



COPENHAGEN  
CAPACITY

*Expatriate Survey*  
**2025**

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# Preface

Denmark currently has the highest number of international citizens in its history. However, the country faces a significant challenge in retaining internationals, with a substantial proportion leaving within a few years. In the capital region, 50% of these international citizens leave within five years, while in the rest of Denmark, the figure is even higher at 53%. This trend has worsened over the past decade; ten years ago, only 45% had left after five years in Denmark. However, retention of highly qualified internationals has increased in the Capital Region from 34% to 45%, but still on a lower level compared to all international citizens.<sup>01</sup>

<sup>01</sup> Københavns Kommune, Nøgletalskatalog 2025

This problem is intensified by the growing global competition for qualified labour and demographic shifts that are shrinking the workforce across the EU. Therefore, it is crucial for Denmark to focus not only on attracting international talent but also on ensuring they remain in the country. Naturally, individuals are free to make their own choices – but international talent should not leave for the wrong reasons, such as unnecessary bureaucracy, social challenges, or similar avoidable issues.

In March 2025, Copenhagen Capacity launched a comprehensive survey to understand the challenges faced by, primarily, highly qualified international citizens in Denmark – and hence



*Asbjørn Overgaard CEO, Copenhagen Capacity*

challenges for Denmark. This initiative is crucial as foreign labour significantly contributes to the Danish economy, adding over 361 billion DKK to the GDP<sup>02</sup> and filling approximately 330,000 full time positions in the first half of 2025 alone.<sup>03</sup>

The survey aims to uncover the difficulties international employees encounter, both administratively and socially, to improve retention rates. It has been four years since the last major expat study, 'The Expat Study 2020' conducted by Oxford Research, and with the growing importance of foreign labour for businesses and the economy, new insights are essential.

<sup>02</sup> Dansk Erhverv  
<sup>03</sup> Jobindsats

It's crucial that we create the best possible conditions for foreign citizens, benefiting both the employees, the companies that hire them and Denmark in general. The survey targets both current and former international citizens, focusing on a wide range of factors that influence their decisions and overall well-being – from administrative hurdles to social integration and family life in a new country.

Based on the findings, we have created a catalogue of recommendations to enhance the conditions for foreign citizens in Denmark, from their arrival to settling into their new environment.

# Summary

**Positive outlook among expats in Denmark – but social life and partner integration are weak spots.**

The “Expat Survey 2025,” initiated by Copenhagen Capacity and conducted from March to April 2025, garnered nearly 2,200 responses, predominantly from highly qualified international citizens. This survey examines the planned duration of stay, motivations for choosing Denmark, and the factors influencing decisions to extend their residency. Gaining insight into these aspects is essential for Denmark’s effective retention of international talent. We aim to conduct the “Expat Survey” annually in the future. Enjoy your reading!

**44% PLAN TO EXTEND THEIR STAY**

## High Satisfaction Among Expats in Denmark Despite Shorter Stays

While internationals and expats in Denmark are generally spending fewer years in Denmark, the good news from this survey is that **92% seems to be satisfied with their stay**. The survey categorizes internationals residing in Denmark into four groups: **The Discontent (8%)**: Plan to shorten their stay. **The Happy Residents (26%)**: Plan to stay as originally planned. **The Future Danes (44%)**: Plan to extend their stay beyond initial plans. **The Undecided (24%)**: Still undecided about the duration of their stay. Additionally, a fifth group, termed **Global Nomads**, has already moved on from Denmark.

## Career and Education Drive Expats to Denmark, with Employment Conditions as a Bonus

**Job and study opportunities** are the most crucial factors for choosing Denmark, highlighting that career and educational prospects are the primary motivators for expats. Additionally, Denmark’s favourable **employment conditions** and the **Danish Model** are significant reasons for relocation. Interestingly, poor conditions or outlook in one’s home country are not primary reasons for choosing Denmark; rather, they become a positive surprise after relocating.



## Key Factors Influencing Expats’ Decisions to Stay in Denmark

Across all respondents, we have identified five key areas that influence the decision to either prolong or shorten their stay in Denmark:

- **Employment Opportunities:** Having a job is highlighted as the primary factor by most respondents. To address this, there should be improved support for job seekers, better information about job opportunities, and targeted activities such as career fairs, career programs, and mentorship initiatives.
- **Workplace Inclusion:** Feeling included at work is also mentioned as a key factor for a long-term stay in Denmark. Among the “Discontent,” this factor is the number one reason for their decision to shorten their stay. Companies need to adopt a more inclusive attitude and be open to hiring international talent.
- **Children’s Well-being:** Happy children are mentioned as an important factor for a long-term stay in Denmark. Families are more likely to stay longer if their children are happy and thriving. Ensuring access to international schools and higher education at a satisfactory level is essential.
- **Employer Support:** Employers who care about realizing their employees’ potential are crucial. Support for professional growth, career development, and equal opportunities is vital for retaining international talent.
- **Social Connections:** Being able to find Danish friends is an important factor for a successful stay in Denmark. This goes hand in hand with the sense of inclusion at work and in society. More social events and meeting points should be encouraged, along with the use of cultural and leisure opportunities offered by sports and cultural associations.

## Highlights from the recommendations for Improved Retention

- 1 Job Market Accessibility:** More and better support to international job seekers with targeted programs and job portals with relevant jobs.
- 2 International Students:** Additional career services and integration resources.
- 3 Inclusion and Belonging:** Specific onboarding programs for internationals, more social events, and encourage cultural engagement.
- 4 Spouses/Partners & Family:** Facilitate job opportunities and ensure inclusive education for the children.



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### Facts about the survey:

- 2,160 responses, with 94% currently residing in Denmark and 6% having previously lived in Denmark.
- **94% of the respondents hold higher education or professional degrees**, including bachelor's, master's, or PhDs.
- 121 different nationalities, with the most represented being India, United States and United Kingdom.
- Most respondents moved to Denmark for job opportunities (33.7%), academic pursuits (28.4%), or because their spouse or partner was offered a job (19.8%).
- 68% of respondents are currently employed, indicating successful integration into the Danish job market, 7% are studying, 4% are spouses, while around 14% are actively seeking employment or educational opportunities.

# Survey results

## Expected length of stay

This recent survey of internationals and expats in Denmark has yielded insightful results that highlight the diverse experiences and future plans of the expat community. The respondents living in Denmark can be categorized into four distinct groups:

- **The Discontent:**

Representing 7,7% of the respondents, these individuals plan to cut their stay in Denmark shorter than originally planned. This group may face challenges or unmet expectations that influence their decision to leave earlier.

- **Happy Residents:**

Comprising a significant portion of the respondents, 25,6% plan to stay in Denmark as originally planned. These individuals are generally content with their experience and have no immediate plans to alter their stay duration.

- **Future Danes:**

The largest group, 43,1% consists of those who plan to extend their stay in Denmark beyond their initial plans. This indicates a strong level of satisfaction and a desire to further integrate into Danish society.

- **The Undecided:**

About 23,6% of the respondents in Denmark indicates that they are still undecided whether they will shorten or prolong their stay in Denmark, compared to their original plans.

