



CES & L

Crafting Employability Strategies for HE Students of Languages in Europe



Overview

A two year Erasmus+ funded collaboration between partners from Austria, Bulgaria, Germany, Ireland, Italy, Poland and the UK

- Aim:** To create a resource for practitioners working with Modern Languages students that will enhance their employability by engaging them in work related activities as part of their academic studies
- Why?** Graduates with language skills are required by employers and there are plenty of career opportunities for them however typically language graduates do not recognise this
- How?** Employers across Europe consulted via a needs analysis carried out by Trendence, Europe's leading research institute specialising in employer-related studies
- How?** This research informed the adaptation of a generic Employability module developed by AHECS (Association of Higher Education Careers Services in Ireland). The eight existing workshops were localised to, and translated for, each of the member countries and a further two workshops were developed
- What?** New employability resource: Ten workshops for Careers Advisers and other practitioners who work with Modern Languages students; a website that includes online activities and areas for higher education practitioners, students and employers

Workshop

- A Designing my destiny, with others**
Drawing on theories of career influence this workshop aims to help participants to understand a range of community and social influences and develop their career possibilities.
- B I think, therefore I am ...employable?**
A brief overview of key concepts in positive psychology relating to optimism, mind set and signature strengths underpins this workshop which aims to help participants increase self-awareness in order to enhance their career management and decision-making capabilities.
- C The competency contest**
This workshop aims to increase participants' awareness, and understanding, of key skills and competencies required to be effective at work and in their wider lives. It is centred on the use and evaluation of three techniques that include Super's Life Role Rainbow.
- D Career paths: Paved with possibility**
This workshop aims to increase participants' awareness and understanding of the career decision-making and development process. Contrasting career development frameworks are presented and the concept of career change is explored with the aim of dispelling the myth that graduates are confined by their study/career choices.
- E Future-proofing my career**
This workshop aims to raise awareness of the broad range of outlooks that inform labour market perspectives and the complexity of factors influencing these predicted outcomes. A range of LMI resources are evaluated by participants.
- F Building my brand for the creative job search**
The aim of this workshop is to help participants understand and evaluate the importance of creative communication and job search. It connects to some of the key concepts on career influence introduced in Workshop A with ideas developed later in Workshop G.
- G Recruitment and selection: Breaking the code**
This workshop aims to help participants develop their knowledge and understanding of perspectives on career development, recruitment and selection. Participants engage in three experiential exercises that take them through the recruitment cycle.
- H In the workplace: Steps to success**
Elements of work adjustment theory are introduced and participants are encouraged to reflect on the values that individuals seek to satisfy when adjusting to a new environment. A panel of recent interns, graduates, or students returning from time abroad is invited to speak and respond to questions about their experience.
- I Challenging yourself as an entrepreneur**
This two-part workshop aims to stimulate participants to consider entrepreneurship as a career option. By evaluating their potential and skills participants identify, and assess, their entrepreneurial competence. The second session focusses on development of a business idea and model introducing the Business Model Canvas.
- J Intercultural Communication and Residence Abroad**
This workshop aims to raise participants' awareness of the importance of intercultural Competence in the workplace and elsewhere. Through exploring relevant theories and ideas about culture and cross-cultural communication, related activities and discussion participants gain an insight into possibilities and relevance of future actions.

Employers were consulted:

Could you specify skills that your organisation requires now and Higher Education is currently not providing?



Download key findings via <http://languages4work.eu>

Workshops were piloted:

Participants were asked:

What did you most appreciate/enjoy/think was best about the course?
What skills did you learn that may help prepare you for next career steps? They said:

- ★ I can get to know myself better, be more objective and critical of things in my life
- ★ In fact I liked everything - the presented topics, the presentation, the exercises
- ★ I discovered competences I didn't realize I had
- ★ Enjoyed finding out about famous persons and their career changes, reassuring to know everyone changes
- ★ Seeing various case studies of previous students. It helps to see how people evolved afterwards
- ★ The focus on languages was great
- ★ It really enlightened me on a lot more career paths that I didn't know applied to me. And gave me a clearer picture of how to go about finding what opportunities are available to me
- ★ I have now a better understanding of the importance of social media platforms. Since I do not love these channels, I never reflected about their importance for professional purposes
- ★ To share real experiences
- ★ I think the Business Model Canvas is a good grid to observe existing companies and to reflect and plan new activities

Further information:

<http://languages4work.eu/> (Live from September 2017)

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AHECS Employability module:

http://www.tcd.ie/Careers/downloads/ahecs_final_module_08_14.pdf

Resources included with each workshop:

- ✓ Comprehensive facilitator notes with learning outcomes and assessment strategies
- ✓ Information and activity sheets
- ✓ PowerPoint presentation



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