## The "International Talent Journey (ITJ)" –

# a guided career qualification process

- Intellectual Output II | Working Package 3 -

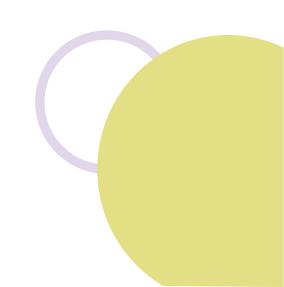


Anna Hölscher & Nadine Pantel Career and Talent Service | FH Münster



# Agenda:

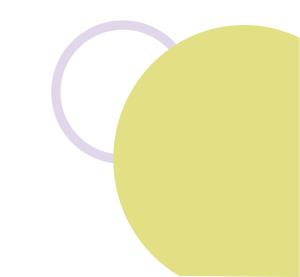
- Need of ITJ and work package outcomes
- The ITJ Concept: an overview
- ITJ @ ARCADA and FH Münster: facts & figures
- Implementation of ITJ @ FH Münster: step-by-step
- Implementation of ITJ @ FH Münster: focus Pre Skills Assessment
- Innovative formats @ FH Münster and UCN
- Lessons learned
- Conclusion & transfer potential





# Identified need of an International Talent Journey

- There are many activities in the participating organisations, which also address international students.
- These offers alone do not solve the employability and retention challenges that international students face.
- The activities are offered by various actors and not in a structured and guided process.
- $\rightarrow$  There is a lack of a program tailored to the target group.



### İNTERLOCALİTY



# Work package **Outcomes**

INTERLOCALITY INTERLOCALITY **Technical User Guide** for administration of activities within the International Talent Journey and the awarding of a Career Certificate Destation in the will provide you with the recovery in this is This oper dentities guide with the set of the set of the reference and the first operation of the set of the s The Carbo Cot flows in or extended an elemental base significant association measury of specificate available and addition indired down well proposed for fishers parts interactions to available for informational students after available to protopolition in the informational Tablet 1 assumpt (15, 5) Hanna unkniskler a sade taxa optione in clace for start The international Takeri Journey is a galaxid cancer process for international dudents that includes an physically cancer menta and so by the in the three categories or in taken gas fibration and relevations. nd the event technical conditions of that weltware tere are still ways to implement the Convertigent core. Max/www.toloodb.co 2 integration and 6 Training and Support

INTERLOCALITY

conditioning of that addresses are not know

Gather as much inversation as no suble about the dent fathe specific requirements for implementing to

e whether the existing software can be extended standard to meet the regul ements of the Garco

in the possibility of integrating edd Fortal nothing or pluging to wid the necessary tunctionality Interface benchment. If the country of home-supports interfaces (APIs), revelapion econologi reefaces to existence tata and functions between the existing software and the Career Certificate owners Plan the migration of relevant data from the odding solware into the Datest Cattilizate system to shake a

In revealing, any the use methods of the educ software on receptor to hence. Carter Cotificat for any variation of our They are income for overs.

Other fact to ball support to address any questions or busines that arises

Handbeen interfacely of

- The Employability Activities Catalogue (EAC) 1)
- 2) International Talent Journey (ITJ)
- 3) A technical guide for Implementation





