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9-12 October 2018  
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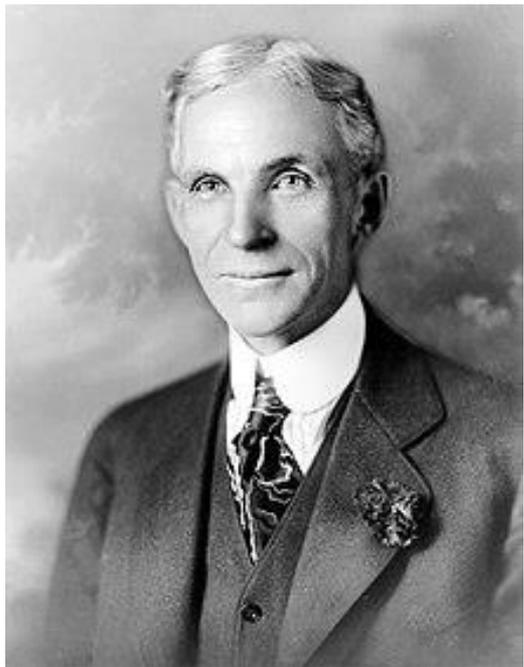
# FUTURE PROOFING INTERNATIONAL STUDENTS THROUGH EMPLOYER PARTNERSHIPS

C2.4

12 October 2018



# FUTURE PROOFING



**“If I had asked people  
what they wanted,  
they would have said  
faster horses.”**

Henry Ford

# PANELIST

## Chair:



**GIM NG**  
Acting Director,  
Monash Professional Pathways

## Panel of Experts:



**BROOKE YOUNG**  
Chair  
The Aussie Hands Foundation



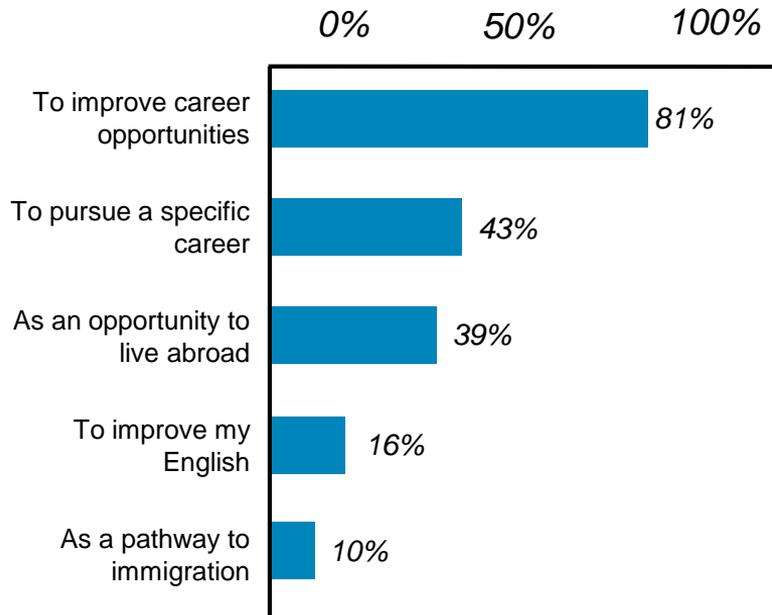
**JASON ELIAS**  
National Partnership Manager  
Medibank



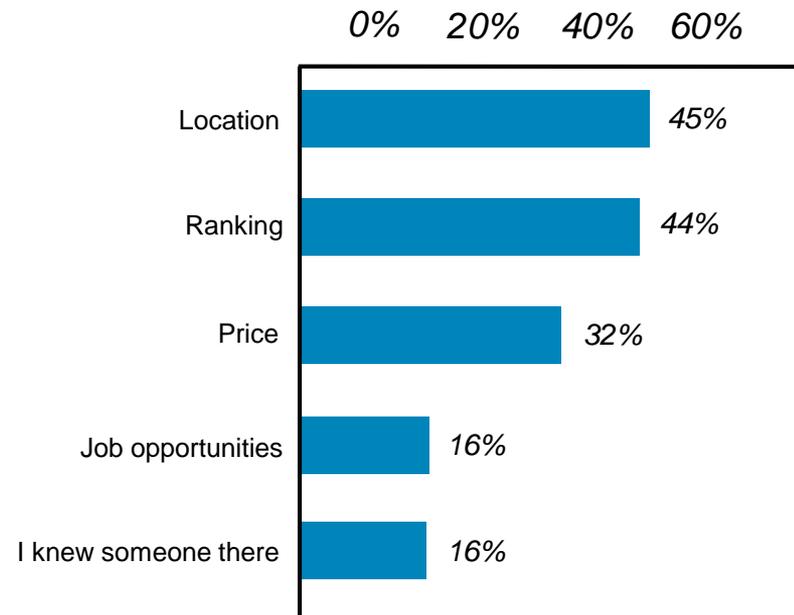
**LOU ZOANETTI**  
Associate Director  
Monash Talent