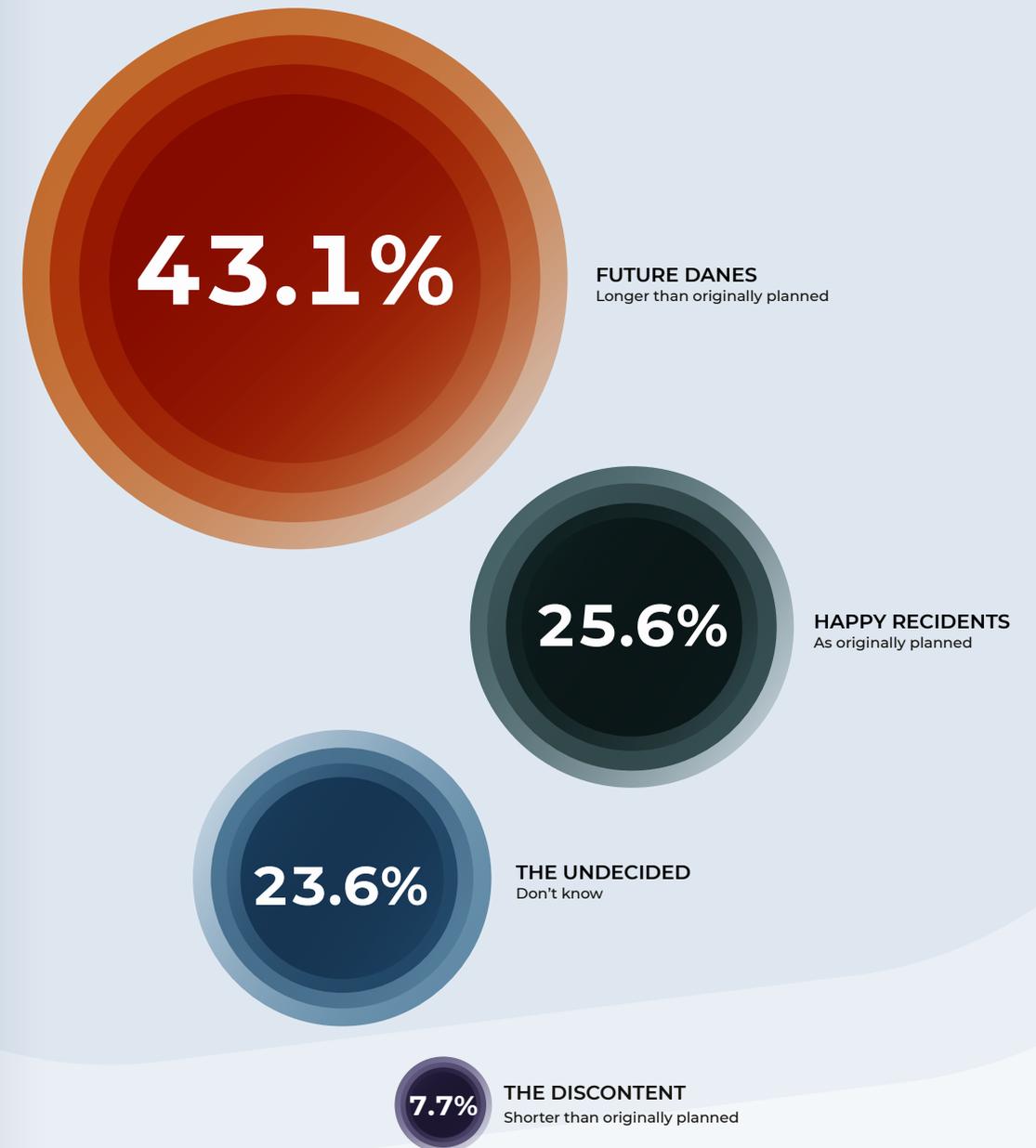
- **Global Nomads:**

Making up 6% of the respondents, these individuals have already moved on from Denmark. Their experiences and reasons for leaving could provide valuable insights for improving the expat experience in the future.

**The results underscore the varied experiences of expatriates in Denmark. While a majority are content, or even enthusiastic, about their stay, a small but notable percentage face challenges that lead them to shorten their stay.**

**Understanding the factors that contribute to these decisions can help policymakers and organizations better support the expat community, ensuring that Denmark remains an attractive destination for global talent.**

### HOW LONG DO YOU THINK YOUR STAY IN DENMARK WILL BE?



# Key Factors for moving to Denmark

In our survey, we aimed to understand both the **main reasons for** moving to Denmark and the **satisfaction** with those same factors after relocating.

By combining these two perspectives, we can capture **pre-move expectations**, how important a number of factors were in influencing the decision to move and the **post-move reality**, how satisfied respondents were with these factors after experiencing life in Denmark.

This approach allows us to identify any gaps between expectations and reality, providing valuable insights into areas where Denmark excels and areas that may need improvement to better meet the needs of internationals.

Here is a closer look at the top three reasons for choosing Denmark where appealing job opportunities rather than escaping negative conditions stands out as the primary reason. The respondents are pleasantly surprised by the living conditions and outlook in Denmark.

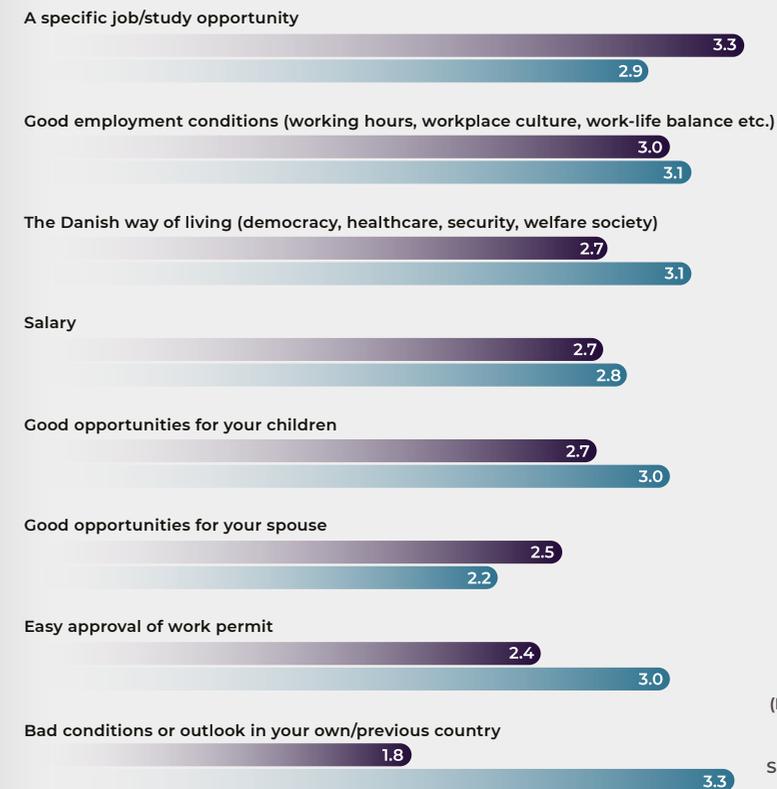
- **Job/study** stands out as the most crucial factor for choosing Denmark, indicating that career and educational prospects are the primary motivators for expats choosing Denmark. After moving here, the respondents are moderately satisfied with job and study opportunities.
- **Good employment conditions** is the second highest rated reason for coming to Denmark, highlighting the importance of favourable working conditions, including work-life balance and workplace culture, reflecting Denmark's reputation for a healthy work environment. Satisfaction with employment conditions is high after moving here.
- **The Danish Model** that stands for democracy, access to healthcare, security, and the welfare society comes on a third place when choosing Denmark, showcasing the appeal of Denmark's social model. There is a high level of satisfaction with Denmark's social system, including democracy, healthcare, and welfare upon arrival to Denmark.

