



**trendence**  
research » strategies » careers

## **trendence Graduate Barometer 2011 - Business Edition**

**Partner report prepared for**

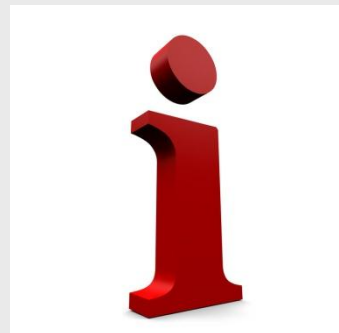
**Vysoká škola ekonómie a manažmentu verejnej správy v  
Bratislave**



**trendence** |  
Graduate Barometer | **2011**

# Contents

1. **General information / methodology**
2. Education and university evaluation
3. Career
4. Focus on Top Employers 2011
5. Profile



# Methodology: trendence Graduate Barometer - European Edition

## Global Information

<b>Method:</b>	Online-questionnaire
<b>Field phase:</b>	September 2010 to January 2011
<b>Participation:</b>	Invitations via careers service email; anonymity assured; prize draw & donation
<b>Analysis:</b>	Data analysis with statistical tools; MRS and ESOMAR codes and ISO 20252 observed
<b>Student groups:</b>	Europe sample and various sub-groups analyzed, including students from Slovakia and Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave
<b>Media coverage:</b>	FAZ 06/2011

## Response

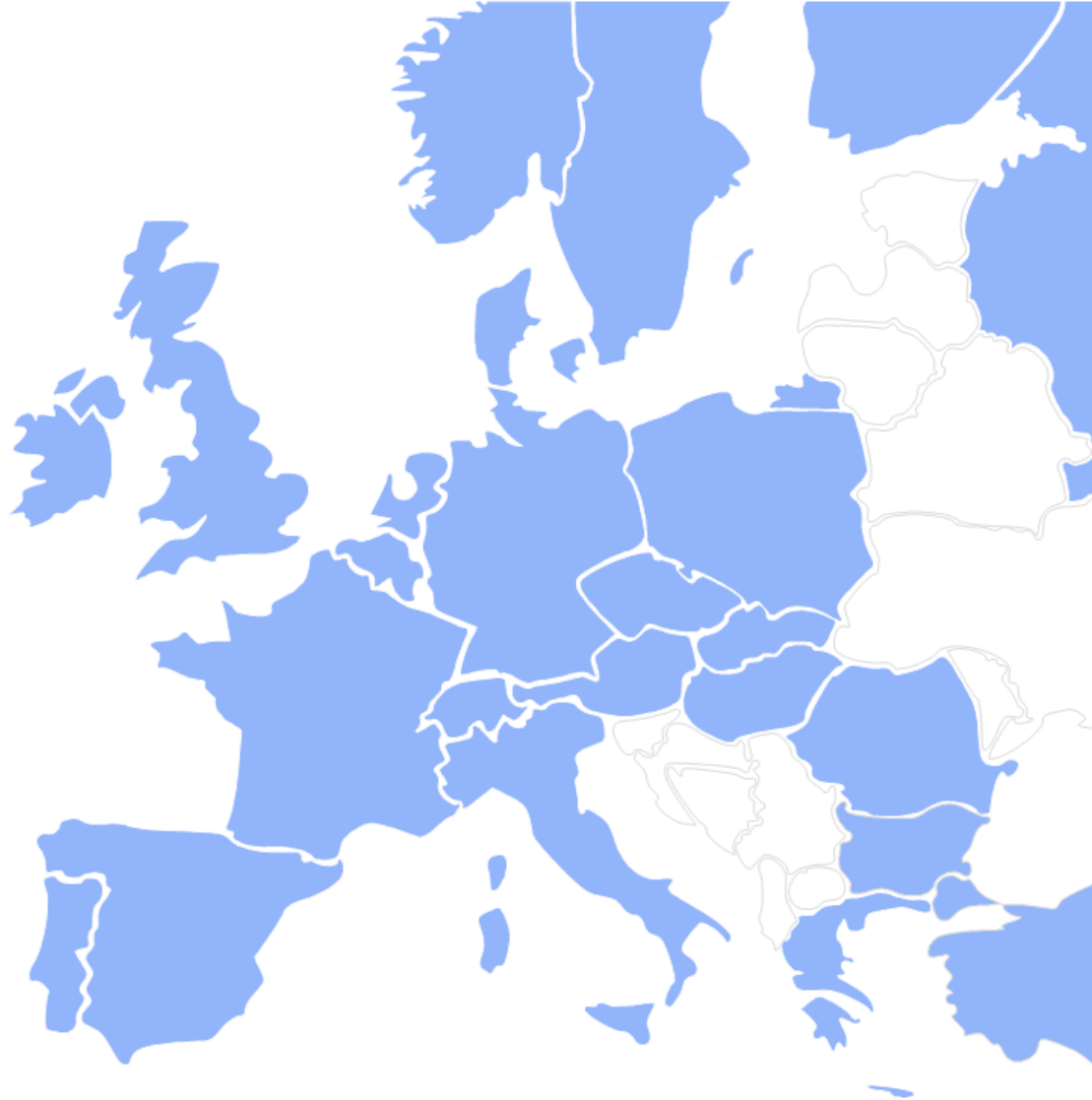
	GBE 2009	GBE 2010	GBE 2011
Participating universities	779	859	1,077
Respondents	196,019	219,790	310,945

# USPs

## USPs of the trendence Graduate Barometer 2011:

- » The trendence Graduate Barometer has grown to be the largest survey on career, education and employer topics in Europe. 1,077 institutions in 24 countries took part and 310,000 students answered the survey.
- » The survey was conducted in the following countries: Austria, Belgium, Bulgaria, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, the Netherlands, Norway, Poland, Portugal, Romania, Russia, Slovakia, Spain, Sweden, Switzerland, Turkey and the United Kingdom.
- » The students were asked about their preferences and expectations in their future career, their satisfaction with their university, and the attractiveness of future employers.
- » The main target group for the survey was business/economics and engineering/IT/natural science students, however, we are of course interested in hearing the opinions of all students. Therefore we have three editions of the trendence Graduate Barometer Partner Report: business, engineering and total (including students of all fields of study).

# trendence Graduate Barometer 2011: participation



## trendence Graduate Barometer 2011: participation (cont.)

Country	Answers
Austria	3.570
Belgium	2.429
Bulgaria	3.005
Czech Republic	5.107
Denmark	1.597
Finland	2.840
France	12.901
Germany	11.932
Greece	303
Hungary	11.823
Ireland	1.721
Italy	8.876

Country	Answers
Netherlands	1.984
Norway	709
Poland	4.685
Portugal	2.335
Romania	1.782
Russia	2.332
Slovakia	2.392
Spain	9.061
Sweden	453
Switzerland	1.480
Turkey	897
United Kingdom	2.217
<b>Total</b>	<b>96.431</b>
<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>169</b>

# Contents

1. General information / methodology
2. **Education and university evaluation**
3. Career
4. Focus on Top Employers 2011
5. Profile



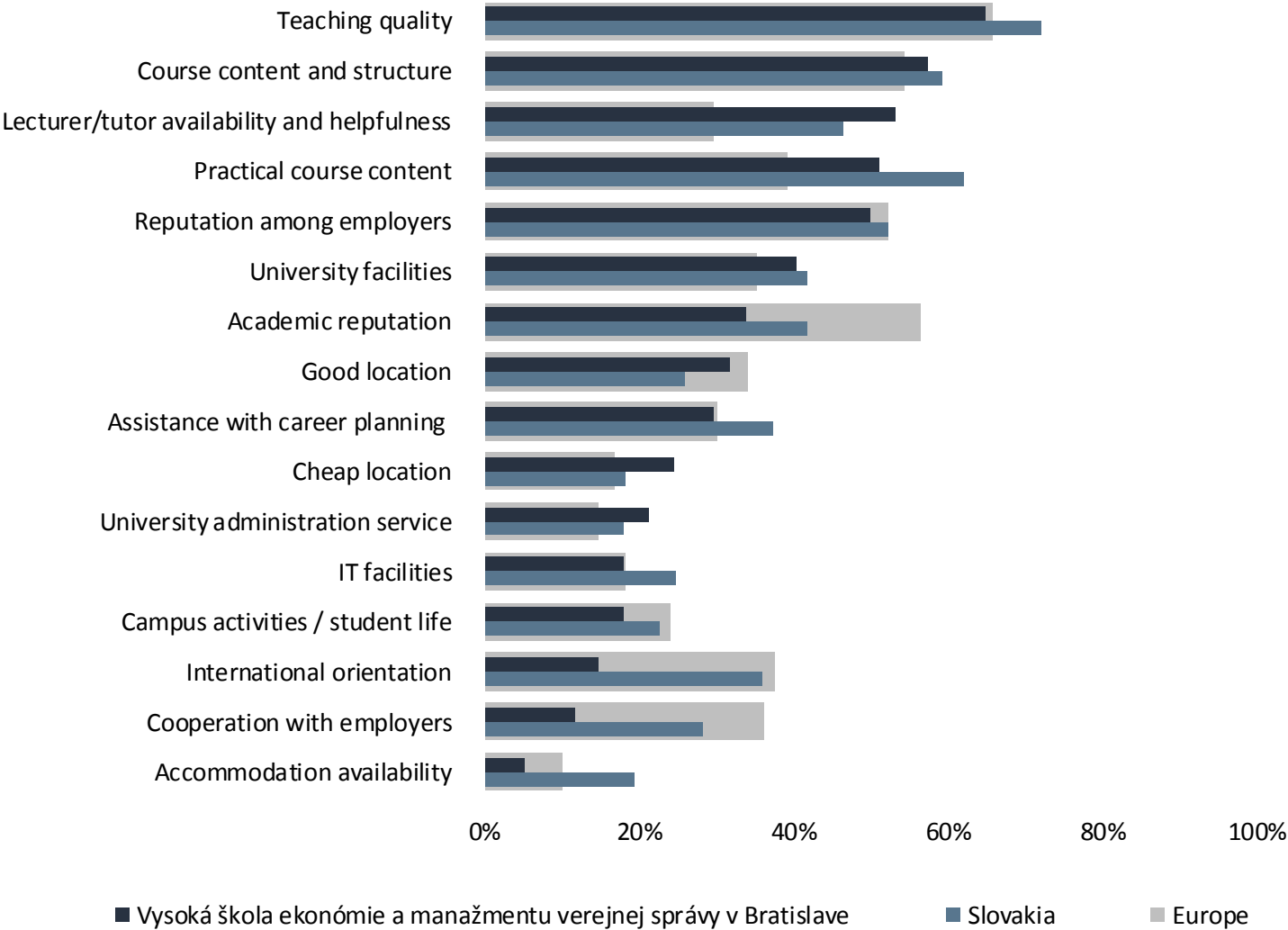


## Evaluation of university performance in Europe (cont.)

Country	Satisfaction
Europe	5,1
Austria	5,1
Belgium	5,3
Bulgaria	5,2
Czech Republic	5,1
Denmark	5,1
Finland	4,8
France	5,3
Germany	5,1
Greece	4,7
Hungary	5,0
Ireland	5,2
Italy	5,2

Country	Satisfaction
Netherlands	5,4
Norway	5,2
Poland	5,1
Portugal	5,2
Romania	5,2
Russia	5,2
Slovakia	5,0
Spain	4,9
Sweden	5,3
Switzerland	5,0
Turkey	5,1
United Kingdom	5,2
<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>4,8</b>