# BACKGROUND

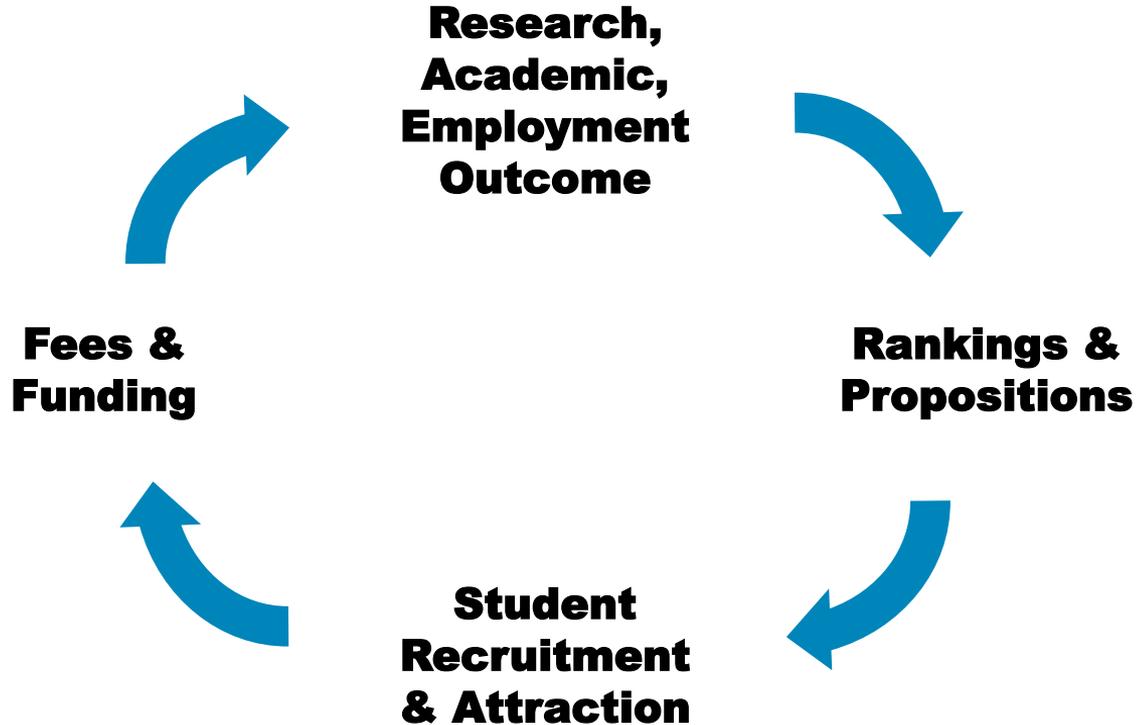
### Reasons to study abroad



### Reasons to choose university



# THE ECOSYSTEM



Universities must pro  
who are ready for any

Graduates shouldn't be pigeonholed by  
should be able to walk confidently into



▲ Many graduates say they want work placeme

C  
S

## Was your university degree worth the debt? High-paying jobs aren't a sure thing, experts say

By Isabel Dayman

Updated 11 Apr 2018, 6:49am

As thousands of students around Australia throw their academic caps into the sky this month, many of them will be left thousands of dollars in debt.

The Turnbull Government is now looking to reduce the repayment threshold for uni graduates by more than \$10,000, which means anyone earning more than \$45,000 would make compulsory contributions.

With the average debt somewhere between \$20,000 and \$30,000, and higher for specialist fields like law or medicine, some might be asking 'was it worth it?'