The least important factor for choosing Denmark is **bad conditions or outlook in previous country**, indicating that most expats are drawn to Denmark for its positive attributes rather than escaping negative conditions elsewhere. After relocating to Denmark, the respondents find Denmark to be a much better place compared to their previous country, showing the highest level of satisfaction.

These insights provide a comprehensive understanding of what drive expats to choose Denmark as their new home. By focusing on enhancing job opportunities, maintaining excellent employment conditions, and promoting the Danish model, Denmark can continue to attract and retain global talent.

*[we chose Denmark] to find a better work-life balance as engineers, have time to raise our future kids, and because we love the Nordic countries, and could stay close to France.”*

## BEFORE AND AFTER



Importance of different factors when deciding to go to Denmark and satisfaction with the same factors after moving here (scale from 0-4).

The importance scale ranges from 0 (Not important at all) to 4 (Crucial), and the satisfaction scale ranges from 0 (Very dissatisfied) to 4 (Very satisfied). Satisfaction was rated for a given factor only when a respondent had rated its importance as 3 or 4.

n = 1,381; people living in Denmark who are either working, seeking employment, or studying. Calculations excluding "Don't know/Not relevant" responses.

● Importance of factors before moving ● Satisfaction with factors after moving to Denmark

# Key factors for staying or leaving

## The “Discontent”

7.7% of the respondents living in Denmark indicated plans to leave earlier than originally intended. We sought to understand the factors influencing their decision to shorten their time in the country. The three most common reasons identified highlight the importance of workplace integration as the primary concern.

### 1. Lack of Inclusion at Work

Not feeling included as an international worker emerges as the main reason for shortening one's stay in Denmark. Social inclusion at the workplace is vital for successful retention. When internationals feel accepted and valued, their overall well-being improves significantly. Conversely, feelings of exclusion can lead to isolation and loneliness, making integration into the Danish workplace a struggle for many expats. This challenge may stem from cultural differences, language barriers, or insufficient onboarding support. Expats who feel marginalized are more likely to shorten their stay.

#### What is Inclusion?

Inclusion is a culture where everyone can bring their unique selves, feel respected, appreciated, and heard, fostering a sense of belonging. Unlike diversity, inclusion is more nebulous, comprising emotions and feelings from our interactions. It's experienced subjectively through our lived experiences.

## HOW IMPORTANT WERE THESE FACTORS FOR YOUR DECISION TO SHORTEN YOUR STAY IN DENMARK?

Importance of different factors when deciding to shorten the length of stay in Denmark



The importance scale ranges from 0 (Not important at all) to 4 (Crucial).

n = 109; people living in Denmark who are either working, seeking employment, or studying. Only people who decided to shorten their stay in Denmark. Calculations excluding "Don't know/Not relevant" responses.

### 2. Difficulty in Finding Employment

The inability to secure a job ranks as the second most common reason for a shortened stay in Denmark. Employment is a crucial aspect of life, and many expats face significant hurdles in the Danish job market. The struggles to find suitable employment serve as a strong deterrent, influencing their decision to leave earlier than planned.

which can lead to feelings of isolation and influence their decision to leave. In contrast, respondents often find it easier to connect with the expat community, which can provide a significant source of support. Addressing these social integration challenges is crucial for helping expats feel more at home and potentially encouraging them to extend their stay in Denmark.

### 3. Challenges in Making Danish Friends

The third most common reason for considering a shorter stay is the difficulty in forming friendships with locals. Many expats find it challenging to build social connections,

By understanding the factors contributing to discontent among international residents, we can better tailor support and initiatives aimed at fostering inclusivity and enhancing the overall experience of expats in Denmark.

# The "Future Danes"

Among the respondents currently living in Denmark, 43,1% indicated that they plan to stay longer than originally intended. We asked this group about the key factors that influenced their decision to extend their stay. Three main reasons emerged, with job security ranking as the most significant.



Ty Stange

### 1. Job Security and Stable Employment

Having a stable job is the most critical factor influencing the decision to remain in Denmark longer. Employment provides not only financial stability but also a sense of security, which plays a major role in encouraging expats to extend their stay.

### 2. Children's Happiness and Wellbeing

The second most important factor is the wellbeing of children. Families are more

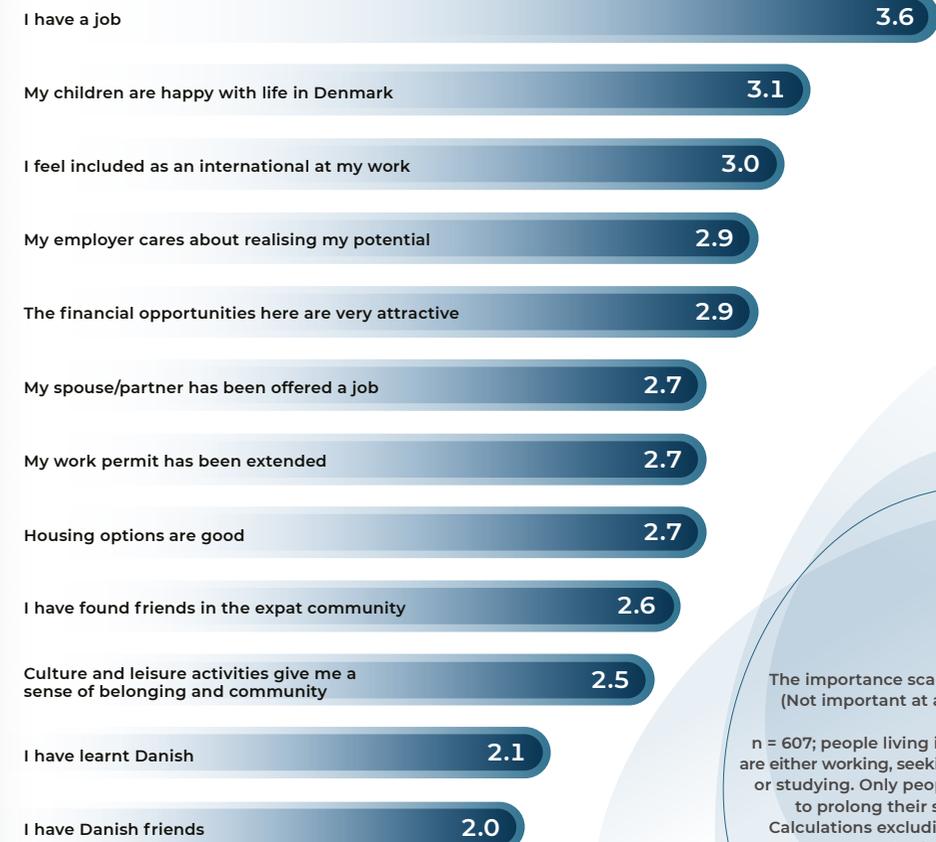
likely to stay when their children are happy, well-adjusted, and thriving. For many parents, their children's quality of life is a top priority, strongly influencing the decision to stay.

### 3. Inclusion at the Workplace

Feeling included and welcomed as an international at work ranks third. Social integration in the workplace is key—when expats feel valued and part of the team, they are more likely to stay longer in Denmark.