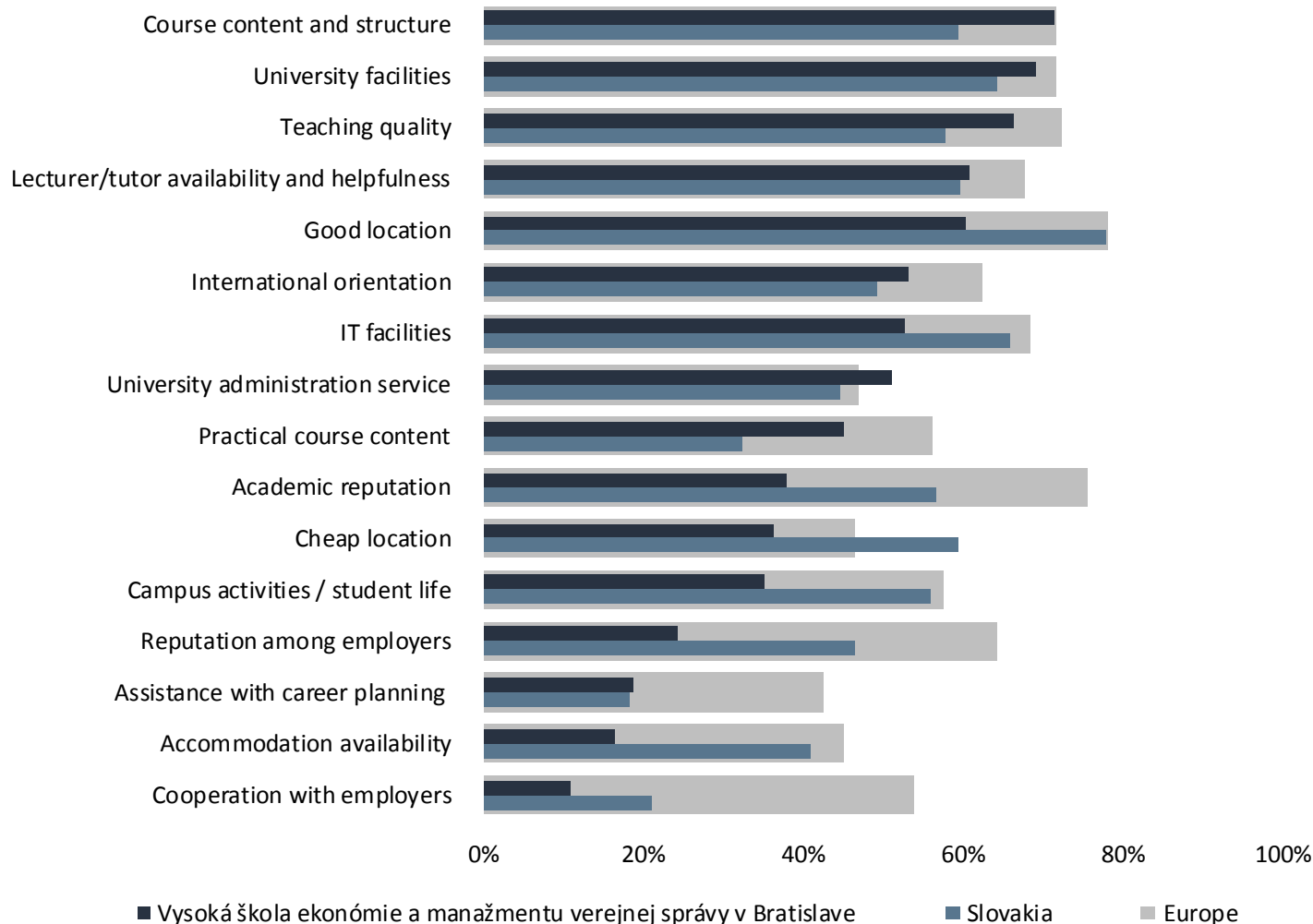
# Important factors when choosing a university course



## Important factors when choosing a university course (cont.)

Important factors	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Teaching quality	64,9%	72,2%	65,8%
Course content and structure	57,4%	59,2%	54,4%
Lecturer/tutor availability and helpfulness	53,2%	46,5%	29,7%
Practical course content	51,1%	62,0%	39,3%
Reputation among employers	50,0%	52,3%	52,2%
University facilities	40,4%	41,9%	35,4%
Academic reputation	34,0%	41,9%	56,6%
Good location	31,9%	26,0%	34,2%
Assistance with career planning	29,8%	37,3%	30,2%
Cheap location	24,5%	18,2%	16,9%
University administration service	21,3%	18,0%	14,9%
IT facilities	18,1%	24,7%	18,3%
Campus activities / student life	18,1%	22,6%	24,1%
International orientation	14,9%	35,9%	37,7%
Cooperation with employers	11,7%	28,2%	36,3%
Accommodation availability	5,3%	19,4%	10,1%

# Evaluation of university performance

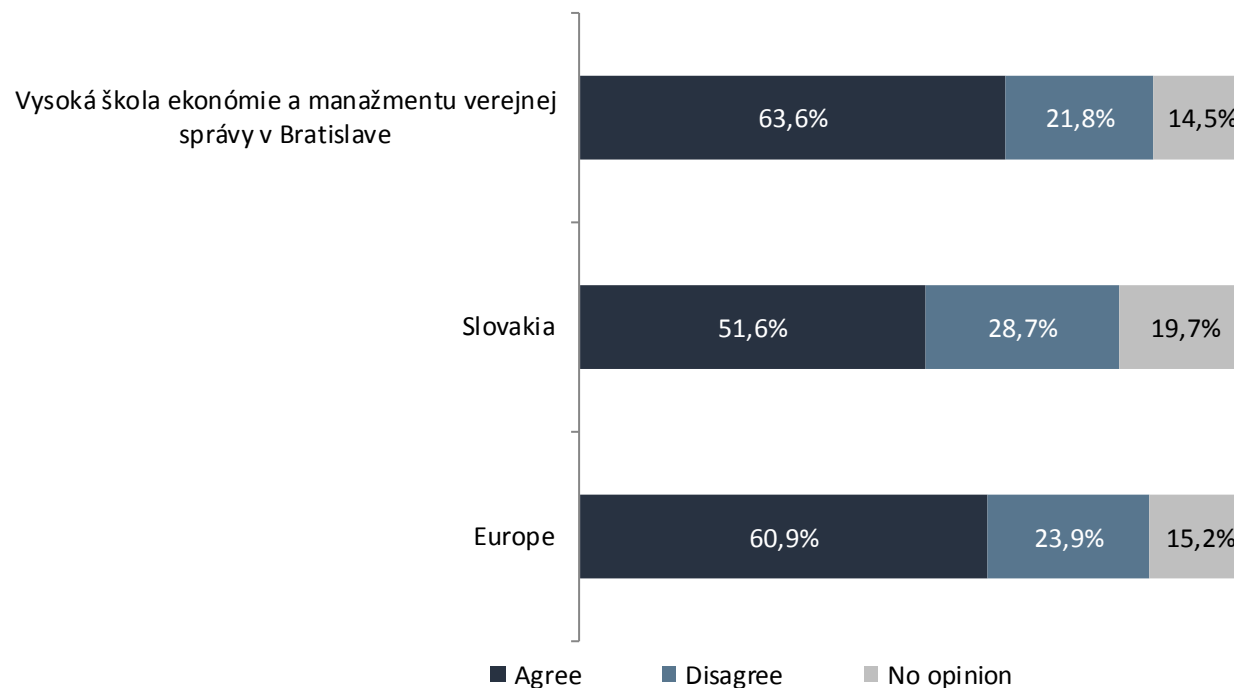


## Evaluation of university performance (cont.)

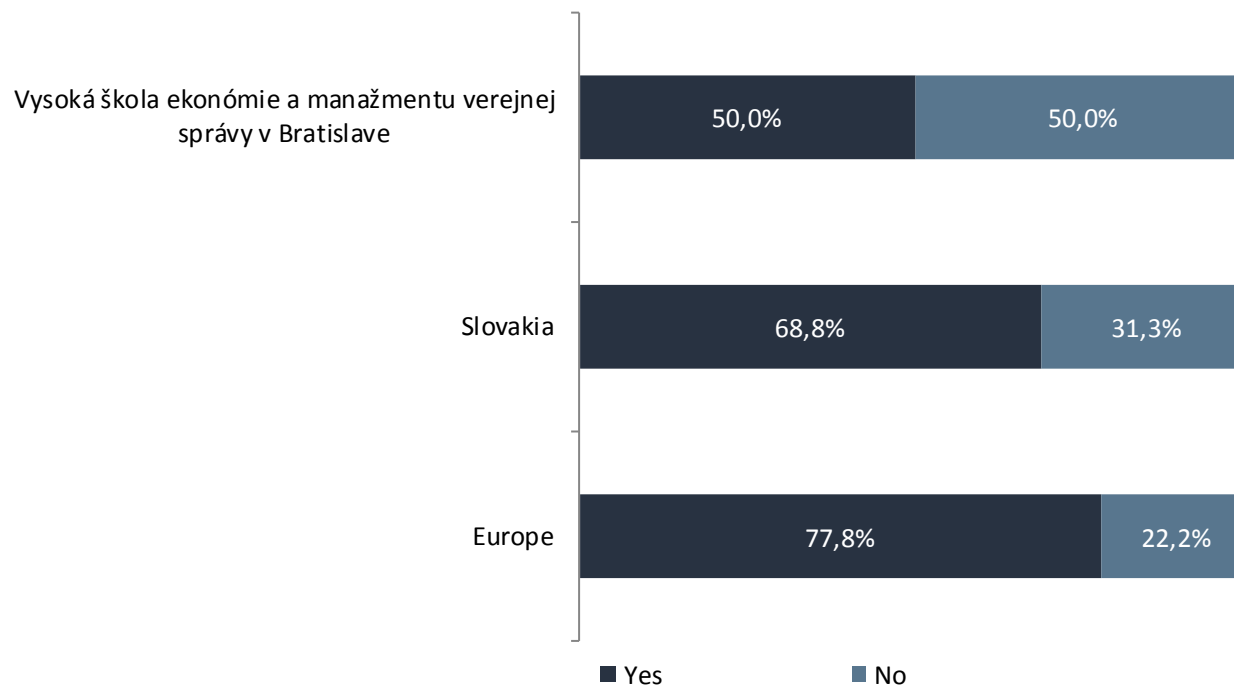
Satisfaction	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Course content and structure	71,4%	59,4%	71,7%
University facilities	69,2%	64,3%	71,7%
Teaching quality	66,3%	57,9%	72,3%
Lecturer/tutor availability and helpfulness	60,9%	59,6%	67,7%
Good location	60,4%	77,9%	78,2%
International orientation	53,3%	49,2%	62,4%
IT facilities	52,7%	65,9%	68,4%
University administration service	51,1%	44,6%	46,9%
Practical course content	45,1%	32,5%	56,3%
Academic reputation	38,0%	56,6%	75,6%
Cheap location	36,3%	59,4%	46,5%
Campus activities / student life	35,2%	55,9%	57,7%
Reputation among employers	24,4%	46,4%	64,2%
Assistance with career planning	18,7%	18,4%	42,6%
Accommodation availability	16,5%	40,9%	45,1%
Cooperation with employers	10,9%	21,0%	53,9%

# Opinion

My university course provides me with the skills necessary for the labour market.



# Use of university careers fair



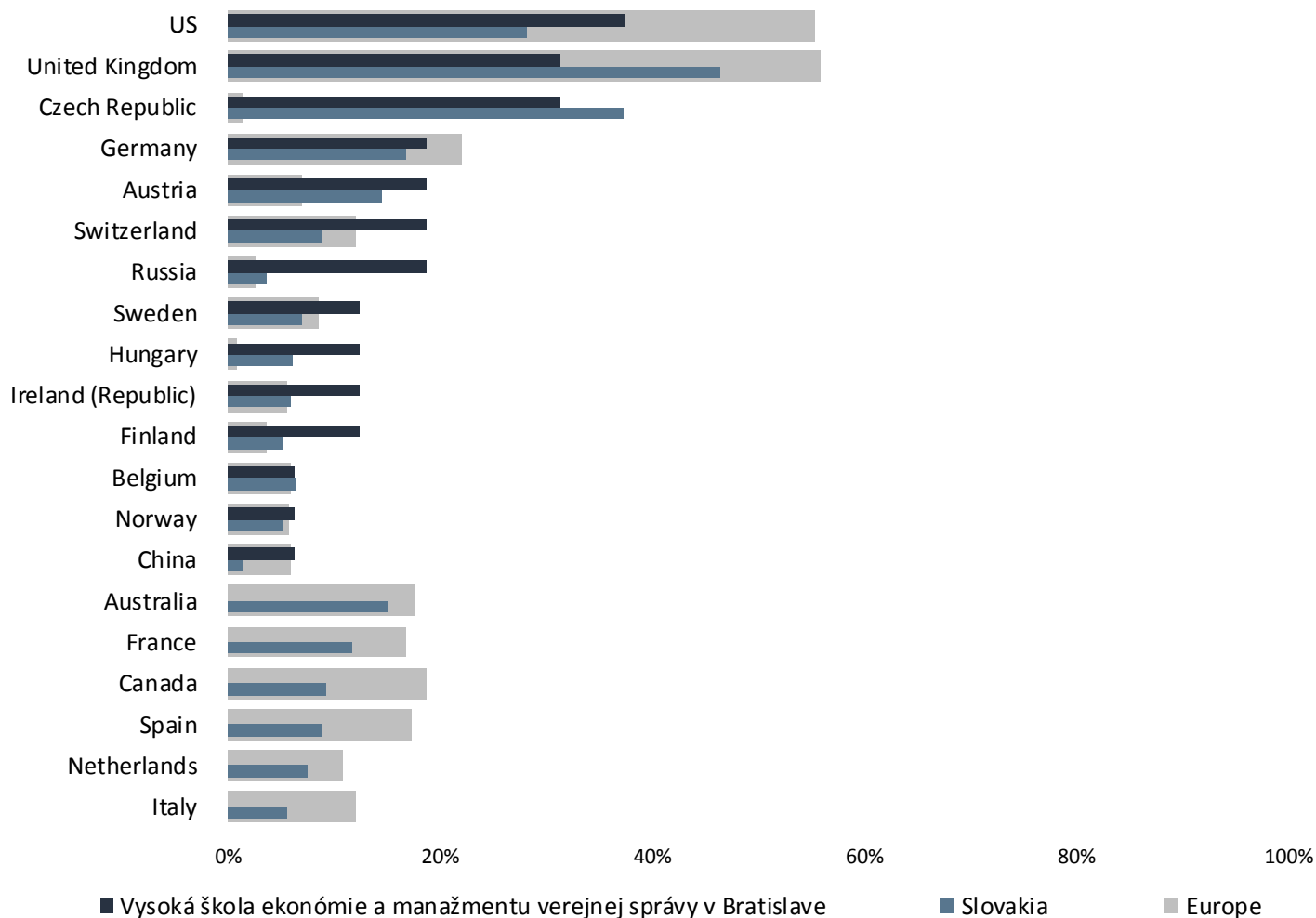


## Interest in studying a master course abroad (cont.)

Country	%
Europe	52,9%
Austria	50,9%
Belgium	44,2%
Bulgaria	70,3%
Czech Republic	30,6%
Denmark	57,6%
Finland	40,6%
France	57,0%
Germany	0,0%
Greece	79,8%
Hungary	48,0%
Ireland	40,4%
Italy	58,0%

