

EMPLOYER-ABILITY WORKSHOP

Multiplier event 18.11.2024

Sandra Slotte

Senior Policy Advisor, Internationalisation
Arcada University of Applied Sciences

The logo for Interlocality features the word "INTERLOCALITY" in a bold, dark blue, sans-serif font. The letter "I" is stylized with a small purple dot above it and a small yellow dot below it. The letter "L" has a small blue dot above it. The word is positioned over a light purple circular background. There are also several other colorful circles and shapes in shades of blue, yellow, and purple scattered across the right side of the slide.

INTERLOCALITY



**Unlocking employer-ability:
bridging the gap between
international students and
host country employers**

The slide features a central yellow circle containing the main text. Surrounding this are several other circles: a purple outline circle in the top left, a solid purple circle with a blue outline in the top right, a solid blue circle with a purple outline in the bottom left, and a solid yellow circle with a purple outline in the bottom right.

Agenda

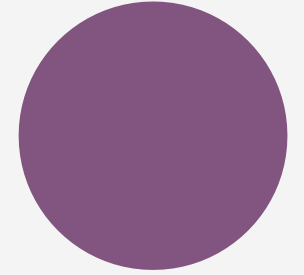
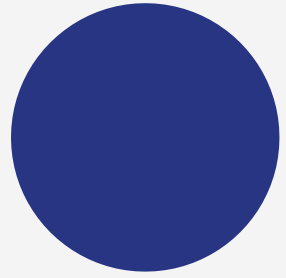
Who are you?

Employer-ability

Stakeholders

The courses

INTERLOCALITY



Menti.com

Who are you?





Who are you?

12

HEI



8

SME



2

3rd sector



2

20%

40%

60%

80%

100%



Who are you?

6

HEI



SME

10

3rd sector

10

20%

40%

60%

80%

100%



Who am I?

- M.Sc.Ed.
- Competence Developer
- Recruiter
- Internationalisation of higher education
- Project Manager
- PhD student



Menti.com

What is employability?



What is employability?

12

16

Career potential

Be prepared for joining the labour market

Being able to employ people

Matching skills & needs

The change of being employed in the current and future labour market.

Labour market ready

It is the ability to create value

It is the set of skills and conditions that make a candidate suitable to work

Expert skills

Making sure people are welcomed
and prepared for the market

Life long learning

The ability to successfully find work
and work in a field you are qualified
for.

Being able to work

Finding a job (fast)

Being a match for market needs

Understand the context in which you
are and be proactive

What is employability?

6

6

What the Student bringe in when going to start working

To have ability and skills that employers need

How one fits a job and vise versa

The extent to which a candidate is fit to work in a particular environment. What qualifies as being employable is context-dependent

Career skills

Set of skills, personality, attitude that helps you be successful in employment



Menti.com

What is employer-ability?



What is employer-ability?

10

14

Well prepared with respect to diversity

The ability to welcome a candidate in the working environment and to create the right conditions to work

Prepare yourself or your company to hire people with different backgrounds

Being able to recognise skills in recent graduates

Making sure the employer is flexible enough to adjust or adapt to 'others'

The ability to create the context to attract and retain talents

The chance/skillset/offering of the employer to welcome and retain the right candidates

Being open to diversity

A way of being able to adapt to challenges at the labour market

Being aware of intercultural communication

Government

Ability to adapt to the "talent market" - different nationalities, generations....

Moving forward

Not sure...all mentioned on the screen 😊

What is employer-ability?

6

7

Extent to which the employer facilitates and is able to support the employee in them landing in a job successfully

Ability of employers to reach potential employees

The employer's ability to successfully onboard and integrate employees

Attitude and feeling of responsibility towards optimising the way an employee is successful



The ability of an employer to adjust to the needs of those entering the labor market

The skills the employer should have to hier, onboard and retain talents

Employer responsibility





Employability



“a set of achievements – skills, understandings and personal attributes – that makes graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy.”
(Yorke, 2006, p. 8)



Employer-ability



“Perhaps we should develop the concept of employer-ability to balance out the power relations embedded in the employability discourse of recruitment and retention. The implication is that the education process should also extend to employers. They need to be more sensitised to issues pertaining to differences of gender, race, social class, disability and sexual orientation. Only then will the same employability attributes have similar economic and professional values for different social groups.”

(Morley, 2001, p.137)



Employer-ability

“Employer’s willingness and ability to attract, recruit, and retain international students and graduates. This also includes the readiness or capability of the organisation as a whole to receive these talents.”