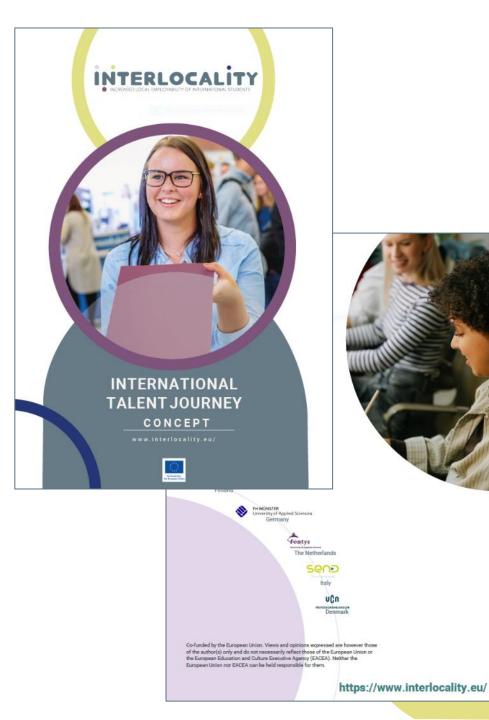


# ITJ Concept: An overview

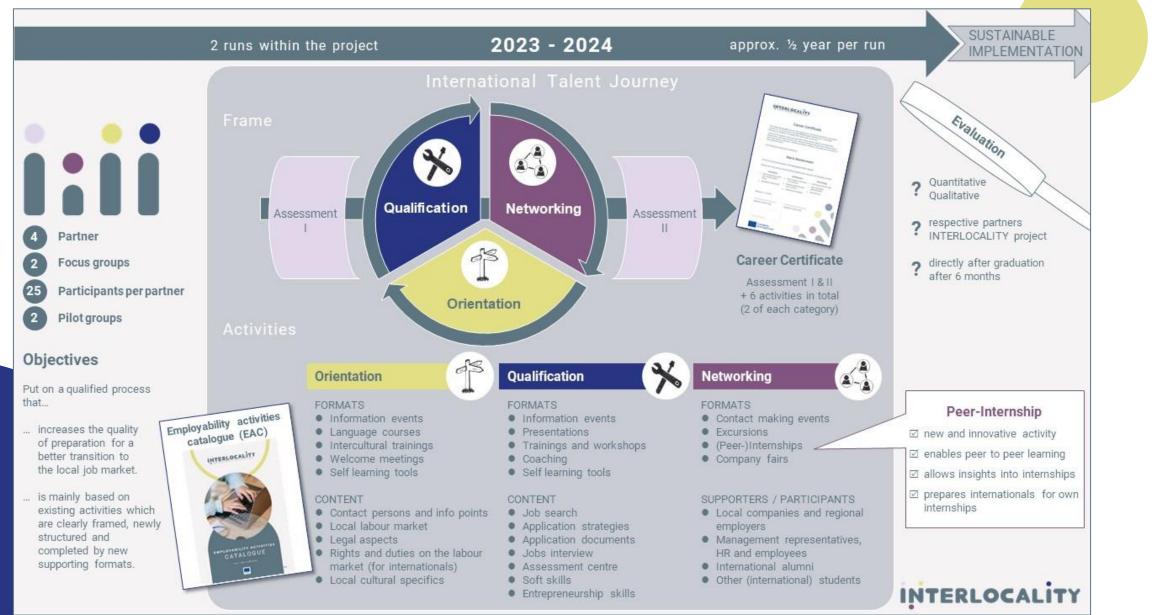
The "International Talent Journey (ITJ)" is a qualification process for international students, based on the identified needs and match with lack of skills and opportunities.

The ITJ as a structured process **combines career guidance** with the attendance to **different activities** in order to increase various competences.

Therefore, a focus is given on the **assessment and coaching parts** in each process, which are mandatory for each student to attend.



