

Aarhus Could Gain 500 Extra Workers Without Recruiting From Abroad



40% of partners work fulltime



[Circular Economy](#)

7500 by 2030

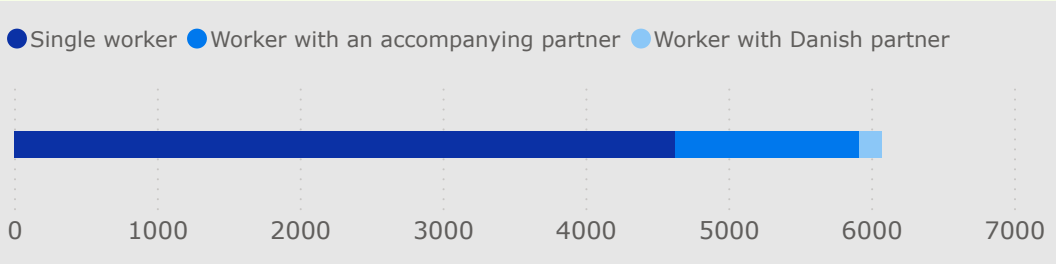
School Capacity

Notes

500

Extra Workers at Selected
Employment Rate

In 2022, only about 44% of accompanying spouses in Copenhagen found full-time work within a year. If Aarhus follows the same pattern, around 700 potential workers are under or unemployed. Use the selector above to see how many extra workers Aarhus could gain without recruiting more from abroad.



Partner Employment Increases Retention and Boosts Workforce

From 2017, the five-year retention rate in Copenhagen was 61% for workers with employed spouses, and 49% for those whose partners weren't working. If no partners work, only 600 out of 1300 households with couples are likely to stay.

At the rate you chose above, 600 people in dual career couples might stay (since the partner counts as a worker too), until 2030.

That's alongside 400 retained workers whose partners aren't employed. In total, that adds up to 1000 retained international workers of the cohort with partners in 2030.

(This model treats everyone as a new arrival, since we don't have data on how long they've been in Denmark.)

Full time workers in Aarhus with Work Permits (2025)

6345

Estimated accompanying partners in Aarhus

1300

Data in Denmark

How Many New Households Does Aarhus Need to Recruit?



40% of partners work fulltime



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Aarhus needs 7500 more international full-time workers by 2030. That's about 1500 retained workers a year.

Based on current work permit trends and net migration, we are not on track. To hit the target, Aarhus will need to **recruit more international households** but how many depends on whether their accompanying partners find work.

Households where both adults work are more likely to stick around than single or one-income households. Aarhus would need to recruit more people in the first year to compensate.

Use the dropdown to explore different scenarios. For example, in Copenhagen, about 40% of partners have full time jobs.

