

Your future

From university to a career



**Universiteit
Leiden**
The Netherlands

Discover the world at Leiden University



About the 2016 employment survey

In our 2016 employment survey we asked Humanities alumni from Leiden University to complete an online questionnaire. By Humanities alumni we mean graduates with a degree in the field of languages, history, cultures, art, religion or society. We approached 3,489 bachelor's and master's alumni by e-mail, and 1,092 completed the questionnaire. A non-response analysis was conducted to establish whether the respondents were representative of the group as a whole. There was no reason to assume there were any significant differences between the respondents and non-respondents. The non-respondents did not differ significantly from the respondents in terms of paid employment, satisfaction with choice of degree programme and career development.

Help planning your career

Need advice on how to find a job? Want to know how to arrange an internship? Then why not drop by at the Humanities Career Service and make an appointment. We're here to help!

Our services include:

- Individual advice on internships and career
- Information on internships
- Help with the Faculty internship procedure
- Workshops
- Personal career tests
- Employer and alumni contacts
- Information on the job market
- Vacancies (jobs and internships)
- CV, cover letter and LinkedIn check

Telephone: 071-5272235

E-mail: careerservice@hum.leidenuniv.nl

Website: universiteitleiden.nl/en/humanitiescareerservice

Visiting address: Cleveringaplaats 1, Leiden

 **LinkedIn:** Loopbaan Service Geesteswetenschappen

 **Internship:** [Twitter.com/stagegeest](https://twitter.com/stagegeest)

Work: [Twitter.com/loopbaangeest](https://twitter.com/loopbaangeest)

 **Facebook:** Humanities Faculty - Universiteit Leiden

Colophon

This brochure was published by the Student Career Service and the Faculty of Humanities, Leiden University.

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Disclaimer

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The latest information can always be found on the websites universiteitleiden.nl/en/humanities-careerservice and yourprospectsforwork.nl. If you have any comments about this publication, please send an e-mail to careerservice@hum.leidenuniv.nl



The right choice

Despite the crisis, our alumni have done well in recent years: this is what our 2016 employment survey of Leiden University Humanities alumni found.

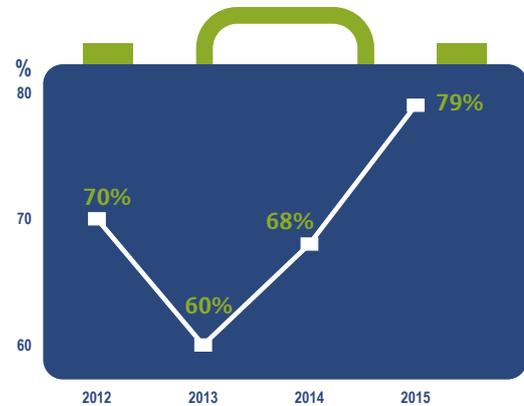
On average, 71% of our alumni found work within two months of graduating and 74% of these found a job at a Hbo level or academic level (Hbo institutions are universities of applied sciences). Furthermore, 18% took between two and six months to find a job and 10% took over six months. Master's graduates found a job at a higher level than bachelor's graduates did: 77% of the master's graduates found a job at a Hbo or academic level straight away, in comparison with 62% of the bachelor's graduates.

The survey showed that a relevant part-time job, doing an internship or gaining experience abroad during your studies pays off. If you have such experience, you are more likely to find the job that you are seeking. Students are increasingly choosing to do an internship during their studies and the vast majority of them choose to do this abroad: 40% of our alumni have experience abroad, and more than three-quarters of these currently have a Hbo or academic-level job. Networking also delivers results: 48% of our alumni found a job through their networks.

