



Centre for Educational Research and Innovation

## **Demography and the Future of Higher Education**

5-6 December 2005  
OECD Headquarters, Paris  
New Building, Room 10  
19 rue de Franqueville 75016 Paris, M° La Muette

### Objectives of the Meeting

As part of the OECD/CERI “University Futures” project the meeting aims to discuss the possible future impacts of qualitative and quantitative demographic trends (and changes) that may affect tertiary education within the OECD area. Demography is understood as encompassing quantitative aspects, like changes in the number and composition of population, but also their social impacts, for example how they affect social relations, politics, economics, etc. It both drives and reflects social changes.

Higher education refers to general and vocational tertiary education (ISCED 5a, 5b and 6). It goes beyond the university sector (for countries whose system is not unified). Given the topic, the discussion will touch on issues like lifelong learning and the relationship between the formal tertiary education sector (possibly leading to awarding degrees) and the informal training sector (generally not leading to awarding degrees). The main focus will nonetheless be the formal tertiary education sector.

Throughout the meeting, the discussion will be shaped as follows: (a) identifying and understanding past and future key demographic changes; (b) speculating on their effect on the future demand for and supply of higher education (in qualitative and possibly quantitative terms); (c) imagining what the associated benefits and challenges could be.

The meeting is part of a series of thematic meetings that explore key drivers of change for the future of higher education. The other themes are: technology; globalisation; academic research and labour market demand. The purpose of the meeting is to deepen our understanding of the possible impact of demographic changes on higher education, to identify the key demographic drivers and generate new ideas for CERI’s futures scenarios for higher education. The first day will focus on general demographic trends, within the OECD area and worldwide, before dealing with student and staff demographics. Building on the discussion of the first day, the second day will be about building scenarios and we will discuss these scenarios, their implications as well as the underlying prioritisation of key demographic drivers.

Part of the discussions could contribute to a book or become reference working papers for the project.

Meeting participants come from different geographical and occupational backgrounds in order to reflect different viewpoints on the issues. They are demographers, educational experts, stakeholders, and policy makers.



Centre for Educational Research and Innovation

## **Demography and the Future of Higher Education**

5-6 December 2005  
OECD headquarters, Paris  
New Building, Room 10  
19 rue de Franqueville 75016 Paris, M° La Muette

### Annotated agenda

#### **Monday 5 December 2005**

*Please allow 15 minutes to go through the security check.*

#### **9.00-9.30 Tour de table and presentation of the project**

#### **9.30-11.00 General trends in demographics**

What do trends in ageing, migration, and population diversity imply for democratic societies and economies in terms of social relations; for example, intergenerational relationships, preferences in public expenditure, budget pressure, lifestyle, etc.? What could be the possible impact on OECD countries (if any) of the economic development of prominent non-OECD countries and areas, notably China, India, Indonesia and other demographic giants? Finally, how might these general demographic trends change higher education institutions and higher education systems? This session will aim to discuss the (past and emerging) demographic trends worldwide and how they have affected and will affect OECD societies and economies over a 15-20 year time frame. The trends will first be presented by demographers.

The discussion will be launched by Hervé Le Bras (EHESS, France), Frans Willekens (NIDI, Netherlands), and Michel Cartier (EHESS, France).

*11.00-11.20 Coffee break*

#### **11.20-12.15 General trends in demographics (continued)**

*12.15-13.40 Lunch*

#### **13.40-15.40 Staffing futures**

What have been the main trends regarding staffing profiles in higher education over the past decades and what could they be in the next 15 years? How has higher education staffing changed in terms of age, gender, ethnicity, nationality, level and type of qualification, status compared to other professions, and how might it evolve? Retirement of academic staff belonging to the baby boom generation will lead to a renewal and perhaps a structural change in academic staff in future years. Is there much room for change given faculty demographics and their current working status (tenure) in most OECD countries? How can quality staff be attracted and retained in higher education? How can the current research in life sciences and maths be sustained, given the declining interest of students for these fields in many OECD countries?

Does the gradual feminisation of the academic workforce correspond to a change in the nature of higher education (e.g. a “secondarisation” of undergraduate studies)?