PHOTO: There is no national database that shows whether uni degrees are worth the money. (Sam McKenzie)

RELATED STORY: ['Aggressive marketing' by universities adding](#)

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## **DISRUPTION IN GRADUATE RECRUITMENT**

- 1) The future of work
- 2) The latest recruitment trends
- 3) Your experience in hiring international students/graduates
- 4) International students awareness of recruitment trends

# TOP RECRUITMENT TRENDS IN 2018

## 1. Find and Engage



## 2. AI Candidate Screening



## 3. Jobseekers Enhance Brand with Video



## 4. Recruitment with the Future in Mind



## 5. Augment Reality and Gamified Recruitment

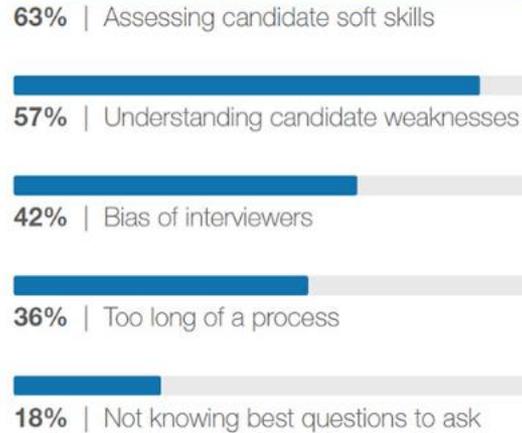


## 6. Diversity an On-going Priority



# TOP RECRUITMENT TRENDS IN 2018

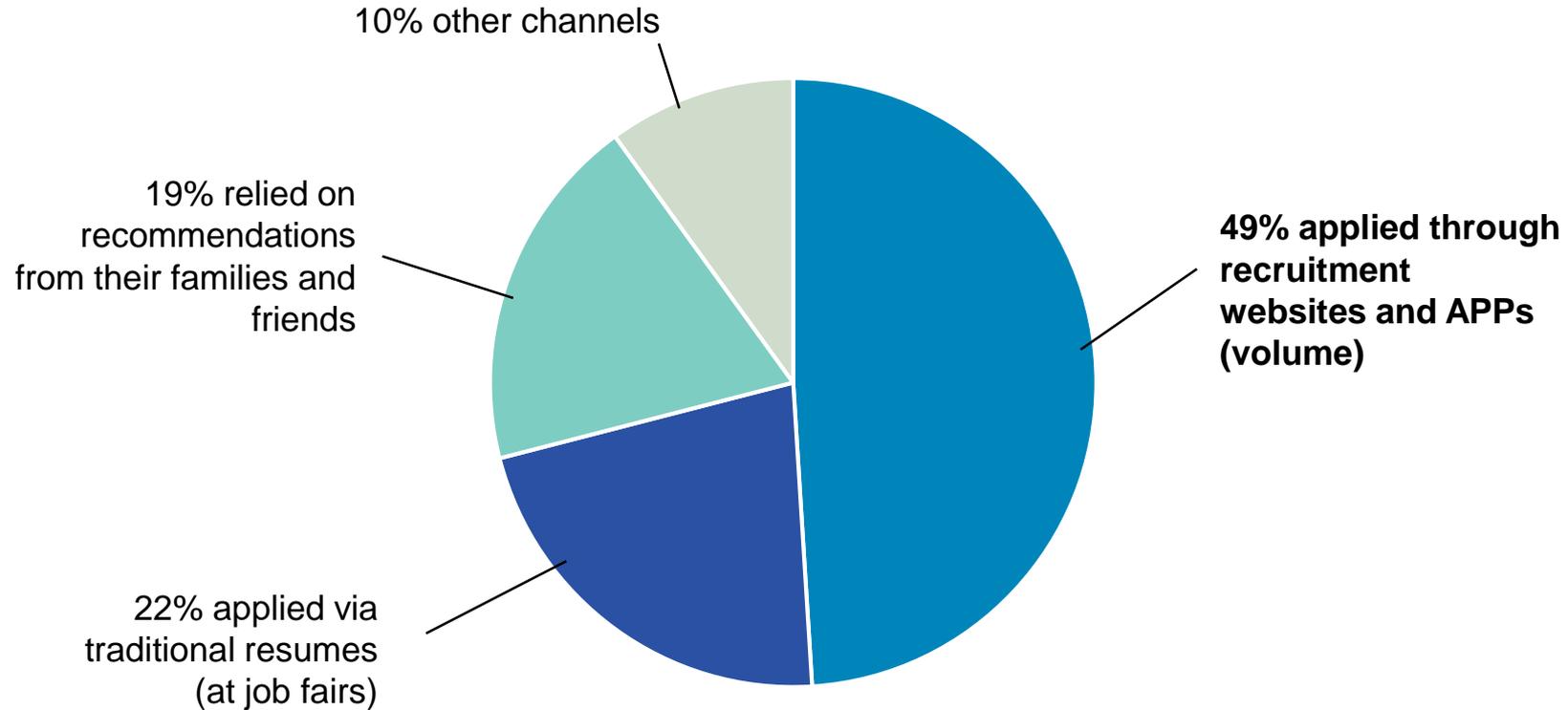