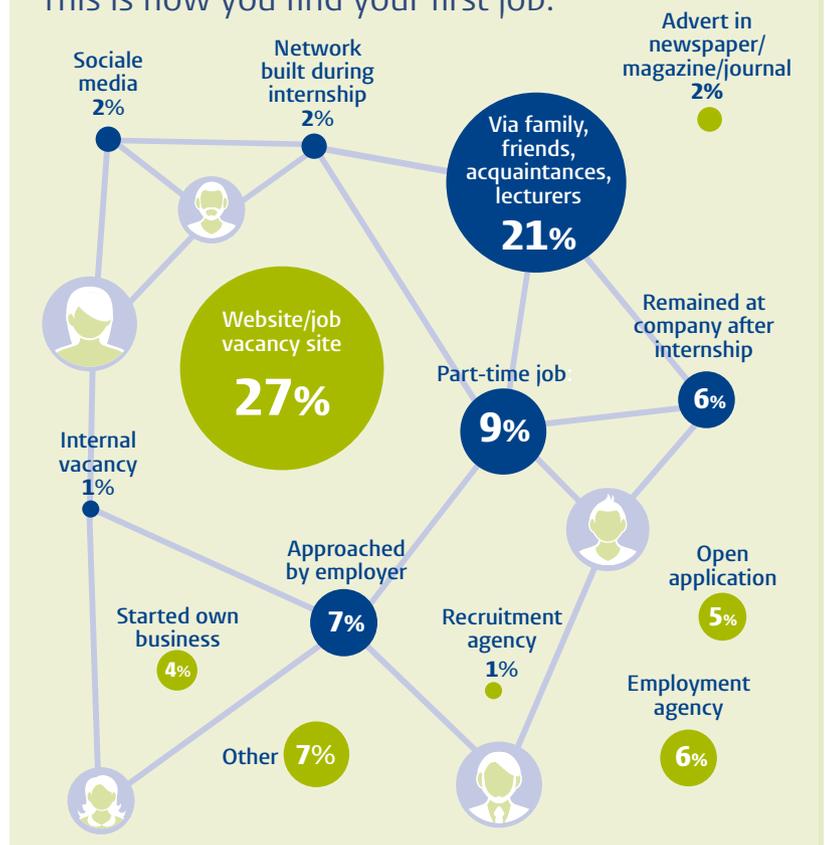
In short, as a Humanities student you will find that with the right preparation, effort and motivation nothing will stand between you and a successful career.

Bachelor's and master's graduates alike are satisfied with their choice of degree programme. Almost three-quarters of the bachelor's (72%) and master's alumni (70%) would choose to study the same programme at the same university again.

This many alumni found a job within two months:



This is how you find your first job:



Preparation pays off

What has helped our alumni most in their careers? Alongside the degree itself and the academic skills that they have acquired, an internship or relevant part-time job is the biggest factor in career success.

The figures say it all: alumni with internship experience are more likely to find the job that they are looking for (56%) than alumni who do not have such experience (48%). Furthermore, it often helps them find a job at a higher level: 78% of our alumni who have done an internship find a job at or academic level.

A relevant part-time job clearly has its advantages: 56% of our alumni who had work experience find the job that they are looking for, compared with 46% of those without work experience. As with internships, the alumni who have had a part-time job are more likely to find a job at a higher level. But that is not all: alumni who had a relevant part-time job during their studies or did an internship are more satisfied with their career.

Important skills

Don't underestimate the importance to future employers of the skills that our students acquire during their studies. Writing skills, the ability to work independently, the ability to analyse and interpret complex information, presentation skills: these competences are all desirable on the job market.

