



Istanbul
19 - 21 February 2020

Unpacking the Study Abroad Experience to enhance employability outcomes post-program



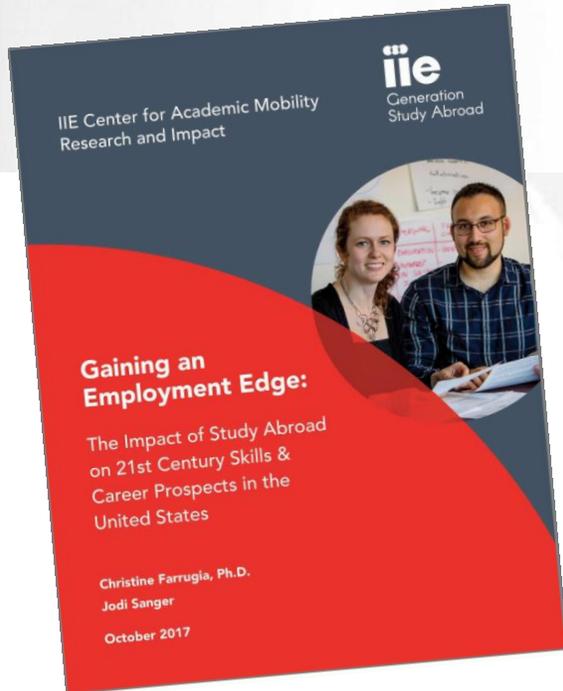


Meet your Presenter

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According to a report by the Institute of International Education (IIE), **11 out of 15 “21st century workplace skills”** are gained through an **experience overseas** but many **students lack the skills to identify their global competencies** and apply it to their resume, cover letter, or narrative.

This session will review data and provide best practice to enable an advisor, university, or provider to help students returning from their program apply their experience to their career readiness.

STUDENTS WHO GO ABROAD ARE:

20%

**LESS LIKELY
TO BE OUT
OF WORK**

10%

**MORE LIKELY
TO BE IN
'GRADUATE'
JOBS**

6 months after graduation

7%

**HIGHER
AVERAGE
WAGE
EARNERS**

6 months after graduation

COMPARED TO THOSE WHO DON'T

#GOINTL

STUDENTS WHO GO ABROAD ARE:

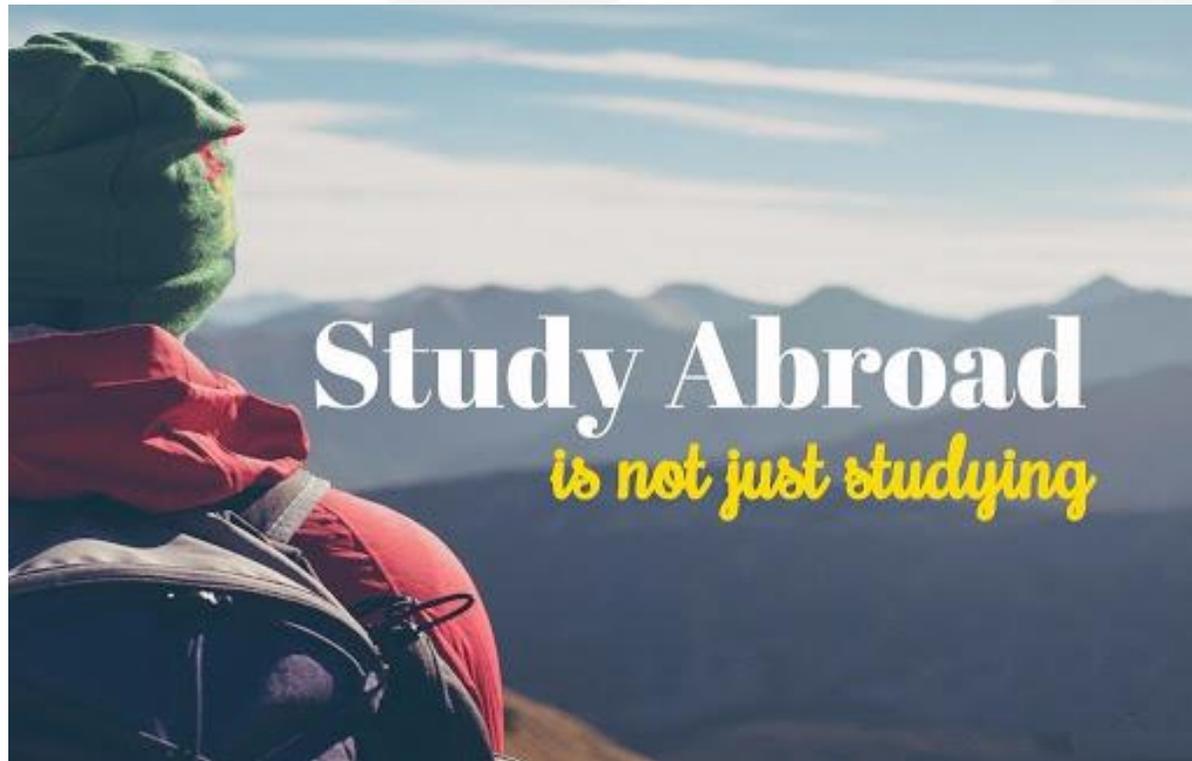
19%

**MORE LIKELY
TO GAIN A 1ST IN
THEIR DEGREE**

COMPARED TO THOSE WHO DON'T

#GOINTL

Why Study Abroad (and what skills are gained)?



Skills from Study Abroad

Intercultural skills

Curiosity (critical thinking?)

Flexibility & Adaptability

Confidence

Self-awareness

Interpersonal skills

Communication (written / verbal)

