

Hidden Competences and Mobility

Do Your MOB

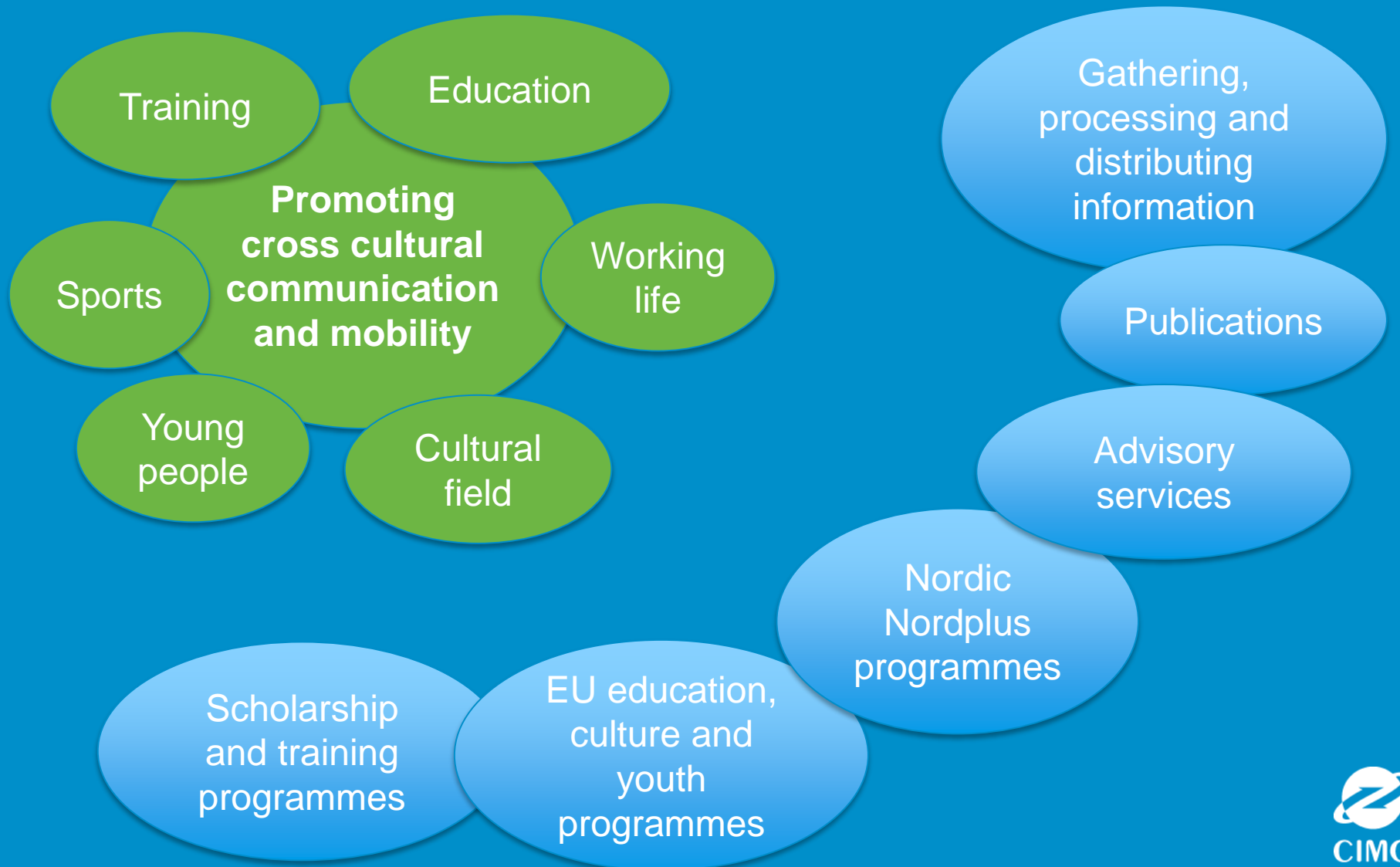
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CIMO = Centre for International Mobility and Cooperation



- What do the international competences mean for students (=future employees) and employers?

