

Jena - a class of its own

Finding the ideal personnel is not always easy for HR departments. Especially with positions involving **technical or natural scientific know-how** there is a great competition for the brightest minds. Engineers, mathematicians, programmers are highly sought after - by Jena companies as well. A great percentage of their skilled personnel they recruit from the **graduates of the two Jena universities**. But the companies greatly appreciate out-of-town applicants as well.

Graduates in Jena

Every year, almost 2000 students graduate from the Friedrich-Schiller-University, as well as 400 doctorates. The University of applied sciences says farewell to hundreds of job starters each year - with an upward tendency. The city is also interesting as working location for graduates of the Technical University Ilmenau (88 km away), the University of cooperative education Gera (44 km away) and further universities of Thuringia.

25 percent of all Jena employees subject to social insurance contribution have a degree of a university or a university of applied sciences. According to a study of the Initiative new social market economy ([INSM](#)) of April 2009 the second highest quota of highly skilled personnel in Germany.

The graduates of the three trade schools of Jena complete the high number of skilled personnel that is available in Jena.

Entrepreneurial Commitment

In Jena, the companies themselves play an important role regarding skilled personnel. They have realized long ago: it is not about salary negotiations, but about the specific personal career chances, about social community, about the compatibility of family and profession, about the cultural offers and the **quality of living** that the city has to offer. That's why many Jena firms become involved more than usual with issues regarding their potential new employees.

They cooperate, for example, with the universities through sponsoring professorships. They offer workshops, internships, apprenticeship training positions and degree dissertations. They award scholarships, promote cultural and sports projects and speak out for a satisfactory number of kindergarten spots in the city. Furthermore, they cooperate project-oriented with the municipal schools. **In Jena, the commitment for skilled personnel is a matter of honour** and a sign of good entrepreneurship.

The word is on the streets of high potentials as well: **Jena is a spot for carving out careers**. Exciting tasks, superb positions and great opportunities are waiting here. The international orientation of the local companies, their range of services in the high-tech-area and the great appreciation of their employees make Jena a place where career and work-life-balance go hand in hand.

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