Minutes Meeting in Employers´ Panel for Computer Science

(BSc in Data Science, BSc in Software Development, MSc in Computer Science, MSc in Software Design, MSc in Data Science).

When: Tuesday January 27, 2026, 16.00 – 19.30, room 3A20 IT University of Copenhagen, Rued Langgaards Vej 7, 2300 København S.

Comments to those minutes may be made within 20 working days after receiving the minutes. If no comments are made, minutes are considered approved without further notice.
No comments received. Minutes approved.

Participants:
Members of the panel: Anne Hauberg Aakjer (chair), Daniel Schiermer, Jacob Benjamin Cholewa, Torben Wind Meyhoff, Ender Yüksel.

From ITU: Per Bruun Brockhoff, Luís Cruz-Filipe, Dan Witzner Hansen, Therese Graversen, Marco Carbone, Martin Aumüller, Jesper Bengtson, Luca Aiello, Michele Coscia, Mahsa Varshosaz, Camilla Rosengaard, Mette Holm Smith, Marc Kellaway, Allette Bjørn Bundgaard.

Minutes:

1. Short presentation round.

2. Follow up on previous recommendations.
Nothing pending from last meeting

3. Status on study programs (employment, etc.).
General news of the study programs in the CS corner of ITU, Luís:
Numbers:
This year ITU experienced a drop in applicants for BSc students, and fewer MSc applicants accepted the offer of a study place. We investigate this to better understand the reasons behind this.
The 1st year drop out is slightly higher than usual; it is still good compared to other universities, but we would like it to be lower.
The completion rates are lower than we would like. Part of this challenge may stem from students working on side in student jobs where employers pull on them to work instead of encouraging them to graduate. This is a general challenge in the CS/DS/IT area and has “always” been.
Unemployment numbers for all programs in the CS-corner of ITU still look good.

Comment from panel: From the employers´ perspective it ***is*** important that students graduate. It is also important for students as graduation raises their salary.

Reduction in number of study places:
A mandatory part of the university reform is for universities to reduce the number of study places on the traditional master programs. The reductions in the CS master programs are:

	2025	2028
KCS	112	70
KDS	47	45
KSD	133	110
EK-ASE	-	42
Total	292	267

Comment from panel: What are the thoughts behind reducing the numbers on KCS more than KSD?
ITU: KSD is a conversion program and as such quite unique in Denmark. It attracts lots of applicants. There is a value for ITU in signaling that conversion is a core value for us.
KCS is no longer unique as it used to be as the other universities adapted to "The ITU way." We do not want to compete too hard with the other computer science programs in DK.

Ongoing activities:
Negotiation of collaboration protocols with companies for the industrial MSc (EK-ASE) in progress.

Profiling KCS:
We want to be able to distinguish clearly between our programs, especially KCS, KDS and EK-ASE to avoid internal competition for applicants among the study programs. Thus, the profile of KCS, which is broad, is up for discussion.

Redesign of the semester structure:
The university reform states that onward the duration of MSc programs is lowered to 21 months instead of 22. This causes logistic concerns and adjustment of the present semester structure at ITU. We need to align and stick to the same structure in all programs to use the resources in the best way.

Planning communication initiatives:
For the sake of applicants, all universities want to communicate about the university reform in a uniform way. This requires coordination.

<u>BDS, Therese:</u>
Admission:
The quota 2 requirements to BDS have been revised from a loose frame to more structured questions. The present statements from applicants are very hard to evaluate.

AI Courses:
At the last meeting, AI in the courses was discussed. BDS already has a mandatory course in AI topics. The content is open and wishes may be incorporated.

Suggestion from panel: Include topics such as how to build AI into the companies´ business process

optimization. Courses should not just focus on GenAI.

KDS, Luca:
Branding:
Branding of KDS is up for discussion to differentiate clearly from KCS.

AI and Security:
Development of a new course in AI security is in progress on KCS, and KDS students will be able to take this.

