

## Part I, Monday, April 29<sup>th</sup>

Start at **2 p.m.** in room **142** (Kennedyallee 91-103, 1st floor)

### **1. Welcome and Introduction by Anke Stahl**

**Goals** of the meeting

1. To strengthen interaction by a face-to-face-meeting
2. To encourage scholarship holders in being active "Millennium Expressers"
3. To involve scholarship holders actively in the future development of the DAAD funding scheme

- **Introduction of all participants** Introduction of 431 staff members
- "Who is here today?"
- "Getting-to-know-each-other" → Wall-Questions  
*Consensus: almost everyone would learn more German before coming to Germany when asked what they would do differently in terms of preparation. Opinions on the usefulness of the DUO Online-course are divided.*

### **2. The MILLENNIUM EXPRESS 1.0**

Anke explains the **idea** of the *Millennium Express (ME)*. To familiarise participants with the **past events**

1. Conference trailer
2. Personal Perspective: Presentation of Álvaro Díaz Bustamante: the *Millennium Express* was Interesting, Challenging and Fun! For ME 2.0, he suggests to increase the level of participation of those who are not "delegates"
  - Queries about funding of ME events:
    - The organising students also manage the budget
    - Students who are not DAAD scholars can participate but cannot receive any funding
    - Involving companies is not only possible but encouraged.
    - Excursions as part of an event are also possible
  - Upcoming SPRING-event (June 21): the planning is in progress; Hannah Adom-Ameyaw gives a brief report.

### **3. Millennium Express 2.0**

Julia presents the changes by reference to the website (<http://millennium-express.daad.de/>), the platform for exchange and networking as intersection between students, alumni, courses, DAAD.

### **4. With interdisciplinarity from knowledge to action**

**Topic: "Resources and Economic Growth"**

Introduction by Anke: Diversity & interdisciplinarity → How to benefit and how to link it to the goals of DAAD funding scheme?

- **What can be done while you are here in Germany?**
  - To become an active part of scholarship holders ME network
  - To prepare your professional re-integration/inclusion (=Topic of DAY 2)
  - To shape the DAAD scheme for future

- ⇒ **How to interconnect all these aspects** in a meaningful way, to involve not only the scholarship holders but also the course providers, to become visible and effective **within the Millennium Express 2.0?**
- The subject “Resources” is central to all countries, can be discussed under various aspects: protection, responsible use, vs. economic growth ...

Presentation by Syahrina Anggraini (Univ. Freiburg/MEG); Débora de Mendonça Lage (Univ. Magdeburg/Peace & Conflict Studies) “**Growth and Resources - Concerns for Developing Countries**” (Please find attached the Powerpoint Presentation)

## 5. Group Work I

- Come up with a proposal (topic + format) that:
  - can be developed further in an interdisciplinary way
  - can contribute to innovations or future trends in the funding programme
  - can be revisited and introduced to course-administrators (e.g. as a module, ...,etc.)
- 1. PLATFORM TO EXCHANGE GOOD AND PRACTICAL IDEAS (COMPENDIUM OF INSPIRATION)
  - ➔ Database
  - ➔ Collecting success stories
  - ➔ specific-subject conferences

*Comment:* involve course co-ordinators resp. AGEP representative (new Network Manager)
- 2. WATER USE AND AGRICULTURAL INTENSIFICATION
  - ➔ Workshop with poster presentation, lectures and group discussions
  - ➔ Collaboration between Hannover (WATENV and Horticulture)
  - ➔ Aims at diverse target group, not limited to water- and agriculture related people
  - ➔ Involve course coordinators

*Comments:* ISATEC, etc. also suitable courses!  
Recurrent theme/ golden thread connecting to ME 1.0 (Suderburg)
- 3. SUSTAINABLE COMMUNITY
  - ➔ Focus on sustainable energy & water supply
  - ➔ 2 stages: 1. Workshops, 2. Competition - at annual DAAD scholarship holders meetings
  - ➔ Website for competition (can be done for comparatively little money)
- 4. HUMAN CAPITAL AND ECONOMIC GROWTH
  - ➔ Conference: Panel Talks, Interactive Workshops
  - ➔ Fostering Alumni Reintegration, Education and Leadership, Entrepreneurship and Employment
  - ➔ Discuss Policies and implementation, Brain Drain, Market Demand
  - ➔ Possible collaboration of MIDE, SEPT, MBA Program International Management

*Comment:* already exciting! Alumni Summer School => widen the network!