A joint research project

- To investigate the importance of international experiences to a changing society and the future of working life
- In 2012-2014 in co-operation with DEMOS Helsinki (a Nordic think tank)
- The project comprised:
 - Expert and gatekeeper workshops
 - Expert interviews
 - A survey for students and employers
 - 283 Finnish employers
 - 1770 students

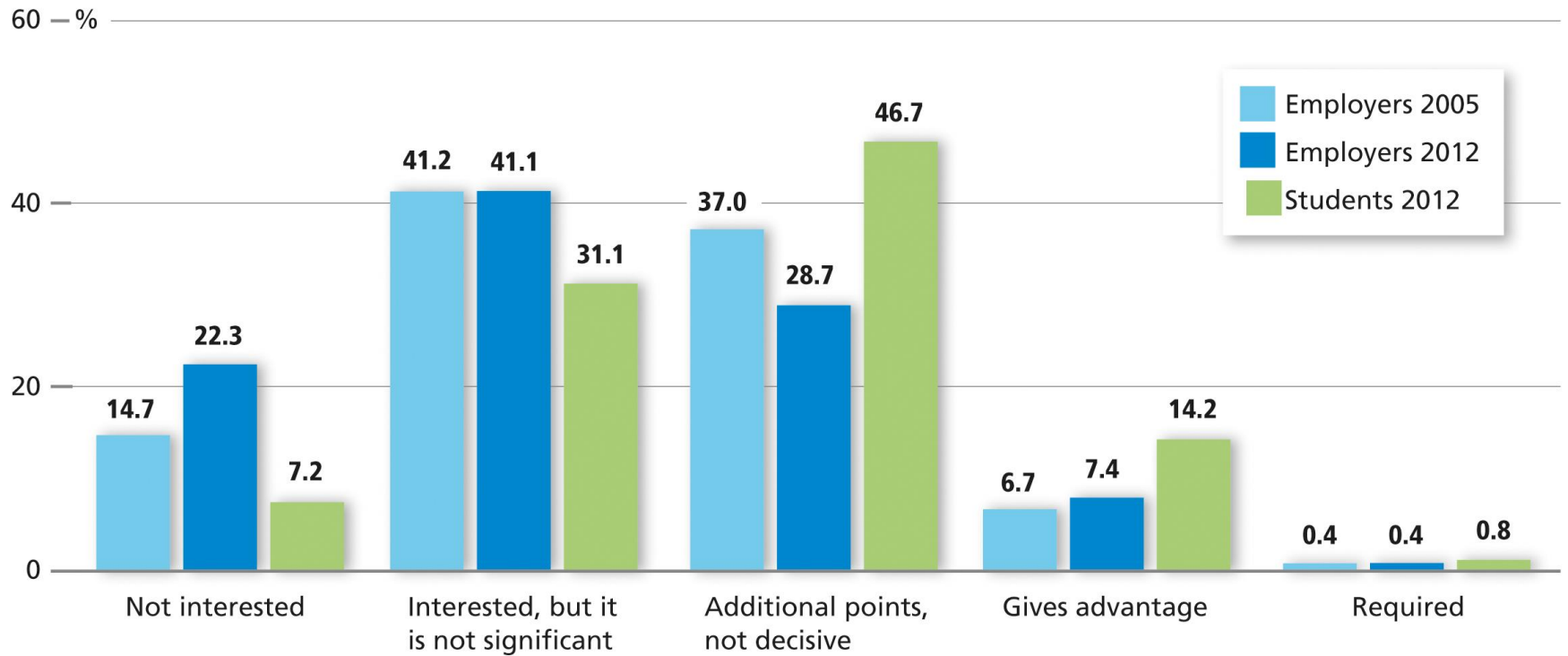
Features and reports

- Features of the survey
 - Nationally representative, regional coverage
 - Higher education and secondary-level VET education
 - Employers from different sectors, public and private
- Final report "Piilotettu osaaminen" published in spring 2013
- An English version "Hidden Competences" published in June 2014

Is international experience
relevant for Finnish employers?

How does international expertise
matter in recruitment?

