

2019 AIEA Annual Conference
What's Next? Possibilities and Probabilities in the Future of International Higher Education

Quantity over purpose: Rethinking Internationalization The link between IO & Career Offices

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Global Mobility solutions for:

- Corporate entities
- HigherEd institutions
- Governments

i-graduate:
 European office
 Global benchmark survey (SB)
 3.2 M student responses

CareerProfessor.works:
 Bridging the gap between education & the labour market

Expertise in Labour Mobility
 Making Mobility Work

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Job Market Trends



February 26, 1928, Page 129
[The New York Times Archives](#)

Disruptive Changes

- Technological change
- Globalization
- Demographic change
- Environmental sustainability
- Urbanization
- Increasing inequality
- Political uncertainty

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A Changing World: Challenges

Gen Alpha will never know the link between the two...



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Job Market Mismatch



Employer Views

- Global war on talent!
- Is a college degree still worth it?
- Employers can't find right people
- Dwindling number of starter jobs

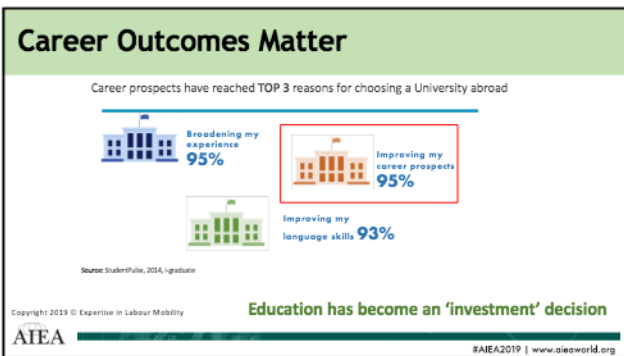
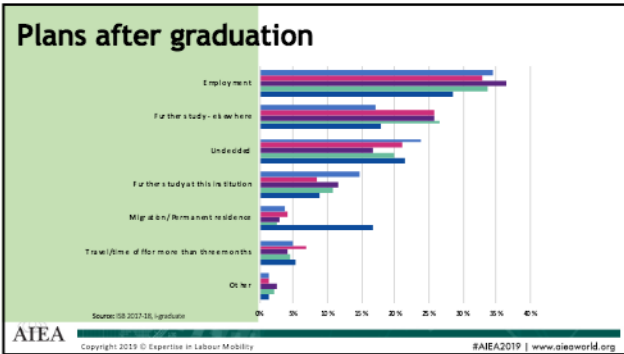
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A Changing World: Challenges

- "Content knowledge is becoming a **commodity**. The world no longer cares about what students know, but what they **can do** with what they know." (Tony Wagner, Harvard University)
- GEN Z:
 - Is Financially Focused
 - Is Entrepreneurial
 - Is Connected
 - Craves Human Interaction
 - Prefers to Work Independently
 - Embraces Change
 - Is So Diverse That They Don't Even Recognize Diversity

Hire Me

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Internationalization of Education

"Any country that wants to succeed in our shifting global economy needs a globally aware workforce. To meet this growing labour force need, Canada needs many more of its bright young students to go abroad."

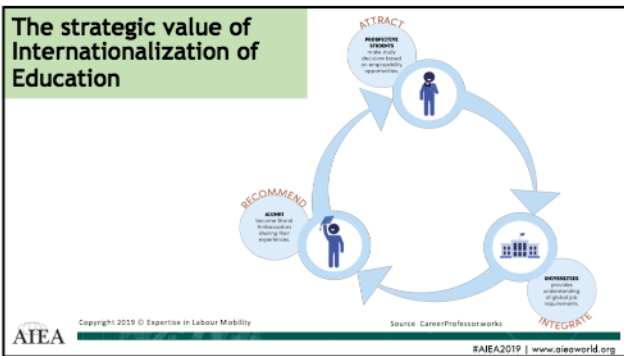
PAUL DAVIDSON
University of Canada

FERRIN BEATTY
Canadian Chamber of Commerce

Global study

The value of Study Abroad in Graduate Employment

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Support matters:

- 79% of graduates need help in finding employment
- 87% of graduates would like more careers advice from their university
- 1/3 students feel lost in their career path
- 63% of alumni say their university could do better in communicating with them

"Career advice is often too late, too little. This needs to change to close the gap"

Katie Orr, Nova Scotia Community College - Canada (in "Eyes on Employability, 2017")

Source: www.aieworld.org/insights

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What's the strategic vision about bridging the gap between education and the world of work?

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Columbia College Chicago

<p>University of Chicago</p> <ul style="list-style-type: none"> • 17 years employed in 3 positions involved in international education across campus • \$8.2 Billion endowment (As of November 2018) • Currently in \$5 Billion capital campaign <ul style="list-style-type: none"> • \$4.615 Billion from 124,460 Alumni • Tremendous resources 	<p>Columbia College Chicago</p> <ul style="list-style-type: none"> • About to enter my 17th month of employment in Office of Global Education (New centralized office as of spring 2017) • Declining enrollment since 2008 financial crisis • ~\$142.6 Million endowment (As of 2014) • No current capital campaign that I'm aware of... • Could use a few more resources!
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Chicago Tribune

Emanuel attends launch of U. of C./Ben-Gurion water research project

By Stacy M. Chab, Chicago Tribune reporter

JAN 21, 2015

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Columbia College Chicago

Achieving our Greatness: A Strategic Action Plan for Columbia College Chicago, 2015-2020

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Columbia College Chicago

Achieving our Greatness: A Strategic Action Plan for Columbia College Chicago, 2015-2020

Relevant highlights from strategic plan:

- "Our primary student success outcomes will be graduation and employment."
- "We affirm that employment is a desired outcome of a Columbia education, and we recognize that we must teach our students practical skills that help them to navigate the real world."
- "We also must provide the necessary support services to prepare them for employment and help them find employment upon graduation."
- "Assess and revise student support services and initiatives to ensure that all students receive adequate support for academic and employment success."
- "Our focus on readying students to succeed in careers that may not yet exist situates us at a leading edge of higher education in the early 21st century."
- "We will provide comprehensive academic and career advising to all students."

