Prof Andrew Wee, NUS
Vice President (University and Global Relations)
National University of Singapore
NUS Overseas Colleges
Student exchange and internships
>70 double, joint and concurrent degrees with top universities
Intern at some of the world’s most exciting entrepreneurial hubs

Study at prestigious partner universities

9 NUS Overseas Colleges around the world

STOCKHOLM
MUNICH
LAUSANNE
ISRAEL
BEIJING
SHANGHAI
SINGAPORE
SILICON VALLEY
NEW YORK
>300 partner universities in 40+ countries for student exchange experiences

>2000 students participate in the student exchange programme annually

>2000 students sent to the NUS Overseas College programme since 2002
How do study abroad programmes impact graduate employment outcomes?

- Salary of graduates’ first job upon graduation
- Job search duration
- Academic performance at graduation
The Impact of Study Abroad Programmes (SAP) on Graduate Employment Outcomes

Data:
- Graduating CAP (or GPA)
- SAP participated (and destination)
- Academic prog enrolled in NUS
- Financial aid received

Data:
- Starting salary
- Job search duration

*Survey stipulated by MOE, mailed to all students. Response rate of ~70%.

On:
1. Salary of graduates’ first job
2. Job search duration
3. Academic performance at graduation
The Impact of Study Abroad Programmes (SAP) on Graduate Employment Outcomes

Issue: How do we ensure that the impact is indeed due to participation in SAP and not due to a student’s inherent abilities or experiences prior to SAP?

Methodology

- Use Propensity Score Matching (PSM) and technique of stratification matching to isolate the impact of SAP.

For details:
Impact on salaries

SAP increased monthly salary of first job by an average of $190

Most impactful programme
NUS Overseas Colleges (NOC)

Most impactful destinations
USA, China, UK

Most pronounced for students in
Arts & Social Sciences (+$252)
Science (+$267)

Student graduating with CAP above 4.5 (+$445.24) and between 3.5-4.0 (+$194.12)

Most pronounced for CAP >4.5 & 3.5-4.0

Cumulative Average Point (CAP): Max of 5.0

Most salaries pronounced for CAP
Business (+$480)

USA (+$400)
China (+$365)
UK (+$228)

Exchange Prog (+$213)
Summer Progs (+$110)

NOC (+$690)
NOC SG (+$315)
Making sense of the results

SAP helps average CAP students (3.5<CAP<4.5).

Suggestion that duration does matter.
(NOC – 1 year)

SAP participation increases graduates’ salaries

Average salary
$19

Most impactful programme
NUS Overseas Colleges (NOC)

Most pronounced for CAP >4.5 & 3.5-4.0

NOC (+$690)
NOC SG (+$315)
Exchange Prog (+$213)
Summer Progs (+$110)

Suggestion that overseas internship component offers more benefits (e.g. NOC)
Possible policy implications

- Push for longer term (semester long) internships
- Lesser weightage for CAP as criteria for SAP participation
Japanese Students Studying Abroad
2012-2015
Japanese government and business & industry initiatives:

Reinventing Japan Projects  2011 -
Go Global Japan Project  2012 – 2017
Tobitate Japan Scholarship Program 2013 -
Top Global University Project 2014 - 2024
Waseda has sent the largest number of students for study abroad since 2013.
Study Abroad between 6 and 12 months
12 – 18 % Waseda Students

764 Universities in Japan
Impact of study abroad and international experience


JSPS Grants-in-Aid for Scientific Research (2016)
## Impact on Mindset

<table>
<thead>
<tr>
<th>People with study abroad experience (4,489)</th>
<th>People without study abroad experience (1,298)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Greater awareness of being Japanese</strong></td>
<td></td>
</tr>
<tr>
<td>2.7%</td>
<td>2.7%</td>
</tr>
<tr>
<td><strong>Greater awareness of being Asian</strong></td>
<td></td>
</tr>
<tr>
<td>7.9%</td>
<td>7.9%</td>
</tr>
<tr>
<td><strong>Greater awareness of being a global citizen</strong></td>
<td></td>
</tr>
<tr>
<td>12.5%</td>
<td>12.5%</td>
</tr>
<tr>
<td><strong>Greater interest in diplomacy/international relations</strong></td>
<td></td>
</tr>
<tr>
<td>2.8%</td>
<td>2.8%</td>
</tr>
<tr>
<td><strong>Greater awareness of coexisting with people who have diverse values/cultural backgrounds</strong></td>
<td></td>
</tr>
<tr>
<td>13.0%</td>
<td>13.0%</td>
</tr>
<tr>
<td><strong>Greater awareness of taking risks/taking on challenges</strong></td>
<td></td>
</tr>
<tr>
<td>2.8%</td>
<td>2.8%</td>
</tr>
<tr>
<td><strong>Greater interest in political/social issues</strong></td>
<td></td>
</tr>
<tr>
<td>5.5%</td>
<td>5.5%</td>
</tr>
<tr>
<td><strong>Greater awareness of peace</strong></td>
<td></td>
</tr>
<tr>
<td>5.9%</td>
<td>5.9%</td>
</tr>
<tr>
<td><strong>Became able to withhold value judgments and think about the reasons for a situation</strong></td>
<td></td>
</tr>
<tr>
<td>4.6%</td>
<td>4.6%</td>
</tr>
<tr>
<td><strong>Greater religious tolerance</strong></td>
<td></td>
</tr>
<tr>
<td>7.4%</td>
<td>7.4%</td>
</tr>
<tr>
<td><strong>Greater awareness of taking on work in the household, regardless of gender</strong></td>
<td></td>
</tr>
<tr>
<td>8.2%</td>
<td>8.2%</td>
</tr>
<tr>
<td><strong>Greater awareness of global issues such as the environment, poverty etc.</strong></td>
<td></td>
</tr>
<tr>
<td>7.6%</td>
<td>7.6%</td>
</tr>
<tr>
<td><strong>Greater awareness of gender equality in society</strong></td>
<td></td>
</tr>
<tr>
<td>8.6%</td>
<td>8.6%</td>
</tr>
<tr>
<td><strong>Greater self-efficacy (awareness of the ability to do the things one should do)</strong></td>
<td></td>
</tr>
<tr>
<td>3.9%</td>
<td>3.9%</td>
</tr>
<tr>
<td><strong>Greater self-esteem (self-confidence)</strong></td>
<td></td>
</tr>
<tr>
<td>4.2%</td>
<td>4.2%</td>
</tr>
<tr>
<td><strong>Greater feeling of usefulness (awareness that one is needed by society)</strong></td>
<td></td>
</tr>
<tr>
<td>4.1%</td>
<td>4.1%</td>
</tr>
</tbody>
</table>