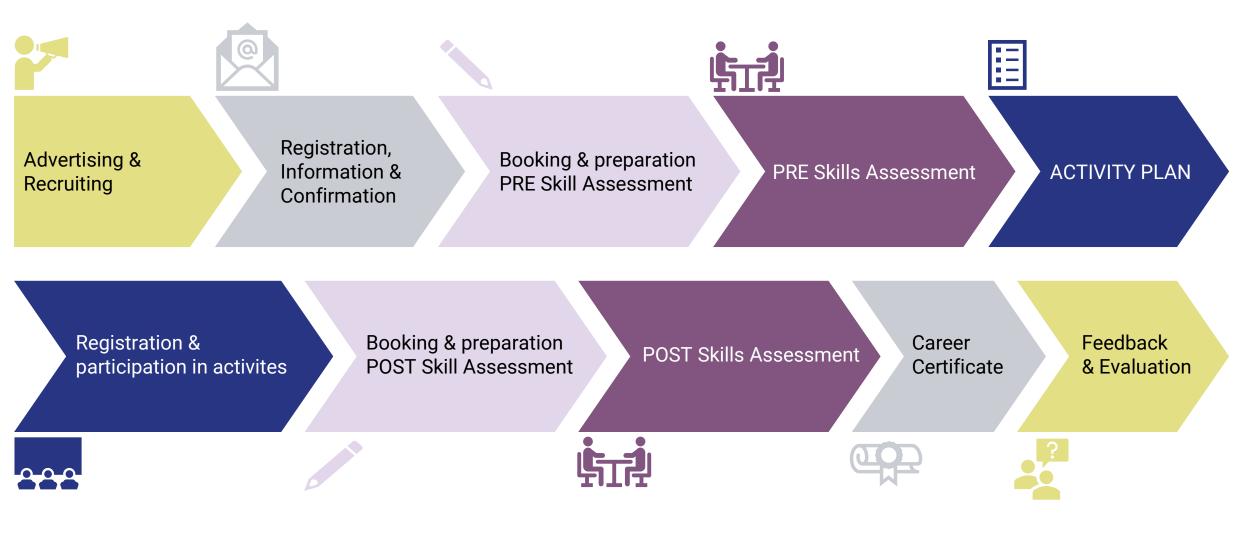
## The concept at a glance



## Variations in the implementation of ITJ: Examples ARCADA and FH Münster

FH Münster		ARCADA
68 students registered	Registrations / Participants	30 students started the process
Mostly non-EU students	EU / Non-EU	Only non-EU
More Master students in English-taught programmes	Bachelor / Master	Only Bachelor Students in english-taught programmes
Students from higher semesters (Business and Engineering)	Target group	1st year students (Business and Engineering)
Start with the semester, flexible	Duration	During first semester
extra-curricular and voluntarily	Obligation	Curricular and mandatory
Individually selected activities	Activities	All activities for all students
43	PRE Skill Assessments	30
6	POST Skill Assessments	19
3	Career Certificates	19
Staff of International Office and Career Service	Journey Guides	Degree program lecturers and career counsellors
Start of creating mentoring programme with employers and students	Innovative formats	Practical training model with partnerships with companies, offering internships of 20 weeks for International Business students
Networking events ("Meet & Mach")		Companies commit to accept 3 interns a year with overlapping periods to let them learn from each other

## Implementation of ITJ @ FH Münster – step-by-step



## ITJ @ FH Münster: Pre Skills Assessment

individual
form + test
60-90 Min.

Wo? / Where? (Organisation / Unternehmen, Branchis, Land (company, country)	Art der Arbeit / Type of work (Volket, Teknet, Salconarbeit, Stationium-Job; Praktikarn)	Wann?/When? (mm/lli-mm/lli)	Welche Hard und Sof	ft Skills haben Sie aufgebaut? W Aills have you built up? What ha	las haben Sie ve you learne	gelernt? ad?
2. Weitere Lernerfahrungen 5. Further learning experien	aus Beruf, Praktika, (Neben-) J ces from work, Internships, (pr Was taben Sie gelernt? / What	art-time) jobs, volu	/ Pflichtdienst oder an intary/community serv	ice or other activities (comple	ted + ongoin	ng)
	(Wissen, Filhigkeit oder Pertigiseit um			Wo haben Sie es gelernt (Land und Organization / Si	7 Where? holion)	Wann? / When? (mm/) - mm/)
				Wo haben Sie en gelenn (Lend und Orgenitation / St	17 Where? hadion(	
NON-FORMAL				Wo huben Sile en gelern (Lend und Orgeniealion/Si	(7 Where? It sellon)	
NON-FORMAL	(Wozer, Dittplef oder Derligseit um	et Seli sellon ()	wurk) zu, dez vun A1 (	(Land und Organization / St	holini)	(mn/)) - mn/)))



### 1) Profiling form

- Personal data & goals
- Learning and work experiences
- Language skills
- Strengths and needs
- 2) Career Skills Assessment Tool
- 3) Activity Plan