*“Work-life balance and the opportunity as a woman to combine career and children without having to compromise. A society with a high level of trust and collective thinking – so crucial to daily wellbeing.”*

## THE FUTURE DANES: HOW IMPORTANT WERE THESE FACTORS FOR YOUR DECISION TO PROLONG YOUR STAY IN DENMARK?



The importance scale ranges from 0 (Not important at all) to 4 (Crucial).  
 n = 607; people living in Denmark who are either working, seeking employment, or studying. Only people who decided to prolong their stay in Denmark. Calculations excluding "Don't know/Not relevant" responses.

# The “Happy Residents”

Among those currently living in Denmark, 25.6% plan to stay as originally intended. This group was asked how various factors might influence their decision to extend their stay.



## 1. Job Security

The most crucial factor for these respondents when considering an extension is job security. Stable employment not only provides financial stability but also a sense of security, making it the primary reason many consider prolonging their time in Denmark.

## 2. Workplace Inclusion

The second highest-rated factor is feeling included as an international worker. The importance of workplace inclusion cannot be overstated; when expats feel valued and integrated within their team, it significantly impacts their decision to stay for the planned duration.

## 3. Employer Support for Professional Growth

Additionally, support from employers in realizing their potential plays a vital role in influencing respondents' decisions. Opportunities for professional growth and development are highly valued, underscoring the importance of a supportive work environment for expats.

**By understanding these factors, we can better appreciate what influences the satisfaction and commitment of international residents in Denmark, ultimately fostering an environment that encourages them to continue their journey in this country.**

*“[if] I get a job, that’s the only main criterion for now, which can prolong our stay. Other factors also matter, but getting a job is the deciding factor.”*

### THE HAPPY RESIDENTS: HOW IMPORTANT WOULD THESE FACTORS BE FOR YOU TO DECIDE TO PROLONG YOUR STAY IN DENMARK?



The importance scale ranges from 0 (Not important at all) to 4 (Crucial).

n=159, people living in Denmark - working, looking for employment or studying. Only people who expect to stay as planned in Denmark - but not permanently. Percentage calculated excluding “Don’t know/Not relevant” answers.

# The “Global Nomads”

Among the respondents, 6% have already moved on from Denmark. While the primary focus of this survey is on internationals and expats currently living in Denmark, a small but insightful group — 132 respondents (6%) — reported that they had previously lived in the country. Their reflections offer valuable lessons on areas where the expat experience in Denmark could be improved.



Ty Stange

## Key insights from those who left.

### 1. Suitable Employment

The most significant factor that might have encouraged these former residents to stay longer was finding suitable employment. Many noted that a lack of job opportunities was a major reason for leaving.

### 2. Workplace Inclusion

The second most mentioned factor was workplace inclusion. A stronger sense of belonging and integration in their professional environments could have made a notable difference in their decision to stay.

### 3. Access to Cultural and Leisure Activities

The third factor was better access to cultural and leisure activities. Opportunities to engage in community life and form social connections could have contributed to a more fulfilling experience, potentially influencing their choice to remain in Denmark.

**By understanding these reasons for departure, Denmark can develop more inclusive, supportive, and engaging environments for future internationals and expats.**

*“If I could feel more included and the Danes were more open and social, I would consider it.”*

## WHEN YOU THINK BACK, WHAT FACTORS MIGHT HAVE INFLUENCED YOU TO STAY LONGER IN DENMARK?



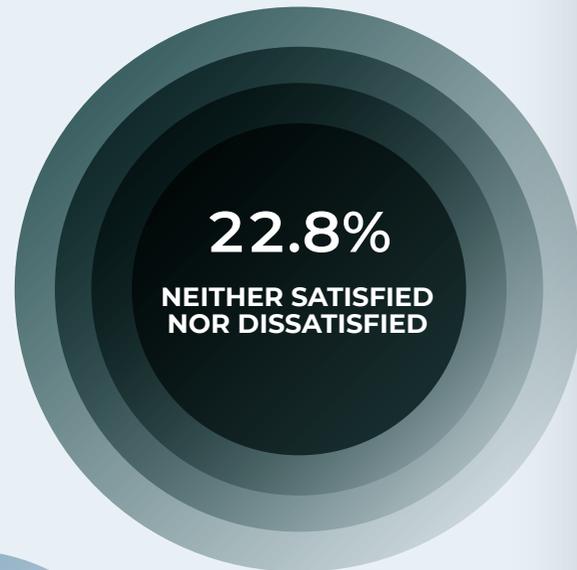
The importance scale ranges from 0 (Not important at all) to 4 (Crucial).

n=132, people that has previously been living in Denmark. Percentage calculated excluding “Don’t know/Not relevant” answers.

# Onboarding

The chart represents the satisfaction levels of respondents with the onboarding process at their first job in Denmark.

HOW SATISFIED WERE YOU WITH THE ONBOARDING PROCESS AT THE COMPANY/ORGANISATION WHERE YOU STARTED YOUR FIRST JOB IN DENMARK?



n=876 people that came to Denmark for a job or to seek a job.

Overall, most respondents (52.5%) were either satisfied or very satisfied with the onboarding process, while 24.8% were dissatisfied or very dissatisfied.

Organisations and companies in Denmark might consider reviewing their onboarding practices to ensure they are meeting the needs of international employees. This could include providing more comprehensive orientation programs, offering mentorship opportunities,

intercultural competence training of leaders and other employees, and fostering a welcoming and inclusive environment.

Support and inspiration can be found in **Project Onboard Denmark**, which has developed a suite of digital tools for onboarding internationals in Denmark. This includes eight interactive and gamified tools designed for both companies and candidates. These resources are available at [www.onboarddenmark.dk](http://www.onboarddenmark.dk).

# Settling in

The process of settling into a new country can be both exciting and challenging for internationals and expats.



The survey results reveal a significant desire among internationals and expats in Denmark for more support and information to ease their transition into the country. The high percentage of respondents indicating a need for various initiatives underscores the importance of structured support systems in fostering a welcoming environment.

**More organized social events where expats and local Danes can meet and network (56,3%):** Organized social events are essential. They offer opportunities for meaningful interactions between expats and locals, fostering a sense of belonging and shared experiences.

**A local buddy to welcome you and assist with settling in (44.4%):** Having a local buddy can make a world of difference! It's great to have someone who knows the ropes and can help navigate the initial challenges of settling in a new country.

**An expat pass providing access to various sports, cultural, and social activities (44.1%):** An expat pass would encourage participation in local activities and help expats integrate more smoothly into the community.

**An online community for expats in Denmark to connect, find activities, and make friends (37.5%):** An online community could provide a platform for expats to share experiences, find support, and build a social network, which is crucial for feeling at home.

## WHICH INITIATIVES COULD HAVE MADE IT EASIER FOR YOU TO SETTLE IN DENMARK?



n=2160, all respondents.