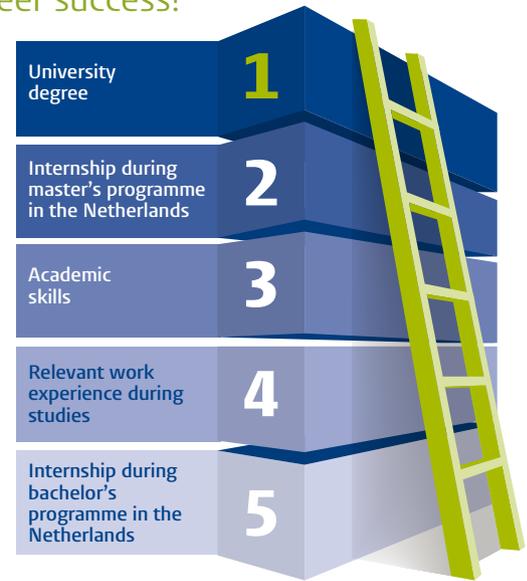
Barbara Sumer

Internship Coordinator

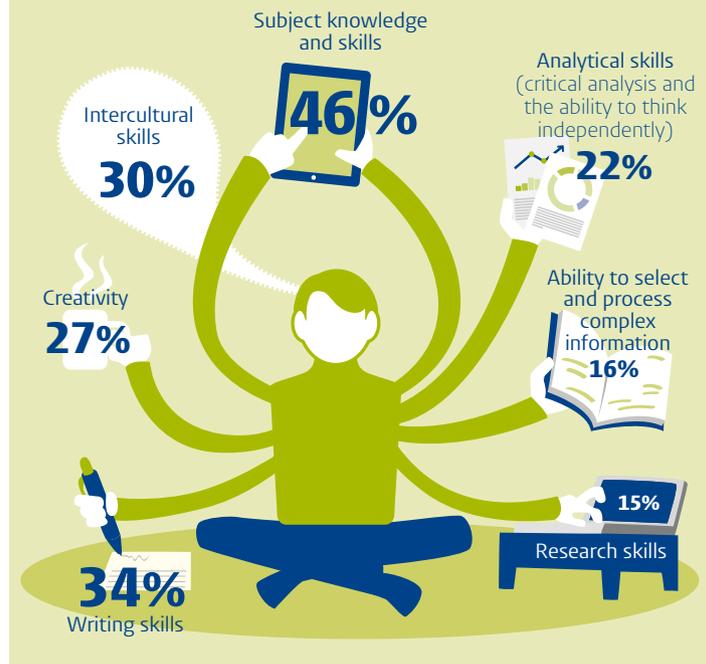
'Increase your chances of finding your dream job'

'Do you want to find the job of your dreams? If so, you should start preparing during your studies. Do an internship, because that will increase your chances of finding a job that matches your skills and ambition.'

What are the biggest factors in career success?



This is what distinguishes our alumni:





'My degree means that I don't lose sight of the bigger picture'

Analytical skills, living in another culture... the skills that you acquire during your studies are always valuable. Arne Driessen couldn't agree more, particularly about experience abroad.

'At the start of 2015 I was working at a company that translates websites. I thought that the websites should be easier to find online, but there was no opportunity to do this within the company. So my friend and I decided to start our own business. The skills that I gained during my studies are extremely useful now, although I don't use the subject knowledge as much. Skills such as analytical thinking, giving presentations and organising big projects are so important. If you run a company, you make a lot of practical decisions. During my studies I learnt not to lose sight of the bigger picture.

'I also spent one-and-a-half years studying in Japan, and did a four-month internship there. Living in another culture is something I'd recommend to anyone. It was a great learning experience to continuously be communicating in a different way from how you are used to at home. I now use this experience to switch between different target groups.

'Studying in Leiden was really great and I would definitely do it again. In retrospect, I would like to have gained business skills during my minor: marketing, sales or finance. If you want to start your own business, you can already get started during your degree.'

Arne Driessen

Founder of online marketing agency Tenbirds

Degree: Bachelor's in Japan Studies, Master's in Area Studies, Asia and the Middle East
Internship: Consulate of the Kingdom of the Netherlands in Osaka/Kobe, Japan.

Graduated: 2014

Getting started

Now you've graduated an exciting time is set to begin: you're going to look for your first job. What are you going to be? How much will you be earning?

Most students don't enter the labour market after a bachelor's degree. The large majority (76%) choose to do a master's degree. If you want to find a job straight after your bachelor's degree, you will initially find work at a lower level than master's alumni do. However, you will catch up to some extent the longer you work.

If you have a master's degree, your first job is more likely to be at a high level. Whether you have followed a research or a regular master's programme is also relevant. Graduates with a research master's degree are more likely to become PhD candidates than those who have

done a one-year master's programme, and 70% of the graduates with a research master's degree have a job at an academic level.