	INTERLOC								
			TEIL II - Edu	reation, practical	experience and other sld	lis			
				which a comportant	the your cancer and company, he	digitar comes	of the by record	glics	
	karing and work	operance you have	fuelys ter.						
	a a Charatan	an house and shared 1	Nigh achool, college, as	a hanna baa'a					
	Parkd & Land	Instation			ee / stady programme				_
	mail mails	(up activation way	dq	esp Bachelor of Bush	iren Administration)				
	h h Produkt	Professional second	ne at home and alma	and the second second	and the state				
	Brief & Lord	Company/Reprise		a gano, corregent, as cont/ employment	Topic/professional/field				_
	Constanting and	(Ign(hands)	Call in a second	of weak.	for proceeding 10(10), opinion				
			statient (da he	VTI K.					
TERLOCAL	ITY								
Labella Colorado y Processo	0.00								
		TELU - SeP-a	assessment and anal	N 24					_
ed or year learning and e documental discrimination	value perferre and the	and do of the Career Se	die Ten, yn is i'r ree on	side what you alread;	y have for a career in Germany arr	1	1		
eder yan leaning and e liyoungi ito mining		enviation of the Casese Se	die Terry van wille verene						
dynaingi i is nifairg.	Westwagen			Vy Dida of	f dere inproved				
uporingi i ta mining na mana di saringisi	Westwagen			Vy Debio					
uporingi i ta mining na mana di saringisi	Westwagen			Vy Debio	f dere inproved				
when your learning and a Lippoint gli ioc mindra g Lippoint gli ioc mindra g Lippoint gliopoint y	Westwagen			Vy Debio	f dere inproved				
uporingi i ta mining na mana di saringisi	Westwagen			Vy Debio	f dere inproved				
uporingi i ta mining na mana di saringisi	Westwagen			Vy Debio	f dere inproved				
uporingi i ta mining na mana di saringisi	Westwagen			Vy Debio	f dere inproved				
uporingi i ta mining na mana di saringisi	Westwagen	open lipe:	un apra da	Wy Helds of you of public fill Conda Market y	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	•	~		
dynaingi ita mining na mana di saringik	Westwagen	open lipe:		Wy Heiderof yw af oudd a lliferod y de nawy	f dens lapanese pont sopan di trondor to in grovo po	•	4.		
dynaingi ita mining na mana di saringik	Westwagen	i <u>nter</u>	LOCALITY	Wy Heiderof yw af oudd a lliferod y de nawy	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	•	٣		
dynaingi ita mining na mana di saringik	Westwagen	i <u>Ņīter</u> īrespie	LOCALITY	Wythich of ges al cold still conde the new Activ	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	•	Y		and a start
dynaingi ita mining na mana di saringik	Westwagen	i <u>nter</u>	- Stapsada - Stapsada - Stapsada - Stapsada - Stapsada - Stapsada - Stapsada - Stapsada	Wythich of ges al cold still conde the new Activ	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	•	7	1.	and a second
dynaingi ita mining na mana di saringik	Westwagen	Inter	- to approve the second	Wy fields of you it could all look do do nowy Activ Activ Pro-	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	•	r x	//.	and a second
dynaingi ita mining na mana di saringik	Westwagen	Inter	-trappada Maganatan Locality at the sensets Magana Jose	Wy fields of you it could all look do do nowy Activ Activ Pro-	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	•	۲ ۲		
dynaingi ita mining na mana di saringik	Westwagen	2000 Åges INTER Terrepte	International Activity of the Anternational Activity of the Anternational Society of the Anternational	Wy fields of you it could all look do do nowy Activ Activ Pro-	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	•	Y 2 2 2		
dynaingi ita mining na mana di saringik	Westwagen	yyu n il yw İ <u>İİTER</u> Doraşbu Saşlarıba	ELECALITY Marcine Second Second Marcine Second Marc	Wy fields of real and cody still tended in the set of the set of Activity Processing States of the set of the set of the real set of the set of the set of the set of the set of the real set of the s	San band San bad Sivek in Persen pr San Sad Sivek in Person pr San San San San San San San San San San	ALENT JOURNE	Y		
dynaingi ita mining na mana di saringik	Westwagen	yyu n il yw İ <u>İİTER</u> Doraşlar Saşlardar	ELECALITY Marcine Second Second Marcine Second Marc	Wy fields of real and cody still tended in the set of the set of Activity Processing States of the set of the set of the real set of the set of the set of the set of the set of the real set of the s	f development gan tagat di tank-to ing avec pa stituso: "INITERNA TIONA L	ALENT JOURNE	7	1.	
dynaingi ita mining na mana di saringik	Westwagen	initer in	Comparison of a compariso	Activity Act	fore spread gene space of trades to the same po- station of the state of the same po- set of the state of the	ALENT JOURNE	Y X X X X X X X X X X X X X X X X X X X	1.	
dynaingi ita mining na mana di saringik	Westwagen	initer in	-INTERNATION INTERNATIONALI INTERNATIONALINALINAL INTERNATIONALINALINALINALINALINALINALINALINALINALI	Activity Act	fore spread gene space of trades to the same po- station of the state of the same po- set of the state of the	ALENT JOURNE	Y X X X X X X X X X X X X X X X X X X X	1.	
dynaingi ita mining na mana di saringik	Westwagen	I I I I I I I I I I I I I I I I I I I	AN ADDATA	an and a set of the se	firm locket ga oga fi tekki it it give po stitus "INITERNATIONAL T ende INITERNATIONAL status "INITERNATIONAL T ende INITERNATIONAL	ALENT JOURNE	Y X X X X X X X X X X X X X X X X X X X	1.	
dynaingi ita mining na mana di saringik	Westwagen	initer in	AND AND AND AND AND AND AND AND AND AND	ry (helde of eye of chick fill for chick in the second second second second for the second second second second second period second second second second second for the second s		ALENT JOURNE	2 2 2 2 2 2 2 2 2 2	1.	
dynaingi ita mining na mana di saringik	Westwagen		- CORPORT AND A CORPORT AND A CORPORT AND A CORPORT AND A CORPORT AND A CORPORATION AND A CORPORATION AND A CORPORT AND A CORPOR	Ny hide of An any a data a land a land a data a land A a say		ALENT JOURNE	Y	л	
dynaingi ita mining na mana di saringik	Westwagen		AND AND AND AND AND AND AND AND AND AND	Wy thicke of eye of additional formed of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the eye of the server of the server of the server of the eye of the server of the server of the server of the server of the eye of the server of the server of the server of the server of the eye of the server of the server of the server of the server of the eye of the server of the server of the server of the server of the eye of the server of the server of the server of the server of the server of the eye of the server	Sen Spectra	ALENT JOURNE	Y X X X X X X X X X X X X X X X X X X X		
dynaingi ita mining na mana di saringik	Westwagen	220.0 J.pc ipitzer Inverter September Se		Wy the de of the second		ALENT JOURNE	Y X X X X X X X X X X X X X X X X X X X		
dynaingi ita mining na mana di saringik	Westwagen	pynnil pri iviter Bereden Selecter Booke 31 Booke 31 Booke 31 Booke 32 Booke	LICENCIPAL DE LI	Wy Holde of the ad Add All Formed of the same of the same of the same sector of the same of the same sector of the same of the same sector of the same		ALENT JOURNE		1.	
dynaingi ita mining na mana di saringik	Westwagen	pp.n.d.j.pc ipitzer Beseden September Se	-traperty of the second	Wy Hold of res at Add All All Considered with the second seco		ALENT JOURNE			
dynaingi ita mining na mana di saringik	Westwagen	pycolips:	-traperty of the second	Wy Tricke of rest advice All condenses of the second secon		ALENT JOURNE			