5. SUSTAINABLE LAND USE

- ➔ Open Seminar with theoretical input + simulation experiment
- ➔ Initiating discussion about the interdependence of sustainable land use with the sustainable use of other resources such as water
- ➔ Involve German students as well as international from different fields
- ➔ TU Munich because of interdisciplinarity of the university, network

6. HUMAN RESOURCE

- ➔ Focus on education
- ➔ The role of human resource in promoting sustainable development discussed
- ➔ Educate the consumer through private sector
- ➔ Various target groups: private sector, NGS, development related groups, Human resource Managers, ...
- ➔ Format: Workshop/Seminar

- Presentations
- Discussion
- Conclusions

🕒 18:30 Closing of the first Day, dinner at GSI

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Part II, Tuesday, April 30<sup>th</sup>

▶ Start at 9 a.m.

**1. Introduction of the 2<sup>nd</sup> day: Reintegration**

**2. Presentations of the results of the Tracer-Study 2011**

3<sup>rd</sup> tracer study (1998 – 2004 -2011, conducted by the University of Oldenburg)

- Design und data/sample: response rate = 45%
- Total data volume of the 3 surveys: 4.713 graduates in total, 3.498 graduates from developing countries, **2.343 DAAD-Alumni**
- Results 1998/2004/2011:
  - More than 90% successful graduates
  - Increase of female students
  - Constantly high return rate of 70%
  - Almost 90% reintegrate successfully into the job market
  - Decrease of incessant employment, increase of changing jobs:
  - Almost 50% in middle and senior management positions
  - 75% initiate changes/development in their home countries/regions

Comments:

- *Reasons why Latin America has less scholarship-holders (=> language, population)*
- *Job guaranty: more common in Governmental Organisations; policy change may also let the guaranty vanish while away.*

**3. Reintegration: previous discussion**

Blog „back home“ → Website; Main points of the discussion in 2012

Comments:

- *Reverse-culture shock when coming back mentorship programme*

- *Psychological debriefing*
- *Not really relevant after only 2 years abroad? => Easy compared to integration in Germany?*
- *GlZ projects can facilitate reintegration, closer cooperation desirable!*
- *Stronger involvement of CIM <http://www.cimonline.de/en/index.asp>*
- *Own initiative is important when competition is high*
- *More activity is necessary, platform for discussion; Alumni who provide info about course*
- *Networks at home after return; mentorship would be useful*
- *Non-returns might prevent employers from granting study leave or reemployment - guaranty to others*

#### **4. Introduction of the funding scheme „Weekend Seminars“**

- Type I: Intercultural Seminars for Crisis Prevention and Conflict Resolution
  - Type II: Weekend Seminars for Learning about the German Development Cooperation and/or Implementation of Appropriate Training Measures for Reintegration
  - Type III: Weekend Seminars for the Implementation of Training Measures Regarding Reintegration
- ❖ Full-scale financing: maximum amount of 12,000 Euros per seminar; Applications must be submitted by the course coordinator.

#### **How could the existing funding scheme be modified or enhanced?**

#### **5. Working groups: How could the existing funding scheme be modified?**

Participants sit in a group. Each participant writes down 1 idea on a worksheet and passes it on to the next participant. The participant reads the ideas and uses them as inspiration for more ideas. Participants are encouraged to draw on others' ideas for inspiration, thus stimulating the creative process. Participants think and record their ideas individually and anonymously and without any verbal interaction at first.

- ⇒ 1. Generate ideas in large quantities
- ⇒ 2. Organise them in a qualitative listing
- ⇒ 3. Present the “1<sup>st</sup> Priority Idea” to all and keep all other ideas (please hand them over or send them to us via e-mail!)