Country	%
Netherlands	47,0%
Norway	43,0%
Poland	37,0%
Portugal	49,1%
Romania	63,8%
Russia	71,5%
Slovakia	21,8%
Spain	62,9%
Sweden	56,6%
Switzerland	45,0%
Turkey	82,7%
United Kingdom	39,8%
<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>18,7%</b>

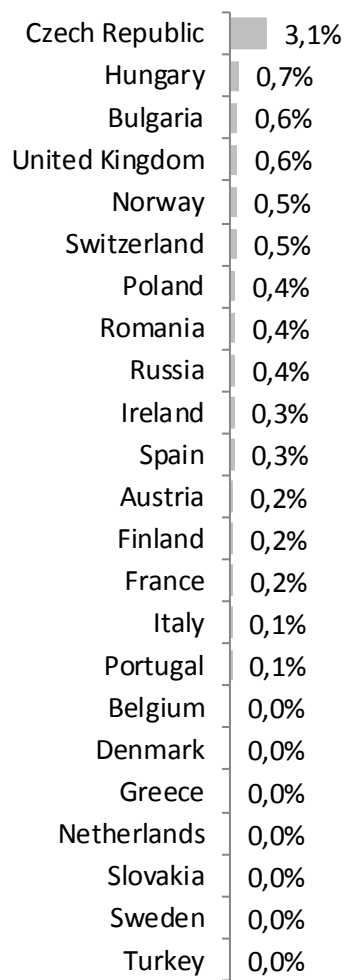
# Desired master course destination



## Desired master course destination (cont.)

Master course destination	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave		
	Slovakia	Europe	
US	37,5%	28,2%	55,4%
United Kingdom	31,3%	46,4%	55,9%
Czech Republic	31,3%	37,4%	1,4%
Germany	18,8%	16,8%	22,1%
Austria	18,8%	14,5%	7,0%
Switzerland	18,8%	8,9%	12,1%
Russia	18,8%	3,6%	2,7%
Sweden	12,5%	7,0%	8,6%
Hungary	12,5%	6,1%	0,8%
Ireland (Republic)	12,5%	5,9%	5,6%
Finland	12,5%	5,3%	3,6%
Belgium	6,3%	6,4%	5,9%
Norway	6,3%	5,3%	5,8%
China	6,3%	1,4%	5,9%
Australia	0,0%	15,1%	17,7%
France	0,0%	11,7%	16,9%
Canada	0,0%	9,2%	18,8%
Spain	0,0%	8,9%	17,3%
Netherlands	0,0%	7,5%	10,8%
Italy	0,0%	5,6%	12,0%

# Students wanting to study a master course in Slovakia



Question: Where would you like to study this master degree?

This question has not been asked in Germany.

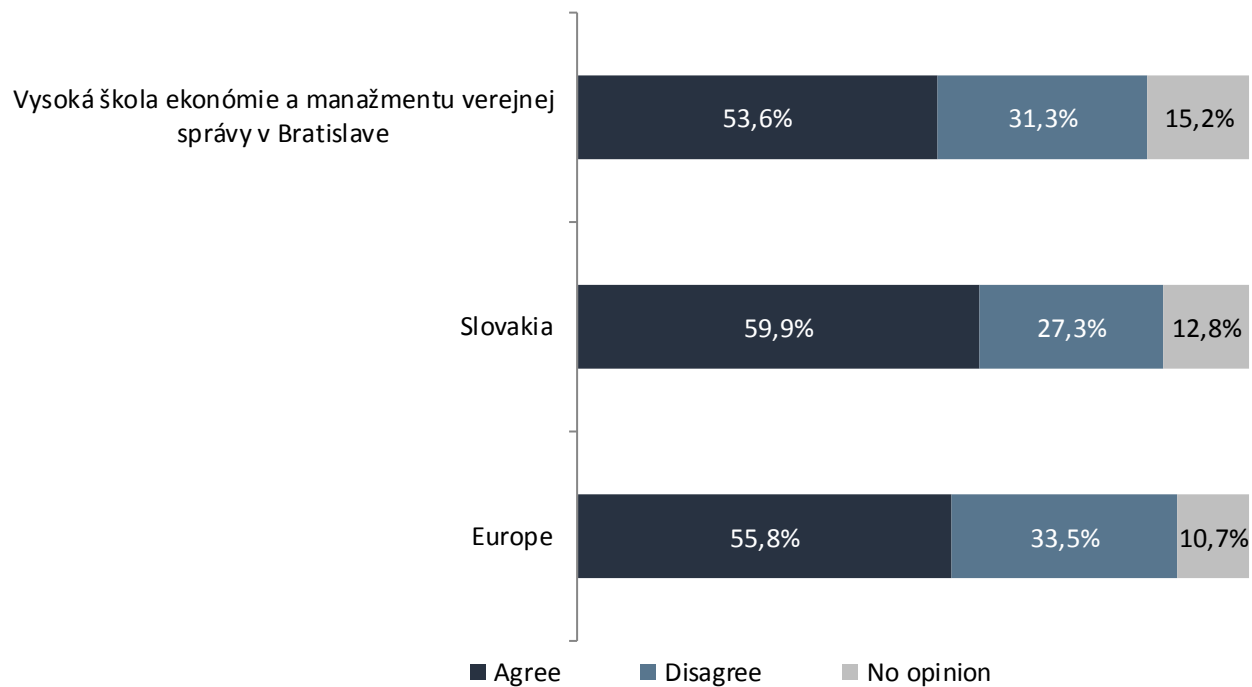
# Contents

1. General information / methodology
2. Education and university evaluation
3. **Career**
4. Focus on Top Employers 2011
5. Profile

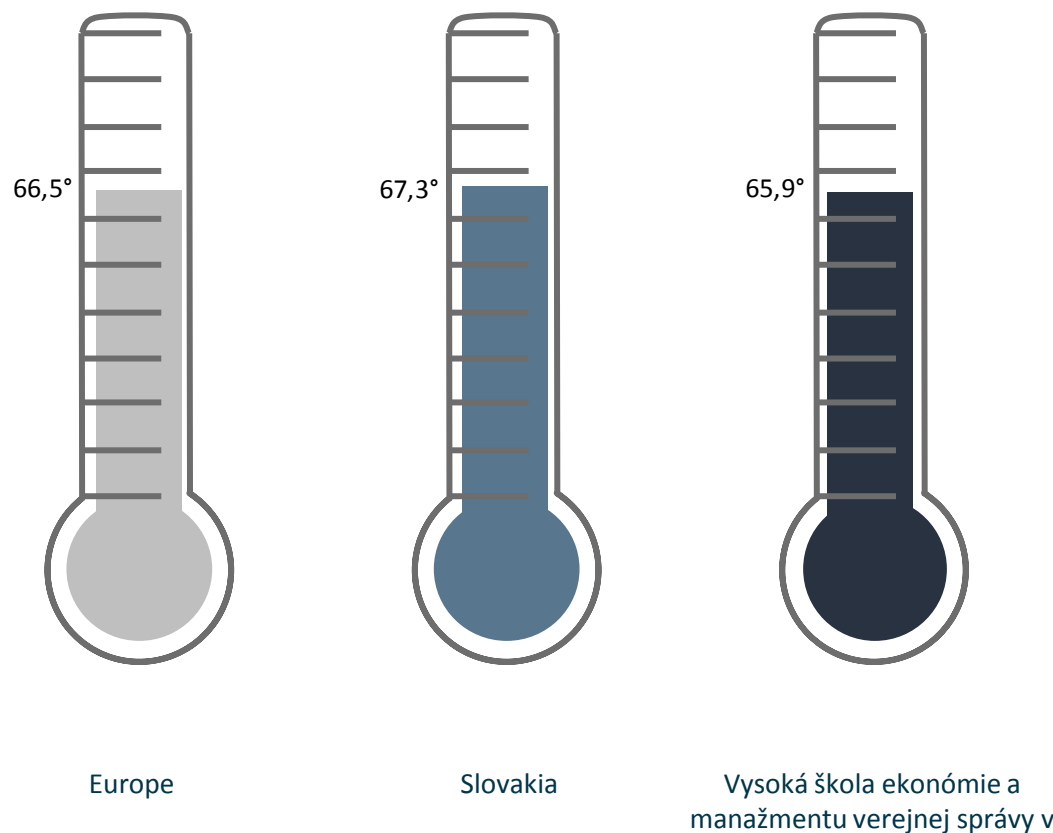


# Opinion

I am worried about my future career



# Optimism indicator

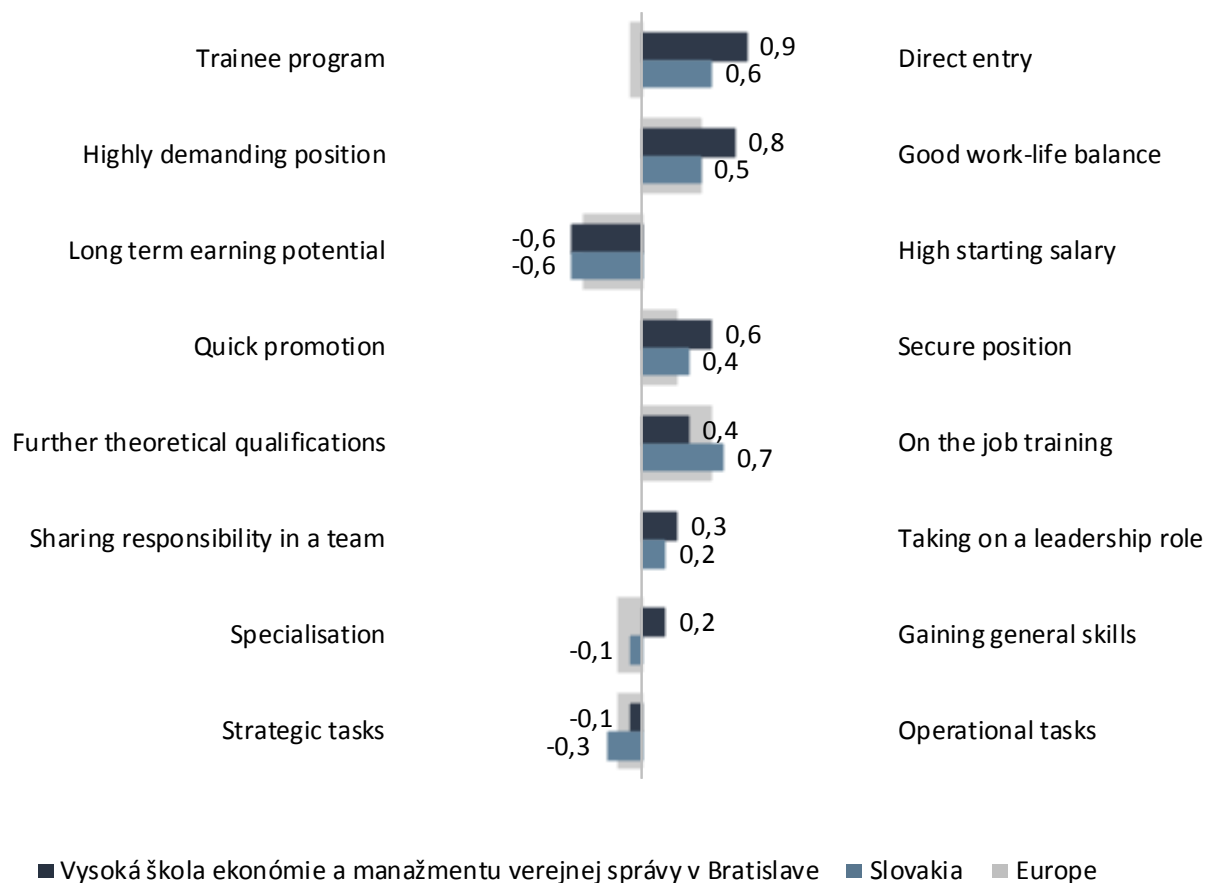


Question: How many APPLICATIONS do you expect to send (did you send) to find your first professional position?

