A *HR CONSULTANCY EMERGING* Publication since 2011:

**9TH ANNUAL GLOBAL UNIVERSITY EMPLOYABILITY RANKING,**

**in exclusivity with *THE* *TIMES HIGHER EDUCATION*:**

**Main Findings**

**Independent and based solely on recruiters’ opinions, the Global Employability University Survey and Ranking lists the top 150 universities worldwide for employability, and the deciding factors for their selection.**

* This **Top 150** university ranking is the only ranking based solely on **the point of view of the international corporate market**. In its 9th consecutive year, this will be the first time that **a list of the 100 placed between 151 and 250 has been added**.
* For 2019, **91 000 votes** were canvassed by **an independent polling institute, Trendence,** from **8000 operational and international managers** from major businesses recruiting and/or working with graduates **in 23 different countries.** Together they make up for more than **300 000 recruitments (-1/+1 year).**
* In **the survey phase**, recruiters gave their assessment and expectations as to the employability of young graduates and **rated both locally and internationally the factors driving the performance of Institutions of Higher Education in relation to the contemporary workplace,** widely recognised to be increasingly disruptive.
* With this **unique set of data,** the ranking, while different, is **complementary with other peer to peer declarative rankings** of academic achievement and research
* It is now recognised to be **the 2nd most consulted university ranking system**

**by employers.**

* The availability of **nine years of data** furthermore allows for a proper **time analysis** of the canvassed countries’ **overall performance**

**A CHANGING WORLD MAP OF HIGHER EDUCATION:**

**THE PROCESS OF INTERNATIONALIZATION IS ACCELERATING**

* **Analysis finds substantial change in the UK and US global performance over the past decade. Of the 70 institutions ranked in the top 150 (40% of the total) in 2011, 35 have, as of this year, managed to remain within the top 150 (26% of the total); these institutions then still dominate the ranking (with most of them are still in top positions) though other countries, or systems, have started taking their share in the top 150.**
* The **total number of countries** represented in the ranking has raised **from 24 to 33,** (+42 %), changing the world map of Higher Education for employers
* Continental Europe shows great deal of success with **Germany confirming its surge as the second most represented country i**n the graduate employability table, doubling its presence since 2011 — with 14 universities in the top 20 — while **France, with 13 institutions of higher learning, maintains its position just behind** Germany. Other noticeable champions are: **Switzerland, The Netherlands and Sweden**, which, despite a much smaller number of students and universities, still manage to place significant numbers in the top 150 as their graduates clearly appear to correspond to employer’s demands
* **East Asian countries** are definitely considered as top producers of workplace-ready graduates. The number of **Chinese universities** which first surged when the ranking was started, has now stabilized over the past 3 years but their relative placing has continued to improve
* The decline of **the UK** has increased over the past 3 years: while there were 15 UK universities in 2011, their number is now down to 10; the UK went from being number two — both in the number of universities and the country score — to number 4, and has been overtaken by and Germany and France

**A FEW TAKEWAYS FROM THE SURVEY BEHIND THE RANKING**

* As globalization and digitalization appear to be the main reasons of an ever changing market, recruiters believe that **employability must become a strategic goal for Higher Education worldwide.**
* **The ideal graduate is digital-ready**: the demand for graduates with social skills and a well developed scientific mind-set will most likely continue to grow, increasing the gap between university graduates’ current skills and those needed for further success in a disruptive work environment
* While **academic excellence** and i**nternationality** maintain their strong position as driving factors for the recruiters’ choice of universities, **specialization, practical relevance, soft skills and digital literacy** are recognised as being of **increasing importance for the selection of one university** over another, thus opening up the field for future candidates.
* Recruiters express t**he strong conviction** that, in this changing environment, **it is business itself that has a significant role to play**in supporting universities.
* **Technical business and vocational schools and universities tend to do better.** Thus, successful candidates have appeared in countries such as Italy, Spain and Australia, due to a number of universities opting for long time policies that specifically focus on employability and links to the corporate world.
* A global survey of firms reveals **differing priorities for workplace skills between the East and the West**

**BEST IN CLASS UNIVERSITIES WORLDWIDE**

***TOP 10***

* Though the TOP 10 global listing shows some evolution since 2018, the top 5 has not changed: topped by **Harvard University**, it is followed by the **California Institute of Technology (Caltech), n°2,** and the **Massachusetts Institute of Technology (MIT)**, n°3. The **University of Cambridge** and **Stanford University** are in 4th and 5th place respectively.

However, some universities outside the US and the UK are doing very well indeed: for instance, the **Technical University of Munich** has managed to retain 6th place, and the **University of Tokyo**, and **Hong Kong University of Science and Technology** have entered the top 10 for the first time. This confirms the trend that **specialization** – especially in the field of high tech – has come to the fore as a deciding factor as concerns future employability of graduates.

***Rising stars***

* Particularly noteworthy is the excellent performance over the past few years of the **École Polytechnique Fédérale de Lausanne** (from 35th to the top 20).
* **The 20 to 35 band** shows a good performance of **Australia**, headed by the **University of Melbourne,** which has also been nominated by recruiters as worldwide N°1 for soft skills and digital literacy. Its counterpart, the **Australian National University**, meanwhile climbed up 17 places.

Interestingly, **we find 10 different countries in this band**, which shows that as far as employability is concerned, employers seek out universities anywhere to find the most suitable candidates.