KSD, Martin:
Review of KSD:
KSD has undergone an external panel review in November 2025, and the review panel now sent their report. Key points from the report are that KSD should focus on being a conversion master and beware of students´ stress.

Comment from panel: Do you know, if students´ stress relates to them having a job on the side or if it is caused by the study structure?
ITU: KSD students are mainly stressed because of what they need to learn. The courses are hard and the learning curve steep. The paradox is that from alumni we know that later in their career, the graduates appreciate what they learned on the hard courses.
Martin: The way to study and learn on an IT technical program is by making mistakes and trying again repeatedly. This also applies to jobs after graduation. We will be sure to tell this to the next cohort of new students, especially those without a technical background.

Question from ITU: Are KSD competing with IT BSc students when entering the job market?
Answer from panel: Yes, this is reality.

KCS, Marco:
AI and Security:
The course in AI security as Luca mentioned will contain security aspects and safe AI.

To major issues we consider presently:

- How do we attract more graduates from BSWU to continue their studies on KCS?
- How do we place KCS in the ITU program landscape?

BSWU, Dan:
Gen AI on BSWU:
We are detecting courses on BSWU where use of GenAI may be useful. It is not technical programming courses but courses where technical programming is not in focus. An example may be Second Year Project: Software Development in Large Teams, where GenAI may be a useful tool.
It is important that we educate students in how to use GenAI.

Report on students´ wellbeing and quality of education:
Danmarks Evalueringsinstitut (EVA) visited BSWU in October 2025 to make a case study and a questionnaire

survey on wellbeing and quality of education. This is part of a bigger study among 20 Danish bachelor programs. The report for BSWU arrived and the results are useful:
Key points:

- BSWU has a good combination of theory and practice.
- BSWU has good facilities.
- BSWU has a good structure.
- BSWU has very good teachers
- BSWU is challenging.
- More BSWU students report being lonely.
- The study environment has a high level of academic engagement.

4. BSWU in English: (30 minutes)
ITU plans to be able to offer BSWU in English in parallel with the Danish BSWU. This requires approval from the Ministry of Higher Education and Science. The application must include a survey conducted among employers, expressing the need for the new English-speaking graduates in the labor market.
We would like members of the panel to contribute to the process with suggestions of potential participants in the survey in their own company or elsewhere.
The plan is to get approval now to have the possibility to offer BSWU in English, if the number of applicants continues to fall.
Ender, Daniel, and Jakob offer to participate.

Commet from panel: Smaller companies often use English as the working language; they are likely to be in favor of graduates with an English BSWU. On the other hand, the Danish public sector does not use English and might be more reluctant to graduates with no command of Danish.

Break

5. Annual Report from panel:
The final draft was discussed and minor changes in wording agreed upon. Anne will adjust the report accordingly.
Report approved.

6. Suggestions and recommendations:
Security in KCS:
At the last meeting, a security specialisation at KCS was discussed but no clear recommendation was made. Implementing a specialisation requires resources. As security and AI is already being implemented in the AI Security course, the question is if a set security specialization will add further useful value to the graduates´ diploma?

Comment from panel: Employers expect computer science graduates to know security, but it does not need to be via a set specialization or certificate. There are other ways to embed security in the program.

7. Any other business:
Global Competence Profiles (GCP) in the panel´s yearly report:
At the last meeting, the panel discussed the relevance of the GCP to the employers´ panels. The panel found that GCP has no relevance as the panel members recruit employees to the Danish labor market.
If ITU still considers the GCP relevant and wants the employers´ panels to approve of them, the panel will of course do so.

Employability profile (EP):
ITU considers the EP to be of value for students to help them get an overview of their own competences.
Comment from panel: From the employer perspective EP are not useful and only very few/none will look at them.

Heads of program stepping down:
Marco and Luca are stepping down as Heads of program from 1st august. The panel thanks for their commitment to the panel meeting for many years.