Problem solving

Language

Tolerance for ambiguity

Teamwork

Work ethic



NACE: What Are Employers Looking For



82.9%

Problem- Solving Skills



82.9%

Ability to work in a team



80.3%

Written Communication



72.8%

Leadership



68.4%

Strong Work Ethic



67.5%

Analytical/ quantitative skills



67.5%

Initiative



67.5%

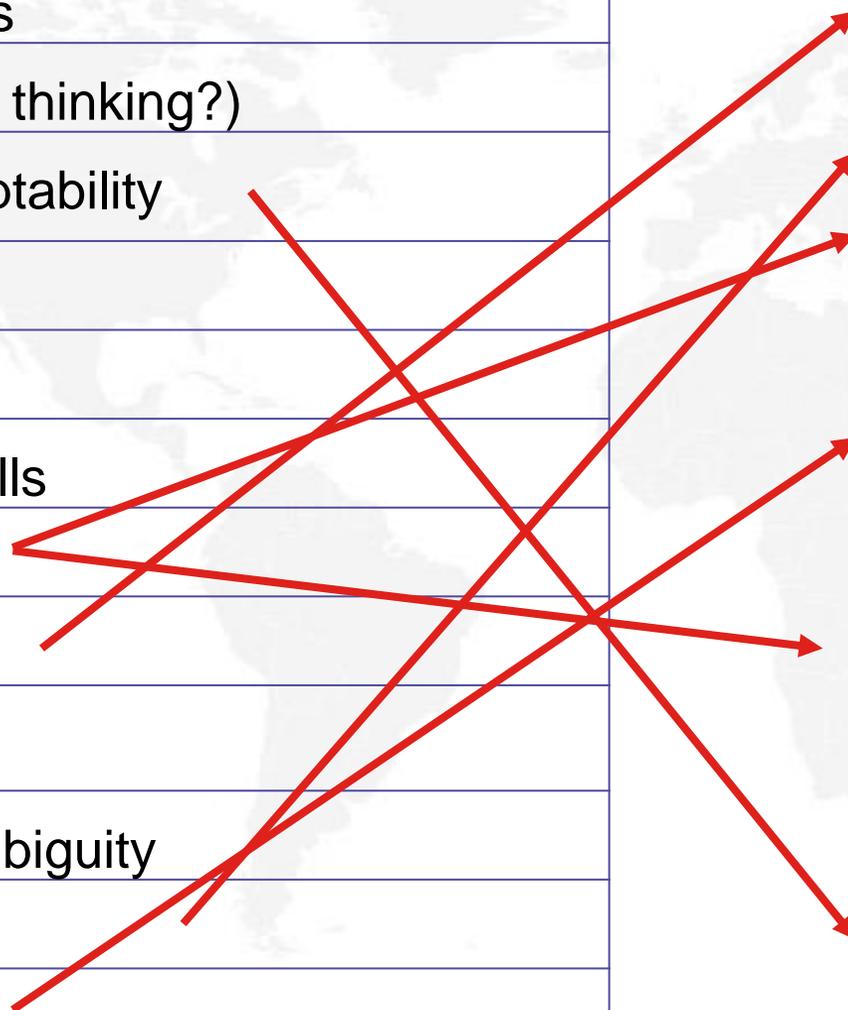
Verbal Communication

Skills from Study Abroad

Intercultural skills
Curiosity (critical thinking?)
Flexibility & Adaptability
Confidence
Self-awareness
Interpersonal skills
Communication
Problem solving
Language
Tolerance for ambiguity
Teamwork
Work ethic

What Employers Want

Problem-solving skills
Ability to work in a team
Communication skills (written)
Leadership
Strong work ethic
Analytical/quantitative skills
Communication skills (verbal)
Initiative
Detail-oriented
Flexibility/adaptability





Framing Skill Attainment in the language of “Employability”



Opportunities

As noted the skills students are obtaining on short and long term international experiences are well aligned with employer needs.



Challenges

Students need to be able to identify their skills gained and apply it to their resume, interviews, career trajectory, and direction in order for that experience to become an **employable experience.**





Best Practices



Define your Learning Objectives

Identify yours.

We identified 5 key learning objectives that align with NACE's 8 Key Competencies.



Embed, Monitor and Evaluate

Embed the LOs into each component of your program then monitor / evaluate.

Review periodically to improve data capturing.



Provide Holistic Support

CRCC Asia is able to engage with participants pre-departure, during the program, and upon return to ensure that learning outcomes are met.





Identifying your Key Learning Objectives



Institutionalize them

There are many skills list

- ▶ **IIE: The Impact of Study Abroad on 21st Century Skills & Career prospects** in the United States
- ▶ **NACE Core Competencies**



University Examples

- ▶ **University of Minnesota:** 10 Core Career Competencies
- ▶ **University of Iowa:** 11 Student Leadership Competencies



BE BETTER @IOWA

STUDENTS

Utilize Strengths and Develop Key Skills



DEVELOPMENT OPPORTUNITIES

Orientation • Advising • Coursework • Residence Halls
Student Orgs • Student Employment • Student Leadership