The discussion will be launched by Jürgen Enders (CHEPS, Netherlands) and Christine Musselin (CSO, France).

*15.40-16.00 Coffee break*

### **16.00-18.00 The students of tomorrow: profile and meritocracy**

The past decades have seen a massification and feminisation of tertiary education students. What comes next? Will students increasingly study part-time, come from abroad, and be older? Females are increasingly outperforming males in terms of participation and graduation: what could it mean for the future, for example in terms of pedagogy or fields studied? What does the past evolution of the composition of the student population indicate about tertiary education as a ladder to better social status in OECD meritocratic democracies? Is tertiary education becoming a factor of socio-economic, ethnic or religious equity? In brief, how might the typical students of the future look and what implications could this have for learning, for teaching, for higher education institutions and systems, and for OECD meritocratic societies?

The discussion will be launched by Ulrich Teichler (Univ. of Kassel, WZ 1, Germany) and Tony Carnevale (NCEE, United States).

Manuel Heitor, Secretary of State for Science, Technology and Higher Education, Portugal, will wrap up and react to the first day of the meeting from a policy-making perspective.

## **Tuesday 6 December**

### **9.00-11.00: Scenario building (3 groups – Rooms 9, 10, RC331)**

The group will break out in three smaller groups to work on futures scenarios for higher education. The session could start by a short discussion and a selection of the key drivers. The scenarios can draw on a variety of drivers, but should put an emphasis on demographic assumptions regarding society, students and academics. The groups should come up with 2 to 4 scenarios with a title, including one scenario representing a *radical change* compared to today’s situation and one that *extrapolates* today’s situation (without being the status quo). The scenarios should be descriptive, worded in a positive way, not necessarily likely or desirable, but should be rated in terms of probability.

*11.00-11.20: Coffee break*

### **11.20-12.50: Plenary discussion**

After a quick report back, the discussion will focus on the differences and similarities between the scenarios; the prioritisation of the drivers; the likelihood and desirability of the scenarios; the opportunities and challenges that could be attached to them, and, when relevant, the conditions that could make them materialise.

Margrethe Vestager, Member of the Danish Parliament and former Minister of Education of Denmark, will wrap up and react to the meeting’s discussions from a policy-maker perspective.

### **12.50-13.00: Next steps**

## Scenario Building Exercise

### SCENARIOS

We will be working with scenarios on the second day of the meeting. Developing and using scenarios has been a big part of recent CERI work, in our Schooling for Tomorrow and University Futures projects.

Scenarios give us tools for doing something which is actually very challenging – thinking about the uncertain future before us, which will be partly shaped by people’s actions, partly by factors beyond their control. At the meeting we will use them to think about the future of higher education, building on the discussions of the first day. The project has already developed a set of scenarios. The scenario building exercise will aim to improve the existing scenarios by generating new ideas (probably emphasising demographic aspects).

Scenarios can be a very useful way of using our imaginations in a structured and serious way to think creatively on matters usually taken for granted. They help to get out of our everyday routines to ask questions like: where might we be going? Where should we going? How to get there?

There are numerous definitions in the literature, but all agree that they are not crystal-ball predictions. One general definition put forward by Philip van Notten, an expert working with CERI on Schooling for Tomorrow, is:

Scenarios are consistent and coherent descriptions of alternative hypothetical futures that reflect different perspectives on past, present, and future developments, which can serve as a basis for action.

There are also different methods and options available to use scenarios. They can refer to the near long-term (say, 2015) or the longer long-term (say, 2050). They can be visions of the best of all possible worlds, or desirable but realistic futures, or else possibilities that might not be desirable at all, even nightmares and doomsday scenarios.

### FOR THE MEETING

We have chosen the following approach for the meeting.

#### *Trends and drivers (~20 min.)*

Scenarios build on understanding the past and the present to help think about the future. A good way to start is through a trends and drivers discussion – opportunities and threats for higher education, dominant and emerging trends – which gets the issues out on the table. Part of it will already have been discussed on the previous day so that the discussion will probably quickly move to assessing their importance and prioritising them.

