

➤ I AM Talent: Supporting International Students and Alumni Developing Employability



'One of the challenges international students often face is the lack of a support network. Many come here alone, without their families, which makes it harder for them to navigate situations that might be easier for others'

- Higher Educational Institute

Welcome



Marian Thunnissen

Professor

- Fontys HRM & Applied Psychology
- Lectorate Dynamic Talent Interventions



Dick Siesling

Teacher-researcher

- Fontys HRM & Applied Psychology
- Lectorate Dynamic Talent Interventions

Agenda:

Employability and I AM Talent

A short introduction

Get to work!?

Discussing Employability and how it can be used within your context

First experiences using I AM Talent

Lessons learned within Fontys UAS

Wrap up

Employability:

- **What is it?**

- Employability is set of achievements – skills, understandings and personal attributes – that makes you more likely to gain employment and be successful in your chosen occupation, which benefits yourself, the workforce, the community, and the economy.
- It is a complex interplay between *personal* (i.e. language proficiency, teamwork etc.) and *contextual factors* (i.e. biases of employers, visa regulations etc.)
(Forrier et al., 2009; Van Beuningen & Thunnissen, 2024; Vanhercke et al., 2014)

- **Why is it important for international students and Universities of Applied Sciences (UAS)?**

- IS face more difficulties entering the local labour market than local peers
- UAS foster the integration of students into the local workforce (get more insight into this integration?) and can be positively influenced through workshops, networking opportunities etc.

I AM Talent tool

- **Goal:**
 - To give UAS valuable insights into the employability status of IS and by doing so:
 - Improve the prospects of IS in the local job market
- **Framework:**
 - Four dimensions / phases:
 - *Orientation*
 - *Qualification*
 - *Networking*
 - *Landing*
 - Career competencies + Intercultural Sensitivity

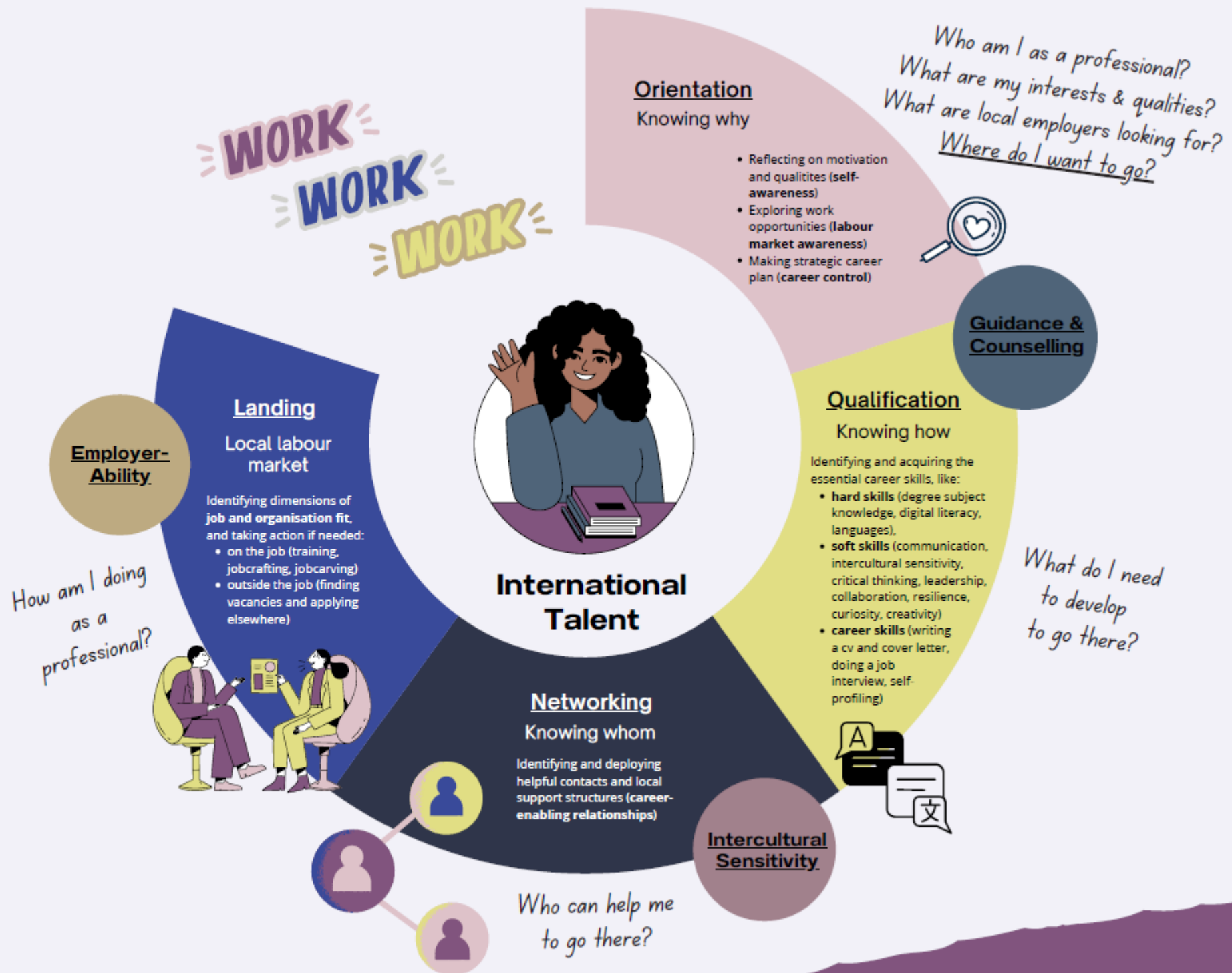
Phase	Dimension
Orientation	Reflection on motivation
	Work exploration
	Career control
Qualification	Reflections on qualities
	Intercultural Sensitivity
	Self-profiling
Networking	Networking
Landing	Person-job fit
	Person-organisation fit