Ambition

If you want to find a job at academic level, you need to be ambitious. Alumni who were looking for a job at academic level were more likely to find one than alumni who weren't (69% versus 25%). Those who accepted a job under the level they were looking for mainly did this because they wanted a guaranteed source of income (37%).

Salary

What will you earn once you start working? In their first job, the large majority of our alumni earn a gross income of between 2,000 and 2,299 euros per month based on full-time employment. See also page 11.

Loes Nordlohne

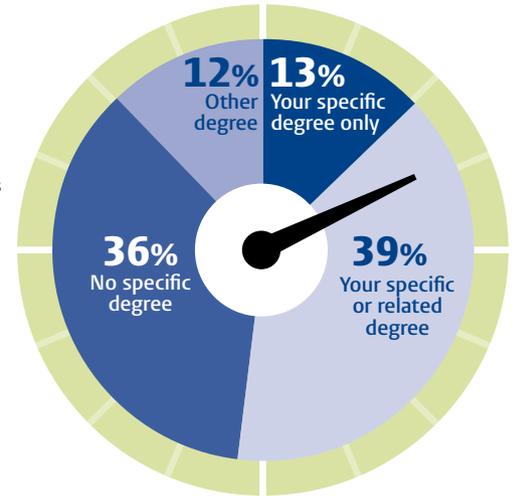
Careers adviser

'Use your network'

'It's worth already discussing your future with friends, family, acquaintances and lecturers during your studies. Don't be afraid to tell people what you are looking for. After all, no fewer than 48% of our alumni find their first jobs through their network.'

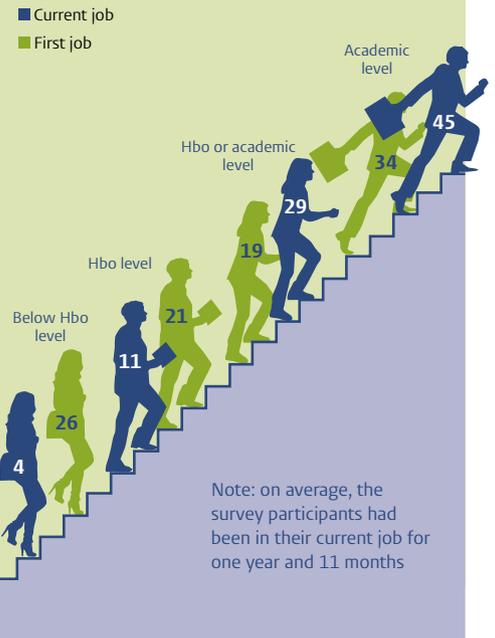


Degree programme requested by employer



How job levels improve over time

In percentages



'Be active during your studies'

The right advice at the right time can give your career just that boost it needs. But you will only get that advice if you have a good network, and it takes more than just studying to build your network. Hilde Gunnink couldn't agree more.

'During my bachelor's degree I was particularly interested in language, so I chose to do a masters in Linguistics. I did fieldwork in Botswana and South Africa and was also student assistant on a research project. I worked on a new database, taught students and advised them on their projects.

'I would advise anyone to be active during their studies. I got my current job through my involvement in the programme and the network that I consequently built. A lecturer told me that a research job was coming up in Ghent in the area of African Linguistics. An unbelievable opportunity. They had 23 applicants, but were looking for someone with teaching experience: exactly what I had! My research proposal appealed to them too. My research is about Sifwe, an undocumented language that is spoken in Zambia and Namibia.

'All that I learned during my degree has proved relevant to my work: from subject knowledge to planning and motivating myself. I need to have finished my PhD thesis in two years' time. That's mainly a question of starting on time and being disciplined about it. And afterwards? I want to carry on in research and teaching!'

Hilde Gunnink

PhD candidate and teaching assistant at Ghent University

Degree: Bachelor's in Languages and Cultures of Africa; Master's in Linguistics
Experience abroad: fieldwork in Soweto, South Africa
Graduated: 2012



Getting to the next level

Education, research and government are sectors in which a large number of our alumni find work.