## WHERE TRADITIONAL INTERVIEWS FAIL



## MOST USEFUL INTERVIEWING INNOVATIONS



# JOB APPLICATION CHANNELS (CHINA)



***Do you think international students are aware of the current recruitment trends?***



## THE VALUE OF UNIVERSITY EDUCATION

- 1) The value of university degree
- 2) Are universities preparing students for the professions of the future?
- 3) Student job expectation vs reality

Feb 7 2018 at 11:15 AM  
Updated Feb 7 2018 at 6:05 PM

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## NAB to ignore university results in hiring graduates

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Sep 3 2015 at 1:27 PM  
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## Academic transcripts blanked out for PwC graduate recruitment

✉️ G+ f 🐦 in 🍷

***Employers tend to view formal qualification as less important for employment than graduates.***



**Q: How important is formal qualification for your job?**



**Graduates**

**VS**

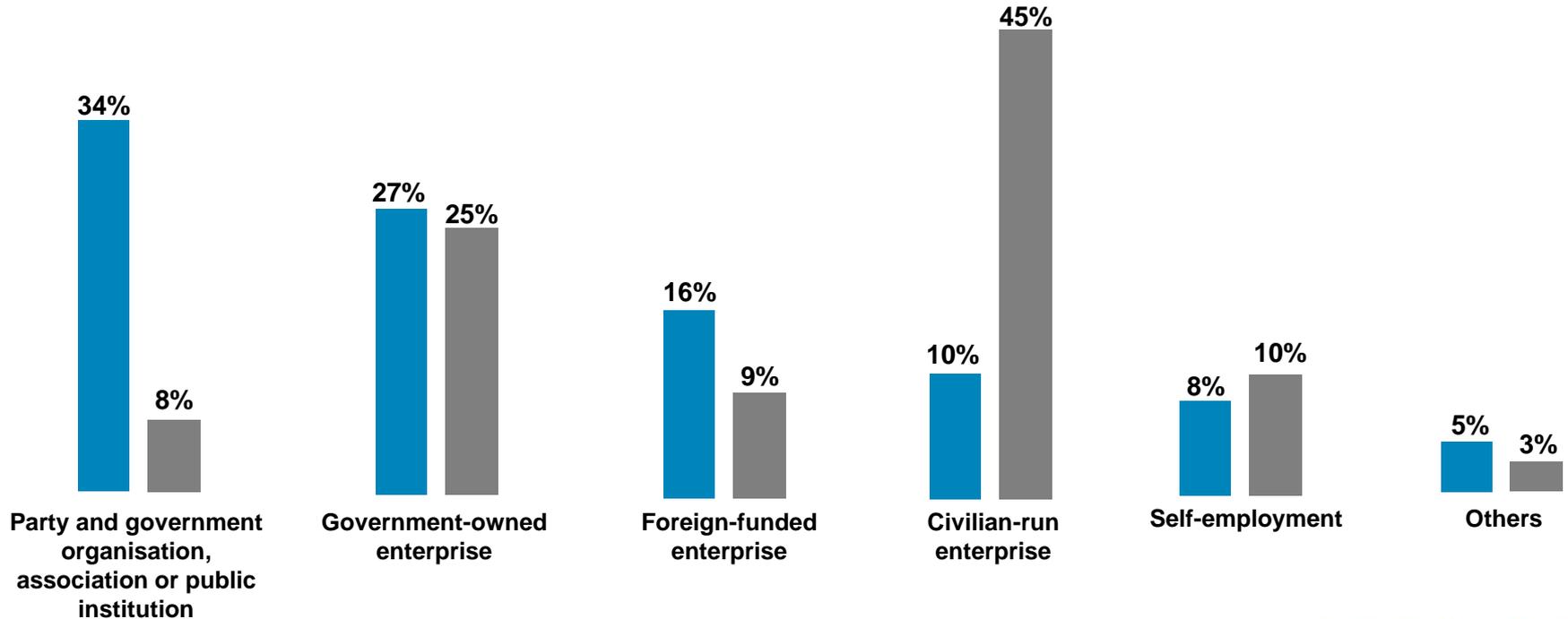
**Q: How important is formal qualification for your staff's job?**