Circular Employability Chart

Visualisation of the International Talent Journey

Theoretical framework

- of the *I AM Talent* international student and alumni monitoring tool,
- the *International Talents Journey*, its students' activities and catalogue,
- and the online training courses for staff of higher education institutions, small and medium-sized enterprises, and third-sector organisations.



INTERLOCALITY

Co-funded by the European Union

interlocality.eu

I AM Talent tools:

INTERLOCALITY
INCREASED LOCAL EMPLOYABILITY OF INTERNATIONAL STUDENTS

I AM Talent questionnaire

The I AM Talent is designed to give you insight into your own employability. It assesses 1) the competencies you need to develop, and 2) the extent to which you are suited to the job market.

If you choose to fill in your email address, you will receive an email with your results or to better deploy your talents at work.

It takes about 15 minutes to fill in the questionnaire if you have any work experience. Otherwise, it takes about 30 minutes.

This I AM Talent questionnaire is developed by the team behind INTERLOCALITY, which focuses on increasing employability among international students and alumni of Universities of Applied Sciences in Europe.

* We respect your privacy. Contact us if you have any questions.

1. I consent to my University of Applied Sciences processing anonymously the data resulting from using this questionnaire. *

www.interlocality.eu/

I AM Talent

5. QUESTIONNAIRE

4. LANDING
ORGANISATION FIT
JOB FIT

3. NETWORKING

2. QUALIFICATION
REFLECTION ON QUALITIES
CAREER CONTROL
SELF-PROFILING

1. ORIENTATION
REFLECTION ON MOTIVATION
WORK EXPLORATION

INTERCULTURAL SENSITIVITY

I AM Talent

INTERLOCALITY

Get to work!?