42% find work in the profit sector, 48% work in the non-profit sector and 10% have their own company or work as freelancers.

Graduates in European and Classical Languages mainly find work in the education sector, graduates in Art History mainly in the culture, sport and recreation sector and Media Studies graduates in the journalism and publishing sector.

The work that our bachelor's graduates do mainly involves archiving and administration (27%), followed by advising (18%) and teaching and training (18%). The work that our master's graduates do mainly involves writing, editing and translating (32%) followed by researching (25%) and teaching and training (24%).

41% of our paid alumni have a permanent contract, a third have the prospect of a permanent contract and a quarter have a temporary contract without the prospect of a permanent contract. We are happy to hear that the majority of our alumni, almost 60%, are satisfied with their career.

International contacts

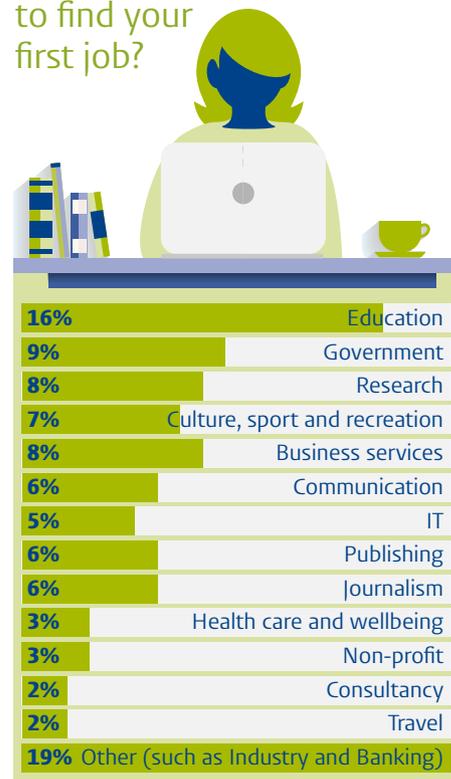
What makes the work so enjoyable? Alongside the fact that they can use their academic skills,

alumni regularly have jobs in which they manage international customer relationships (41%). In addition, 12% of our Dutch alumni work abroad, while 44% of our international alumni work in the Netherlands. 6% of our alumni regularly travel abroad for their work.

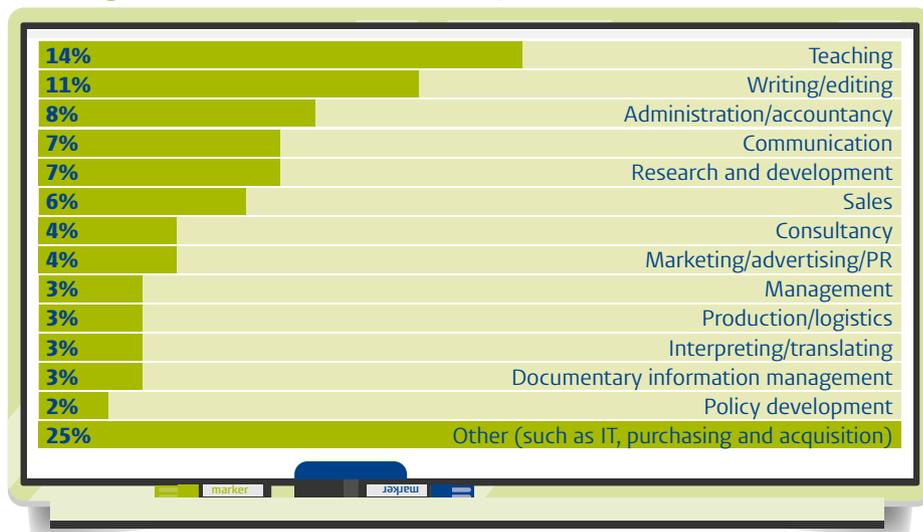
Climbing the career ladder

Many alumni are quick to climb the career ladder. They often move on from their first job to a higher-level job. The number of alumni whose current job is at HBO or academic level (85%) is therefore higher than the number of alumni whose first job was at or academic level (74%). See infographic on page 6.