How international expertise matters in recruitment, %



Global megatrends

Scarce resources

Changing demographics

Technological planetarism

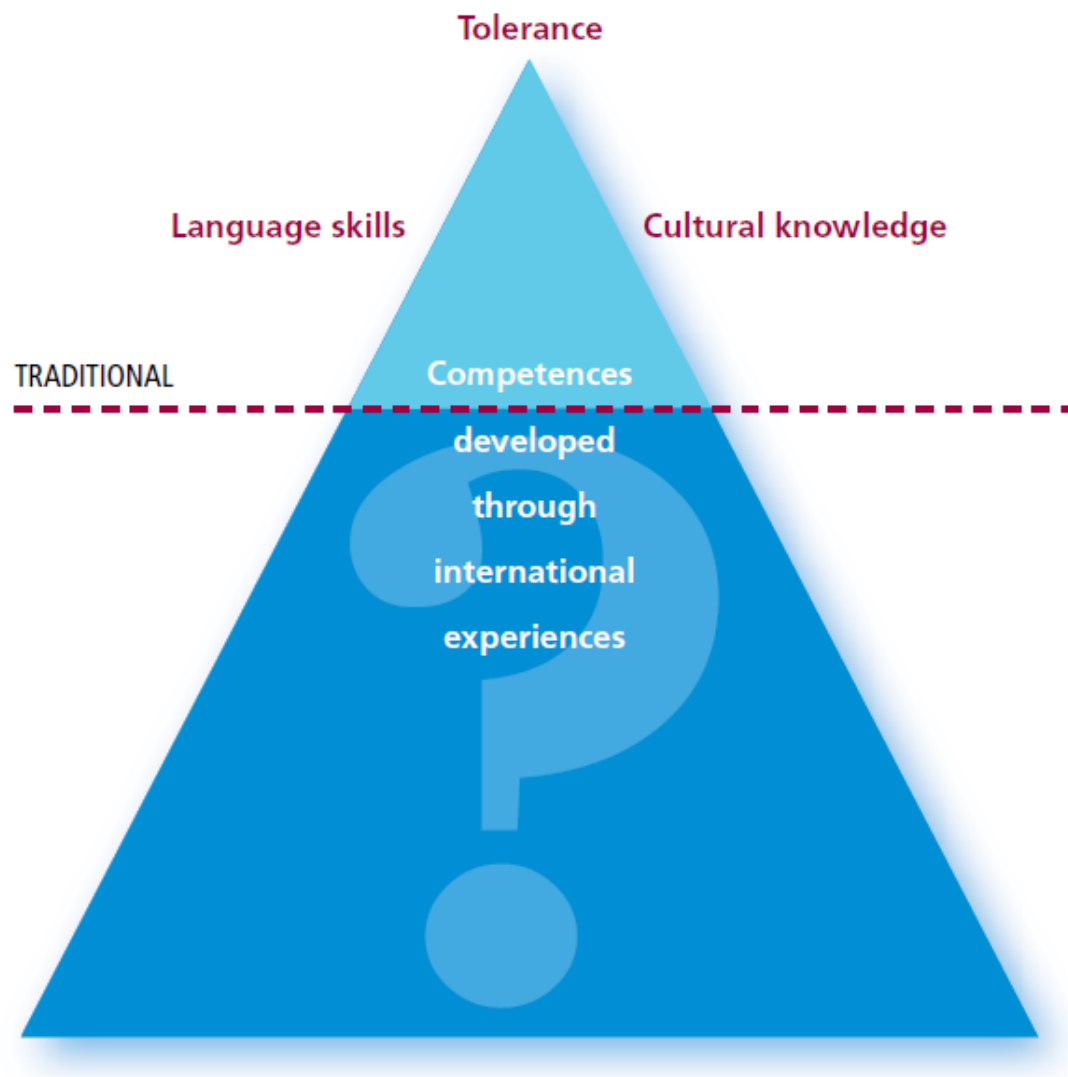
Interlinked economies

2014

2030

2050





Employers and international competences: which attributes are linked?