*Key dimensions (~20 min.)*

A second objective of the meeting would be to identify key dimensions to define a possibility space for the scenario. It is common in scenario building to define a matrix around key dimensions. The choice of the dimensions implies a possibility space and some boundaries and shapes the scenarios to some extent (at least their presentation). However, it does not imply that other dimensions cannot be present too: they could for example be transversal (that is, present to a lesser or greater extent in all scenarios).

*Scenario building (~80 min.)*

Having done this we would like each group to come up with 2 to 4 scenarios for higher education in 10-15 years' time. The scenarios can draw on a variety of drivers, but should put an emphasis on demographic assumptions regarding society, students and academics. You don't all have to agree!

The scenarios should bring out key messages and distinctive features. One scenario should represent a *radical change* compared to today's situation and one that *extrapolates* today's situation (without being the status quo). The scenarios should be descriptive, worded in a positive way, not necessarily likely or desirable, but should be rated in terms of probability.

Each scenario should:

- Have a *title* – as expressive as possible (not too boring);
- Give *key features* of what higher education would look like in 10-15 years time;
- Point to *1-2 trends or forces* that would bring it about;
- Show what major implications (changes) this would bring for students, staff, society and, if not already described, for the various missions of higher education;
- A probability rating (very quickly, just to assess what you consider as the most likely).

We will then use them in plenary to think about what could in the future be the mission(s) (and functions) of higher education, the profile of staff and students, the internal working methods and use of resources. We will start by discussing the differences and similarities between the scenarios; the prioritisation of the drivers; the likelihood and desirability of the scenarios; the opportunities and challenges that could be attached to them, and, when relevant, the conditions that could make them materialise.

SCENARIO

DIMENSIONS

TITLE

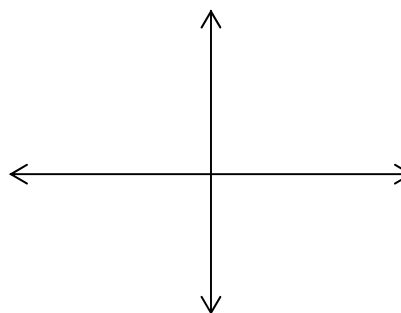
KEY FEATURES

DRIVING FORCES

IMPLICATIONS

- Students
- Staff
- Society
- Missions
- Curriculum/Pedagogy

PROBABILITY RATING



List of Participants

**Demography and the Future of Higher Education**

5-6 December 2005  
OECD headquarters, Paris  
New Building, Room 10  
19 rue de Franqueville 75016 Paris, M° La Muette

**Eugene Anderson**

Associate Director  
Center for Policy Analysis  
American Council on Education  
One Dupont Circle  
20036 Washington D.C.  
United States  
Phone: +1 202-939-9551  
Fax: +1 202-785-2990  
e-mail: [Eugene\\_Anderson@ace.nche.edu](mailto:Eugene_Anderson@ace.nche.edu)

**Tony Carnevale**

Senior Fellow  
National Center on Education and the Economy  
Suite 500 West  
555 13th St., NW  
Washington, DC 20004  
Phone: +1 202-378-2222  
e-mail: [acarnevale@ncee.org](mailto:acarnevale@ncee.org)

**Michel Cartier**

Directeur d'études  
EHESS - Paris  
Ecole des Hautes Etudes en Sciences Sociales  
54, boulevard Raspail,  
75006 Paris  
Phone: 01 49 54 25 25  
e-mail: [Michel.Cartier@ehess.fr](mailto:Michel.Cartier@ehess.fr)

**Jürgen Enders**

Director  
Center for Higher Education Policy Studies  
Universiteit Twente  
Postbus 217  
7500 AE Enschede  
Nederland  
Phone: +31 53 489 3237  
Fax : +31 53 434 03 92  
e-mail : [j.enders@cheps.utwente.nl](mailto:j.enders@cheps.utwente.nl)

**Erik Evans**

Student representative  
ESIB  
The National Unions of Students in Europe  
Hjørungv. 2d  
0375 Oslo  
Norway  
Phone: +47 92037457  
e-mail : [erik@esib.org](mailto:erik@esib.org)

