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
**Reasons to study abroad**

- To improve career opportunities: 81%
- To pursue a specific career: 43%
- As an opportunity to live abroad: 39%
- To improve my English: 16%
- As a pathway to immigration: 10%

**Reasons to choose university**

- Location: 45%
- Ranking: 44%
- Price: 32%
- Job opportunities: 16%
- I knew someone there: 16%

**Source:** International Alumni Job Network (IAJN) 2018
THE ECOSYSTEM

Research, Academic, Employment Outcome

Fees & Funding

Rankings & Propositions

Student Recruitment & Attraction

Fees & Funding

Rankings & Propositions

Student Recruitment & Attraction

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

By Isabel Dayman
Updated 11 Apr 2018, 8:49am

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
PART 1

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

Source: HAYS Recruitment 2018
### Where Traditional Interviews Fail

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>63%</td>
<td>Assessing candidate soft skills</td>
</tr>
<tr>
<td>57%</td>
<td>Understanding candidate weaknesses</td>
</tr>
<tr>
<td>42%</td>
<td>Bias of interviewers</td>
</tr>
<tr>
<td>36%</td>
<td>Too long of a process</td>
</tr>
<tr>
<td>18%</td>
<td>Not knowing best questions to ask</td>
</tr>
</tbody>
</table>

### Most Useful Interviewing Innovations

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Innovation</th>
</tr>
</thead>
<tbody>
<tr>
<td>59%</td>
<td>Soft skills assessments</td>
</tr>
<tr>
<td>54%</td>
<td>Job auditions</td>
</tr>
<tr>
<td>53%</td>
<td>Meeting in casual settings</td>
</tr>
<tr>
<td>28%</td>
<td>Virtual reality assessments</td>
</tr>
<tr>
<td>18%</td>
<td>Video interviews</td>
</tr>
</tbody>
</table>

Source: LinkedIn 2018
49% applied through recruitment websites and APPs (volume)

19% relied on recommendations from their families and friends

22% applied via traditional resumes (at job fairs)

10% other channels

Source: J.P. Morgan 2017
Do you think international students are aware of the current recruitment trends?
PART 2

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
NAB to ignore university results in hiring graduates

Academic transcripts blanked out for PwC graduate recruitment
Employers tend to view formal qualification as less important for employment than graduates.
EMPLOYER SURVEY

Q: How important is formal qualification for your job? 56%

Q: How important is formal qualification for your staff’s job? 64%

Source: QILT 2018 (2017 Employer Satisfaction Survey)
IDEAL JOB vs ACTUAL JOB (CHINA)

Source: J.P. Morgan 2017
## PREFERENCE FOR OVERSEAS RETURNEE (CHINA)

<table>
<thead>
<tr>
<th>Category</th>
<th>YES (%)</th>
<th>NO (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OTHERS</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>SELF-EMPLOYMENT</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>CIVILIAN-RUN ENTERPRISE</td>
<td>53.30%</td>
<td>46.70%</td>
</tr>
<tr>
<td>FOREIGN-FUNDED ENTERPRISE</td>
<td>54.50%</td>
<td>45.50%</td>
</tr>
<tr>
<td>GOVERNMENT-OWNED ENTERPRISE</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>PUBLIC INSTITUTION</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

Source: J.P. Morgan 2017
KEY CONSIDERATION WHEN HIRING OVERSEAS RETURNEES (CHINA)

THE MATCHING RATE OF MAJOR: 70.30%
OVERSEAS WORKING EXPERIENCE: 53%
EDUCATION INSTITUTION: 50.80%
MOTIVATION FOR THE JOB: 48.10%
DOMESTIC WORKING EXPERIENCE: 28.20%
EDUCATION COUNTRY: 23.70%
GPA/WAM: 21.10%
OTHERS: 4.90%

Source: J.P. Morgan 2017
FUTURE PROOFING INTERNATIONAL STUDENTS

1) How to future proof international students?
2) What can businesses and universities do?
3) Example of successful model
The skills employers ranked as the most important for graduates:

1. Problem solving
2. Teamwork
3. Communication
4. Adaptability
5. Data analysis
6. Resilience
7. Organisation
8. Technical skills
9. Creativity
10. Leadership

The skills students thought were the most important:

1. Creativity
2. Organisation
3. Problem solving
4. Leadership
5. Teamwork
6. Communication
7. Resilience
8. Commercial awareness
9. Adaptability
10. Technical skills

Source: QS 2018
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

Source: Foundation for Young Australians 2018
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)

Source: QS Intelligence Unit 2018; IEAA 2017; Education Technology 2018
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

Source: Universities Australia 2018
VoteTime – Yes or No

Are businesses giving enough opportunities to international students to improve employability skills?
Q&A
THANK YOU