

***A common thread:
Matching the skills gained through Erasmus
mobility & the skills employers need***

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Expertise in Labour Mobility



Co-funded by the
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EXPERTISE IN LABOUR MOBILITY

Expertise in Labour Mobility

Global Mobility solutions for:

- Corporate bodies
- HigherEd
- (regional) Governments



CareerProfessor.works

App with gamified international careers advice bridging the gap between education & the global job market



i-graduate

i-graduate

Europe & N. America office
Global benchmark survey ISB
3.7 M students

The Changing World of Work

Labour Market Trends



CHALLENGES & OPPORTUNITIES

1. **Technological change**
2. **Globalisation**
3. **GEN Z & Demographic changes**
4. **Environmental sustainability**
5. **Increasing inequality**
6. **Political uncertainty**
7. **COVID-19**



 **ELM**
EXPERTISE IN LABOUR MOBILITY



The Changing World of Work in Europe

Most Requested Skills in EU (based on review of online vacancies)



1. Adaptability
2. English & Language skills
3. Team work principles
4. Digital Skills
5. Customer Service
6. Problem Solving Skills
7. Communication Skills
8. Proactive thinking
9. Creative thinking
10. Time management



The Changing World based on skill requirements

Most Requested Skills (according to employers)



Source: www.linkedin.com/pulse/most-wanted-skills-5-years-time-nannette-ripmeester



Benefits of going on an Erasmus Skills Exchange

"It was fun"

ANGLO-DUTCH TRANSLATION GUIDE

What the British say...	What the British mean...	What the Dutch understand...
I hear what you say.	I disagree completely.	They accept my point.
With all due respect ...	I think you are wrong.	They are listening to me.
Oh, by the way ...	This is the primary purpose of this discussion.	This isn't very important.
I'll bear it in mind.	I won't do anything about it.	They will use it when appropriate.
Perhaps you could give this some more thought.	Don't do it, it's a bad idea.	It's a good idea. Keep developing it.
Very interesting.	I don't agree/like it.	They are impressed.
Could you consider some other options?	Your idea is not a good one.	They haven't decided yet.
That is an original point of view.	Your idea is stupid.	They like my idea.
I am sure it's my fault.	It is your fault.	It is their fault.

Research
shows students
gain skills while
going on
exchange

ERASMUS SKILLS

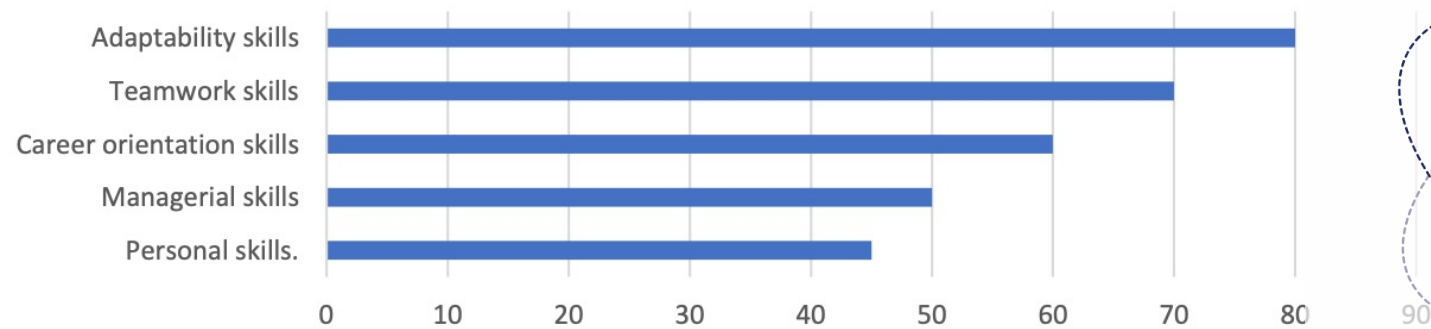


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Competence Booklet

Skills students gained & employers need

Most Skills gained in Erasmus mobility



Competence Booklet

Skills students gained & **employers need**

Top 3 according to employers

1. Adaptability, Flexibility, Agility (21,2%)
2. Motivation, enthusiasm, passion, positivity, drive, dynamism (18,8%)
3. Communication skills (17,6%) &
3. Professionalism/responsibility/commitment/Work ethic/Ability to deliver (17,6%) (both in third place)



More info:
https://erasmusjobs.org/docs/Skills_needed_by_employers-ERASMUSJOBS.pdf






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Skills gained via mobility



5 SKILLS GAINED THROUGH MOBILITY

-  CULTURAL AWARENESS
-  ADAPTABILITY & RESILIENCE
-  EMPATHY & TOLERANCE
-  CREATIVITY & INITIATIVE
-  TEAMWORK

The benefits of an exchange

“...internships help students to discover how much they **don't know** at that stage of their professional development.”

Source: Potts, D. (2020), 'Career outcomes of learning abroad: national report', (IEAA).