**Elie Faroult**

European Commission  
rue de la Loi 200 SDME 11/35  
1049 BRUSSELS  
Belgium  
Phone : + 32 22992556  
e-mail : [elie.faroult@cec.eu.int](mailto:elie.faroult@cec.eu.int)

**Manuel Heitor**

Secretary of State for Science, Technology and  
Higher Education, Government of Portugal  
Ministry for Science, Technology and Higher  
Education  
Estrada das Laranjeiras, 205  
1649-018 Lisboa  
Portugal  
e-mail: [mheitor@mctes.gov.pt](mailto:mheitor@mctes.gov.pt)

**Paul Kielstra**

Deputy Director  
21st Century Trust  
25 Museum Street  
London WC1A 1JT  
United Kingdom  
Phone. +44 (0) 207 323 2099  
Fax +44 (0) 207 323 2088  
e-mail : [pmk@tfct.demon.co.uk](mailto:pmk@tfct.demon.co.uk)

**Hervé Le Bras**

Directeur d'études  
EHESS - Paris  
Ecole des Hautes Etudes en Sciences Sociales  
54, boulevard Raspail,  
75006 Paris  
Phone: 01 49 54 25 25  
e-mail: [lebras@ehess.fr](mailto:lebras@ehess.fr)

**Carolin Löhr**

BIAC  
Business and Industry Advisory Committee to the  
OECD  
13-15 Chaussée de la Muette  
F - 75016 Paris  
Phone: +33-1-42.30.09.60  
Fax: +33-1-42.88.78.38  
e-mail: [loehr@biac.org](mailto:loehr@biac.org)

**Christine Musselin**

Directeur de recherche  
Centre de Sociologie des Organisations -  
FNSP/CNRS  
19, rue Amélie  
75007 Paris  
France  
Phone: +33 1 40 62 65 70  
Fax: +33 1 47 05 35 55  
e-mail: [c.musselin@cso.cnrs.fr](mailto:c.musselin@cso.cnrs.fr)

**Attilio Oliva**

Chair of Education Committee  
BIAC  
Business and Industry Advisory Committee to the  
OECD  
Responsible for the Relations with Educational  
European Organizations, Confindustria  
Executive President, Associazione LLL  
Via Interiano 1  
16124 Genova, Italie  
Phone: +39 010 582 221  
Fax: +39 010 -5531 301  
e-mail: [oliva@associazionetreelle.it](mailto:oliva@associazionetreelle.it)

**Jan Sadlak**

Director  
UNESCO-CEPES  
39, Stirbei Voda St.,  
Sector 1  
70732 Bucharest  
Romania  
Phone: + 40 21 315 99 56  
Fax: + 40 21 312 35 67  
e-mail: [j.sadlak@cepes.ro](mailto:j.sadlak@cepes.ro)

**Roland Schneider**

Senior Policy Advisor  
Trade Union Advisory Committee to the OECD  
TUAC  
15, rue la Perouse  
F 75016 Paris  
France  
Tel. ++33 1 55 37 37 37  
E-mail: [schneider@tuac.org](mailto:schneider@tuac.org)

**Angelika Striedinger**

Student representative  
ESIB  
The National Unions of Students in Europe  
Trinkhausstrasse 18  
1110 Wien  
Austria  
Phone: +43 699 12170546  
e-mail: [angelika@esib.org](mailto:angelika@esib.org)

**Ulrich Teichler**

Professor  
WZ 1 - Uni Kassel  
Centre for Research on Higher Education and Work  
Moenchebergstrasse 17  
D-34109 Kassel  
Germany  
Phone: +49 561 804 2417  
Fax : +49 561 804 3301  
e-mail :  
[teichler@hochschulforschung.unikassel.de](mailto:teichler@hochschulforschung.unikassel.de)

**William Thorn**

Counsellor  
Australian Delegation to the OECD  
Department of Education, Science and Training  
4 rue Jean Rey  
75015 Paris  
France  
Phone: + 33 1 40 59 33 45  
Fax: + 33 1 40 59 33 94  
e-mail: [william.thorn@aei.gov.au](mailto:william.thorn@aei.gov.au)