In which sector are you likely to find your first job?



What graduates do in their first jobs:



Willemijn Sneep

Freelance copywriter and editor for clients including the *Leidsch Dagblad* newspaper and *Vers Beton* magazine

Degree: Bachelor's in Philosophy and Master's in Journalism and New Media (Media Studies)

Internship: Maters en Hermsen Journalistiek

Graduated: 2014



'Freelancing is a conscious decision'

Willemijn Sneep knows all about wanting something and working consistently to achieve it. As a student she also wrote articles to show what she was capable of. And when she expanded her network, the paid work followed.

'The Philosophy programme is mainly theoretical and academic. I knew early on that I wanted to do something practical, such as interpreting what was going on in the news. I like writing. During my studies, I wrote articles for my study association magazine, and between my bachelor's and master's degrees I worked on the web editorial team of the magazine "The Optimist". There I discovered that my academic background served as a good basis for journalism, because you learn to write, structure texts, ask questions and conduct research. I also learned to write for a specific target group. I improved that during my internship in business journalism at Maters en Hermsen.

'Networking is important if you want to find work. It certainly won't do any harm to begin by offering your services for free. You can already do that during your studies. Organisations often first ask people that they know to apply for work. That's what happened with *Vers Beton*: after a few articles they asked me to do my first paid assignments.

'Many people think that freelance writing is out of desperation. For me it's a conscious decision: I like to do different things and it means I can decide what I want to specialise in. The loose but strong ties that I have with people as a freelancer fit in well with this.'



Maria Kozhinova
Communication
officer at WSCF
Europe, Romania
Degree: Master's in
International Studies
(International Relations)
Graduated: 2013

'Do what feels right, what suits you'

Studying abroad makes you independent and gives you self-confidence. Maria Kozhinova discovered how essential these qualities are to finding a job.

'I came to Leiden in 2012 to do a Master's degree in International Relations, a programme that reflects on culture, ideas and convictions that form the basis of processes of global change. I'm interested in communication between people and the interests that are at play here. The programme provided what I was expecting.

'Before I began my studies, people told me to choose a programme with job security. I think that you should choose the programme of your dreams. Do what feels right, what suits you. Then the job will find you.

'During my studies I did voluntary work for the World Student Christian Federation (WSCF) in the areas of communication and organising international events. Afterwards I formulated four criteria that my job should meet: communication, young people, sustainability and international environment. I worked as a trainee at the EU office in Helsinki, for WSCF in Romania and am now communication officer for WSCF Europe.

The fact that I was able to do a master's programme in Leiden massively increased my self-confidence, and self-confidence helps you find a job. My other tips: do voluntary work, try new things and assume responsibility in organisations. It really will help.'

'I benefit daily from my experience abroad'

If you want to work abroad, it's a good idea to start preparing during your studies. Kasia Krasucka consciously sought out opportunities to gain international work experience during her studies.

'I found my current job through Eurobrussels.com, a popular job site for European Affairs graduates. Coffey International Development realises complex poverty-reduction projects for, for instance, the British Ministry of International Development. In these projects we work with parties from the public and private sectors. I'm responsible for ten projects in Africa.

'During my studies I consciously sought out opportunities to gain international work experience. I did voluntary work for NGOs in Eastern Europe and Africa and was a volunteer via the European Voluntary Service. After I graduated, I worked in Azerbaijan, on an international conference on economic diversity for oil-dependent countries. All this international experience definitely gave me the edge when I applied for the job.

'Studying in the Netherlands taught me how to work effectively in an international environment. The group assignments greatly improved my negotiating skills and made me more flexible. I had to learn to deal with the differences between the students from different countries in work style and approach. I benefit daily from this experience, for example in negotiations with professionals from governments and countries all around the world.'