## ITJ @ FH Münster: Activity Plan and administration

INTERLOCALITY

	Activities "INTERNATIONAL TALENT JOURNEY" (WiSe 2023/24)		ilen	affication
	Throughout the semester		terretor Gue	aifficat
	- Meet2Speak-Language tandem	x	QU	
	German language courses     FHRST Activities: Excursion, Trips, Leisure Activities	X		
	_ Individueller Bewerbungscheck	x		
			^	
TERLO		x x x	x	
oughout the sen	ester Activities "INTERNATIONAL TALENT JOURNEY (Sommersemester 2024)	x		
Individual	Meet/2Speek-Language tandem			
Continuously	German language courses X		х	
Continuously	FHRST Activities Excursion, Trips, Leisure Activities X X		х	
Individual	Career Service: Boverbungscheck / application check K			
rch 2024			X	
12.03.2024	Working in Germany: Everything you need to know – job search, application, legal aspects (ONLINE) X	x		
14.03,2024	(horum Fachkräfte. Fernale Leadership (PRASENZ MS) X X	x		
il 2024		x	X	
05.04.202/	Bewerbungsknow-how 1. So schreiben Sie eine starke Bewerbung (ONLIND) X	x		
06.04.2024	Tipps für Ihre Stellensuche Wie Sie Jobs, Praktika oder Abschlussarbeiten linden – im Münsterland und darüber hinaus (CNUNE) X		Х	
12.04.2024	Working in Germany: Get an overview of Job search, application and legal aspects (PRESENCE) X X		Х	
16.04.2024	Nach dem Studium gehts weiter. Wichtige Informationen zum Ende Ihres Studiums (PRASENZ) X X			
17.04.2024	Aktiv das Gehalt zum Derufseinstieg verhandeln (ONLINE) X			_
17.04,2024	Stipendientag am FHZ (PRÄSENZ) X			
18.04.2024	Kick Off: "Meet/Speak/Sprachtandem (PR#SENZ) X			
24.04.2024	Bewerbungs Know how 1: Sa schreiben Sie eine starke Bewerbung (ONLINE)			
26.04.2024	Selbasbewusstsein & Selbaswinkaamkeit stärken. Durch Empowerment selbastaicher aufbeten in Studium und Beruf (PRASENZ MS)			
y 2024				
03/04/05 2024	Wo moetre ich hin? Die eigenen Ziele entreolen – Berufsonentierung mal anderst (PRÄSENZ MS) X			
06.05.2024	Tipps für Ihre Stellensuche: Wie Sie Jobs, Praktika oder Abschlusserbeiten finden – im Münsterland und derüber hinaus (ONLINE) X X			
	International Alumni Talk #3 (ONLINE) · · · · · · · · · · · · · · · · · · ·			
07.05.2024				

