

Competence

Booklet

Erasmus Jobs



Relevant competences developed during Erasmus+ mobilities



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Ripmeester N.,(2021). Competence Booklet. Erasmus Jobs EU Project.

WHAT YOU CAN FIND IN THIS BOOKLET

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- 5 Common Skills Employers Look For
- 6 Skills Gained Through Mobility That Match Employers Needs
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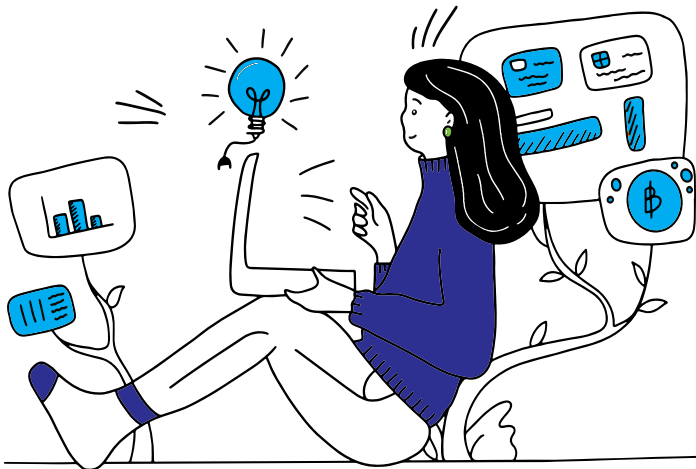
TOP SKILLS ENHANCEMENT GAINED THROUGH ERASMUS+ MOBILITIES



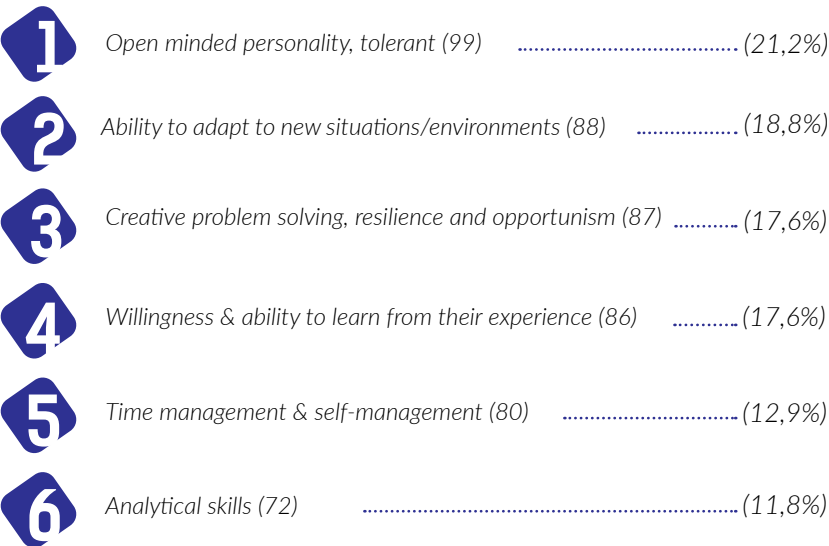
The results are based on surveys done by 3.346 Erasmus outgoing students from the 4 universities in the ErasmusJobs project consortium:

- Masaryk University (MSK),
- Universidad de Alcala (UAH),
- Université de Mons (UMONS),
- Università degli Studi di Roma "Tor Vergata" (TORVERGATA).

For more information read the full report [here](#).



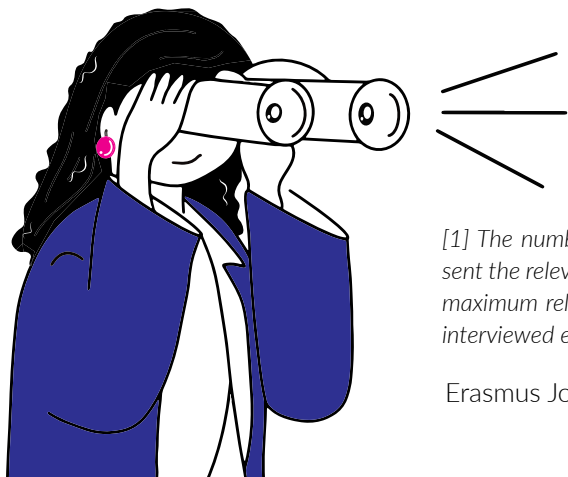
COMMON SKILLS EMPLOYERS LOOK FOR



80% of employers mentioned that a prior international experience mattered when recruiting.

Results are based on the ErasmusJobs research that surveyed 55 Europe based companies of various sizes and various sectors.

For more information
read the full report [here](#).