OUTCOMES

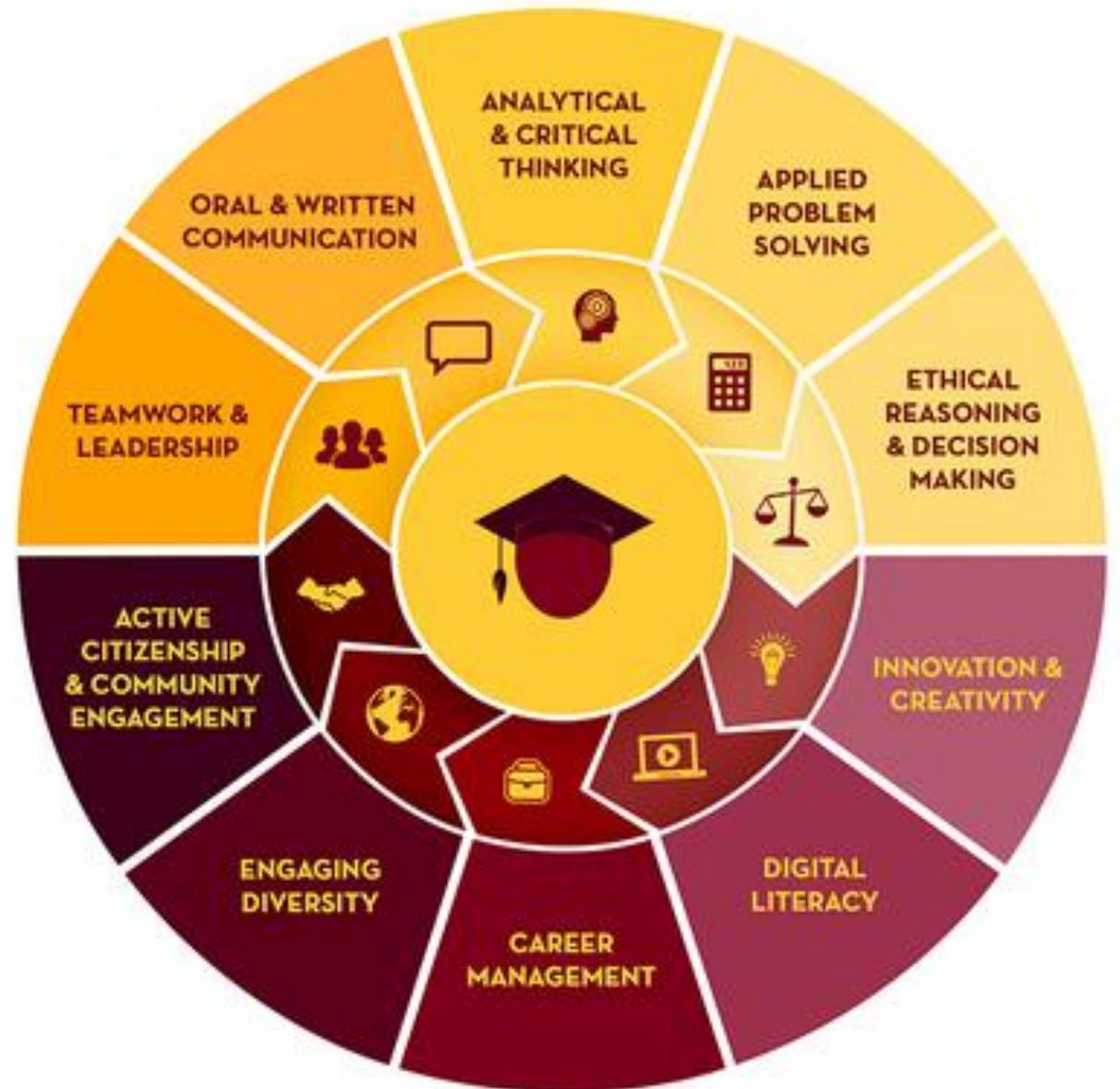
KEY SKILLS

- Writing • Analysis
- Group Development
- Collaboration • Diversity
- Goals • Self Development
- Ethics • Problem Solving
- Productive Relationships
- Verbal Communication

SELF-AWARENESS

- Reflect on Learning
- Articulate Learning
- Transfer Learning

bebetter.uiowa.edu



Employability

Cultural Agility

**Country-Specific
Knowledge**

**Sector-Specific
Knowledge**

Global Connections

NACE

IIE





Monitor and Evaluate



**CULTURAL
AGILITY**

93%

Have become more culturally agile and can readily adapt to different host cultures.



**GLOBAL
CONNECTIONS**

83%

Global connections reach far beyond their industry and academic field

Up 22% from pre-departure



EMPLOYABILITY

63%

Resume/CV is strong stands out from the crowd

Up 14% from pre-departure.



Pre-program: 88%

of alumni are confident in obtaining full time employment after graduation.