- **Strongly agree**
- **Tend to agree**
- **Relatively disagree**
- **Strongly disagree**
Greater tolerance to differences, openness, adventurousness, and political awareness
Skill and Ability

Linguistic competency, wider knowledge and communicative ability
### Income

<table>
<thead>
<tr>
<th>Category</th>
<th>Minimum</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG degree abroad (men) (218)</td>
<td>7.8</td>
<td>19.7</td>
<td>26.1</td>
<td>20.2</td>
<td>15.1</td>
<td>6.0</td>
</tr>
<tr>
<td>UG credit-bearing/other study abroad (men) (381)</td>
<td>9.2</td>
<td>19.2</td>
<td>25.5</td>
<td>23.1</td>
<td>14.7</td>
<td>5.5</td>
</tr>
<tr>
<td>UG degree in Japan (men) (334)</td>
<td>3.5</td>
<td>24.8</td>
<td>34.6</td>
<td>20.3</td>
<td>10.2</td>
<td>0.6</td>
</tr>
<tr>
<td>UG degree abroad (women) (198)</td>
<td>21.7</td>
<td>35.9</td>
<td>23.7</td>
<td>7.6</td>
<td>4.5</td>
<td>1.5</td>
</tr>
<tr>
<td>UG credit-bearing/other study abroad (women) (376)</td>
<td>31.4</td>
<td>35.4</td>
<td>21.3</td>
<td>7.7</td>
<td>2.9</td>
<td>0.3</td>
</tr>
<tr>
<td>UG degree in Japan (women) (376)</td>
<td>18.7</td>
<td>54.6</td>
<td>21.4</td>
<td>3.9</td>
<td>1.2</td>
<td>0.3</td>
</tr>
</tbody>
</table>

**Degree Abroad 1.12: Study Abroad 1.06 (Men)**

**DA 1.33: SA 1.045 (Women)**

**DA 1.47: SA 1.77: Japanese Degree 1.74 (Men × Women)**
Position

Percentage (%) in Management roles*

<table>
<thead>
<tr>
<th>Category</th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG degree abroad (men) (211)</td>
<td>19.4</td>
<td>25.1</td>
<td>39.3</td>
<td>7.1</td>
<td>9.0</td>
<td>44.5</td>
</tr>
<tr>
<td>UG credit-bearing/other study abroad (men) (370)</td>
<td>11.1</td>
<td>30.0</td>
<td>49.2</td>
<td>5.1</td>
<td>4.6</td>
<td>41.1</td>
</tr>
<tr>
<td>UG degree in Japan (men) (327)</td>
<td>0.6</td>
<td>30.0</td>
<td>63.0</td>
<td>6.1</td>
<td>0.3</td>
<td>30.6</td>
</tr>
<tr>
<td>UG degree abroad (women) (183)</td>
<td>8.2</td>
<td>10.4</td>
<td>48.1</td>
<td>24.0</td>
<td>9.3</td>
<td>18.6</td>
</tr>
<tr>
<td>UG credit-bearing/other study abroad (women) (323)</td>
<td>3.7</td>
<td>8.7</td>
<td>60.1</td>
<td>20.7</td>
<td>6.8</td>
<td>12.4</td>
</tr>
<tr>
<td>UG degree in Japan (women) (343)</td>
<td>4.4</td>
<td>73.8</td>
<td>21.6</td>
<td>0.3</td>
<td></td>
<td>4.4</td>
</tr>
</tbody>
</table>
The glass-ceiling index

Environment for working women, 2016 or latest, 100=best

The Economist (2017)
Gender Wage Gap

OECD (2017)
OECD Worst 8

35 Korea
34 Estonia
33 Japan
32 Chile
31 Israel
30 Canada
29 USA
University Graduate Employment Rate: Women

1 Sweden
6 Switzerland
9 Germany
14 France
15 UK
20 Canada
OECD Average
25 USA
29 Japan
35 Korea
Wage Growth Rate

Graduate Wage Premium

Nissei Basic Res. Center
2018
Preparing Students for an Uncertain Future

• How to make it work institutionally?
  – Create an institutional “ecosystem”
  – Take a whole-person, holistic approach
  – Extensive networking
  – Use program diversification
  – Take a long-term view
  – Make it future-oriented
Preparing Students for an Uncertain Future

• What need to be understood?
  – Global engagement and its impact on future career
  – The East Asian perspective on the impact of global experience on career

• Does it work?
  – An overseas experience leads to better starting salaries
  – The duration of overseas experience matters (i.e. longer is better)
  – Overseas internships offer better outcomes than regular academic exchange.