#### ITJ-Katalog

Die "International Talent Journey" (ITJ) unterstützt internationale Studierende auf dem Weg durch ihr Studium und qualifiziert sie auf ihrem Weg in den Arbeitsmarkt.

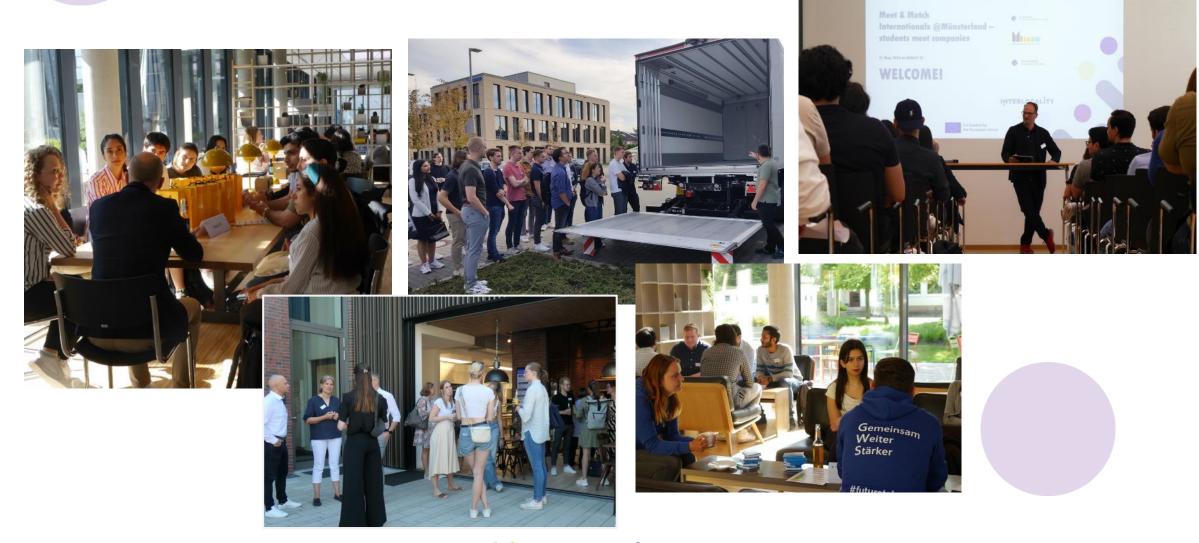
#### Die nächsten Veranstaltungen:

November 2024

8. Nov. 2024	Studying the German way? - An introduction to German academic culture	
		Es sind noch Plötze frei.
8 Nov 2024 - 9. Nov. 2024	Buhne frei für Persönlichkeit! Die eigene Seltistwohrnehmung und Außenwirkung störken (PRÄSENZ)	
		Es sind noch Plötze frei.
15. Nov. 2024	Unternehmens/Plahrt - FH Talente treffen Unternehmen / FH talents meet companies	
		Es sind noch Rötze frei.
14. Nov. 2024	Bewerbungs-Know-how 1: So schreiben Sie eine storke Bewerbung (ONLINE)	
		Es sind noch Plötze frei.
15. Nov. 2024	For international students: Time management	Die Veranstoltung wurde obgesogt.
20. Nov. 2024	Compus Tech Tolk, Energietechnik	
		Es sind noch Rötze frei.
27. Nov. 2024	How to apply in Germany?! Get an overview of job search, application documents and legal aspects   MSB Career Days edition	
		Es sind noch Rötze frei.
27. Nov. 2024	Women@Compus	
		its sind ner noch wenge Motze Irei.
28. Nov. 2024	Activ das Gehalt zum Berufseinstieg verhandeln (ONLINE)	
		Es sind ner noch Motze out der Wortefalle Irei.