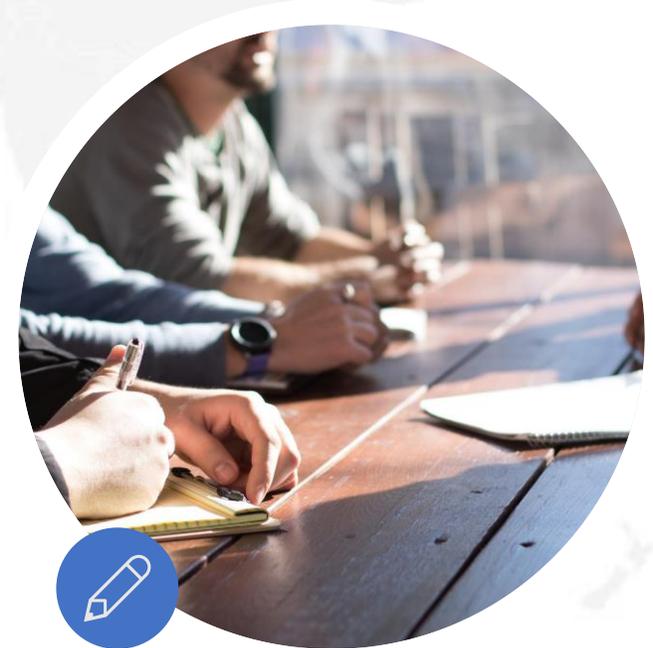
Post-program: 80%

Why the drop?

- ▶ Deeper understanding of key competencies
- ▶ The 'humbling effect'

Solutions (earlier engagement)

- ▶ Introducing a mid-point assessment
- ▶ Creating skills inventory exercise to be completed pre-departure





Holistic Support

Business Seminars

- Gain further / alternate sector-specific knowledge
- broaden their network
- learn country-specific knowledge.

Alumni Networking

- support returning alumni by connecting them to in-country opportunities

Resume Support

- given pre-departure and on the ground during our resume workshops and again upon returning.

Project Based Work Experience

- As is working with the student to understand their role
- Placement Information Plan's pre-departure, highlight key skills

Internship Guidance

- Weekly drop-in session to advise on all things internship: day to day questions, troubleshooting, cultural nuances etc.

Key Learning Objectives Alignment

Using consistent language throughout all events and communications

Allow for students to better identify potential skill attainment.

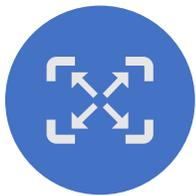


CareerBridge

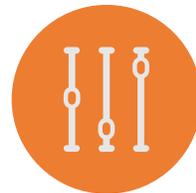
After reviewing our holistic support model, CRCC Asia decided to create an online learning platform, CareerBridge which covers:

- ▶ Career management & Goal setting
- ▶ Identity Abroad
- ▶ Resume/CV Best Practices
- ▶ Project management
- ▶ Communication
- ▶ Interviewing & Storytelling
- ▶ Clutral Fluency + more

CareerBridge ensures a standard of support and knowledge sharing for all students regardless of program duration or location supporting a self-paced learning plan adapted to different learning styles.