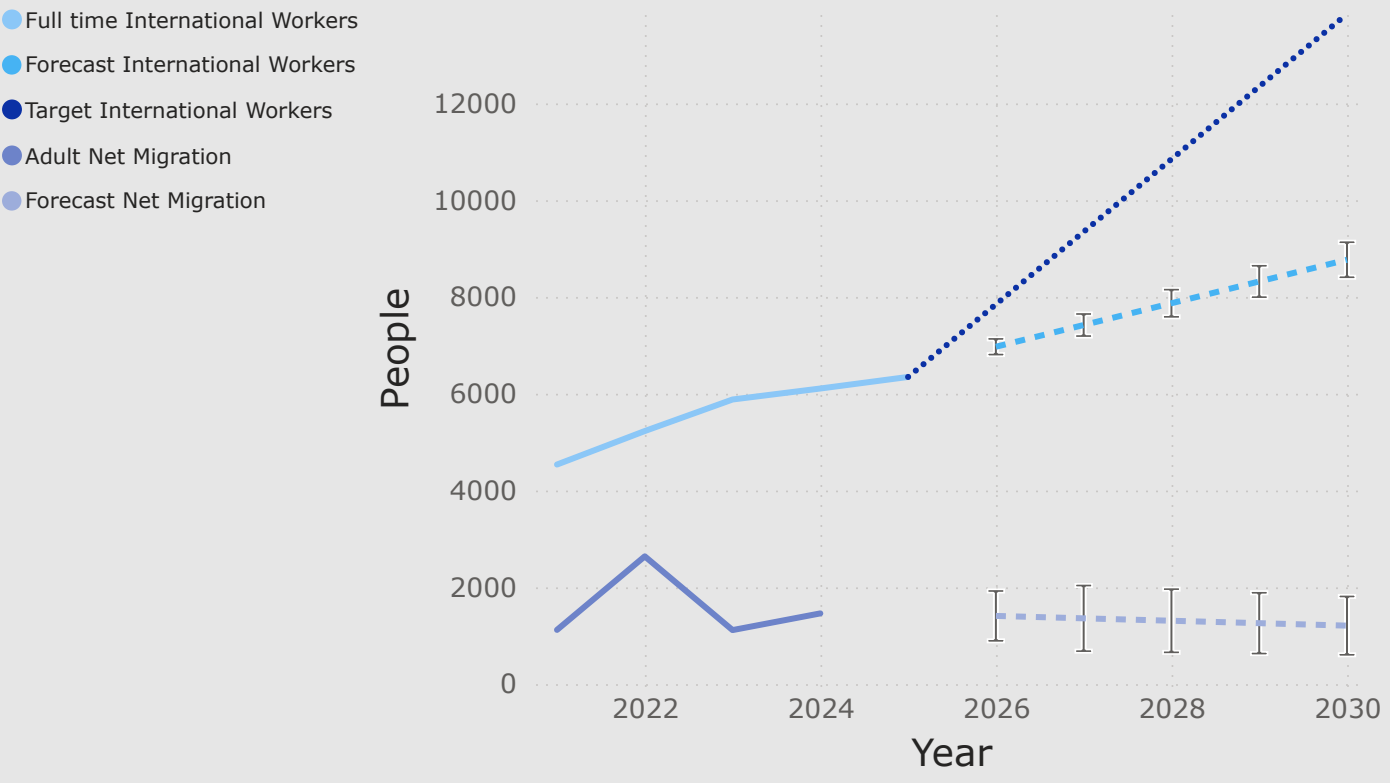
3200

New households needed in the first year if only single people were recruited

2800

New households needed in the first year if 40% of the partners had full time jobs

Internationalisation Ambitions



Data in Denmark

For illustrative purposes only.
Research, modelling and visuals by Kelly Rasmussen. Last data refresh: May 2025

If Aarhus Recruited 2800 Households Annually When Would AIS Reach Capa...



1500 new international households ▾

Circular Economy

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Aarhus International School grew 47% over the last five years.

If Aarhus is successful in recruiting its target workforce of 1500 new international workers per year then more new families will want a place for their children.

When spouse employment is lower, Aarhus would need to recruit more workers to compensate for higher turnover.

Use the dropdown above to explore how different workforce scenarios increases demand.

Planning for an alternative school needs to begin at least one school year before classes are full or families will choose other cities.

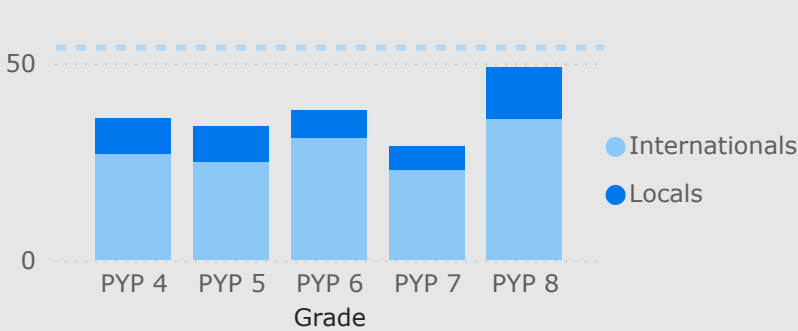
This model assumes consistent enrollment patterns and even distribution of age groups.

Could this level of recruitment fill AIS before 2030?

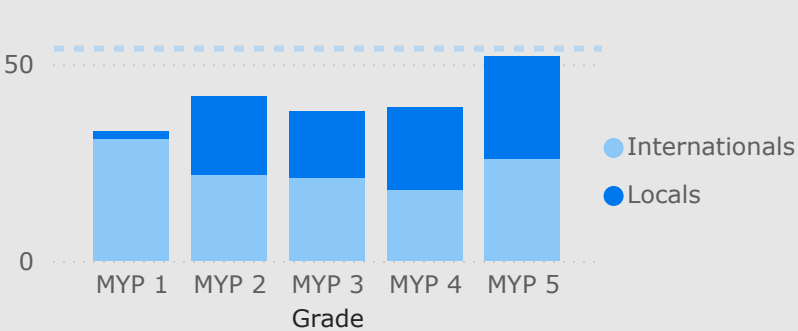
There will be space in some classes but keep an eye on individual year groups

Class	Headcount 2024	Potentially full by
PYP 4	36	August 2028
PYP 5	34	August 2029
PYP 6	38	August 2028
PYP 7	29	August 2030
PYP 8	49	August 2026
MYP 1	33	Class will graduate first
MYP 2	42	August 2027
MYP 3	38	Class will graduate first
MYP 4	39	Class will graduate first
MYP 5	52	Class will graduate first
Total	390	

Primary School 2024



Middle School 2024



Data in Denmark

Data in Denmark

Circular Economy

7500 by 2030

School Capacity

[Notes](#)

⚠️ **DISCLAIMER** ⚠️

This is exploratory analysis not official forecasting.

Based on historical trends and Copenhagen research data applied to Aarhus.

Key assumptions:

- Household composition, partner employment and retention rates from Copenhagen studies
- Linear projections of 2021-2025 trends
- Fixed household composition ratios
- Modelled workers here on work permits, disregarded those with family reunification, study, permanent and asylum residence permits as their circumstances are different than those analysed by København Kommune to derive retention

Use for: Scenario discussions

Research and analysis by Kelly Rasmussen

Data: Statistics Denmark, STAR employment data, København Kommune "Nøgletalskatalog om international arbejdskraft"

Field	Value
AnalysisScope	International workforce forecasting for Aarhus Kommune 2026-2030. Spouse employment scenario modeling. Excludes university student retention (out of scope).
Assumptions	Copenhagen partner employment and retention rates applied to Aarhus context. Linear trend forecasting for baseline projections. Fixed household composition ratios.
Author	Kelly Rasmussen
DataSource	STAR (jobindsats.dk), Statistics Denmark (Statbank.dk), København Kommune
DataVersion	1.0
LastUpdated	2025-05-25 09:28:34
Notes	This model forecasts international workforce trends in Aarhus Kommune through 2030 and analyzes spouse employment scenarios