Further activities and registration via PLUSPUNKT - catalogue: https://fh.ms/tj

### Innovative networking format @ FH Münster: "Meet & Match"



## Innovative qualification format @ UCN: "Pre-Internship"

#### Idea of a "snoop internship"

International students get introduced to an internship in a Danish company by Danish interns for a few days.

#### **Objectives:**

Broadening the international **students' horizons** in terms of an internship in a local company and help them understand what it takes to achieve the **competencies needed** for entering the Danish labour market.

By introducing international students to local companies through a local student hired by the company, it **safes** capacities for the company.

The initiative also aims to give local students insight into the international students' lives and cultures, thus enhancing their **internationalization** and improving the student environment on campus.



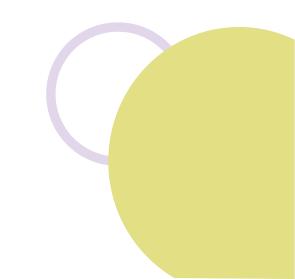
BUT:

Political decisions shortly after start of the project to close down English taught programmes! No longer international students at UCN, therefore implementing the ITJ hasn't been possible!



## What we have learned

- 1) Overall lessons learned
- 2) New or confirmed findings on the target group
- 3) Conclusions & transfer potential





## **Overall lessons learned**

### ITJ @ ARCADA

- Students' proactive behaviour fell short due to the different reality of local job market conditions and late visa decisions.
- Students wished to have **better prearrival counselling** to be both emotional and practical ready.
- Introduction weeks were useful in bridging the initial knowledge gap.

### ITJ @ FH Münster

- **Limited time budget** and limited **language skills** hindered to participate in activities.
- Less interest in **Career Certificate** than expected.
- Challenges in **gaining students' interest** and awareness about the ITJ's benefits
- A significant number of registered students did not proceed at the stage of preparing the PRE-Assessment
- High invest of staff capacity in individual assessments, which turned to be important components

### **ITJ within both HEI**

- Closer collaboration within different disciplines and internal partners
- Deeper understanding of the (emotional) journey of internationals, their needs and worries
- Better visibility of advisory structures among all involved parties
- More insight into wrong assumptions und expectations and ineffective strategies of internationals
- Better overview of individual profiles of international students, full of valuable skills, experiences and characteristics
- **Raised awareness** of the target group's needs among HEI staff

### İNTERLOCALİTY

## Findings on the target group

# Expectations & challenges:

- Language barrier as highest challenge
- Huge spectrum of perceptions and preparedness regarding career prospects
- Transferring skills to the local job markets due to clearer career paths in home countries
- More cultural differences between job search in home country and country of residence than expected

# Influences on the willingness to stay:

- local language skills
- Internationalisation and openmindedness of the region
- Family and friends in the region
- How the invest in building a network pays out
- Well-being and mental health

# Benefit of ITJ for students:

- Awareness about dimensions and details of **local employability** (three categories)
- Networking events were highly welcomed
- More knowledge about **support structures** and fewer barriers to using them

# Limits of the ITJ for the students:

- ITJ cannot compensate basic skills for studying and career development (communication, study field related,...)
- ITJ does not replace **individual preparation** and to-dos
- ...cannot prepare for every individual situation

## **Conclusions & transfer potential: If there was a version 2.0...**

Do an early <b>expectation management</b> , preferably before arrival: Sensitize continuously for underestimated <b>cultural differences</b> and <b>knowledge deficits</b> .	Be honest in the communication about <b>local language requirements</b> also in english-taught programs.	Provide enough <b>activities in English</b> specifically for students on these programs.
<b>Cooperation</b> between guides and teachers (also language teachers) is fundamental.	Understand <b>HEI as "bridge" to local</b> <b>companies and employers</b> and build it with networking events and hands-on experiences with open-minded employers.	Students' journeys are highly emotional – take the importance of <b>mental health</b> and <b>well-being</b> into account.
There is no such thing as "THE" international student, but <b>only</b> <b>individuals</b> with own strengths, weaknesses and needs in different stages of their career.	Extend the ITJ to <b>all study phases</b> with a stronger interlink, as they are mutually dependent.	At least some activities should be selectable as <b>a part of the curriculum</b> .

## Thank you for participation!

Anna Hölscher & Nadine Pantel Career and Talent Service | FH Münster