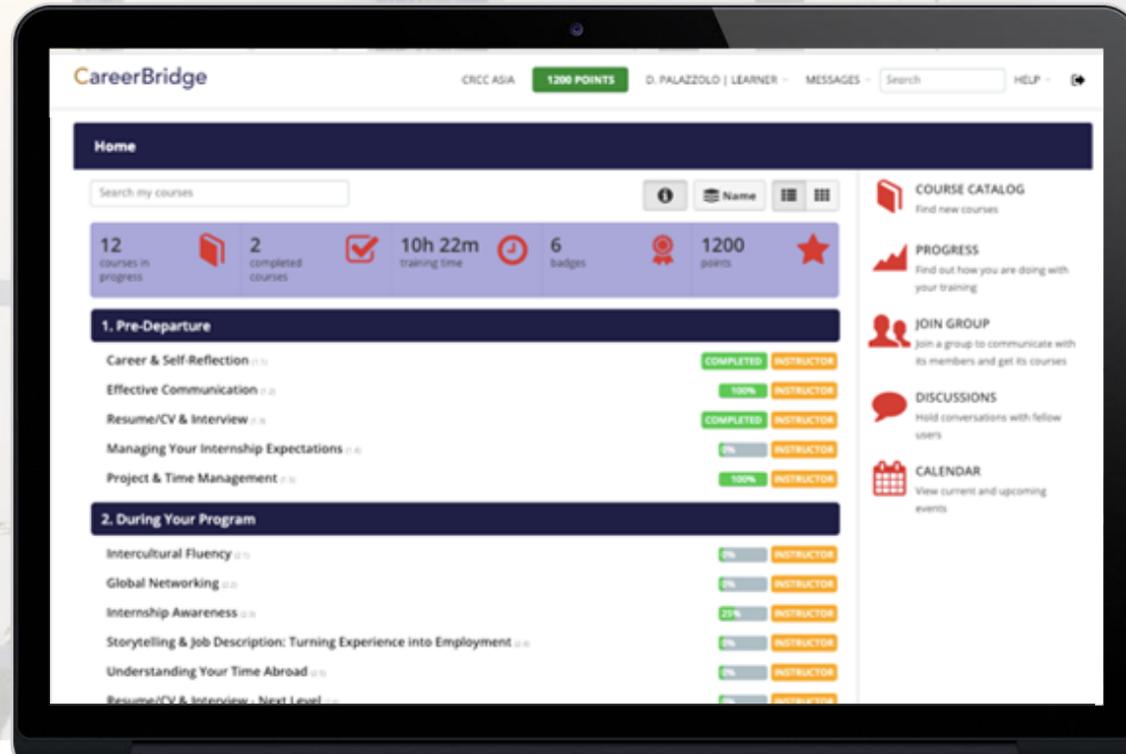
Wrap Around Curriculum
supporting pre-departure, on the ground, and upon return



8-10 hours of lessons
completed on the student's own schedule



12 Courses
aligned with CRCC Asia's learning objectives and NACE career readiness skills.



Support Timeline

PRE-DEPARTURE
(packing)

Students can begin thinking about their resume, skill development and alignment with their upcoming education abroad experience.

DURING

Students have the opportunity (or should be encouraged) to engage in employability-related activities on the ground such as networking events, site visits and more.

POST-PROGRAM
(unpacking)

Programming can include cross-collaboration with career services, alumni groups and more to help unpack the student's experience while applying it to professional development outcomes.



Adapt to Embed Common Language

INTRODUCE

EMBED

EXPERIENCE

UNPACKING

TRANSLATION

Define and introduce common language for skills and experiences.

Begin using common skill language in all programming including pre-departure activities, debriefs, etc. .

Student goes abroad experiencing challenges and success building unique skills with support, tools and knowledge and understanding gained pre-departure.

Student takes time to reflect on the experience.

Student translates their experience to skills gain and applies their time abroad to their resume, job search, and interviews.



How can we be sure that embedding Key LOs has impact post program?



So, throughout my time at the NI Bureau, I spent the past eight weeks from September, gaining **sector specific** knowledge, meeting influential people, translating Chinese to English. Unfortunately, I was not learning enough **sector-specific** knowledge. It seemed **an ideal period to travel and work**, allowing myself also to improve **my awareness of business practices** in east Asia.

The main reason I undertook the program was to gain knowledge of working in industry, in the field of business and social enterprise, as well as **country specific knowledge**. I also saw 2 months on **China as a chance to experience a different cultural environment and expand my global network of contacts**.



(The Bund Shanghai, 20: Retail Design, I was responsible for individual... to my favourite city.

“

I cannot express how grateful I am for this amazing opportunity. By coming to China my main goal was to establish a professional network and **global connections** which will help me to obtain a job in China.

Unfortunately, my internship supervisor wasn't able to offer me a job extension or a contract. However, I managed to establish contact with one of the guest speakers we had during the **business seminar organised by CRCC Asia**. A lady gave an inspiring speech about the future of digital marketing and the importance of social media. I immediately approached her after the event finished.

I was asked to send my resume. **I had a successful interview and have now been offered a full-time position** as a Marketing Manager with the company!



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Thank you

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