# The respondents

## Who answered the survey

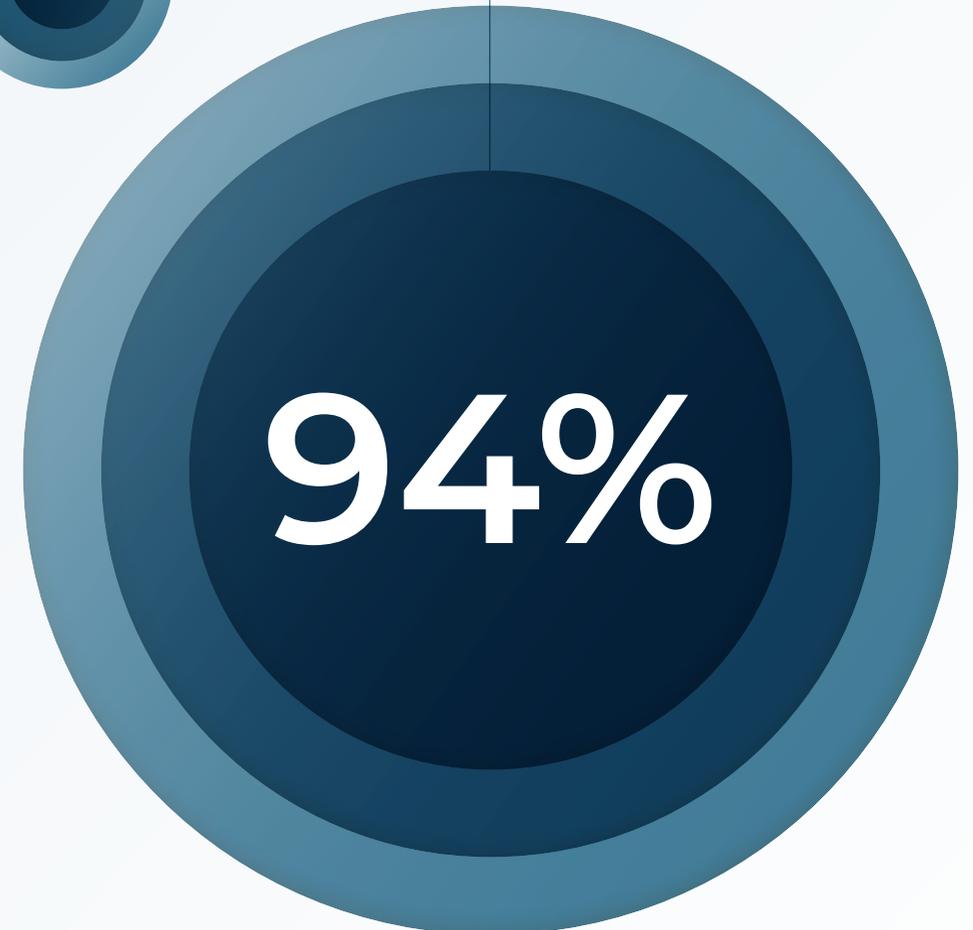
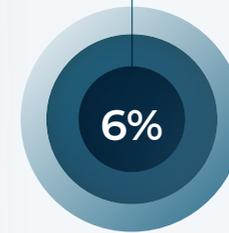
The main target group of this survey is internationals and expats currently living in Denmark. The majority (94%) of the respondents currently reside in Denmark, providing us with valuable, firsthand perspectives on what it's like to live here. Additionally, a small proportion of respondents have previously lived in Denmark (6%), offering retrospective views that enrich our understanding of the expat experience.



## DO YOU CURRENTLY LIVE IN DENMARK?

No, but I have lived in Denmark before

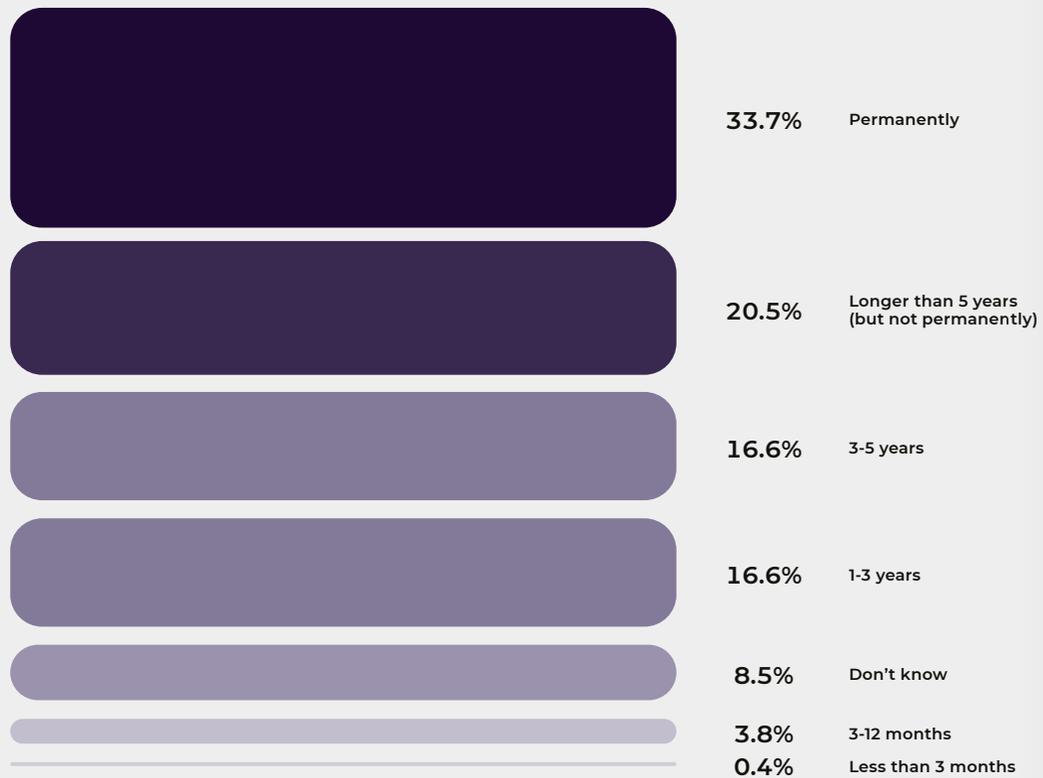
Yes



## Length of stay

The graph illustrates the planned length of stay in Denmark among survey respondents.

### WHAT IS/WAS THE PLANNED LENGTH OF YOUR STAY IN DENMARK?



n=2160, all respondents.

**Long-Term Commitment.** A significant portion of respondents, 33.7%, plan to stay in Denmark permanently. This indicates a strong commitment to integrating into Danish society and suggests that many international citizens find Denmark a desirable place to settle long-term.

**Extended Stays.** Another 20.5% of respondents plan to stay longer than five years, though not permanently. This group represents individuals

who foresee a long-term, but not indefinite, stay in Denmark, possibly due to career opportunities, family considerations, or other personal reasons.

**Shorter Stay.** About a third (33.2%) of respondents are planning medium-term stays of 1-5 years, likely for specific projects or education with defined timeframes. Meanwhile, a smaller group (4.2%) is planning short-term stays of less than a year, often for temporary work or internships.



