

# Employability Skills

Towards a portfolio for IBCoM students

ESHCC lunch talk 10-11-21

# Seven Overall Competences

- 1) Solving complex problems, including Design Thinking
- 2) People skills
- 3) Communication
- 4) Initiative and enterprise
- 5) Planning and organising
- 6) Self-regulation
- 7) Profession-specific competences

<b>Competence: Communication skills</b>	
<b>Language skills</b>	<ul style="list-style-type: none"> <li>○ speaking clearly</li> <li>○ writing clearly</li> <li>○ interview skills</li> <li>○ editing skills</li> <li>○ presentation skills</li> <li>○ ad lib skills</li> <li>○ ability to adapt to different audiences</li> <li>○ competent in different languages</li> </ul>
<b>Knowledge exchange</b>	<ul style="list-style-type: none"> <li>○ interpreting and incorporating information</li> <li>○ adapting speech/writing to different audiences</li> </ul>
<b>Persuasion</b>	<ul style="list-style-type: none"> <li>○ argumentation</li> <li>○ negotiation</li> <li>○ marketing ideas</li> </ul>
<b>Intercultural competences</b>	<ul style="list-style-type: none"> <li>○ establishing and maintaining cross-cultural networks</li> <li>○ expressing ideas, knowledge, and feelings in a culturally sensitive way</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>○ listening and understanding</li> <li>○ assertiveness</li> <li>○ facilitating discussion</li> <li>○ providing appropriate feedback</li> <li>○ perceiving non-verbal messages</li> </ul>

CM1003 employability skills	3. Communication Skills	5. Planning and Organising
#A5 Panel Presentation	<p><b>Language skills, e.g.</b> Speaking clearly</p> <p>Presentation skills</p>	<p><b>People skills, e.g.</b> Identifying problems and solving them</p> <p>Identifying and deploying team members' strengths</p>
#A6 Final paper	<p><b>Language skills</b> Writing clearly</p> <p><b>Knowledge exchange</b> Interpreting and incorporating information</p> <p><b>Persuasion</b> Argumentation</p>	<p><b>Time management</b> setting priorities</p> <p>meeting deadlines</p> <p>coordinating different activities</p> <p><b>Project management</b> Collecting, analysing, and organising information</p> <p><b>Self-regulation</b> Discipline</p>

CM2011 Digital Content Assignments 2 and 4	1.Solving Complex Problems/Design Thinking	2.People Skills	7.Profession-specific Practical Skills
	<p><b>Creativity</b></p> <p>creative thinking</p> <p>co-creation</p> <p><b>cognitive skills</b></p> <p>analytical skills</p> <p>tackling 'wicked' problems</p> <p>applying knowledge</p> <p>research skills</p> <p><b>Communication skills</b></p> <p>listening skills</p> <p>ability to talk and write with different and diverse partners</p> <p>information gathering</p> <p>presentation skills</p> <p><b>Profession-specific skills</b></p> <p>applying know-how</p>	<p><b>Teamwork</b></p> <p>contributing to positive team dynamics</p> <p>working autonomously in the interest of shared goals</p> <p>accountability</p> <p>giving constructive feedback</p> <p>Knowing how to define a role as part of a team</p> <p>Identifying the strengths of team members</p> <p><b>Self-regulation</b></p> <p>receiving feedback and being able to make adjustments accordingly</p>	<p><b>Content creation &amp; content editing</b></p> <p>e.g. develop a company/project story (storytelling); create and manage professional social media account</p> <p><b>Relevant IT skills</b></p> <p>e.g., spreadsheets, Google Analytics</p>

# Challenges – how to

- Visibility/showcase OR Reflection
- Portfolio
- Canvas
- EURBadges
- Links to internship
- Bachelor/Master

# Initiatives EUR --PPD

- Strategy24. ambitions for personal and professional development of students (PPD)

*“Changing demands require students to be self-aware and critical in their personal and professional development. We will train students to become critical, creative problemsolvers, enabling students to deal with undetermined or vague problems (..). We help students to be personal learners, to build professional and academic competencies, and to lead and direct themselves and cooperate with others.”*

The Personal and Professional Development of Students (PPD) learning community—CLI

*Two key elements: action (skills development) and reflection (self-regulation).*

“How we can support students in an ongoing development in action (skills) and reflection throughout their academic careers, is a question that needs further exploration.” (October 2021)

Students: we need professional skills

Academics/employers: we offer and need a wider set of employability skills

EUR: we wish to relate these skills to strategy24

# PPD—from study success to student success

- strong link between the personal and professional development of students and student well-being (Ministry of Education, Culture and Science (OCW) theme 2) and the development of students' competencies so that they are properly equipped for the labour market (Ministry of Education, Culture and Science (OCW) theme 4).
- Seek more collaboration between the PPD learning community, the Student Well-being learning community, the Impact at the Core learning community, and the ErasmusX learning community