Question: How many MONTHS do you expect to need (did you require) to find your first professional position?

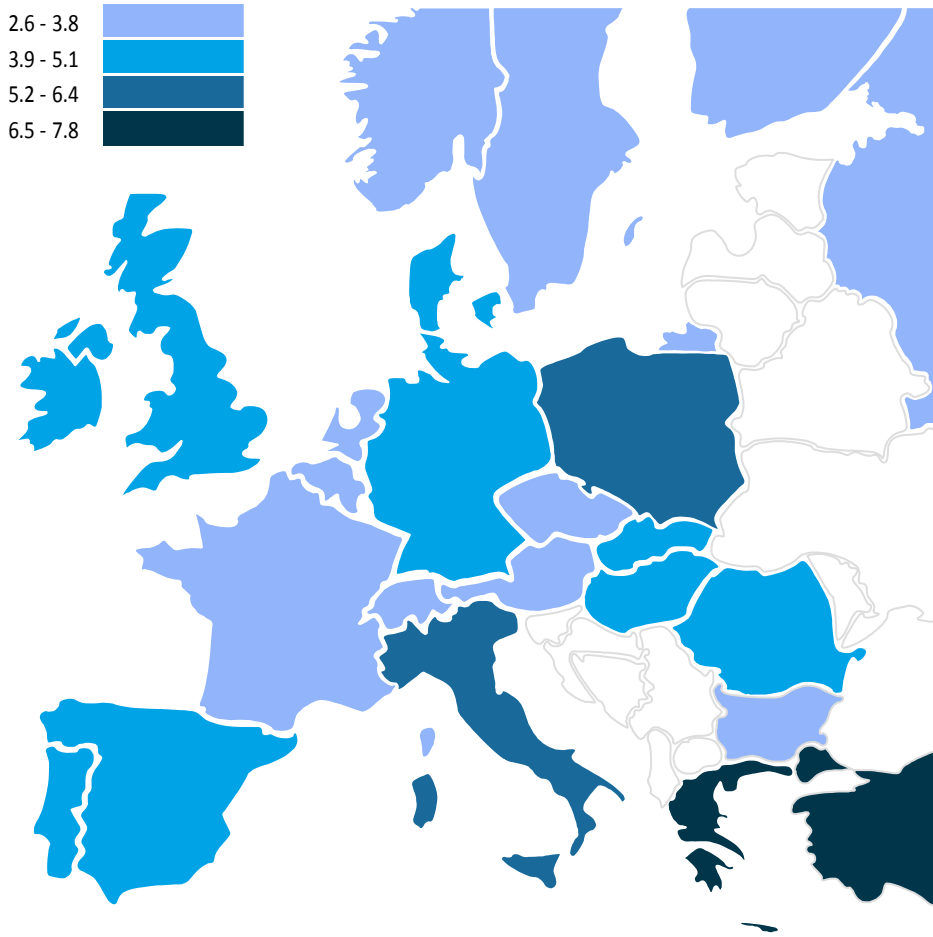
The trendence Optimism Index is an indicator for graduate confidence in relation to their job prospects. It has been calculated from two parameters, which have been chosen yearly as part of the evaluation of the job application process. 1) Number of anticipated applications. 2) Length of time it takes to get a job. The highest possible mark of 100 symbolises an "overheating" of the market: in such a market every graduate would find a position within the shortest of time and with minimal effort.

# Career priorities



# Job application process

Estimated timeframe to find first position



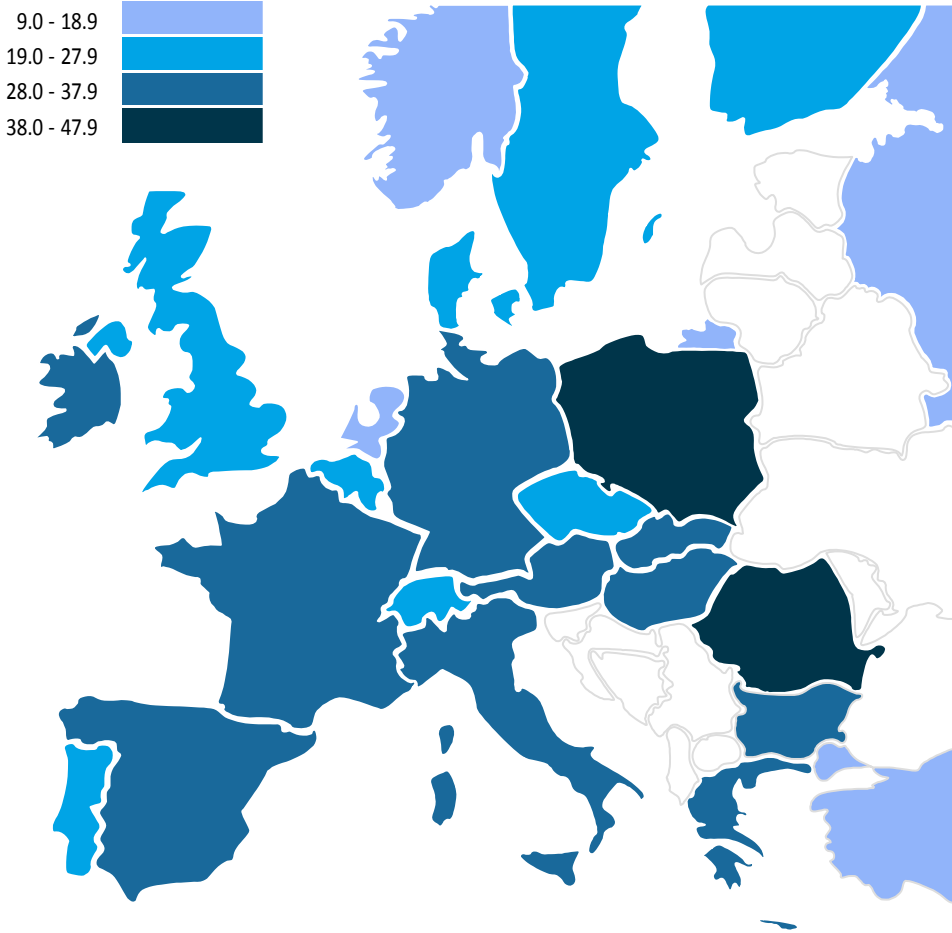
# Job application process

Estimated timeframe to find first position (cont.)

Country	Months	Country	Months
Europe	4,8	Netherlands	3,7
Austria	3,3	Norway	3,3
Belgium	3,7	Poland	5,4
Bulgaria	3,6	Portugal	3,9
Czech Republic	3,5	Romania	5,1
Denmark	3,9	Russia	2,6
Finland	3,4	Slovakia	5,0
France	3,3	Spain	5,1
Germany	4,2	Sweden	3,2
Greece	7,1	Switzerland	3,5
Hungary	4,3	Turkey	7,8
Ireland	5,1	United Kingdom	5,1
Italy	5,8	<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>4,5</b>

# Job application process

Estimated number of applications to find first position



# Job application process

Estimated number of applications to find first position (cont.)

Country	Number of applications
Europe	34,1
Austria	29,1
Belgium	19,1
Bulgaria	29,6
Czech Republic	24,7
Denmark	26,4
Finland	22,7
France	35,1
Germany	31,0
Greece	36,7
Hungary	32,3
Ireland	28,1
Italy	29,1

Country	Number of applications
Netherlands	12,6
Norway	15,5
Poland	47,9
Portugal	26,5
Romania	44,5
Russia	17,9
Slovakia	33,0
Spain	34,1
Sweden	21,0
Switzerland	21,9
Turkey	9,4
United Kingdom	27,1
<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>35,0</b>





# Expectations of first position

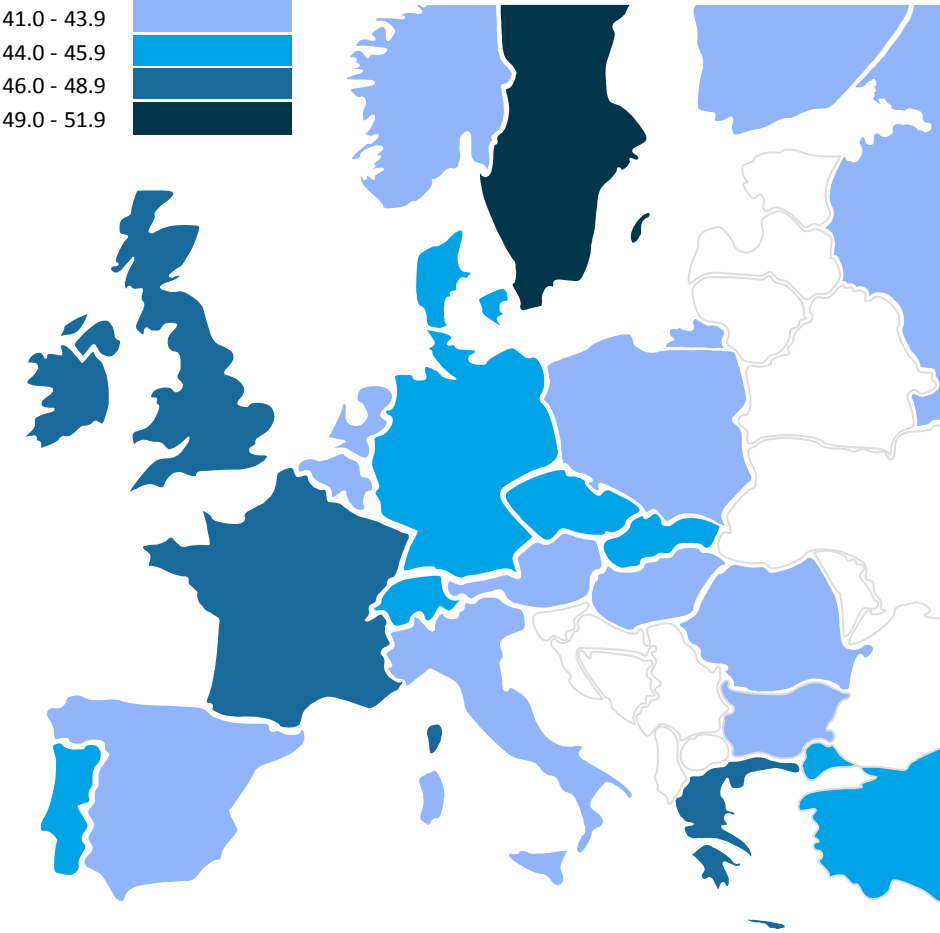
## Expected gross annual salary (cont.)