[1] The numbers between parenthesis represent the relevancy value out of 100 points, as maximum relevancy value, considered by the interviewed employers.

SKILLS GAINED THROUGH MOBILITY THAT MATCH EMPLOYERS NEEDS

1

Adaptability

2

Communication Skills

3

Teamwork Skills

4

Creativity

5

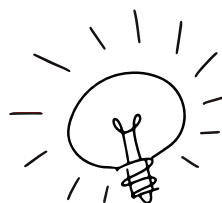
Problem Solving Skills

6

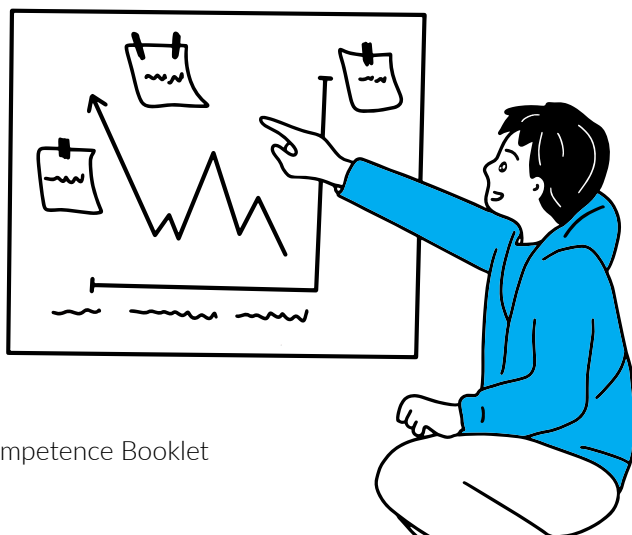
Professional/career orientation

7

Proactivity



The list above compares the skills most sought after by employers with those gained by students during their Erasmus mobility experience. It will help students understand what the most wanted skills are according to employers which you are able to gain when going on an international Erasmus exchange.



UNDERSTANDING THOSE MATCHED SKILLS

1

Adaptability

The ability to adapt to changes has never been more important than it is now. Employers are looking for people who are not afraid of ambiguity and acknowledge that change is part of our lives. Adaptable people are often aware of their strengths and shortcomings, and this self-awareness helps them evaluate a new situation and adjust accordingly. They are open to challenges, willing to get out of their comfort zone and curious to learn new things.

2

Communication Skills

Everyone possesses some sort of communication skills. However, the ability to convey the right message to the right person, clearly and convincingly, to listen carefully, and to have a coherent argumentation is what employers' value in applicants. Regardless of the field of expertise, the ability to get on well with other people is a must. Regardless of your job and sector, it is very likely that you will have to communicate with people to reach goals and find solutions.

3

Teamwork Skills

Employer's value teamwork and will look for previous examples of teamwork in the application of a prospective employee. It is important to demonstrate that you have the ability and experience of working effectively with other people towards common targets and goals.

Source: CareerProfessor.works – the employability app for internationally minded students.

4

Creativity

Having creative skills means being able to think outside the box, bringing different perspectives to the table, sharing original ideas, and finding smart solutions to problems. Creative people are usually open-minded, willing to take risks, and are not afraid to express their ideas. Employers are looking for people who can propose new approaches and can introduce new, successful ways to deal with work demands and challenges.

5

Problem Solving Skills

Problem-solving skills are important in any position and any industry. Employers are looking for people with analytical and creative minds with the ability to handle challenging or unexpected situations in the workplace. A person with problem-solving skills is characterized by their motivation and persistence, and their capability to analyse a situation, calmly develop a solution and implement a strategy.

6

Professional/career orientation

Being professionally oriented and having the ability to identify opportunities and risks in one's field of expertise is highly valued by employers. It is equally important to be willing to accept feedback from others to improve your work and your professional skills. Being on top of things within the field of expertise shows commitment to growth and maturity.

7

Proactivity

Being able to think critically and take initiative is highly valued in modern workplaces. Proactive people can estimate a situation, plan ahead, and lead towards the right solution. Confidence and a positive attitude are common characteristics of proactive people. Employers value employees that can set goals, take action to meet deadlines, and are able to identify possible problems and drawbacks.

Source: CareerProfessor.works – the employability app for internationally minded students.

GAINING & TRANSLATING SKILLS INTO A CV

Understanding that employers look for a particular skill and being able to showcase a prospective employer you have acquired that skill during a mobility exchange is a key to job hunting success. Therefore, we spoke with some Erasmus+ Alumni to help job seekers understand how to ‘translate’ the value of an exchange. As one alumnus said:

“ An exchange is a lecture in life - You have to make it work! ”

1. Adaptability

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“When you go abroad for an exchange **adaptability** is not a choice but a necessity; you need to adapt and get out of your comfort zone.”