#### **Presentations of the results - a summary**

General note:

- All groups decided on type III - reintegration: This shows it is an important topic
- Most propositions relate to career development, re-entering the job market, gaining information relevant to the job-field, databases or portals for gaining such information and to establish and develop a network

#### **(1) Projects to be realised in Germany**

- Annual seminar organised by course co-ordinator
- Lessons learnt from alumni: Insights for current scholars into the life after returning home; information on demand of the job market (soft skills)
- Information-sessions / tailor-made, course specific seminars

(2) Projects to be realised in the home country:

- Graduate association (refer also to exciting but ineffective DAAD-alumni associations!)
  - Alumni meetings
  - Information on development-related projects from German Embassies
- Collaboration camps for concrete, tangible projects

(3) Projects to be realised both in Germany AND in the home countries

- Alumni Mentorship programme: involving entrepreneurs, linking Alumni with current students to enable them to learn from the seniors experiences
- Webinars given by alumni or including contributions of alumni

## 6. Closing Discussion & Lunch

Bonn, May, 21, 2015

Sgd.: Julia Hillmann & Anke Stahl

**Encl.:**

List of participants

## 7. Annex: Ideas of the groups & summaries sent to us after the meeting

### Reintegration

- Collect feedback from Alumni (ex DAAD scholarship holders) with successful or bad experiences of reintegration. Ask them to give any recommendations for the future and present scholarship holders:
- **When?** This information could be shared before, during and at the end of the scholarship
- **How?** Web forum, DAAD web page.
  - Meetings and workshops with scholarship holders.
  - Discuss about different kinds of problems on every branch of study, region of the world, kind of work before returning to the home countries.
- **Who?** Questionnaires answered by Alumni recently graduated.
  - A short private Skype conversation with "older" Alumni with more experience and knowledge about work profile requirements.

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### Networks

- Strengthen country network for DAAD Alumni
- DAAD share contacts of the new selected candidate so that we can mentor them and help them to prepare before coming to Germany (so that they will have a good idea about the culture and we can tell them how important is to study they German courses seriously )

### Weekend seminars - Type III

## 5TH AST-NETWORK-MEETING IN BONN APRIL 29/30 2013

- Annual seminars by inviting successfully integrated previous daad scholarship holders and those who overcome some challenges.
- An event designed especially for a particular Master Program (tailor-made) where Alumni, representatives from CIM, GIZ and/or potential employers (all of them professionals, non-Academics) were invited to present to current students which are the different possibilities and perspectives that they have after finishing the their studies, also they should update the course coordinator and other professors about the personal and professional skills that the Market is requesting. Part of those presentations should be recorded and published online for example in the Alumni Portal or other source as that one.

### Weekend seminars - Type IV

- Small grant projects for Alumni to strengthen the mentorship program between students and university professors.
  - Create/ strengthen links between DAAD Alumni Universities and universities in our home country.
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## 5TH AST-NETWORK-MEETING IN BONN APRIL 29/30 2013

Priority Idea: Reintegration through Networking and Capacity Building

### Build Networks (regional & country)

- Form Mentorship Program for DAAD Alumni (entrepreneurial or employment purposes)
- Contact DAAD lecturers to scout country alumni focal points per industry or course
- Get more success stories on reintegration
- Create database where alumni can update their achievements useful for other scholars or employers for profile matching
- Newsletters via e-mail with interviews of "life after" DAAD
- Promotional activities for DAAD alumni in home country market
- Use a scheme similar to Millennium Express for DAAD Alumni
- Have "Open Days" to improve networking among alumni, scholars, public and private sectors
- Annual alumni online conference with different themes

### Capacity Building

- Develop a program to create DAAD Alumni Ambassadors per country
- Career orientation sessions with different company representatives of German firms present in different countries
- Seminars on interdisciplinary job market skills
- Seminars for possible start-up SMEs of DAAD Alumni
- Cultural seminar on German industry, culture, and development (not all courses include this)
- Development of English webinars for the alumni portal
- Project management seminars
- Online competition on innovative projects

### Reintegration Issues

- High expectations of DAAD alumni upon return to their home countries about job prospects
- Alert German organizations at home: Stiftungen, Embassies, Chambers of Commerce, Expat associations to find jobs to have an environment where German way of work can be applied
- Access to database of German firms in home countries
- Exit seminar or debriefing for reverse culture shock upon return to home
- Platform for alumni to share experiences with current scholars