(INTERLOCALITY)



Employer-ability

WILLINGNESS

Organisational culture

Employer branding

Leadership

Management

Policies

Requirements

Processes

Competence development

ABILITY

Recruitment need

Access to talent pools

Capability



Resources

Regulations

Safety



Menti.com



Who are your organisational stakeholders in employer-ability?

Who are your organisational stakeholders in employer-ability?

8

21

Companies

Housing associations

International House

Job agencies

Local Labour Market entities

Cities

Placement offices

HR, Recruiters, Line managers, hiring managers

Job agencies

Government institutions

Job agencies

Industry committees

Study- and student associations

- City council

Government institutions

Sector organisations

Lobbying bodies

Professionals who act as mentors

Cultural diversity experts

Alumni

Employer organisations,
International Office

Alumni

Language providers

Who are your organisational stakeholders in employer-ability?

6

15

Chamber of commerce

Job agency

Expatriate centers / regional talent boosters

Professors

Expatriate centers

Work during your study (internal), organisations!

External; partner companies who want to recruit with us
Internal: Higher management(?)

City, region, ranch organisations , other HEIs,
welcoming centre, export organisations

Career services at university

Local business communities

The local government / city

Branche Organisation

Municipalities

Board



Economic Development agency



Stakeholders





INTERLOCALITY focuses on three main organisational stakeholder groups of employer-ability with regard to local employment of international students and graduates:

- 
- Local employers
 - Higher education institutions (HEIs)
 - Third-sector organisations (government and non-government organisations, municipalities, chambers of commerce, labour market organisations, unions, associations, etc.)
- 



In groups



1. With your own organisation in mind, please reflect on its current employer-ability. What is the level of willingness and ability to employ international students and graduates? What might need to be developed?
 2. How could external stakeholders support the development of your organisation's employer-ability?
 3. Please reflect on your own role in the employer-ability of local employers in attracting and retaining international students and graduates. How could you contribute?
- 
- 

The courses

INTERCULTURAL SENSITIVITY

Understanding of the complexity of elements important to a culture, and its members, in relation to history, values, politics, communication, beliefs and/or practices and how these elements may influence each other. Being able to revise your own cultural bias and to negotiate a shared understanding based on cultural differences. Suspending judgement and being able to interpret situations from a worldview other than your own.

GUIDANCE AND COUNSELLING

Understanding of, and techniques for, guidance and counselling to efficiently guide international students' and graduates' career plans including personal interests, ambitions and expectations. Active listening and giving feedback, empathy and emotional intelligence, openness to dialogue and cooperation with relevant local stakeholders and actors.

EMPLOYER-ABILITY

The societal need for international talent. The difference between employability and employer-ability. The roles of SMEs and various stakeholders. Recruiting, onboarding, and retention of international talent. Diversity, equity, inclusion, belonging, and social justice. Unconscious bias, microaggressions, and antiracism. Inclusive leadership, diversity recruitment and -management, language inclusive work environment, and internships.

Employer-ability course

BEGINNER

For all target groups

- The societal need for the employment of international talents
- The evolving landscape of work and societies
- The particular role of small and medium-sized enterprises (SMEs)
- The difference between employability and employer-ability
- The roles of various stakeholders

DEVELOPING

For all target groups

- Employer branding
- Recruitment, onboarding, and retention of international talent
- Diversity, equity, inclusion, belonging, and social justice
- Unconscious bias, microaggressions, and antiracism
- Emotional Intelligence

Short Guide for Employers

SKILLED

For those who are actively involved in recruitment and onboarding

- Attraction and retention of international talent as organisational change
- Inclusive leadership
- Diversity management
- Language inclusive work environment
- Diversity recruitment
- Internships

Employer Readiness Scan
Language Inclusive Recruitment Guide
Guide for Successful Internships for International Students

The background features several decorative elements: a large yellow circle in the center, a purple circle in the top left, a dark purple circle and a blue circle in the top right, a dark blue circle and a light purple circle in the bottom left, and a light purple circle and a yellow circle in the bottom right.

Thank you!

sandra.slotte@arcada.fi

www.linkedin.com/in/sandraslotte/

The logo for Interlocality, featuring the word "INTERLOCALITY" in a bold, sans-serif font. The letter "I" is stylized with a small dot above it, and the letter "L" has a small dot to its right.