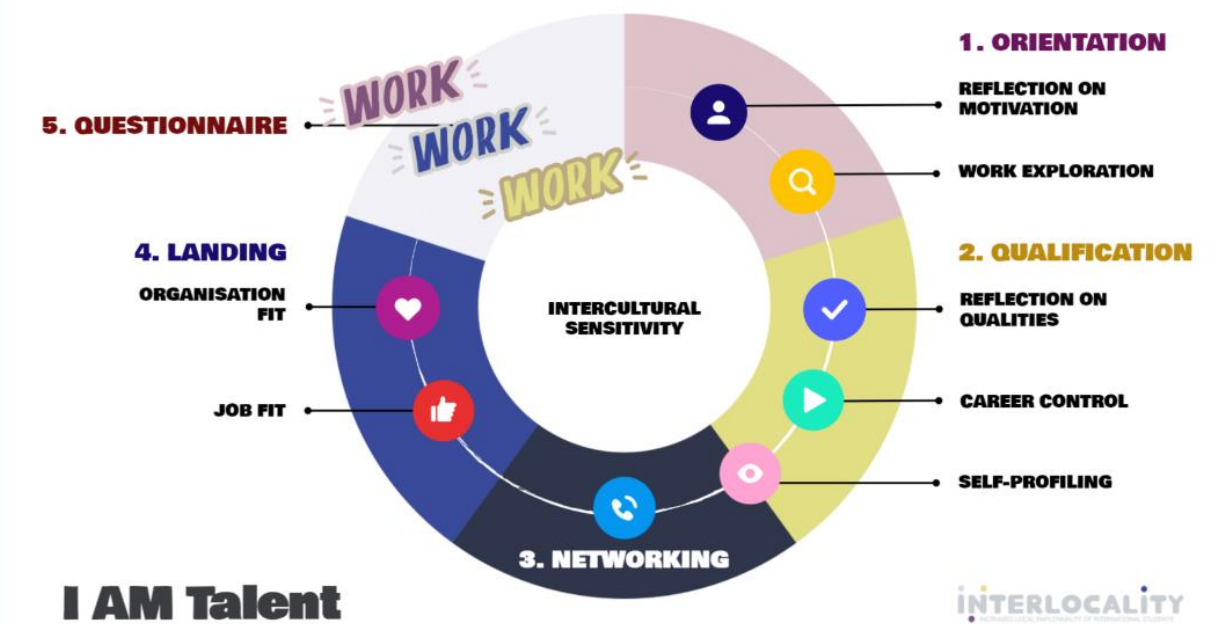
- How can I AM Talent be used within your context? -

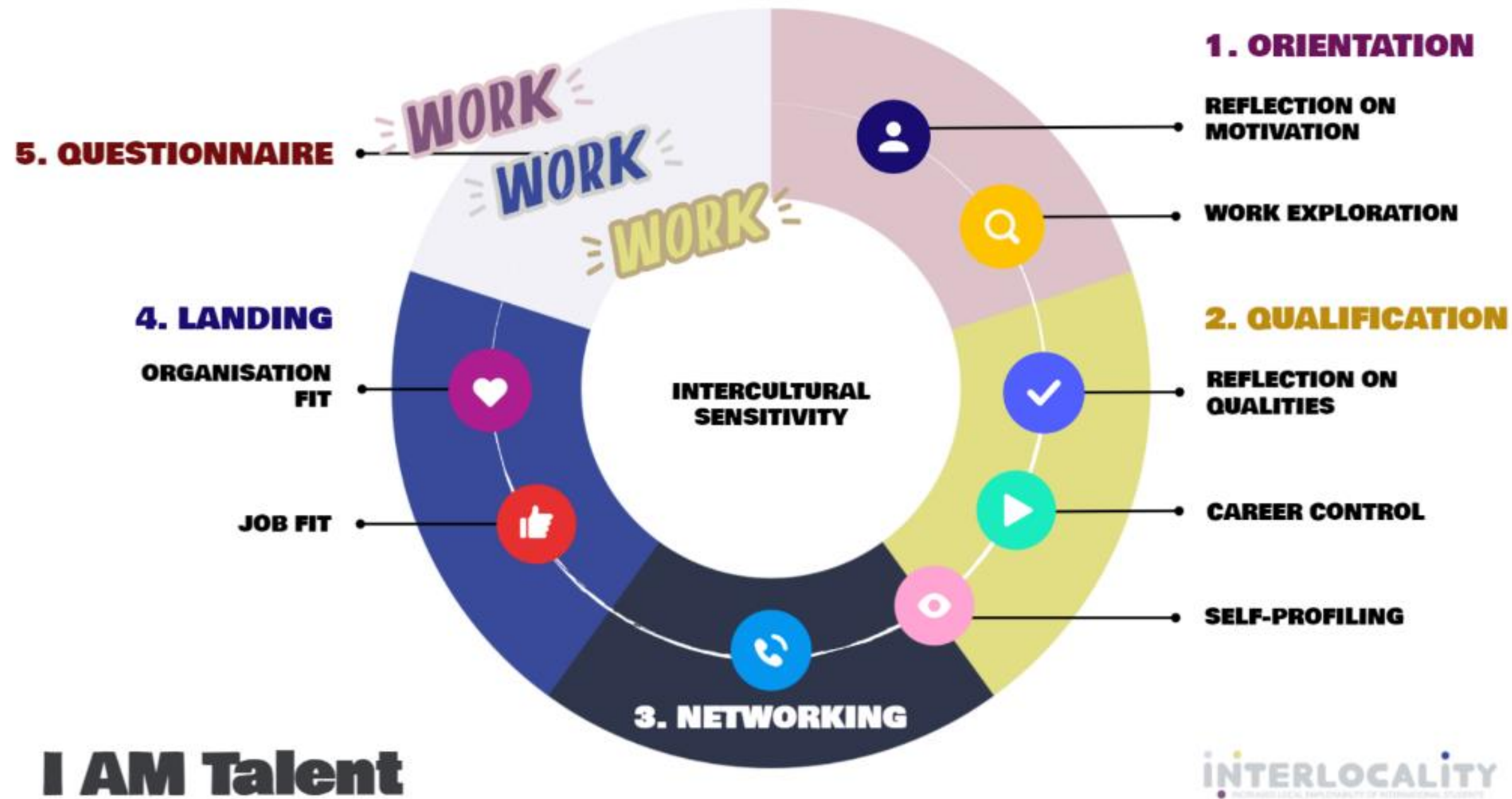
- **In small groups, discuss the following using the Circular Employability Chart (20 minutes):**
- Choose two phases from the I AM Talent framework (**Orientation or Qualification AND Networking or Landing**)
- Discuss per phase within your group:
 - *Present: Which actions do I already observe within my own context (courses, study programs, internships etc.) regarding this phase?*
 - *Problems: What kind of obstacles / challenges are there?*
 - *Possibilities: What kind of opportunities do I see within my context regarding this phase?*
- **Plenary discussion (10 minutes)**