“In order to live abroad you need **adaptability**. You need to adapt to a different way of thinking, to different humour, to a different way of teaching, to a different way of socializing.”

“It requires **adaptability** from scratch, from understanding public transport to integrating into the local culture and language. And as Darwin already said, ‘The ones that can adapt best will survive.’”

“COVID-19 forced **adaptability**: there was no choice, you had to adapt to a new situation.”

“A totally different culture forces you to open your eyes and notice the differences. You have to **adapt** to have a nice exchange, but even if the culture

What are recruiters looking for?
The ability to:

- Respond positively & quickly to changing circumstances
- Deal effectively with changing priorities & unpredictable conditions
- Adapt easily to changing situations & environments



and language seem close, the differences may be larger than expected. A new place means a new community that requires new skills and a new kind of energy.”

2. Communication Skills

“When you are in a new place you have to ask many **questions**. At first there may be anxiety, but you have no other choice. And if you do not get the right answer, you probably did not ask the right question.”

“**Communication** is the key to every door. Life is like the internet: you need a good connection.”

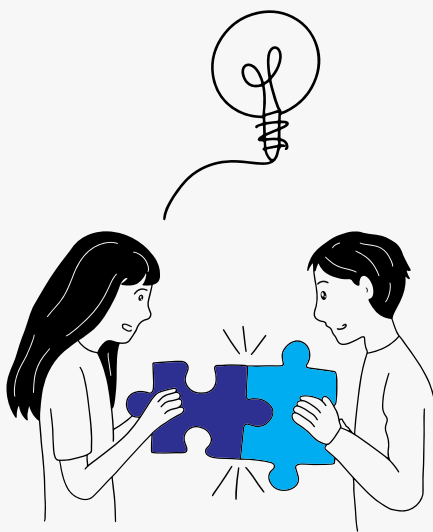
“You have to adapt your communication style to the host country. It is not just the actual language that differs but also the way **communication** is used by other nationalities, ranging from speed and loudness to directness vs ‘beating around the bush.’”

“I’ve learned to be more assertive, learned to better express myself and think about how to **deliver a message** based on my audience.”

“You have to talk to everyone! Making friends, building personal relationships, was fun and I’ve made good friends.”

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The ability to:

- Respond positively & quickly to changing circumstances
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3. Teamwork Skills

"Working in a **team** taught me a lot about myself. And I've realised that it is OK to ask questions."

"Working in an international **team** taught me about how I do things from my national perspective, but I also realised this is not the only way to do things. There are different ways to reach a result."

"Trusting others and realising **other people** have their own skills, attitudes and knowledge is the main outcome for me during my exchange."

"Learning to ask for help and realising where **others** may step in and be better equipped for a certain task took some time to sink in, but it was a great lesson."

What are recruiters looking for? The ability to:

- Respond positively & quickly to changing circumstances
- Deal effectively with changing priorities & unpredictable conditions
- Adapt easily to changing situations & environments



4. Creativity

Going on an exchange made me realize not everybody has the same opportunities available. My exchange brought me to a place where free WIFI was not easily available, and roaming was expensive. You become quite **creative** in finding opportunities for staying connected without paying high fees."

What are recruiters looking for? The ability to:

- Think creatively using both hard & soft skills
- Think outside the box
- Take a proactive approach

5. Problem Solving Skills

"During your exchange you have to figure things out on your own. You learn to **find solutions** ranging from sorting your train ticket to overcoming visa issues."

"You cannot hide, you just have to **sort things**."

"Knowing that you have **solved an issue** makes you more independent and convinced you can rely on yourself."

"During the crisis it was not much fun but knowing '**I can do it** all by myself' is an empowering experience."

What are recruiters looking for? The ability to:

- Take initiative & know when to ask for help
- Develop a strategy to resolve a problem
- Demonstrate calmness in front of problems



6. Professional/career orientation

"My exchange pushed me in a certain direction, and **I now know I want to** work in an international environment."

"I'm doing this PhD because of my exchange."

"The career centre modules helped me in my choice, in turn leading to an **internship** and that internship led to a **job!**"

"My exchange **led to a choice** for my Master."

"The experience of my exchange helped me to grow as a person and how to understand better **what I want to** do with my life and what professional future to strive for."

What are recruiters looking for? The ability to:

- To take ownership
- Recognise when to work in dependently & when the help of colleagues is required
- Motivate & inspire others



7. Proactivity

"If you want to make anything happen during your exchange that is outside the scope of 'what needs to happen', you have to take action and make it happen yourself. You just have to be **proactive.**"

What are recruiters looking for? The ability to:

- See (growth) opportunities
- Move ahead
- Couple curiosity to leadership potential