**Öktem Vardar**

Vice President  
ISIK University  
Buyukdere Caddesi  
34398 Maslak, Istanbul  
Turkey  
Phone: +90 212 286 2960  
Fax: +90 212 285 2875  
e-mail: [vardar@isikun.edu.tr](mailto:vardar@isikun.edu.tr)

**Margrethe Vestager**

Member of the Danish Parliament (Social-Liberal Party) and former Minister of Education of Denmark  
Danish Parliament, Christiansborg Castle  
DK-1240 Copenhagen K  
Denmark – Europedirect  
Phone +45 3337 4763  
Fax +45 3389 4763  
e-mail: [margrethe.vestager@ft.dk](mailto:margrethe.vestager@ft.dk)

**Frans Willekens**

Director  
NIDI  
Netherlands Interdisciplinary Demographic Institute  
P.O. Box 11650  
NL-2502 AR The Hague  
The Netherlands  
Phone: + 31 70 3565200  
Fax: + 31 70 3647187  
e-mail: [willekens@nidi.nl](mailto:willekens@nidi.nl)

**Akiyoshi Yonezawa**

Associate Professor  
National Institute for Academic Degrees and  
University Evaluation  
1-29-1, Gakuen-Nishi  
Kodaira  
187-8587 Tokyo  
Japan  
Phone : + 81 3 4212 8014  
Fax : + 81 3 4212 8165  
e-mail : [yonezawa@niad.ac.jp](mailto:yonezawa@niad.ac.jp)

**OECD Secretariat**

2, rue André Pascal  
75016 Paris  
France

**Francisco Benavides**

Analyst  
EDU/CERI  
Directorate for Education  
Centre for Educational Research and Innovation  
Tel: 01 45 24 99 13  
e-mail: [Francisco.Benavides@oecd.org](mailto:Francisco.Benavides@oecd.org)

**Mario Cervantes**

Administrator  
STI/STP  
Directorate for Science, Technology and Industry  
Science and Technology Policy Division  
Tel: 01 45 24 94 31  
e-mail: [Mario.Cervantes@oecd.org](mailto:Mario.Cervantes@oecd.org)

**Nancy Hoffman**

Consultant  
EDU/ETP  
Directorate for Education  
Education Training Policy  
Tel: 01 45 24 19 03  
e-mail: [Nancy.Hoffman@oecd.org](mailto:Nancy.Hoffman@oecd.org)

**Petra Packalen** Consultant  
EDU/CERI  
Directorate for Education  
Centre for Educational Research and Innovation  
Tel : 01 45 24 91 72  
e-mail: [Petra.Packalen@oecd.org](mailto:Petra.Packalen@oecd.org)

**Francesc Pedro** Senior Analyst  
EDU/CERI  
Directorate for Education  
Centre for Educational Research and Innovation  
Tel : 01 45 24 80 83  
e-mail: [Francesc.Pedro@oecd.org](mailto:Francesc.Pedro@oecd.org)

**Tom Schuller** Head  
EDU/CERI  
Directorate for Education  
Centre for Educational Research and Innovation  
Tel : 01 45 24 79 01  
e-mail : [Tom.Schuller@oecd.org](mailto:Tom.Schuller@oecd.org)

**Barrie Stevens** Deputy to the director  
SGE/AU  
General Secretariat  
International Futures Programme  
Tel: 01 45 24 78 28  
e-mail: [Barrie.Stevens@oecd.org](mailto:Barrie.Stevens@oecd.org)

**Henno Theisens** Analyst  
EDU/CERI  
Directorate for Education  
Centre for Educational Research and Innovation  
Tel : 01 45 24 93 29  
e-mail : [Henno.Theisens@oecd.org](mailto:Henno.Theisens@oecd.org)

**Stéphan Vincent-Lancrin** Analyst  
EDU/CERI  
Directorate for Education  
Centre for Educational Research and Innovation  
Tel : 01 45 24 92 29  
e-mail : [Stephan.Vincent-Lancrin@oecd.org](mailto:Stephan.Vincent-Lancrin@oecd.org)

**Thomas Weko** Analyst  
EDU/ETP  
Directorate for Education  
Education and Training Policy Division  
Tel : 01 45 24 92 27  
e-mail: [Thomas.Weko@oecd.org](mailto:Thomas.Weko@oecd.org)