Niels Kondo

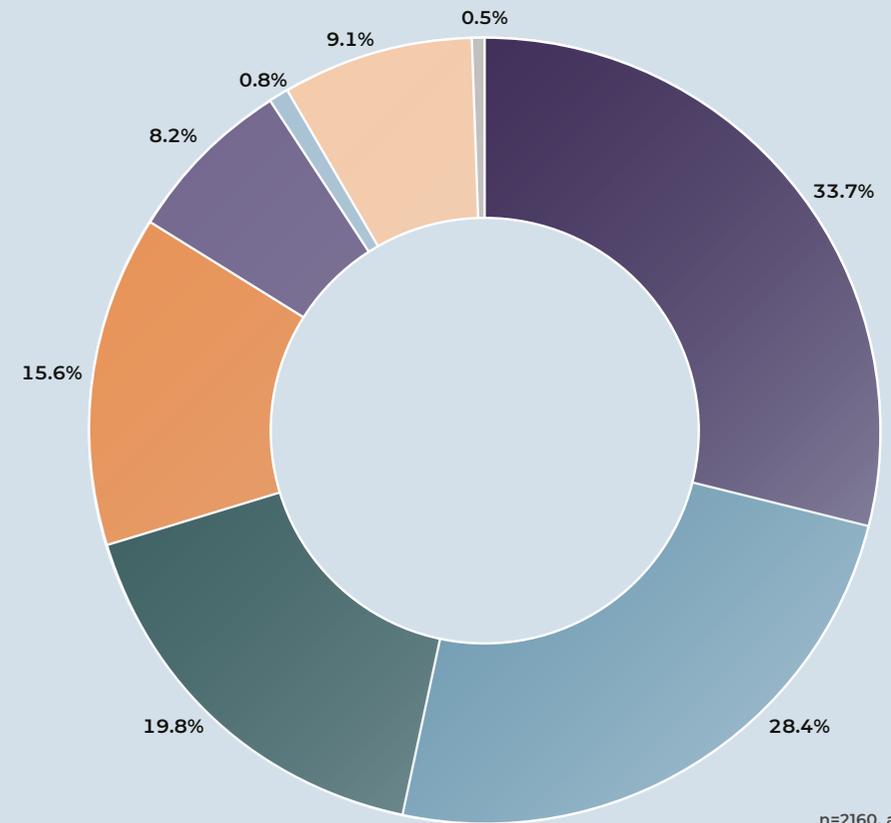


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### Reasons for coming to Denmark

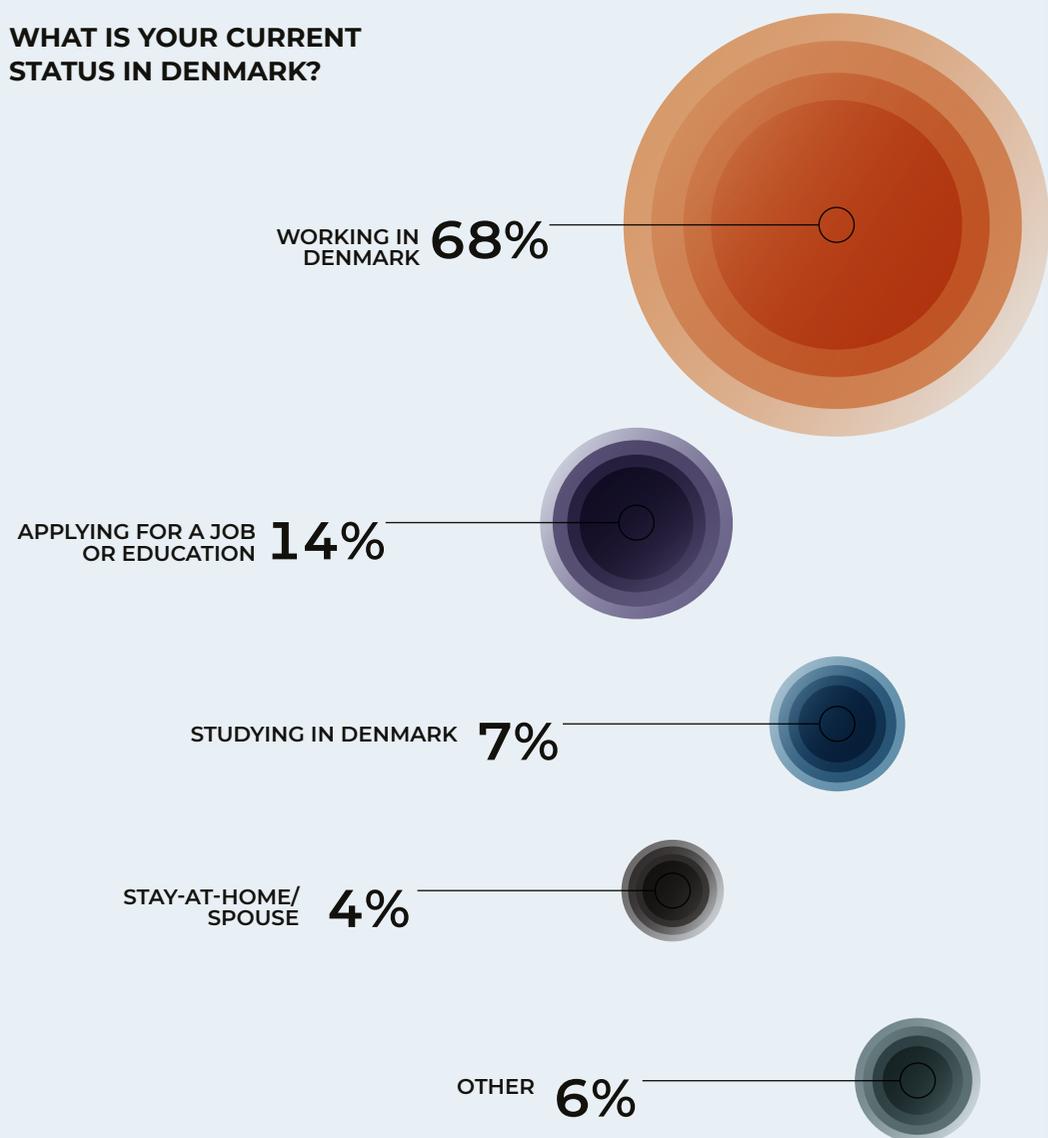
Most internationals and expats moved to Denmark for a specific job opportunity (33,7%), academic pursuits (28,4%), or because their spouse or partner was offered a job (19,8%). This highlight Denmark's appeal as a destination for skilled professionals, students, and researchers, as well as the significant role of family and relationships in relocation decisions.

#### WHAT WAS YOUR PRIMARY REASON FOR COMING TO DENMARK?



- For a specific job opportunity
- To study/do research
- My spouse/partner was offered a job
- To live with my partner who was living here
- To seek employment
- Refugee/asylum seeker
- Other
- Don't know/not relevant

