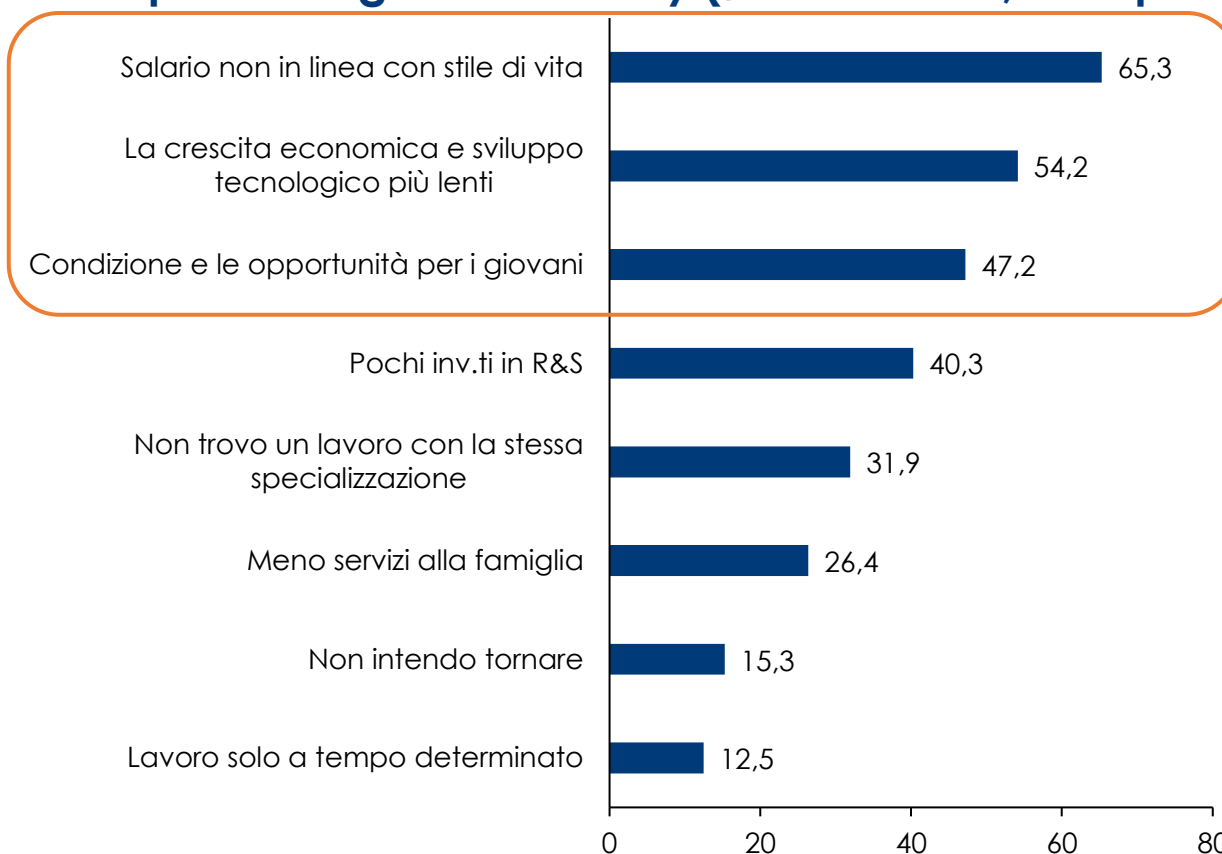
### Decisive factors for return to Italy (% of Workers possible multiple answers)



Source: Intesa Sanpaolo expat survey

## The main hindrances: low wages, slow growth in the Italian economic and technological environment, few opportunities for young people

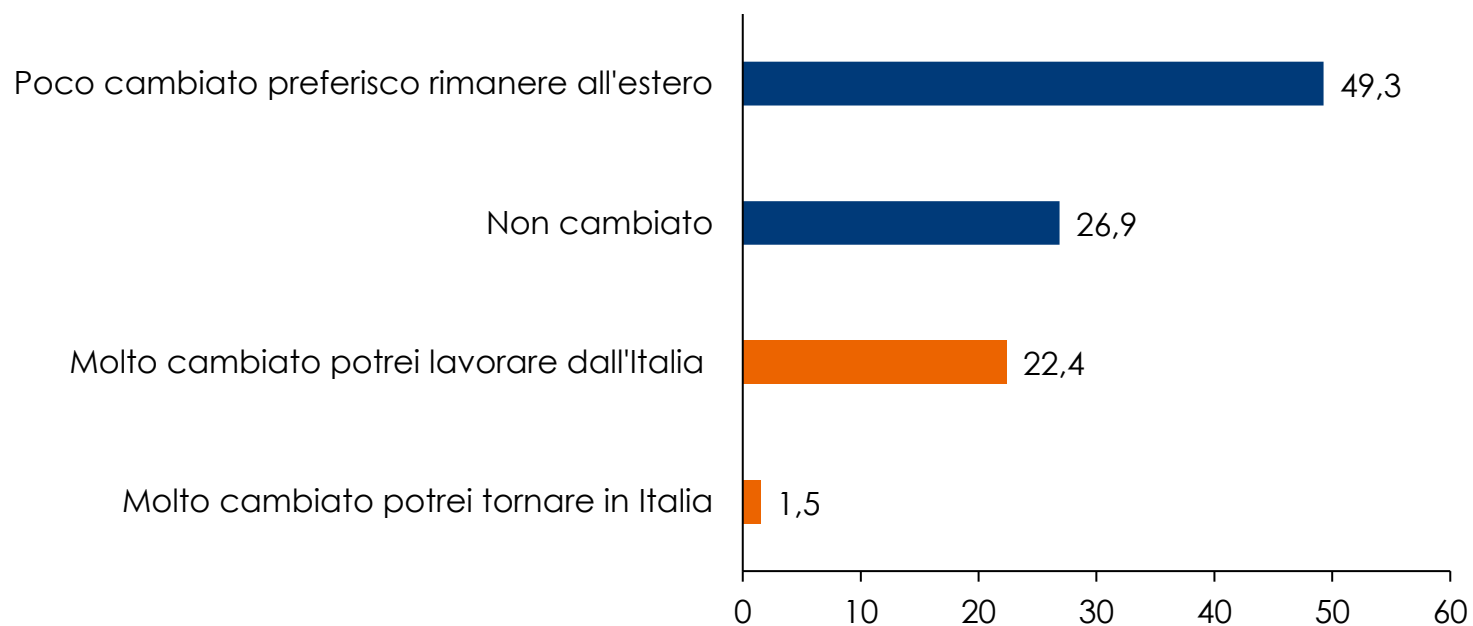
### Obstacles preventing return to Italy (% of workers, multiple answers possible)



Source: Intesa Sanpaolo expat survey

## After COVID the introduction of Smart Working in Italy has changed the return prospects for more than 1 in 5 expats

Has your perspective on work changed since COVID and the introduction of smart working in Italy? (% Workers net not applicable)



Source: Intesa Sanpaolo expat survey



## Next Steps

- **Extension of the survey:** move from a qualitative to a more robust quantitative analysis by **enlarging the sample with more representative methodology in order** to include the results in the AMELIA platform (national territory; diversification of degree and study addresses)
- **Collaboration with universities participating in WP2** Human Capital to identify e-mail addresses/contacts for online questionnaire administration
- **Possible refinement of the questionnaire** in collaboration with the universities participating in WP2 Human Capital

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