

Admission and qualifications - academic

- * informal access for non-permit holders
- * qualification recognition
- * insufficient level
- * home – host country difference
- * lack of documents to prove
- * challenges specific fields (medicine)
- * bureaucracy
- * human dimension vs digital procedures
- * lack of flexibility admissions officers
- * special application procedures for refugees (lack thereof)
- * disrupted studies
- * self-ranking of universities

Language

- * competition between native speakers and foreigners for entrance exam
- * academic level is hard to reach – long process
- * Local language as academic language versus English as academic language
- * existing courses don't lead to academic future
- * limited access to fast-track courses
- * money to attend courses
- * excluding by native speakers by switching language

Preparatory programs – what comes first: Admission or Preparation?

- * preparatory program does not lead to guaranteed admission
- * narrow focus preparatory programs
- * Quick identification and right orientation of refugees with university profile

Access to information

- * problems with access to digital information (language / computer access / self-motivation / too much information)
- * mismatch of strategies
- * only online information – lack of personal contact
- * clarity and source of information
- * absence of coordination between institutions

Access to job market

- * cannot prove qualifications
- * pressure to accept low-profile positions
- * lack of networks
- * participation v. integration
- * regulated vs. non-regulated professions
- * work experience
- * prejudice
- * expectations on both sides
- * Prep for job market, CV, interviews, motivation letter
- * underestimation of the capacity
- * road to the job, how do you apply?

Additional challenges

- * lots of different programs and priorities for refugees
- * mental health issues
- * gender gap – not enough women applying to HEI
- * mobility
- * motivation
- * useful waiting
- * leadership support
- * transportation costs to travel to work / study etc.
- * buddy system