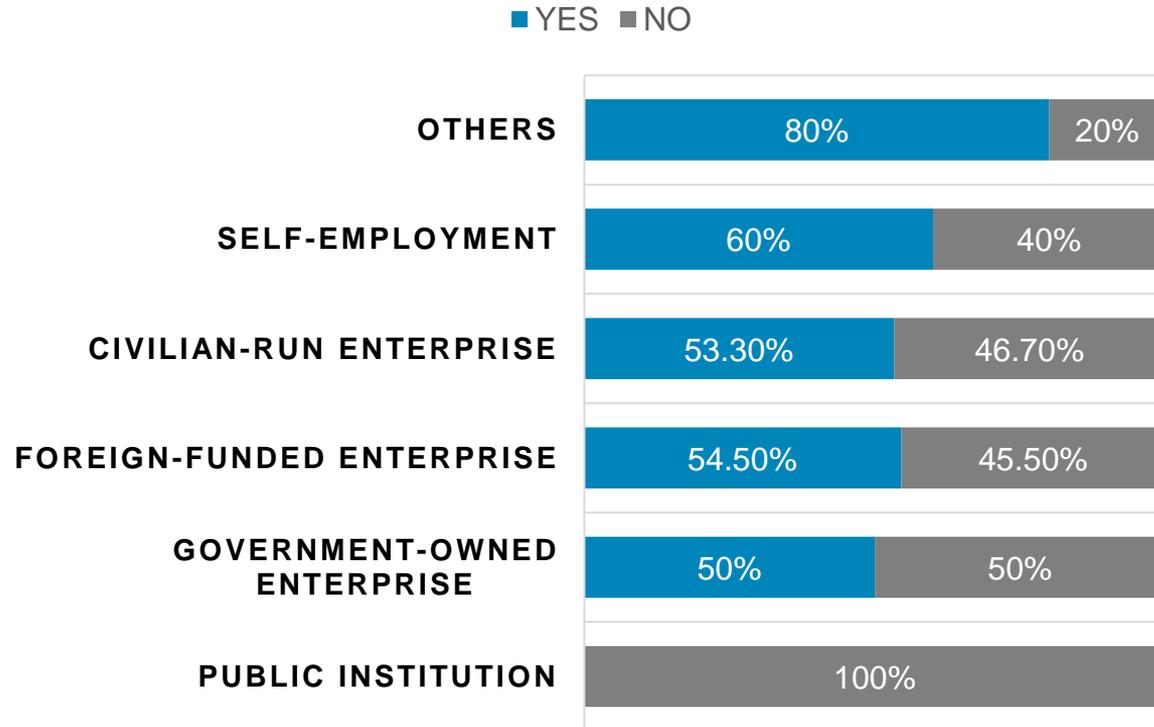
**Employers**

# IDEAL JOB vs ACTUAL JOB (CHINA)

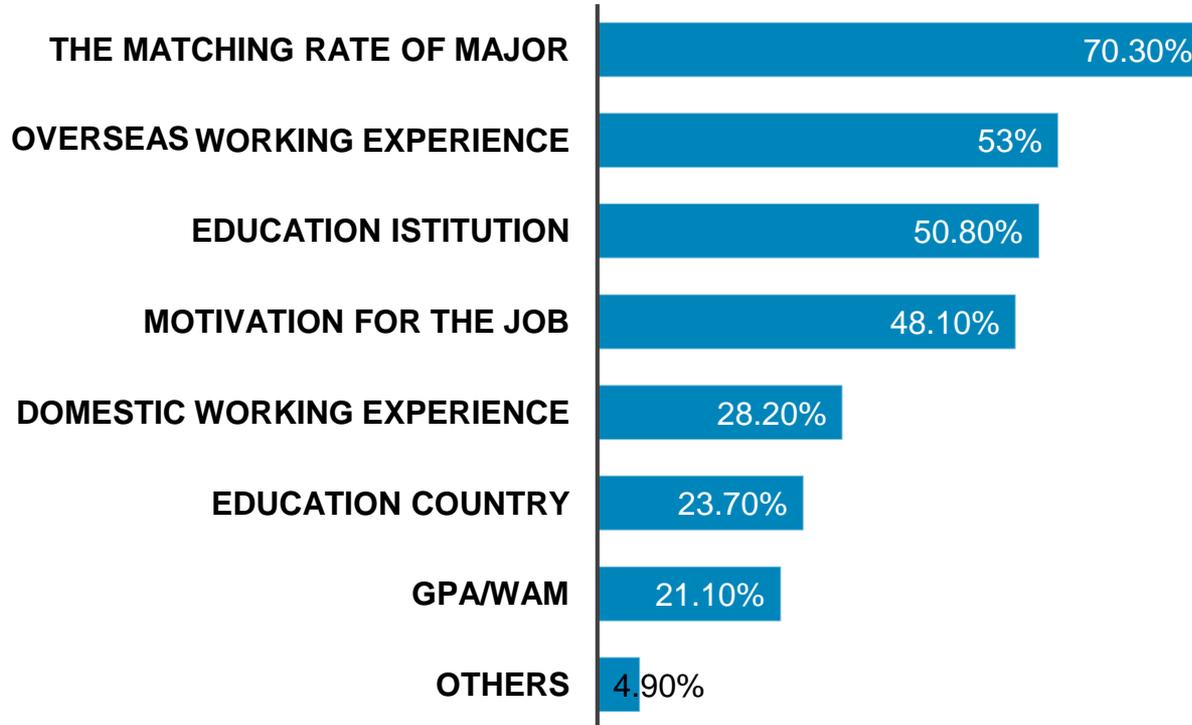
 Ideal Job     Job that can be obtained



# PREFERENCE FOR OVERSEAS RETURNEE (CHINA)



# KEY CONSIDERATION WHEN HIRING OVERSEAS RETURNEES (CHINA)



# FUTURE PROOFING INTERNATIONAL STUDENTS

- 1) How to future proof international students?
- 2) What can businesses and universities do?
- 3) Example of successful model

# QS Global Employer Survey 2018

The skills employers ranked as the most important for graduates:	The skills students thought were the most important:
1. Problem solving	1. Creativity
2. Teamwork	2. Organisation
3. Communication	3. Problem solving
4. Adaptability	4. Leadership
5. Data analysis	5. Teamwork
6. Resilience	6. Communication
7. Organisation	7. Resilience
8. Technical skills	8. Commercial awareness
9. Creativity	9. Adaptability
10. Leadership	10. Technical skills

# ACTIVITIES LEAD TO FASTER ENTRY TO WORK



**Building  
enterprise skills  
in education**



**17** months faster



**2,000 hours  
relevant  
employment**



**12** months faster



**Paid employment  
in a future  
focussed cluster**



**5** months faster



**An optimistic  
mindset**



**2** months faster

# RECOMMENDATION: UNIVERSITIES

**Liaising with employers  
to create work  
experience opportunities**

**Engaging with  
businesses to identify  
skills businesses want**

**Emphasizing  
employability  
throughout the  
university journey**

**Seeking ways to  
integrate future-focused  
skills into curricula**

**Recognising skills  
through micro-  
credentials**

**Encouraging autonomy  
beyond assessment  
tasks**

**Promote the importance  
of career  
services/support (for  
international students)**

# RECOMMENDATION: BUSINESSES

Work with universities to develop high-end vocational programs

Co-invest with universities to create more high quality work placements

Participate actively through teaching into degree programs where appropriate

Co-invest in research with universities to create products and jobs

Upskill existing staff through education and training in programs at Australian universities

***Are businesses giving enough opportunities to international students to improve employability skills?***





# Q&A

**THANK YOU**