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Student and early career mobility patterns among highly educated people in Germany, Finland, Italy, and the United Kingdom

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**Abstract**

This article addresses the question of how great are higher education students' incentives to change study programs or institutions to improve one's personal employability in the course of the higher education-to-work transition process. The posed question is addressed at a system level. Students' mobility between programs and institutions is referred to as 'student mobility' and graduates' mobility between jobs is referred to as 'early career mobility.' The relationship between these two separate components of mobility is discussed in three different institutional frames: German/Finnish, Italian, and British. When depicting the relationship between the two components of mobility, the article also considers parallel phenomena such as prolongation of the degree-earning process and participation in work-life with student status. Indicator level analysis concerning graduates of the year 2000 reveals important differences between the three institutional frames: in Germany and Finland,

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there is a high level of student mobility at the basic degree level combined with a low level of career mobility after graduation; in the UK the opposite transition logic than that of Germany and Finland occurs, and in Italy students demonstrate prolonged transitions with little student mobility and early career mobility. (HRK / Abstract übernommen) Lindberg, Matti E., E-Mail: mattlin@utu.fi