* In Europe, the news is good, particularly in **Germany** with **LMU Munich** and **Humboldt University of Berlin** jumping in the top 35, and the **Netherlands** which places **9 universities in total, 6 in the top 150 and 3 challengers**. But the South does well too, with for instance **Bocconi University** in **Italy** steadily climbing up the rankings, as well as the **University of Navarra** in **Spain**, while the **IE University** confirms its stability by maintaining its 24th place.
* **In the band of 35th to 100th**, a large and diverse group of universities have been making huge progress, some rising up more than 20 places: **the University of Hong Kong, Nanyang Technological University (Singapore), Erasmus University of Rotterdam, the KTH Royal Institute of Technology, the Technion-Israel Institute of Technology, the EDHEC Business School and Sorbonne University-Sciences in France, the University of Pennsylvania , the Free University of Berlin, Waseda University in Japan, Pohang University of Science and Technology, and Taiwan Tech.**

**New entries and Challengers list:**

Since last year, the top 150 is completed by a list of a **100 universities, the “challengers list”.** For the first time this year we have ranked those universities - based also on the number of votes they received - **from 151 to 250.**Thus **those universities that fell out of the top 150** continue to be represented allowing for a **continued evaluation of their position** and as well as their strategy towards employers. This not only allows for **a better analysis of existing trends, of countries as well as systems**, it makes it possible **to spot new ones**, and identify new up and coming candidates that may be already a step **ahead in terms of reform and transformation.** It may also **highlight individual champions** that would not appear in the top 150, but which perform well within the market place.

Since 2011 we have seen a lot of those challengers entering the top 150, sometimes even rocketing up the ranking ladder. Just to name a few, in 2019 we were ahead of the curve in pointing to the excellent performances of: **ESCP Europe, the University of Dresden, the University of Vienna, National Autonomous University of Mexico, University of Queensland, Chalmers University of Technology, the Autonomous University of Barcelona…**

**Total number of institutions per country/region: TOP 150**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Country/region** | | **Number of universities in 2011 ranking** | | **No of  universities in 2018** | | **No of  universities in 2019** | |
| USA | | 55 | | 34 | | 29 | |
| Germany | | 6 | | 13 | | 14 | |
| France | | 12 | | 10 | | 13 | |
| UK | | 15 | | 10 | | 10 | |
| China | | 4 | | 7 | | 7 | |
| Switzerland | | 6 | | 7 | | 6 | |
| Canada | | 7 | | 6 | | 6 | |
| Netherlands | | 4 | | 6 | | 6 | |
| South Korea | | 1 | | 6 | | 6 | |
| Australia | | 5 | | 5 | | 7 | |
| Japan | | 5 | | 5 | | 5 | |
| Hong Kong | | 2 | | 4 | | 4 | |
| Sweden | | 5 | | 4 | | 4 | |
| India | | 1 | | 3 | | 2 | |
| Israel | | 1 | | 3 | | 3 | |
| Spain | | 3 | | 3 | | 3 | |
| Denmark | | 1 | | 3 | | 3 | |
| Taiwan | | 0 | | 2 | | 2 | |
| Belgium | | 2 | | 2 | | 2 | |
| Italy | | 3 | | 2 | | 2 | |
| Singapore | | 1 | | 2 | | 2 | |
| Finland | | 1 | | 2 | | 1 | |
| Russia | | 0 | | 2 | | 2 | |
| Mexico | | 2 | | 1 | | 2 | |
| Saudi Arabia | | 0 | | 1 | | 0 | |
| Brazil | | 2 | | 1 | | 1 | |
| Ireland | | 1 | | 1 | | 1 | |
| Malaysia | | 0 | | 1 | | 0 | |
| New Zealand | | 0 | | 1 | | 1 | |
| Norway | | 0 | | 1 | | 1 | |
| UAE | | 0 | | 1 | | 1 | |
| Argentina | | 0 | | 1 | | 1 | |
| Austria | | 0 | | 1 | | 1 | |
| South Africa | | 2 | | 1 | | 0 | |
| Iceland | | 0 | | 0 | | 0 | |
| Qatar | | 0 | | 0 | | 1 | |
| Lebanon | | 0 | | 0 | | 1 | |

**Notes to editors:**

* **The Global University Employability Ranking and data analysis is** **strictly embargoed until 00:01 GMT (UK time) on Thursday November 21 2019 and not for publication before this time.**
* The Global University Employability Ranking and Survey are commissioned and produced by Human Resources consultancy, **Emerging.** The survey is conducted by polling institute ***Trendence.***
* **For more information, country-specific releases, methodology and quotes or to arrange interviews**, please contact Sandrine Belloc, Managing partner, Emerging, [Sandrine.belloc@emerging.fr](mailto:Sandrine.belloc@emerging.fr) or Laurent Dupasquier, Managing partner, Emerging, [Laurent.dupasquier@emerging.fr](mailto:Laurent.dupasquier@emerging.fr)
* The full listing is published in exclusivity with *THE* online at: (To be provided by THE) **once the embargo (above) lifts.**
* **About Emerging**

Emerging is a HR consultancy and professional training agency. A specialist in optimizing recruitment and integrating young talents. Emerging has commissioned and produced the Global University Employability Ranking and Survey since 2011. [www.emerging.fr](https://protect-eu.mimecast.com/s/-pwqCmwLDi50kBAsG7u_C?domain=emerging.fr)

* **About *Trendence***

The Global University Employability Survey is conducted by polling institute *Trendence -* an independent consulting and market research company for employer branding and personnel marketing: [www.trendence.com](http://www.trendence.com)

* **About *Times Higher Education (THE)***

*THE*is the world’s most authoritative source of data, analysis and information on higher education, with five decades’ experience dedicated to the field: [www.timeshighereducation.com](http://www.timeshighereducation.com/" \t "_blank)

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