Country	Expected income (Euros)
Europe	19.961,0 €
Austria	31.608,6 €
Belgium	26.943,9 €
Bulgaria	6.861,3 €
Czech Republic	13.520,1 €
Denmark	50.396,4 €
Finland	30.373,4 €
France	32.938,8 €
Germany	43.100,0 €
Greece	12.491,2 €
Hungary	9.573,1 €
Ireland	27.939,6 €
Italy	19.837,3 €

Country	Expected income (Euros)
Netherlands	27.878,0 €
Norway	50.015,2 €
Poland	9.384,8 €
Portugal	15.332,5 €
Romania	8.810,1 €
Russia	13.511,0 €
Slovakia	11.632,0 €
Spain	18.221,3 €
Sweden	37.947,1 €
Switzerland	55.969,6 €
Turkey	16.738,7 €
United Kingdom	28.000,0 €
<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>13.184,9 €</b>

# Expectations of first position

Expected working hours



# Expectations of first position

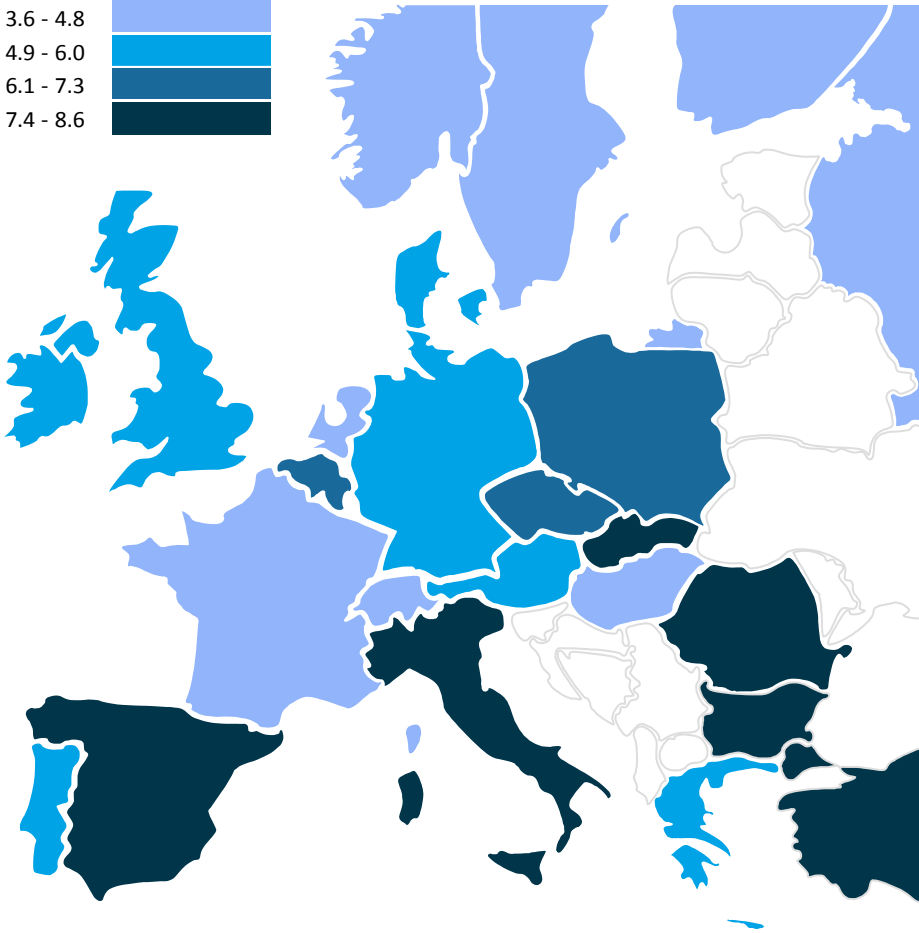
## Expected working hours (cont.)

Country	Working hours
Europe	44,3
Austria	43,8
Belgium	42,6
Bulgaria	42,5
Czech Republic	45,0
Denmark	44,1
Finland	41,0
France	47,6
Germany	45,9
Greece	46,2
Hungary	43,1
Ireland	47,2
Italy	41,6

Country	Working hours
Netherlands	42,5
Norway	42,9
Poland	42,7
Portugal	44,6
Romania	43,8
Russia	43,9
Slovakia	44,5
Spain	41,7
Sweden	51,2
Switzerland	45,7
Turkey	44,2
United Kingdom	47,8
<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>45,9</b>

# Expectations of first position

Expected time in first position



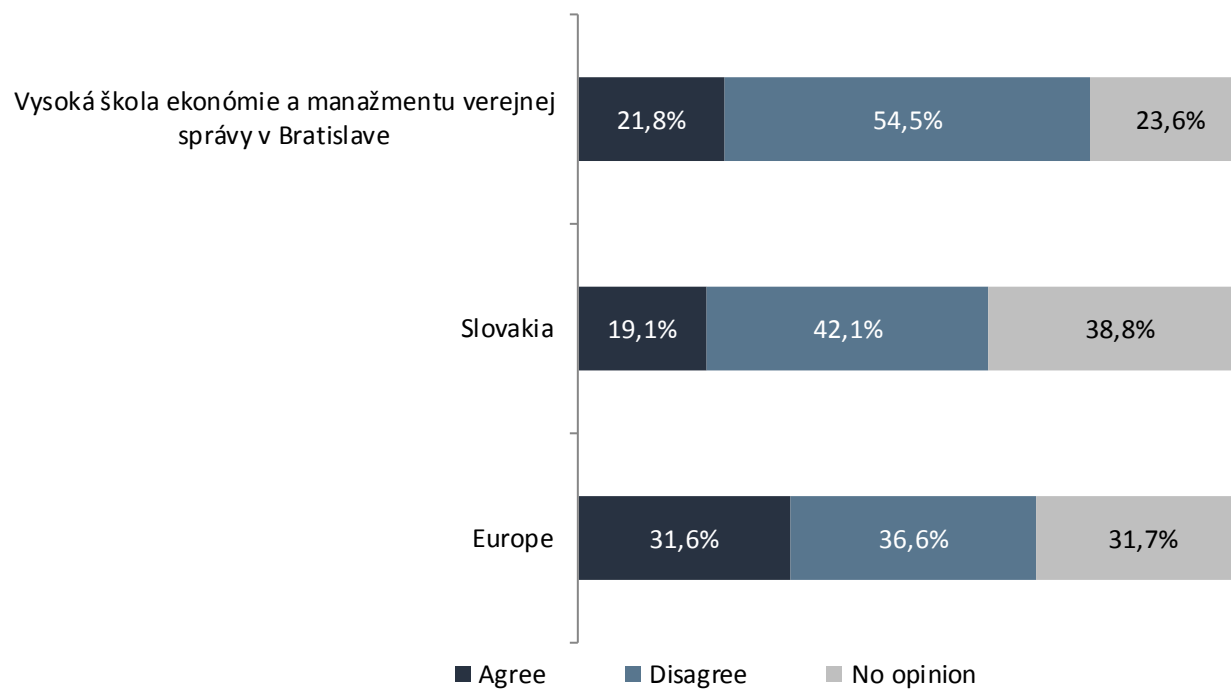
# Expectations of first position

## Expected time in first position (cont.)

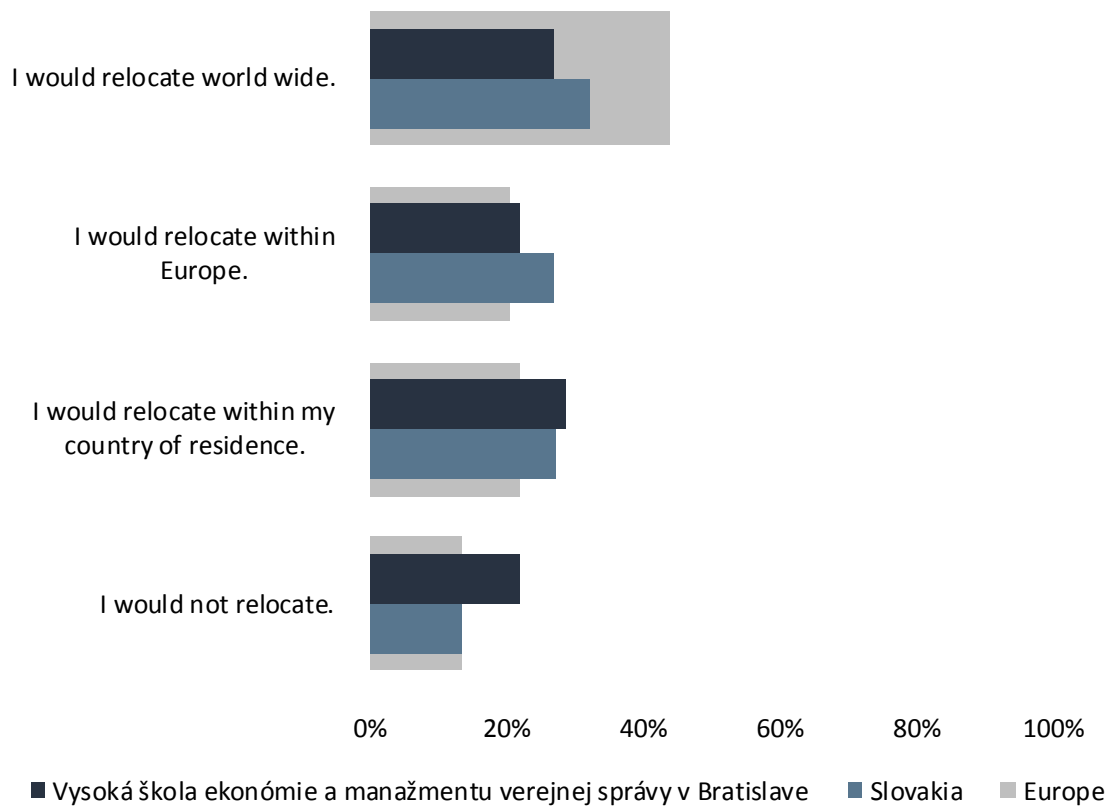
Country	Years	Country	Years
Europe	6,4	Netherlands	4,6
Austria	5,2	Norway	4,6
Belgium	6,4	Poland	6,9
Bulgaria	8,3	Portugal	5,2
Czech Republic	6,8	Romania	8,3
Denmark	5,5	Russia	3,6
Finland	4,5	Slovakia	7,6
France	4,0	Spain	7,6
Germany	5,1	Sweden	3,7
Greece	5,5	Switzerland	4,3
Hungary	3,7	Turkey	7,5
Ireland	5,3	United Kingdom	5,3
Italy	8,6	<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>8,9</b>

# Opinion

After graduating I will leave my country to find a professional position abroad



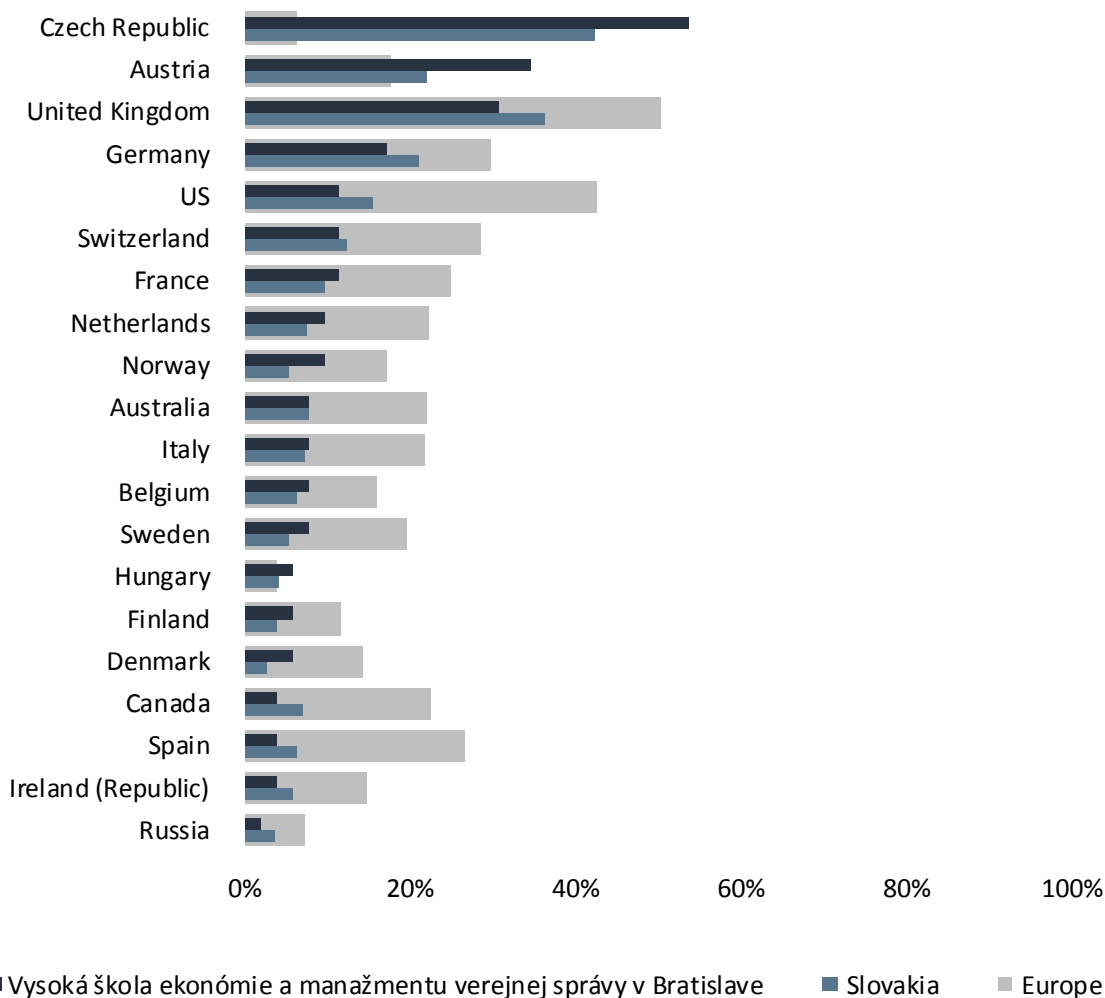
# Mobility – willingness to relocate



## Mobility – willingness to relocate (cont.)

Mobility	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
I would relocate world wide.	27,1%	32,2%	43,8%
I would relocate within Europe.	22,0%	26,9%	20,6%
I would relocate within my country of residence.	28,8%	27,4%	21,9%
I would not relocate.	22,0%	13,4%	13,6%

# Mobility – emigration destination



Question: Which foreign countries would you be most likely to move to for your first professional position after graduation?