Phase	Question(s)	Aim
Orientation	Who am I as a professional?	A. Identify own personality and values, interests, abilities and skills in relation to career development ; B. Orientate on local labour market C. Make strategic career action plan on the basis of "A" + "B"
	What are local employers looking for?	
	Where do I want to go?	
Qualification	What do I need to develop to go there?	Identify and acquire the knowledge, competences and attitude needed to integrate the local labour market: A. Hard skills / knowledge B. Soft skills / attitude C. Career skills / competences
Networking	Who can help me to go there?	Identify and deploy helpful contacts and local support structures for integrating the local labour market
Landing	How am I doing as a professional?	To get a fitting job or identify other professional opportunities on the local labour market: finding a vacancy and applying for a role based on acquired employability / career skills / competences, knowing rights and on boarding as employee or creating own job

Design process and lessons learned:

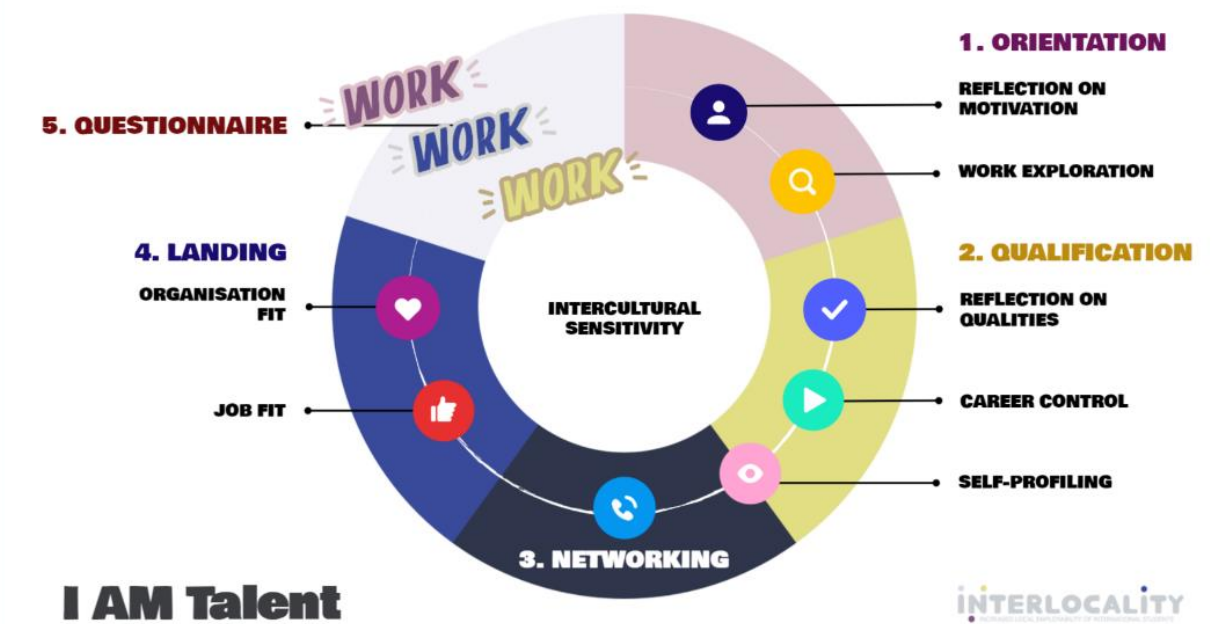
- Development of I AM Talent as a platform
 - Input from international students
 - Input from relevant stakeholders
 - Design criteria
 - Challenges: Competition and Over-tooling