## WHAT IS YOUR CURRENT STATUS IN DENMARK?



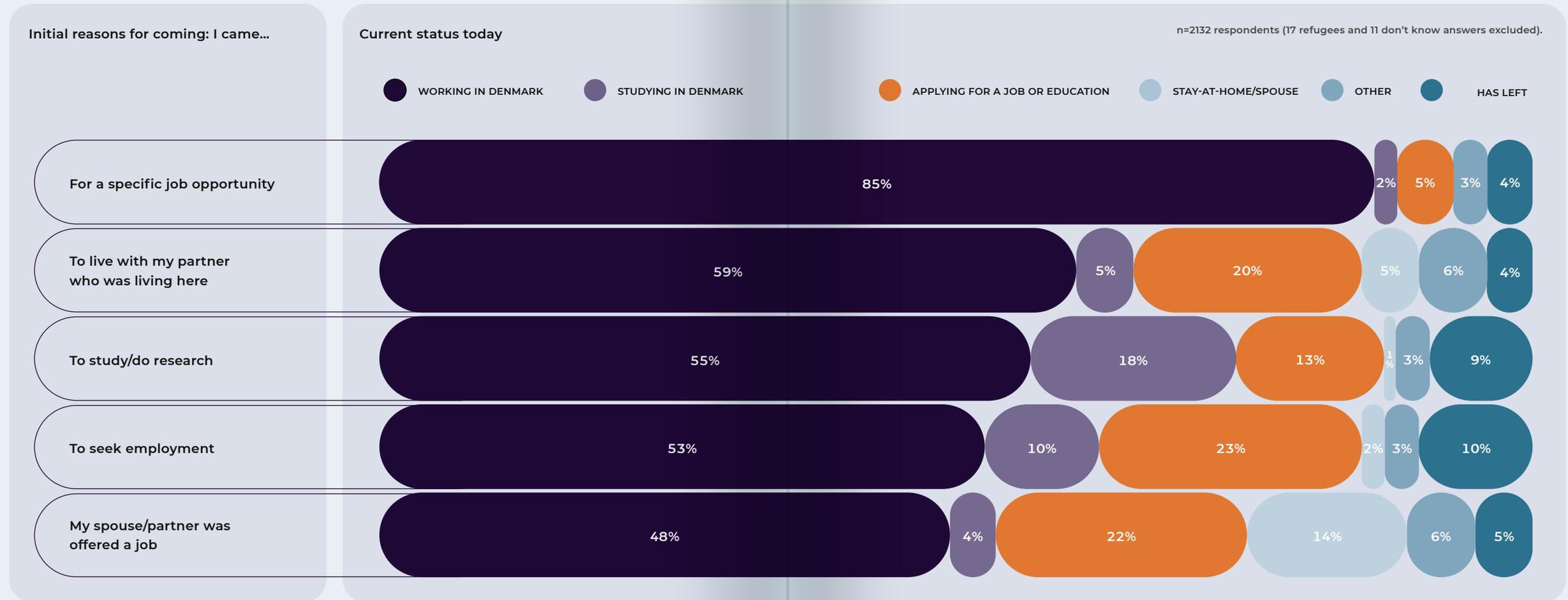
n=2028, all respondents living in Denmark.

### Current status in Denmark

Astonishing 68% of the respondents are currently employed, indicating successful integration into the Danish job market. However, with Denmark's average unemployment rate at 2.9%, the fact that around 14% of the respondents are actively seeking employment or educational opportunities highlights an untapped pool of talent that could benefit Danish businesses and contribute additional tax revenue to society. Additionally, a smaller group is engaged in academic pursuits, highlighting the continued appeal of Danish educational institutions.



**INITIAL PRIMARY REASON(S) FOR COMING (VERTICAL)  
AND SHARE OF CURRENT STATUS (HORIZONTAL)**



**Development of status over time**

We see a successful integration into the job market for many respondents over time. However, among those who initially came to Denmark to look for a job or as spouses/partners, we still see the highest proportion of job seekers. This indicates that while many expats have successfully integrated into the job market, there are still significant challenges for some.

Addressing these challenges by providing better support and resources for job seekers could help fully utilize this pool of talent and improve the overall expat experience in Denmark.

The fact that 9% of those who came to Denmark for academic pursuits and 10% of those who came to apply for jobs have now left the country is also noteworthy. This suggests that despite the initial appeal of Denmark as a destination

for education and employment, there are challenges that lead some individuals to leave earlier than planned.

For students, this could indicate issues related to the academic environment, integration into Danish society, or post-graduation career opportunities. Ensuring that international students have a clear pathway to employment after their studies could help retain this group.

For job seekers, the departure of 10% highlights potential difficulties in securing employment or adapting to the Danish job market. Addressing these challenges by providing better support for job seekers, including career services and networking opportunities, could improve retention. Overall, these insights emphasize the need for targeted strategies to support both students and job seekers, enhancing their experience and encouraging them to stay in Denmark longer.

## Nationality

The respondents represent 121 different nationalities with the three biggest nationalities from India (12%), United States (9%) and United Kingdom (8%).

## EU/non EU

50.1% of the respondents are from EU countries, while 49.9% are from outside the EU. The international workforce in Denmark consists of 46% EU citizens and 54% from outside the EU (Jobindsats).

## Education

94% of the respondents hold higher education or professional degrees, including bachelor's, master's, or PhDs. 6% holds a secondary education or vocational qualification. This high percentage reflects the advanced educational background of the expat community in Denmark, which may be attributed to the country's demand for highly qualified professionals in various sectors.

## Gender

59% of the respondents are female and 38% male (3% non-binary/other/prefer not to say/don't know). According to Statistics Denmark, 42% of employed foreign nationals in Denmark are female (Jobindsats). This indicates that the survey sample has a higher proportion of female respondents compared to the overall population of international workers in Denmark. However, we did not find significant differences in preferences between male and female respondents throughout the survey.

12% India

9% United States

8% United Kingdom

8% Germany

5% France

5% Italy

4% Spain

3% Romania

3% Greece

3% Portugal



Kasper Hjorth / Büro Jantzen

# Recommendations for improved retention

This section presents a series of recommendations for how politicians, public sector stakeholders, companies and the society can address the challenges identified in the survey. The recommendations are inspired primarily by the survey responses, in addition to Copenhagen Capacity's more than 13 years of experience in attracting and retaining international talent in Denmark.



## 1. Enhance Job Market Accessibility:

Having a job is the top priority for all respondents in the survey. For those seeking employment, the inability to find a job is a major reason for leaving Denmark earlier than planned. Conversely, for those already employed, having a job is the primary factor for extending their stay in Denmark

- **Support for Job Seekers:** More targeted programs to assist expats and their spouses/partners in finding employment, across all of Denmark. This could include career development programs, job fairs, career counselling, and networking events.
- **Job Portal:** Ensure access to job portals with jobs specifically relevant for internationals living in Denmark, featuring relevant job listings, application resources, job matching and employer profiles.



## 2. Support for international students:

- **Support for Students:** Provide additional support for international students, including career services and pathways to employment after graduation. Ensure that students have access to resources that help them integrate into Danish society.

### 3. Improved Inclusion and sense of belonging:

Among respondents planning a shorter stay in Denmark than originally intended, there is a higher proportion of spouses and job seekers. These respondents cite a lack of inclusion at work as the primary reason for their decision to leave Denmark earlier. However, lack of inclusion is also ranked second or third among other respondents in the survey. This highlights the need for initiatives to improve the inclusion of internationals, fostering a better sense of belonging within Danish society and workplaces.



Ty Stange

- **International Employee Support:** Support international staff by offering structured onboarding programs that help them settle into the workplace and understand Danish work culture. This could include mentorship, buddy systems, and intercultural training for all employees on working effectively across cultures.
- **Social Events:** Increase the number of organized social events where expats and local Danes can meet and network. These events can foster a sense of community and belonging.
- **Cultural/sports Engagement:** Encourage expats to participate in cultural, leisure and sport activities by providing information and incentives. Promote local events and activities in English that foster integration.

SMEs can benefit from the Velliv-financed project "BELONG," which tackles challenges like stress, discrimination, and exclusion faced by international employees in Denmark. The project offers practical tools to enhance onboarding, inclusion, and mental well-being.

