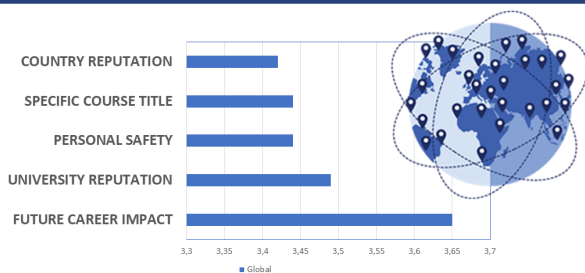




AIEA 2020

Understanding the ROI of Employability - session handout

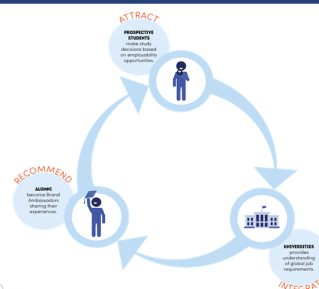
HOW DO INTERNATIONAL STUDENTS DECIDE



SOURCE: I-graduate confidential 2019 – GLOBAL DATA ISB 2018-19

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ROI OF EMPLOYABILITY: AIR CIRCLE



“Given an increase in the importance of **employability** for today’s college graduates, international student recruitment has seen a growing emphasis on **return on investment (ROI)**.”

Source: ROUTLEDGE series Internationalization in Higher Education, Nannette Ripmeester & Darla K. Deardorff



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Critical ingredients for successful employability programs

EMPLOYABILITY MATURITY DIAGNOSTIC TOOL:

- 1) Take international graduate employability seriously
- 2) Engage, educate and add value to employers
- 3) Provide opportunities for students across the lifecycle
- 4) Embed an experiential learning led approach
- 5) Build employability mindset and support involvement through micro-credentials and in-curriculum
- 6) Take a global approach with all students
- 7) Incorporate technology for scale & engagement



Ripmeester, Nannette & Leese, Beau, 2019, Study Queensland Employability Innovators in Residence Report, © Practera & Expertise in Labour Mobility

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Cultural understanding as a key skill for employability



Preparing students to be successful by understanding the differences around them, will be of value to all stakeholders, from individual student to broader society.

The importance of **employability** skills is vital for success in the workplace.

Higher education institutions need to be more **intentional and explicit** about how they are addressing such skills as a student outcome – for all students.

Technology and **digital solutions** may help in supporting such intercultural training. ”

SOURCE: ROUTLEDGE series Internationalization in Higher Education, Nannette Ripmeester & Darla K. Deardorff

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