Design process and lessons learned:

- **Lessons learned and future steps**
 - Differences between students
 - Personal Professional Development (PPD) Coaches
 - I AM Talent as a comprehensible structure
 - Networking and organisations

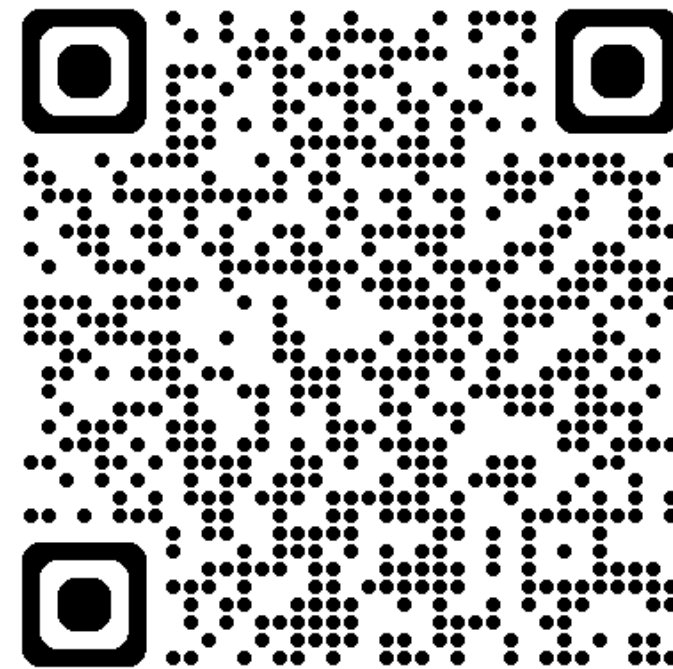


INTERLOCALITY

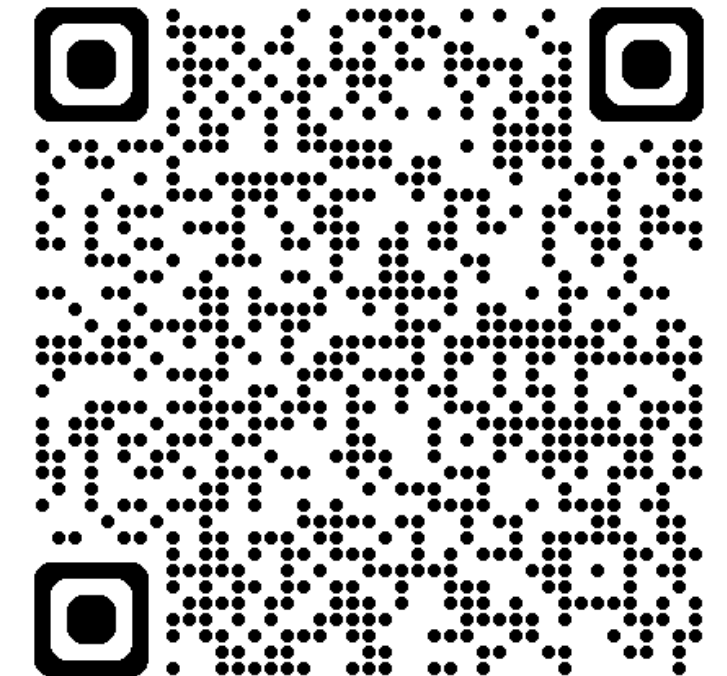
An International Student's Road to Employability



Please give me more information about I AM Talent



Learn more about our findings in the INTERLOCALITY project



Discover other research projects of the Lectorate Dynamic Talent Interventions

Stay updated