ensuring future proof graduates: the European perspective

survey insights & promising practices

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Expertise in Labour Mobility

Thursday 14 April 6th SGROUP UNICA COMPOSTELA GROUP Joint Workshop
Expertise in Labour Mobility

enhancing international labour mobility

• higher education
• governments
• individuals
• businesses

• research
• writing
• presenting

• CareerProfessor.works
• Careers Made in …
• i-graduate ISB in Europe
session outline

• Setting the scene with interesting **SURVEY** insights

• Understanding **graduate mobility & EMPLOYABILITY**

• **Pragmatic SOLUTIONS** in enhancing employability
we see a shift

universities need to ‘rank’ to keep recruiting
students ‘expect’ a job upon graduation
employers ‘anticipate’ job-market readiness
education has become an investment decision
SURVEY INSIGHT
the importance of a job

60% of MA applicants: prime motivation for further study is to progress current career, to improve employment prospects, or enter a particular profession.

same among prospective PhDs, with not all aiming at careers within academia.

Source: QS www.topuniversities.com
Career prospects have reached **TOP 3** reasons for choosing a University abroad

- **Broadening my experience** 95%
- **Improving my career prospects** 95%
- **Improving my language skills** 93%

Source: StudentPulse, 2014, i-graduate
Top 3 reasons to choose a specific University:

#1 reputation 93%

#2 quality of research 90%

#3 earning potential of the chosen degree from this University 89%

Source: ISB 2015, Global dataset, i-graduate
Students, Graduates, & Employability

87% of graduates would like more careers advice from their university.

1/3 of students feel lost in their career path.

63% of alumni state that their university could do better in communicating with them.

79% of graduates need help in finding employment.

9 out of 10 graduates want to stay in touch with their fellow graduates.

Almost 1/2 of graduates feel ill-prepared for the world of work.

39% of employers stated that difficulties exist in filling vacancies for skilled labour.

Source: CareerProfessor.works, 2015
to summarize the effectiveness of current career support

74% of students globally say work opportunities factor into their decision to study overseas

Over half expect their university to provide them job training

61% in Europe expect careers advice from their institution

BUT ...Only 23% of students use the careers service and of those only 32% are very satisfied
hence career support needs to change
as the world is changing ... fast

• 65% of children entering primary school today will ultimately end up working in completely new job types that don’t yet exist
• 50% of subject knowledge acquired during the first year of a 4-year technical degree will be outdated by the time the student graduates
• 5.1 million jobs will be lost to disruptive labour market changes between 2015-2020
• By 2020 more than a third of the desired core skill sets of most occupations will be comprised of skills that are not yet considered crucial to the job today

### Top 10 skills

#### in 2020
1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

#### in 2015
1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

Source: Future of Jobs Report, World Economic Forum
and we already see a clear mismatch ...

Source: “Learning mobility and graduate employment: research findings unveiled”, EAIE 2014, Prague
employers’ perspective on employability

39% of employers stated that difficulties exist in filling vacancies for skilled labour

In 2020 potential shortage of college-educated workers: 38 million – 40 million

In 2030 an additional 360 M older people will leave the global workforce

Source: McKinsey report "World at Work: Jobs, pay and skills for 3.5 billion people"
IF YOU COMPARE APPLES TO APPLES...

employers go for the one with global experience
students’ perspective on employability

Nearly 30% of international students leave host country due to lack of info on labour market
employability matters for students but graduates struggle...

Almost ½ of graduates feel ill-prepared for the world of work

79% of graduates need help in finding employment

87% of graduates would like more careers advice from their university

Source: http://www.labourmobility.com/student-employability-necessity-choice/
Additional Information (Law firm)

Please provide information on your contributions and achievements towards the following:

- Positions of responsibility (education)
- Positions of responsibility (sporting)
- Academic awards
- Sporting awards
- Debating societies
- Clubs and societies (formed or chaired)
- Young Enterprise
- Organisations (chaired)
- Musical instruments (please indicate level of proficiency)
- Languages (please specify no’s of languages spoken and levels of fluency)
- Theatre performances (give examples)
- Dance (include level of proficiency)
- Volunteering work
- Charity work
- Community engagement
- Travel experience (dates and locations visited)
- Other ...
employmability

what is it?

A set of skills & qualities that an employer is looking for in a potential employee. Feeling employable is achieved when a person’s talents are supported to the max.

HARD SKILLS
- industry specific
- trained by experts/HEIs

SOFT SKILLS
- universal
- acquired by experience / enhanced by study abroad

Source: Expertise in Labour Mobility
the importance of employability

the world is the playground of today’s students
formula for employability

$$E = (Q + WE + S) \times C$$
formula for employability

\[ E = (Q + FE + S) \times C \]
employability matters for students & HEIs

but how to leverage it for a University?
SOLUTIONS
what support do international students need to make it work?
the future of university career services

Speak the language of your students:
- Provide services in English
- Think about digital solutions
- Ensure international outlook (for workshops, etc)
NO INSTANT Careers Advice!

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Source: the not so instant careers advice
Let me show you what my UNI did for my career

Source: International Student Expectations: Career Opportunities & Employability
24/7
career info
digital
CV tips
app
skills to get hired
what’s the pay
fun
global outlook
employability
easy
connecting
interactive
students, alumni, peers
promising European practice

Our students and alumni feel fortunate to be part of a university with a recognized academic profile, one that is reflected by its academics, reputation, and global network. Cattolica puts you first. The professional academic staff believes in you and helps to connect your learning and desired career path.

Cattolica works continuously towards developing new and emerging programs. By offering you CareerProfessor.works, we hope to enhance your employability.
Promising European practice @UCSC

**CareerProfessor.works** is an online tool consisting of a website & an app:
- For students – interactive career info
- For HEI – management info

Career information, platform to connect with peers & alma mater

Continuous contact & information

CareerProfessor.works™
gamification of cultural scenarios

37
Which time of the year should you avoid when traveling to China for a business trip?

a) January – February, because of the Chinese new year.
b) March – April, because of the Chinese new year.
c) August – September, because of the Chinese new year.

42
Which characteristic describes the French best?

a) Egalitarian.
b) Individualistic.
c) Hierarchical.

42
What skills are essential according to American recruiters in every job candidate?

a) Flexibility, adaptability and learning agility.
b) Strong leadership skills.
c) The ability to sell yourself.
data reports - app

Did/Do you receive sufficient help from your university in finding employment?

Yes 32%
No 68%
data reports - app

How well do you feel you understand the job requirements demanded by prospective employers?

Understanding

- Not at all: 2%
- Somewhat: 30%
- Partially: 41%
- Good: 20%
- Very good: 7%

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Making Mobility Work
careers advice for student/alumni & management data for HEI

Did/Do you receive sufficient help from your university in finding employment?

Yes  
No

Unlock

Congratulations!  
You are now a Recruit.

Your reward: Career tip

Do not sit with your arms crossed during a job interview. It makes you look defensive and detached, especially when you’re answering questions. Try to keep your arms at your sides or on the table, or keep them moving slightly when talking to add another dimension to what you are saying.

Next Level
CareerProfessor.works™

Website + App
technology is a game changer in HigherEd

I hear and I forget.
I see and I remember.
I do and I understand.
Confucius
“Careers Made in Rotterdam”
cooperation between key players

COMPANIES

INTERNATIONAL STUDENTS

GOVERNMENT

HIGHER EDUCATION INSTITUTIONS
International students are a resource
To ensure an international classroom for domestic students
To enrich your local job market
To spread ‘the word’ about your higher education

internationalisation
No job will chase you!
You have to chase the job!