Kasia Krasucka
Project manager at
Coffey International
Development in Poland
Degree: Master's in
European Union Studies
(International Relations)
Experience abroad: volun-
tary projects in Africa and
Eastern Europe for various
international organisations.
Graduated: 2012



Omid Anwari
 Teacher Dutch (NT2) at
 Da Vinci College Leiden
 Degree: Bachelor's in
 Middle-Eastern Studies,
 Master's in Asian Studies
 Graduated: 2013



'I know what it feels like to be in my pupils' shoes'

Go the extra mile and it will pay off later. During his studies Omid Anwari did the Leiden Leadership Programme and is now enjoying the fruits of his labours.

'I didn't want to limit myself during my studies. So alongside Middle-Eastern Studies I followed courses in journalism and business studies. During my master's programme I did a communication internship at the Municipality of Almere and I also did the Leadership Programme. I learned about how to lead, motivate and reward people, and how to stand in front of a group. And these skills are precisely what I need now. I really enjoy teaching Dutch to children in the international access class at the Da Vinci College. They have just arrived in the Netherlands and can't yet attend the regular classes. My degree helps me understand the various cultures, traditions and languages of my pupils – the majority of them come from the Middle East. I myself came from Afghanistan to the Netherlands at the age of 13, so I know what it feels like to be in their shoes. And they in mine. So the circle is complete.'

Go international

Many international students study at Leiden University Faculty of Humanities. Their career prospects are somewhat different from those of Dutch alumni.

Of the foreign students in Leiden, 80% do a master's programme and 39% choose to continue their studies after their master's. When they are ready to find a job, they prefer to look for one in the same field as their degree programme than for one at an academic level. Despite this, the first job that our foreign alumni manage to find is actually at a higher level than that of the Dutch alumni. But it does take longer for them to find work.

Income

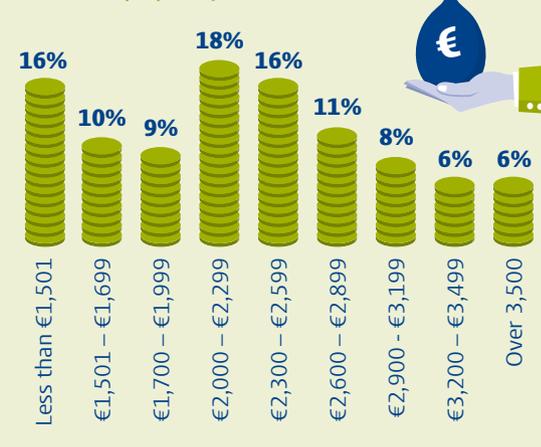
73% of our international alumni are in paid employment. They are more likely to have a

permanent contract than Dutch alumni are, and work about the same number of hours per week. In terms of income, there is no difference between international students who work in the Netherlands and Dutch alumni.

What does stand out is that internationals and Dutch alumni work in more or less the same sectors: education (14%), research (12%) and business services (10%). International students do earn less abroad than they would earn in the Netherlands.

How much are you likely to earn?*

(Gross monthly salary based on full-time employment)



Atse Fokkens

Internship coordinator/
 careers adviser

'A healthy spirit of adventure'

'It is always good to gain experience abroad, with an internship for instance. You show your future employer that you are motivated and have a healthy dose of courage. In addition, you build an international network and improve your language skills. In short, you are investing in your future!'



* On average, the survey participants had been in their current job for one year and 11 months



Student
Career Service
Humanities

Did you know that...

- 71% of our alumni find a job within two months of graduating
- master's graduates find a job at a higher level than bachelor's graduates? 77% percent of master's graduates immediately find a job at Hbo or academic level, compared with 62% of the bachelor's students.
- alumni who have done an internship or had a relevant part-time job are more likely to find the job that they are looking for (56%) than alumni who don't have such experience (48%)
- networking speeds up the process? 48% of our alumni find a job through their network.
- students are increasingly choosing to do an internship during their studies, and a large number of them choose to do this abroad? 40% of our alumni have experience abroad, and more than three-quarters currently have a job at Hbo or academic level.
- more than half of the alumni (52%) need their specific degree or a related one for their job



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