

Early Career Construction for Higher Education Graduates with Scholarships

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Research Objectives



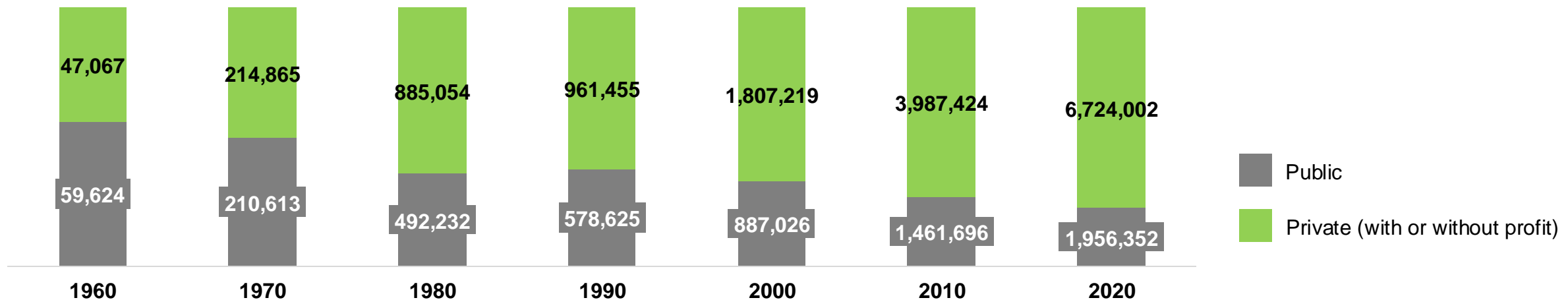
Understanding how the career beginnings of scholarship graduates from an elite private higher education institution in the capital of São Paulo unfold, through the analysis of their narratives.

Introduction – higher education in Brazil

Statistics of higher education access in Brazil:

- Studies from 2001 state that professionals with a complete higher education can earn a salary 12 times higher, and with a postgraduate degree, 16 times higher (Menezes-Filho, 2001)
- 18.7% of 18-24-year-olds attended higher education (INEP / MEC, 2021)
- Only 4.3% of the population completes higher education (INEP / MEC, 2021)
- Reversal in the offering of higher education courses – it has become smaller in public universities and larger in private universities

Evolution of enrollments in Brazilian higher education:



Introduction – higher education in Brazil

Affirmative actions:

Public policies and **affirmative actions** to enable access to higher education, supporting the selection process for higher education or supporting for staying in school:

- Quota Law (2014)
- Educational credit, scholarship or financing

“[...] to correct a situation of discrimination and inequality inflicted on certain groups in the past, present, or future, through the social, economic, political, and/or cultural valorization of these groups, for a limited period” (p. 203).

Moehlecke (2002)

30% of students in Brazil rely on some type of scholarship/financial aid.

Positive effects:

- Increase in the number of Black, Brown, and Indigenous people at the university;
- Decrease in dropout rates
- Equivalent academic performance
- Higher number of students from public education

Career's theoretical framework

- Labour market: volatile, unstable and perhaps precarious (Ribeiro, 2017);
- Schooling is one of the necessary conditions for increase employability, but does not guarantee a professional position (Tanguy, 1999)
- University education is no longer the privilege of only the elite (Dutra-Thomé and Koller (2019)
- Redution of formal job positions year after year (ILO, 2022).



Scholarships at Insper

Insper is non-profit educational institution. All surplus is reinvested in education and research.

Full scholarship, non-repayable, consisting of exemption from the undergraduate course tuition, accommodation for students from outside São Paulo, study materials, and additional funds for food and cultural incentives.

The criteria for entering the program are defined by socio-economic parameters:

- Family income of up to 1.5 minimum wages per capita;
- High school completed in a public school or in a private school with a scholarship;
- Approval in the college entrance exam process.

The number of scholarship students at the institution increased from 8 in 2011 to 255 in 2023.



Methodology

Qualitative analysis, focusing on understanding the topic in depth;

- Interview recorded and subsequently transcribed;
- Participation criteria:
 - Over 18 years old
 - Full scholarship during undergraduate studies
 - Bachelor's degree in Economics
 - Graduated between 2012 and 2018



Research participants

6 interviewees lasting 1 – 2 hours

- 3 man and 3 women;
- 26 to 33 years old;
- 5 self-declared white and one brown;
- Bachelor's degree in Economics completed between 2012 and 2018;
- Full scholarship during undergraduate.



Key findings

Education:

- 50% were the first person in their family to have completed higher education
- 100% attended primary and secondary school in public schools or benefited from scholarships in private schools.
- For all the interviewees, the scholarship offered by the educational institution was a decisive factor in their choice of college, followed by its reputation and structure, which would enable them to find a good career.

About challenges faced:

- Economic and cultural restrictions
- Lack of English Language skills – important barrier that defined professional choices



Key findings

Career Outcome:

- All participants are working in their professional field of study:
 - 66% were hired by private companies and continue to work in different companies, mainly in the financial sector;
 - 33% opened their own companies and have been exploring this market;
 - Regarding entering the labour market, one of the interviewees says that the fact of having been a scholarship student helped him to be approved in selection processes, because he had a story to tell about overcoming obstacles.



Preliminary conclusions

- Psychosocial Career is a trajectory that cannot be dissociated from the rest of one's life (Ribeiro, 2017)
- Class habitus and cultural issues had a negative impact on the trajectory of the participants (Bourdieu, 1977; Silva et al., 201) in this context, speaking English is a symbol of class difference.
- Affirmative access policies to the University can achieve relevant positions in the labour market, from the point of view of prestige and remuneration and the possibility of social mobility education (Dutra-Thomé and Koller, 2019; Gururaj et al., 2021 & Warikoo and Allen, 2020).



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Q&A