## Mobility – emigration destination (cont.)

Emigration destination	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Czech Republic	53,8%	42,3%	6,4%
Austria	34,6%	22,1%	17,7%
United Kingdom	30,8%	36,2%	50,2%
Germany	17,3%	21,1%	29,7%
US	11,5%	15,4%	42,6%
Switzerland	11,5%	12,3%	28,5%
France	11,5%	9,7%	24,9%
Netherlands	9,6%	7,5%	22,4%
Norway	9,6%	5,3%	17,2%
Australia	7,7%	7,8%	22,0%
Italy	7,7%	7,3%	21,7%
Belgium	7,7%	6,3%	16,0%
Sweden	7,7%	5,3%	19,7%
Hungary	5,8%	4,2%	3,9%
Finland	5,8%	3,8%	11,6%
Denmark	5,8%	2,8%	14,3%
Canada	3,8%	7,0%	22,6%
Spain	3,8%	6,4%	26,7%
Ireland (Republic)	3,8%	5,9%	14,8%
Russia	1,9%	3,6%	7,4%

# Contents

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3. Career
4. **Focus on Top Employers 2011**
5. Profile



# Who are the most attractive employers in Europe?

Rang 2011	Employer	Europe
1	Google	7,10%
2	PricewaterhouseCoopers	6,94%
3	Ernst & Young	6,56%
4	L'Oréal	6,30%
5	Apple	5,96%
6	Deloitte	5,17%
7	Coca-Cola	4,97%
8	KPMG	4,78%
9	Microsoft	4,40%
10	Procter & Gamble	3,82%

# Who are the most attractive employers in Slovakia?

Rang 2011 Employer		Slovakia
1	Národná banka Slovenska	15,2%
2	VÚB Banka (Intesa Sanpaolo)	13,5%
3	Slovenská sporiteľňa (Erste Bank)	11,3%
3	Tatra Banka (Raiffeisen Bank)	11,3%
5	J&T Banka	10,8%
6	Orange	8,0%
7	ČSOB (KBC)	6,3%
8	IBM	5,9%
9	Allianz - Slovenská poisťovňa	5,2%
10	Slovak Telekom (Deutsche Telekom)	4,6%

# Who are the most attractive employers at your university?

Rang 2011 Employer		Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave
1	Národná banka Slovenska	17,2%
2	Orange	15,6%
3	Tatra Banka (Raiffeisen Bank)	11,5%
4	J&T Banka	10,7%
4	VÚB Banka (Intesa Sanpaolo)	10,7%
6	SPP	9,0%
7	Allianz - Slovenská poisťovňa	7,4%
7	Slovak Telekom (Deutsche Telekom)	7,4%
7	Slovenské elektrárne (Enel)	7,4%
10	Accenture	6,6%

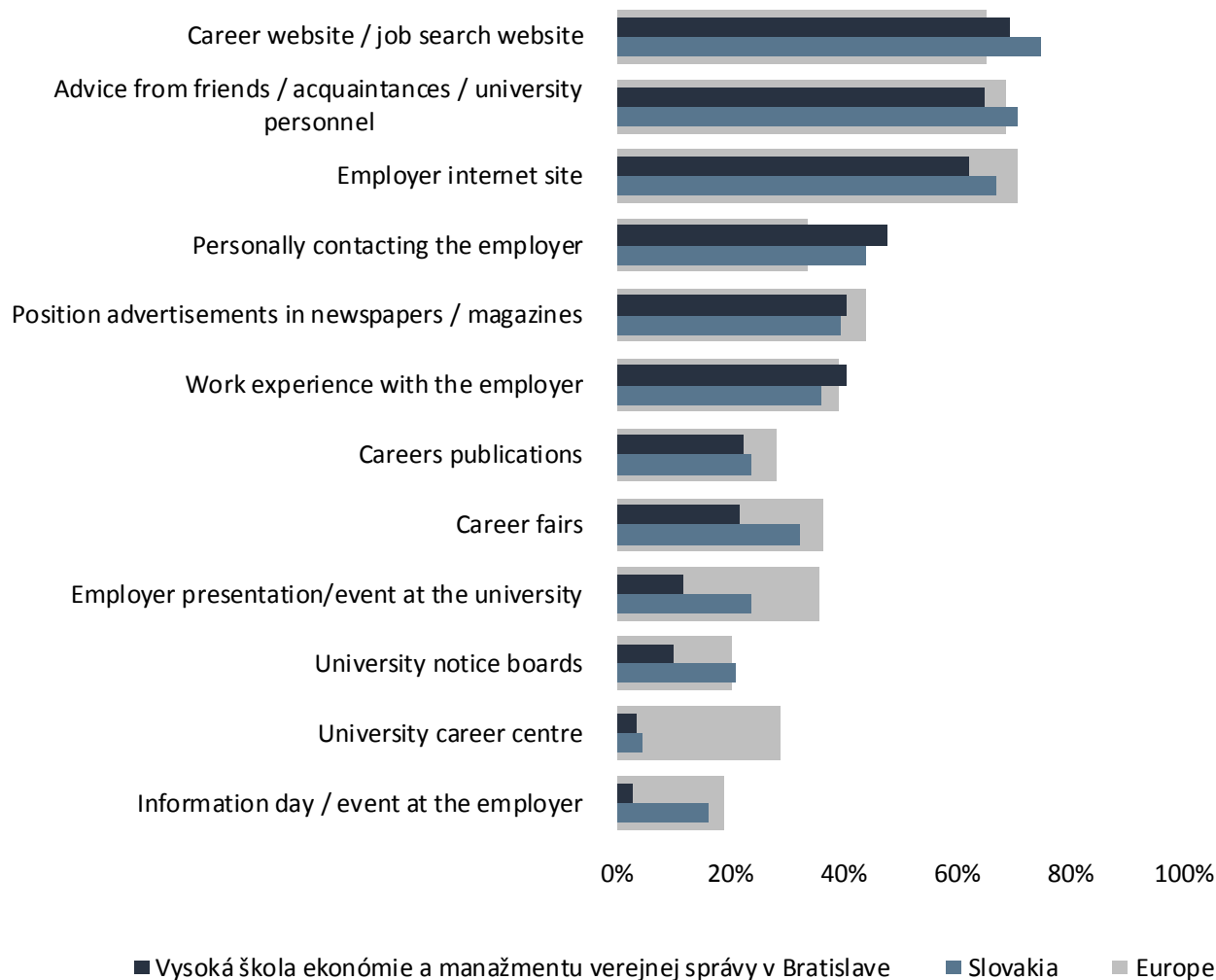
## Who are the most active employers in Slovakia?

Rang	2011 Employer	Slovakia
1	Slovenská sporiteľňa (Erste Bank)	15,2%
2	Tatra Banka (Raiffeisen Bank)	14,3%
3	IBM	9,5%
4	VÚB Banka (Intesa Sanpaolo)	9,4%
5	PwC	9,1%
6	U. S. Steel Košice	8,1%
7	Ernst & Young	7,6%
8	Siemens	7,4%
9	Slovak Telekom (Deutsche Telekom)	6,8%
9	Volkswagen Group	6,8%

# Who are the most active employers at your university?

Rang 2011 Employer		Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave
1	Allianz - Slovenská poisťovňa	17,2%
2	Slovak Telekom (Deutsche Telekom)	13,8%
2	Slovenská sporiteľňa (Erste Bank)	13,8%
2	VÚB Banka (Intesa Sanpaolo)	13,8%
5	Dell	10,3%
5	IBM	10,3%
5	Tesco	10,3%
8	J&T Banka	6,9%
8	Kia Motors	6,9%
8	Kraft Foods	6,9%

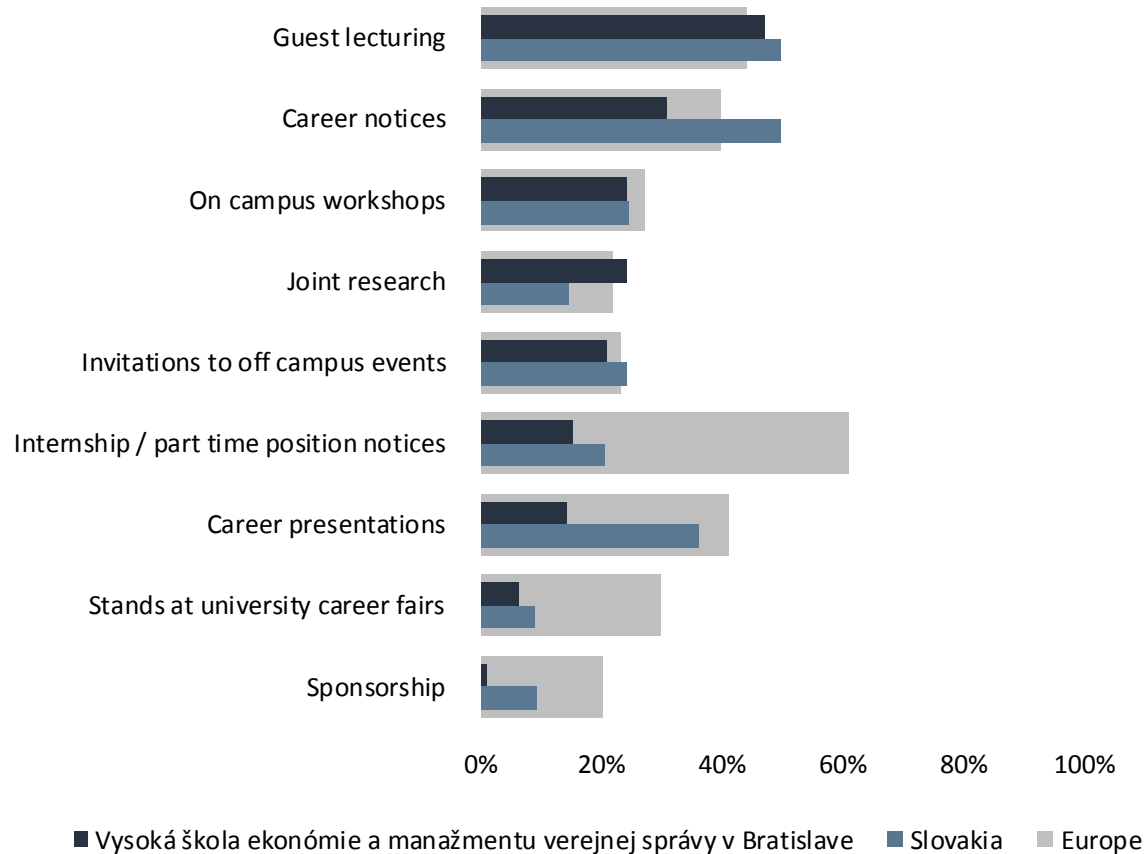
# General communication channels used



## General communication channels used (cont.)

General communications channels	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Career website / job search website	69,4%	75,0%	65,2%
Advice from friends / acquaintances / university personnel	64,9%	70,7%	68,7%
Employer internet site	62,2%	66,9%	70,6%
Personally contacting the employer	47,7%	44,0%	33,6%
Position advertisements in newspapers / magazines	40,5%	39,7%	44,1%
Work experience with the employer	40,5%	36,1%	39,2%
Careers publications	22,5%	23,8%	28,3%
Career fairs	21,6%	32,5%	36,5%
Employer presentation/event at the university	11,7%	23,9%	35,6%
University notice boards	9,9%	21,0%	20,4%
University career centre	3,6%	4,4%	28,9%
Information day / event at the employer	2,7%	16,1%	18,8%