### 4. Support for Spouse / partners & family:

- **Employment Opportunities:** More proactive targeting of spouses and partners of expats in Denmark. Facilitate access to job opportunities through tailored career programs and career events.
- **Family-Friendly:** Ensure inclusive school and educational opportunities. Improving the availability of international schools will further enhance the overall experience for expat families.



Büro Jantzen

The **Expats Survey 2025** has offered valuable insights into the perspectives of internationals and expats living in Denmark, highlighting factors that influence their decision to stay. **Copenhagen Capacity** will disseminate the survey results to relevant stakeholders. Equally important is monitoring these trends over time. Therefore, we plan to continue the **Expats Survey** annually to track ongoing developments.

# About the Survey

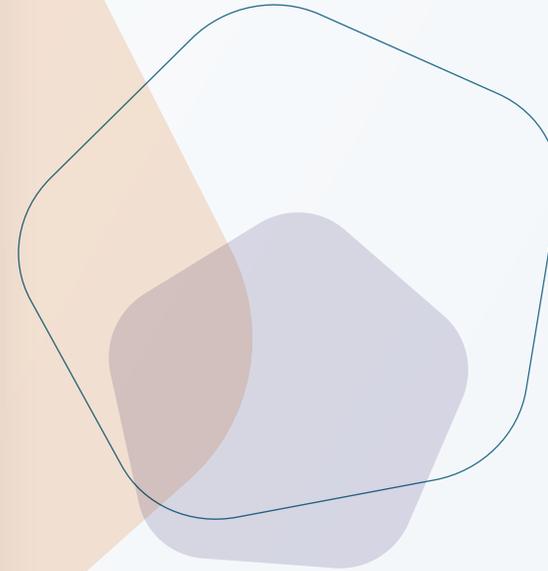
To better understand the factors influencing the retention of international citizens in Denmark, Copenhagen Capacity conducted a comprehensive survey between 10th of March and 14th of April 2025. The survey was conducted online using the questionnaire tool Questback, with questions built on previous surveys, such as the Expat Study 2020 by Oxford Research.

The survey aimed to uncover the challenges faced by internationals and expats in Denmark, including workers, students, and spouses. It focused on administrative issues as well as softer aspects like social network creation and family integration in a foreign country.

The survey received a total of 2,160 responses. The target group was internationals and expats living in Denmark. The definition of internationals and expats was based on nationality, meaning that any respondents with (only) Danish nationality were excluded from the results.

To ensure a broad and diverse range of responses, we shared the survey with our collaboration partners. These partners included business organizations such as Danish Industry and Danish Chamber of Commerce, cluster organizations, municipalities, Work in Denmark, international schools, universities, etc. They helped distribute the survey link among their networks of internationals and expats in Denmark.

We chose to conduct the survey with a relatively open approach. By allowing respondents to share the survey link, we enabled participation from both current and former expats. As a result, the surveyed population is less controlled than in studies conducted, for example, by Statistics Denmark. On the other hand, this approach allowed us to reach a broader audience. We therefore believe that the more than 2,000 responses included in the report provide a reasonably comprehensive picture of expats with experience in Denmark.



Copenhagen Capacity is the official organisation for attracting international companies, investors and professional talent to Denmark and the Greater Copenhagen Region. Copenhagen Capacity is a not-for-profit marketing and business development foundation financed by public organisations as well as private companies.

**Text & data collection:**

Dan Rosenberg, Head of Talent Attraction

Klaus Roving Kristiansen, Director of Investment Promotion

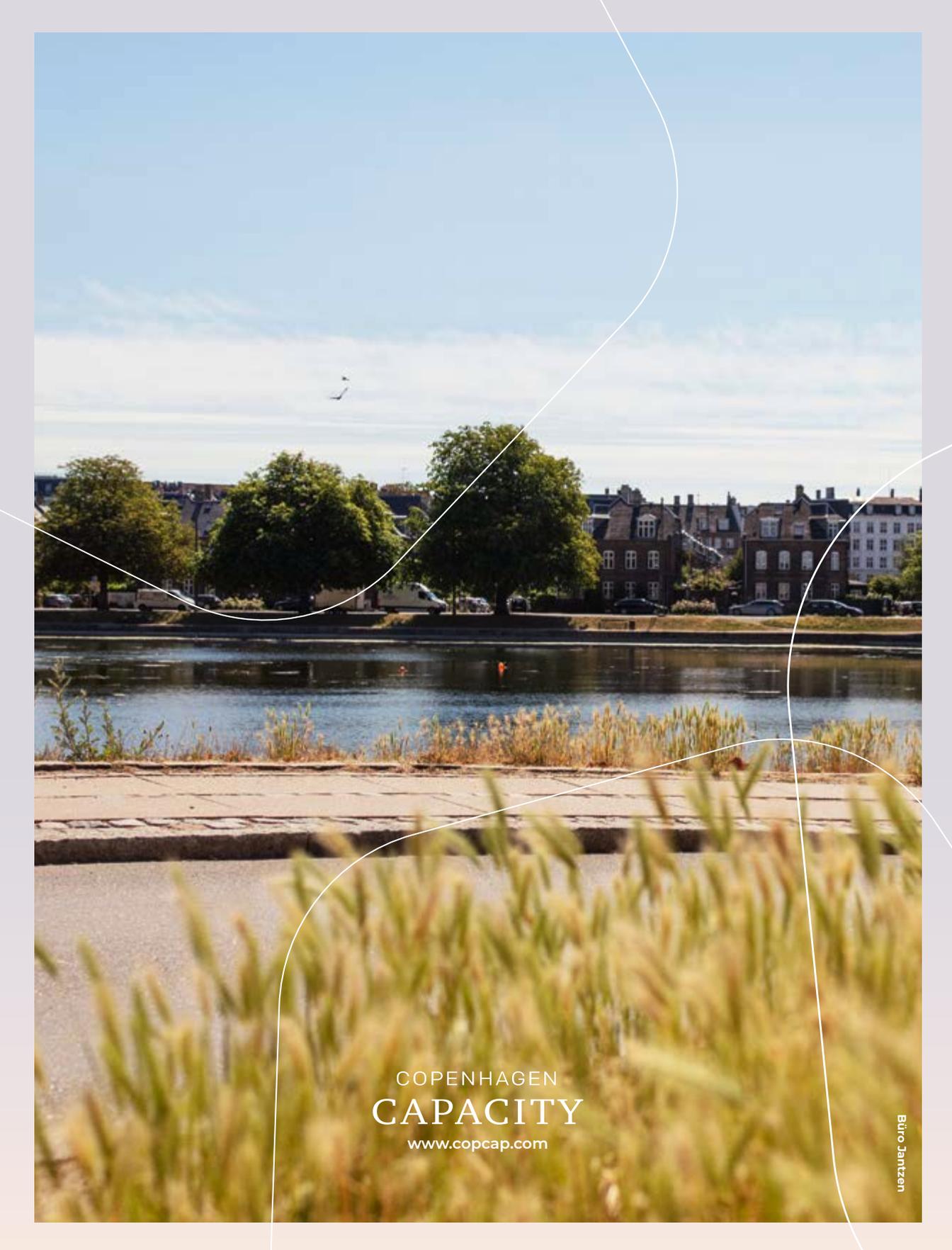
**For more information about the “Expat Survey 2025” reach out to:**

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