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IF YOU COMPARE APPLES TO APPLES



Translating a mobility experience

into professional development

STEP

1



UNDERSTANDING

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STEP

2



REFLECTING

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STEP

3



IMPLEMENTING

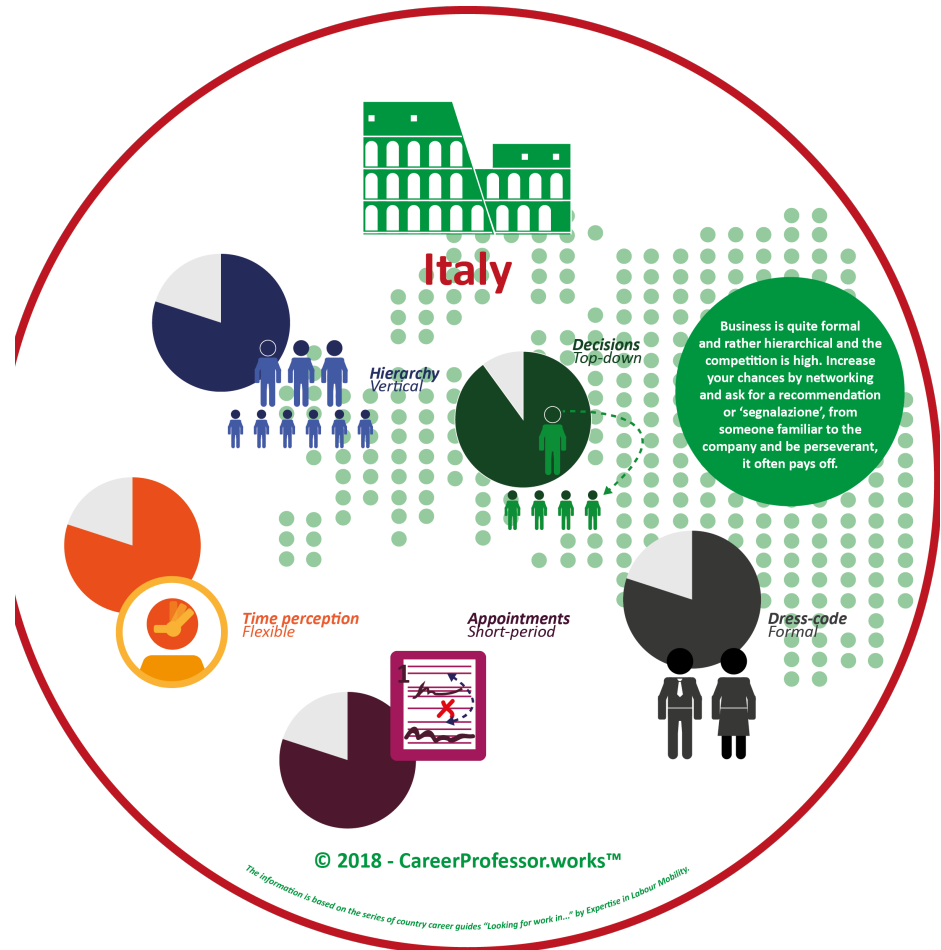
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Step 1

UNDERSTANDING

- How well do you understand:
 - the destination in general?
 - the work culture of the destination?
 - how job hunting works in the destination?
-
- Some sources:
 - **CareerProfessor work culture blogs:**
 - <https://careerprofessor.works/work-culture-italy/>
 - **ELM blog posts 13 signs you're an international:**
 - <https://www.labourmobility.com/13-signs-youre-an-expat-in-italy/>



Step 2 REFLECTING



Career
Route
Planner[©]



By CareerProfessor.works



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Step 3

IMPLEMENTING

THE CHALLENGE

"...the majority of students don't know what to do with those skills, how to translate them in order to improve their job prospects, or how to apply them in the workplace, either at home or abroad. "

-- S. Christoforou & N. Ripmeester Global Employability: Common Challenges in Preparing Students for a Global World of Work' - CAPA Publications



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Some solutions we use



A photograph of a training session. A man in a white shirt and blue lanyard stands on the right, gesturing with his hands while speaking to a group of people. Three women are seated at a table in the foreground, looking towards the man. They are working on papers with diagrams and notes. The background shows a cityscape graphic.

Erasmus builds skills

TEST YOURS

ERASMUS
SKILLS

CareerProfessor.works

- Use the app to become aware of cultural differences
- Check out the country profiles of those countries you are interested in
- Use the career tab to find general careers advice



ERASMUS SKILLS VIDEOS

ERASMUS SKILLS



NANNETTE RIPMEESTER

International Mobility Expert ELM
& Client Services Director i-graduate
Expertise in Labour Mobility

- UGhent's Ferdi de Ville talks about linking [Intercultural competences with the European project](#).
- ELM's Nannette Ripmeester talks about
- [Unpacking your Erasmus Experience](#)
- and how to [maximize mobility skills when looking for work](#).

It is our role to help students close the gap

between education and the world of work



'A changing world of work creates a changing way of looking for work.'



**Make sure your students understand the cultural
differences in job hunting across Europe and help
them translate their mobility experience**

THANK YOU FOR LISTENING





Thank you!! Q&A time



www.careerprofessor.works

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