# Most appealing campus marketing activities



## Most appealing campus marketing activities (cont.)

Campus marketing activities	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Guest lecturing	47,3%	49,7%	44,1%
Career notices	30,8%	49,7%	39,8%
On campus workshops	24,2%	24,5%	27,2%
Joint research	24,2%	14,7%	22,0%
Invitations to off campus events	20,9%	24,4%	23,4%
Internship / part time position notices	15,4%	20,7%	61,0%
Career presentations	14,3%	36,1%	41,2%
Stands at university career fairs	6,6%	9,2%	30,0%
Sponsorship	1,1%	9,3%	20,2%

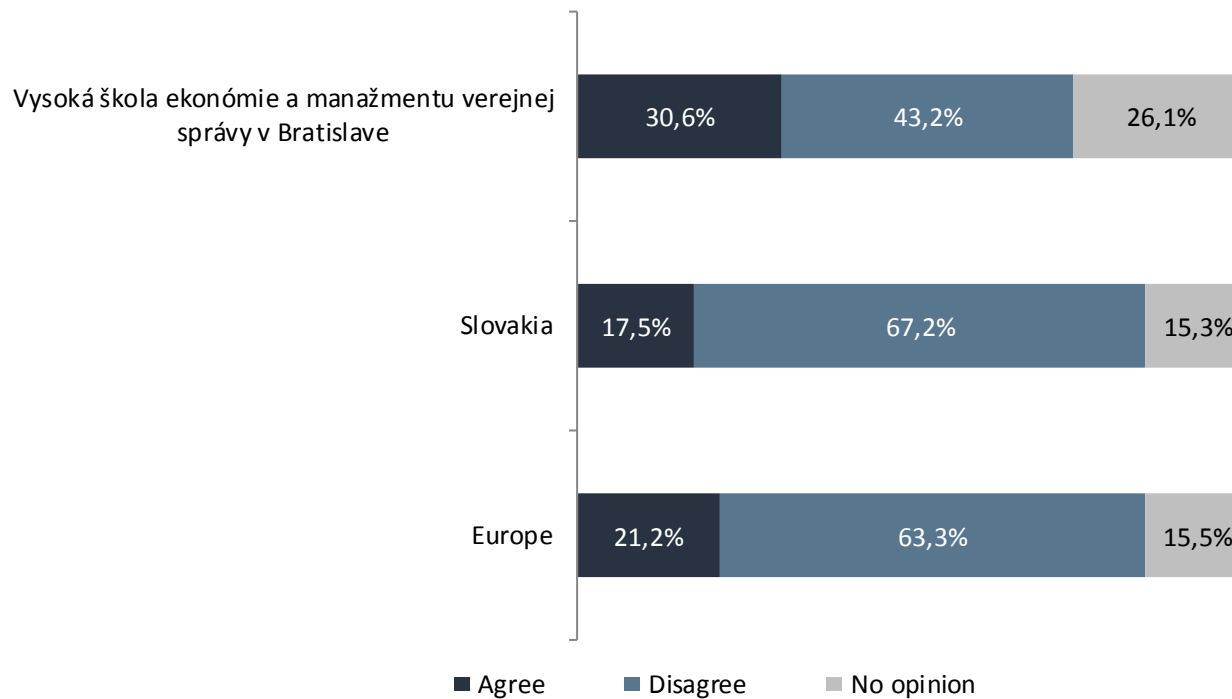
# Contents

1. General information / methodology
2. Education and university evaluation
3. Career
4. Focus on Top Employers 2011
5. **Profile**



# Opinion

## Students should pay for their tertiary education



# Profile

## Age and gender

Age	Years
Europe	22,9
Slovakia	23,3
Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	26,4

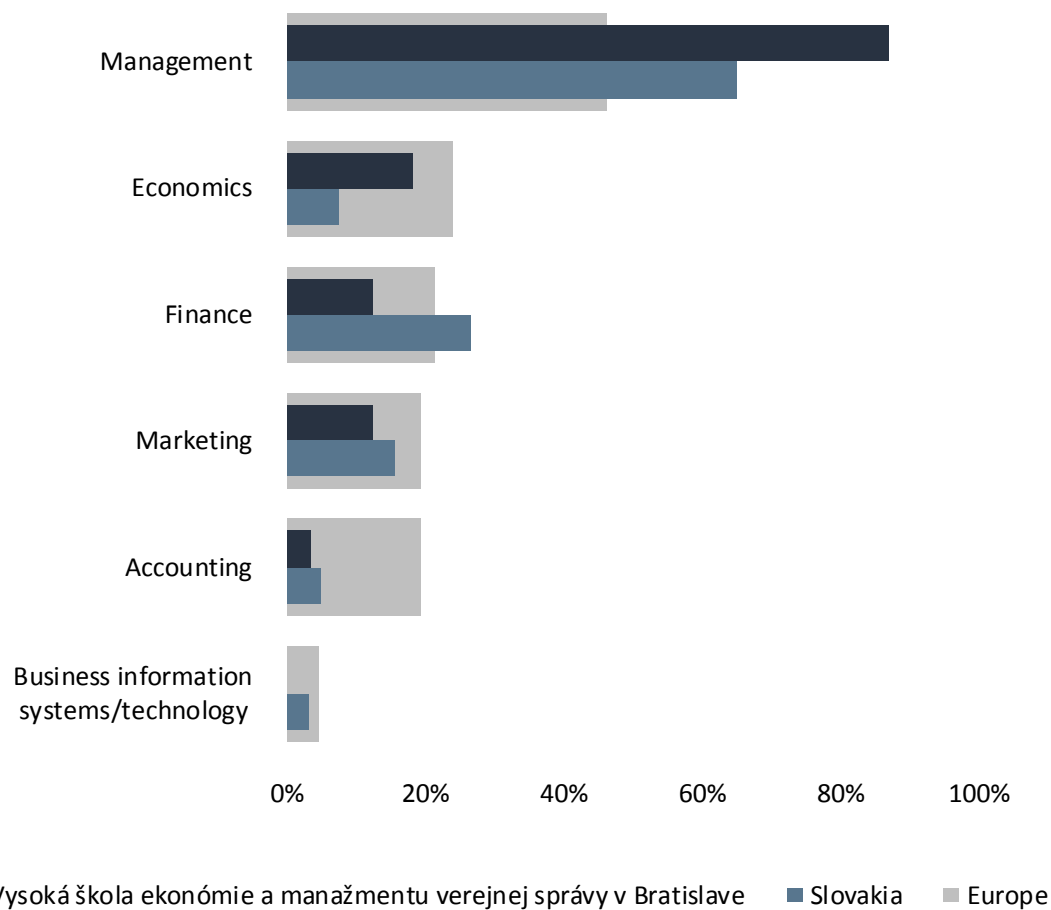
Country	Male	Female
Europe	40,3%	59,7%
Austria	42,6%	57,4%
Belgium	46,4%	53,6%
Bulgaria	30,6%	69,4%
Czech Republic	36,4%	63,6%
Denmark	46,6%	53,4%
Finland	26,7%	73,3%
France	43,9%	56,1%
Germany	48,3%	51,7%
Greece	36,7%	63,3%
Hungary	33,7%	66,3%
Ireland (Republic)	44,8%	55,2%
Italy	43,5%	56,5%
Netherlands	43,6%	56,4%
Norway	44,0%	56,0%
Poland	33,7%	66,3%
Portugal	48,0%	52,0%
Romania	28,5%	71,5%
Russia	30,9%	69,1%
Slovakia	35,3%	64,7%
Spain	41,9%	58,1%
Sweden	49,8%	50,2%
Switzerland	59,9%	40,1%
Turkey	58,5%	41,5%
United Kingdom	37,2%	62,8%
Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	34,3%	65,7%

Question: How old are you?

Question: You are... (a man / a woman?)

# Profile (cont.)

## Subjects



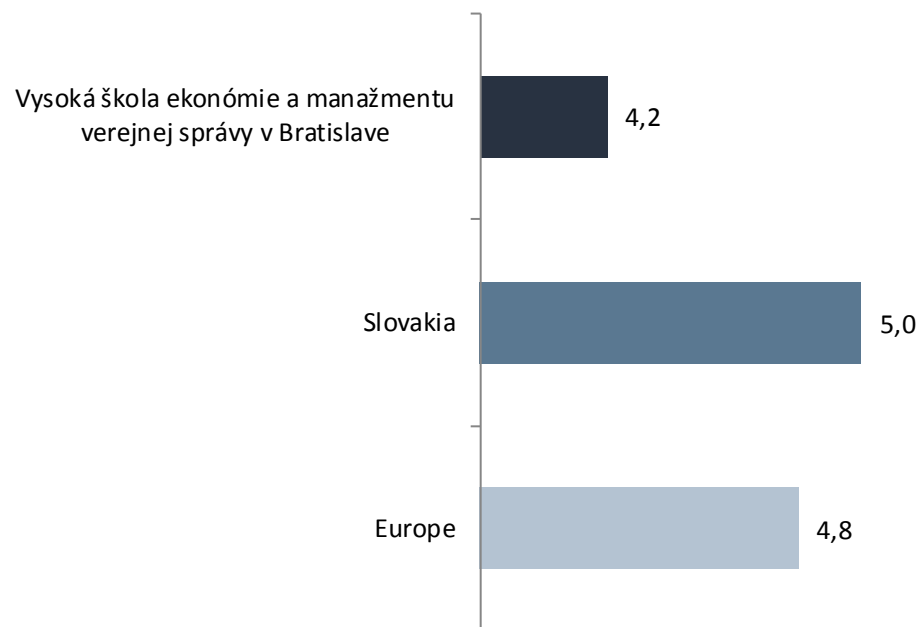
## Profile (cont.)

### Subjects (cont.)

Subjects	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Management	87,0%	65,1%	46,2%
Economics	18,3%	7,7%	23,9%
Finance	12,4%	26,5%	21,3%
Marketing	12,4%	15,7%	19,3%
Accounting	3,6%	5,0%	19,3%
Business information systems/technology	0,0%	3,2%	4,8%

# Profile (cont.)

## Length of education

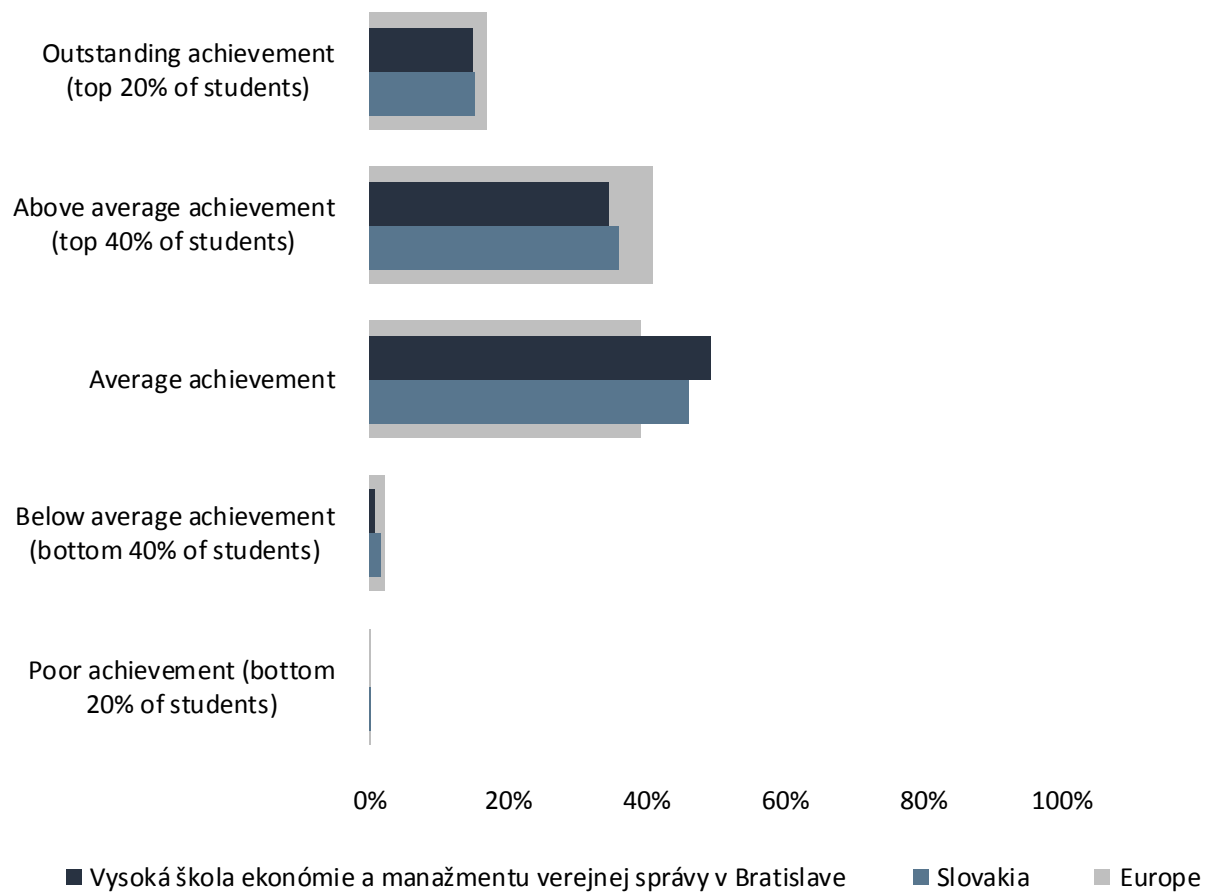


Question: When did you start studying your first course at university?