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Columbia College Chicago

What are we doing in the area of employability for our international student population and our students who study abroad?

Very little unfortunately...but, we started taking steps to correct this!

- At the most basic level we are helping the Columbia College community understand the basics of international student immigration and employment and CPT/OPT
- We have started conversations with the Career Center to better help our international student population to understand the job search process in the U.S
- We started conversations with the Career Center in December to begin programming/workshops to help students understand the career implications of study abroad
- The Career Center launched a new portfolio platform where students upload work samples, identify skills, and import coursework directly from Canvas and is interested to learn how/if we can integrate the platform into the study abroad experience to encourage students to document their experiential learning opportunities

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Columbia College Chicago

Where we are now:

As a very young office at a smaller institution with limited funds and tightening fiscal policies seeing continued enrollment declines, how do we as a Global Education office balance our desire (need?) to increase both our incoming and outgoing student populations with the importance of supporting and preparing our students as they prepare to enter a changing labor market?

→ HOW DO WE PREPARE OUR STUDENTS FOR A CHANGING LABOR MARKET?



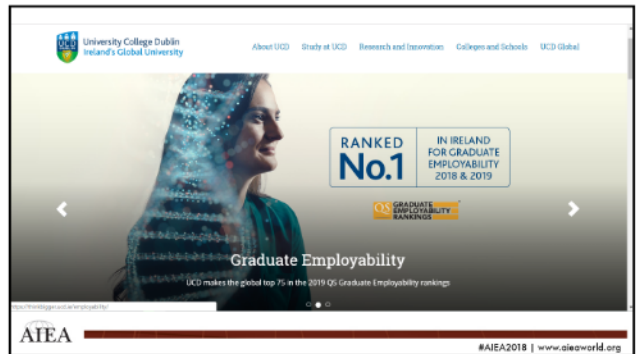
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University College Dublin (UCD)

- Ireland's Global University
 - 30,000 students in Ireland
 - 8,000 international students in Dublin (27.1% international)
 - Largest Study Abroad enrolment in Ireland
 - 5,000 international students overseas
 - 250,000+ alumni in 165 countries
 - Highest volume of publications in Ireland
 - Co-authored publications with over 7,000 international researchers in over 150 countries
 - 34% of faculty from outside Ireland
 - 5 UCD Global Centres
 - USA, China, India, Asia-Pacific & Middle East



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Keys to ranking success

- QS Employability Ranking based on five criteria, including
 - a large scale (42,000) employer reputation survey
 - a measure of partnerships with employers (including internships)
 - the number of employer-student connections on campus
- UCD's success
 - Focus on transferrable skills in the curriculum
 - Work-placement partnerships: moving beyond STEM, agriculture & healthcare to incorporate experiential options in arts, humanities and social sciences degrees
 - Researcher partnerships with employers & industry collaboration
 - Preferred university from which to hire graduates



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Support framework @ UCD

- UCD Career Development Centre
 - In support of students, alumni, employers and faculty
 - Multiple activities and initiatives, including 2 co-curricular skills awards
 - **UCD Embark**: promotes and encourages engagement with UCD life, facilitates transition to university
 - **UCD Advantage**: recognises the skills, knowledge and experience gained through participation in co-curricular activity
- Career Development and Employability Strategy – developed in 2018
 - University-wide strategy
 - Provision in new UCD Regulations for inclusion of employability statements as part of programme learning outcomes



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International students & employability

- 8,000 international students at UCD – 27% of all students in Dublin
 - 3,000 EU (non-Irish)
 - 5,000 non-EU
- Employability skills and employment outcomes a key driver in choosing Ireland and UCD
- Ireland extended its Third Level Graduate Programme (cf. Post-Study Work Rights) in 2017 from 12 to 24 months – for master's-level and PhD graduates
- Immediate & sharp increase in international student interest & applications

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Building bridges on-campus

- Close working relationship between UCD International & UCD Career Development Centre
 - Membership of working group for new Strategy
 - Development of online Jumpstart career development course (tailored to students on 1 year Masters programmes)
- How do we know that we're supporting international students appropriately?
- Resolving questions of bias/prejudice against international students in the job market
 - Outreach to HR professionals & industry bodies (& via UCD Alumni)
 - Demystification of Third Level Graduate Programme visa status

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Building bridges - new ideas

- EAIE Spotlight Seminar on Graduate Employability (Dublin, April 2019)



- Appointment of a Global Experience Manager
- Outbound Mobility Working Group (global internships?)

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Food for Thought

- How do you manage international student expectations on employability skills and future employment outcomes?
- How do we prepare our students for a changing labor market?
- What's your strategic vision about bridging the gap between education and the world of work?

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Food for Thought

- What role do you see for international internships in support of employability?
 - On your campus, who has responsibility for these? Careers or International Office or both?
- What role do you envisage for SIOs to build an entrepreneurial culture on-campus?
- How does your internationalization plan support graduate employability?

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Many thanks for your attention!

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