→ = Of these the following are valued in recruitment

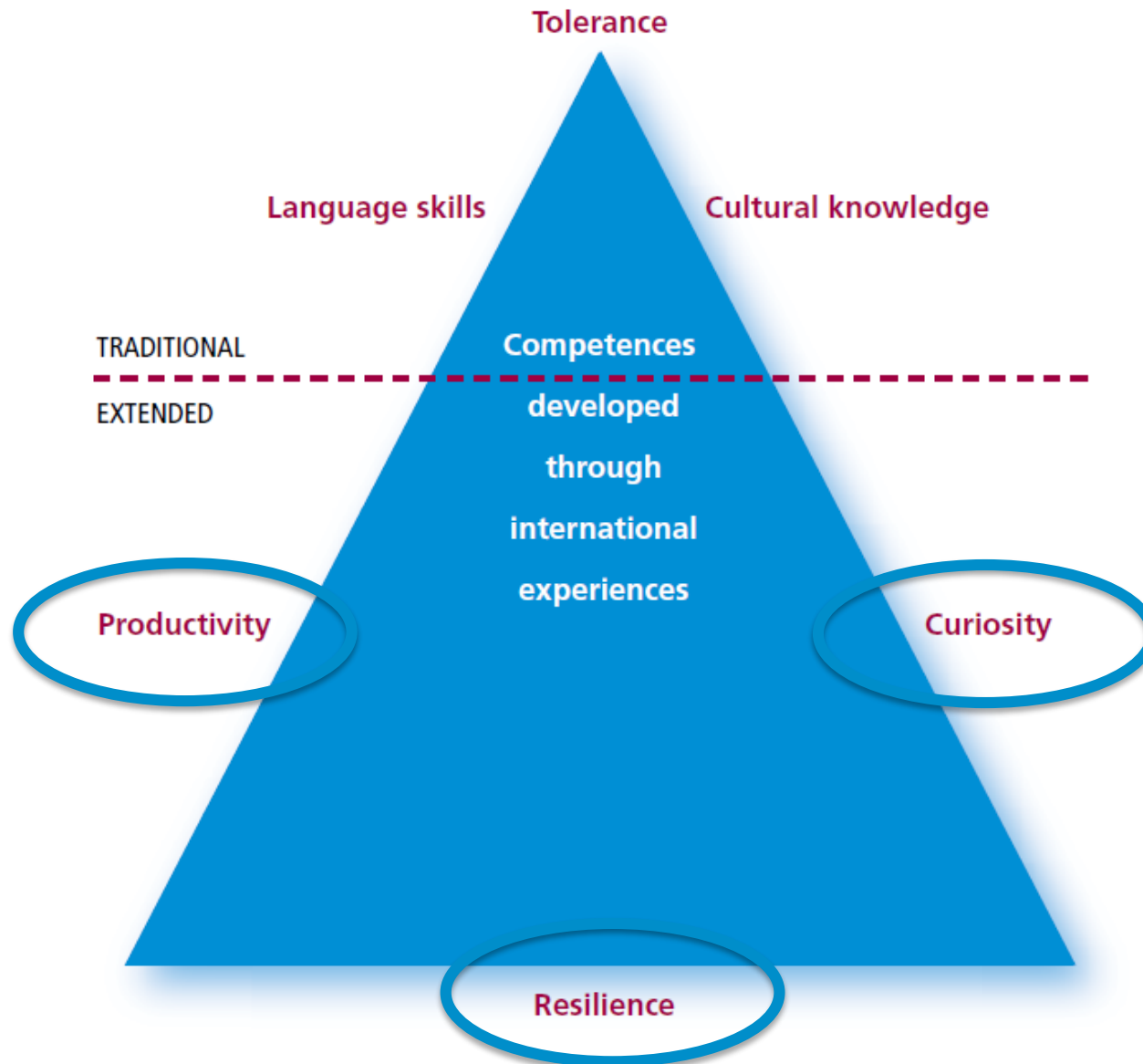
1 = no connection 2 3 4 5 = very strong connection



How employers value international competences in recruitment?

What attributes employers link to international competences?

	Productivity	Curiosity	Resilience
Efficiency	0.77	0.03	0.08
Analytical ability	0.67	0.08	0.20
Problem-solving ability	0.58	0.31	0.22
Reliability	0.57	0.13	0.32
Creativity	0.35	0.31	0.28
Tolerance	0.15	0.66	0.09
Interest towards new issues	0.20	0.60	0.45
Cultural knowledge	-0.07	0.53	0.06
Co-operation	0.47	0.52	0.22
Adaptability	0.32	0.51	0.38
Networking ability	0.14	0.47	0.17
Communication skills	0.33	0.45	0.24
Languages	0.05	0.40	0.02
Self-awareness	0.30	0.20	0.84
Persistence	0.53	0.20	0.54
Self-confidence	0.37	0.24	0.43
Empathy	0.23	0.31	0.34
Anxiety	-0.07	-0.11	0.05
Elitism	0.28	-0.02	-0.11
Ambition	0.34	0.11	0.12
Laziness	-0.16	-0.17	0.03



*International experience
can be a potent indicator
in helping to identify
important qualities
that employers appreciate and
need in today's working life.*

Both employers and job
seekers should better
recognise the extended
international
competences

How to help
students to
recognise the skills
that they have and
to present them for
future employers?

What can we / VET institutions do?

- Better definition of learning outcomes of international mobility periods.
- Open dialogue with enterprises regarding the competences that the graduates have to offer. Make the competences understandable for employers.
- Strong emphasis in guidance and counselling from the very beginning: motivating students to gain international experience, to choose an individual career path, and especially, advise how to communicate the international competences acquired.

-> CIMO has produced
Tools for students and teachers,
guidance counsellors and
international coordinators
(in Fin/Swe/Eng)

“Find your international
competences!”

1. What kind of international expert are you? – Fb-test



2. Toolkits for students

A TOOLKIT FOR RECOGNISING INTERNATIONAL COMPETENCES

for students
in vocational
education and
training

Bold Globetrotter

Happy Home Body

Skilful Websurfer

3. Material for teachers, guidance counsellors and international coordinators



**RECOGNISE YOUR
INTERNATIONAL
COMPETENCES!**

www.cimo.fi/hiddencompetences



Thank you!

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