Question: When do you expect to start your first professional position after graduation?

# Profile (cont.)

## Academic achievement



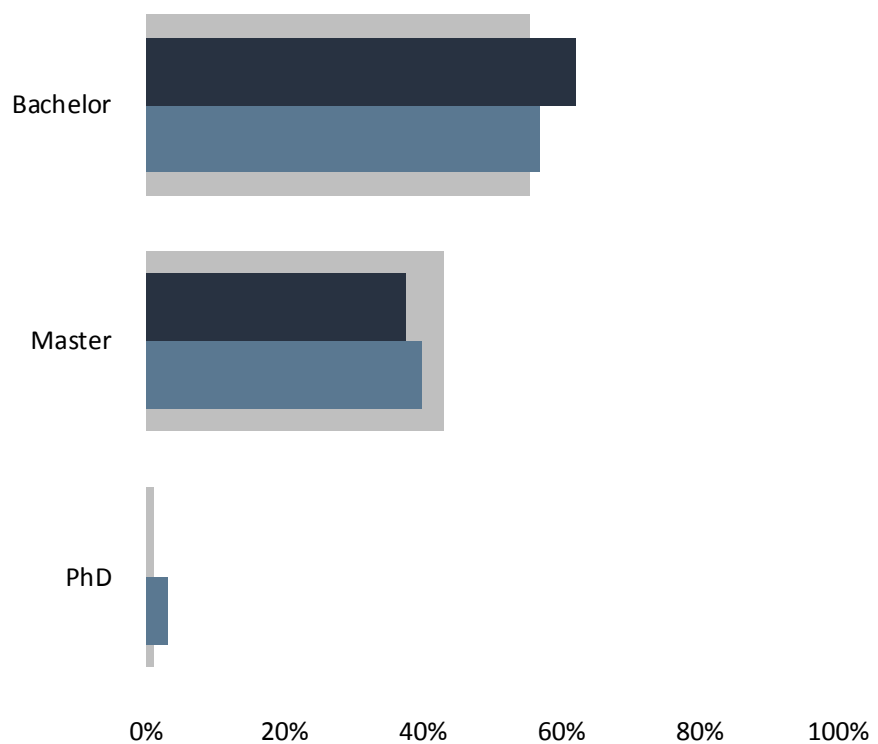
## Profile (cont.)

### Academic achievement (cont.)

Academic achievement	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Outstanding achievement (top 20% of students)	15,0%	15,4%	17,1%
Above average achievement (top 40% of students)	34,6%	36,1%	41,0%
Average achievement	49,6%	46,3%	39,3%
Below average achievement (bottom 40% of students)	0,8%	1,8%	2,3%
Poor achievement (bottom 20% of students)	0,0%	0,3%	0,3%

# Profile (cont.)

## Course type



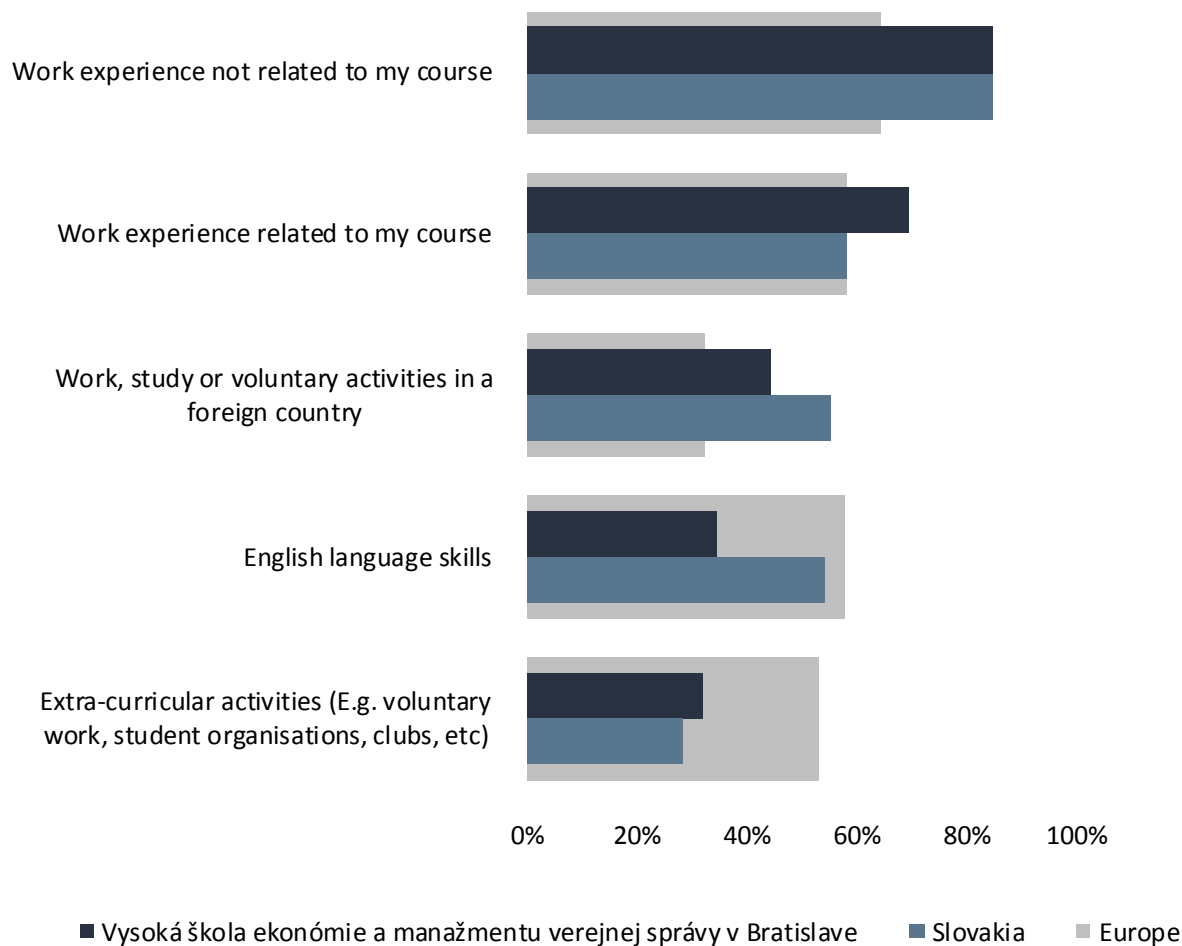
■ Vysoká škola ekonomie a manažmentu verejnej správy v Bratislave ■ Slovakia ■ Europe

## Profile (cont.)

### Course type (cont.)

Course type	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Bachelor	62,3%	56,9%	55,6%
Master	37,7%	40,0%	43,1%
PhD	0,0%	3,1%	1,3%

## Experiences and advanced english skills



Question: What experience s(of at least 3 months length) do you have?

Question: Do you speak English at a HIGHLY ADVANCED LEVEL? In this sense 'highly advanced level' means that you can speak, write and understand the language without any difficulties. I.e. You are fluent, have a large vocabulary and make very few grammatical errors.

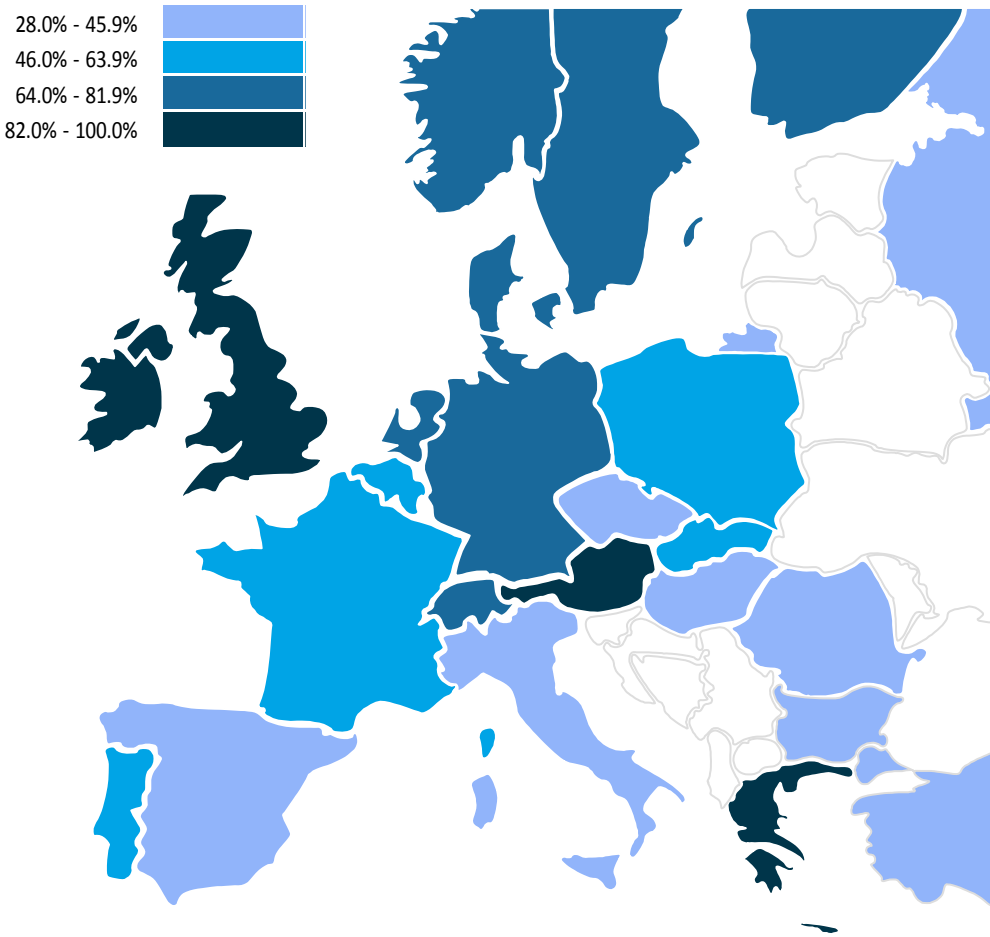
## Experiences and advanced english skills (cont.)

Experiences	Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave	Slovakia	Europe
Work experience not related to my course	84,8%	84,9%	64,6%
Work experience related to my course	69,6%	58,3%	58,4%
Work, study or voluntary activities in a foreign country	44,4%	55,5%	32,5%
English language skills	34,5%	54,3%	58,0%
Extra-curricular activities (E.g. voluntary work, student organisations, clubs, etc)	32,1%	28,4%	53,3%

Question: What experience s(of at least 3 months length) do you have?

Question: Do you speak English at a HIGHLY ADVANCED LEVEL? In this sense 'highly advanced level' means that you can speak, write and understand the language without any difficulties. I.e. You are fluent, have a large vocabulary and make very few grammatical errors.

# Advanced english skills in Europe



Question: Do you speak English at a HIGHLY ADVANCED LEVEL? In this sense 'highly advanced level' means that you can speak, write and understand the language without any difficulties. I.e. You are fluent, have a large vocabulary and make very few grammatical errors.

## Advanced english skills in Europe (cont.)

Country	%
Europe	58,0%
Austria	86,5%
Belgium	60,8%
Bulgaria	41,1%
Czech Republic	36,8%
Denmark	80,5%
Finland	80,2%
France	63,9%
Germany	78,9%
Greece	84,5%
Hungary	30,8%
Ireland	100,0%
Italy	30,6%

Country	%
Netherlands	64,1%
Norway	76,8%
Poland	49,1%
Portugal	53,6%
Romania	43,3%
Russia	40,4%
Slovakia	54,3%
Spain	28,9%
Sweden	73,6%
Switzerland	68,2%
Turkey	40,6%
United Kingdom	100,0%
<b>Vysoká škola ekonómie a manažmentu verejnej správy v Bratislave</b>	<b>34,5%</b>

Question: Do you speak English at a HIGHLY ADVANCED LEVEL? In this sense 'highly advanced level' means that you can speak, write and understand the language without any difficulties. I.e. You are fluent, have a large vocabulary and make very few grammatical errors.

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