

The impact of international mobility of students on employability

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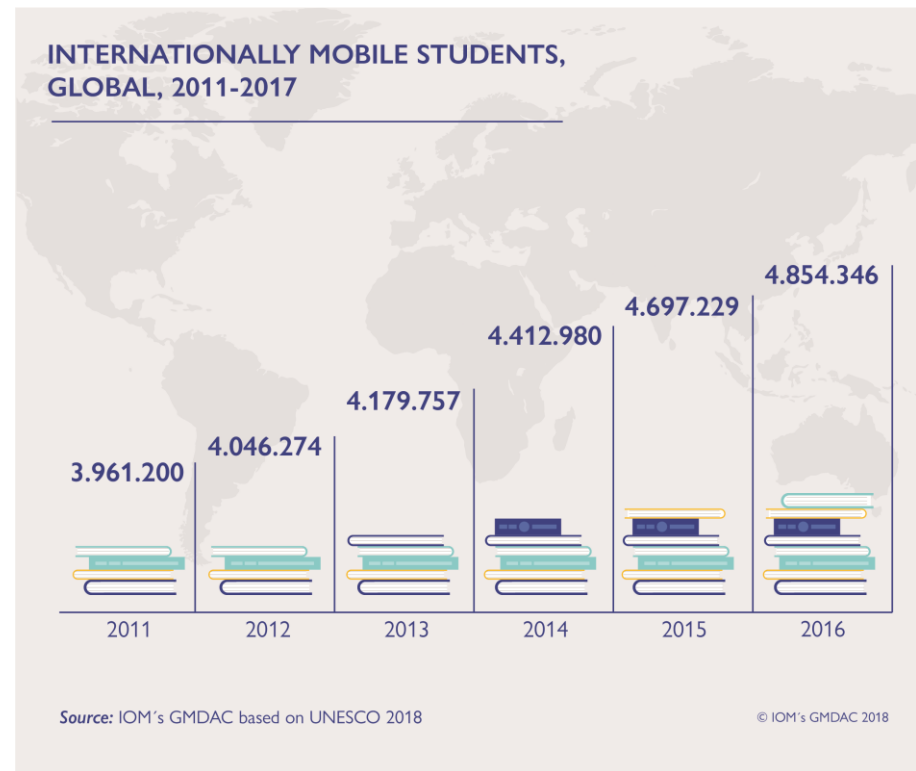
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Mobility and employability

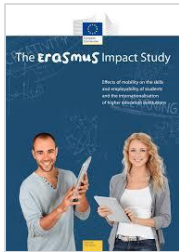
- Student mobility is **on the rise**
- **Students** are motivated by the prospect of increased employability
- **Institutions** are interested in a high employment rate of graduates
- **Employers** are looking for skills and traits which can be improved through mobility
- Studies suggest that mobility leads to improved employability





Impact of international mobility on employability

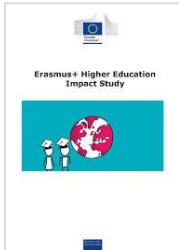
Two large studies on the Erasmus programme in HE:



Erasmus Impact Study (EIS) (2014 and 2016)

app. 60,000 students, 650 employers, 950 HEIs, 5,000 staff members, 18,000 alumni

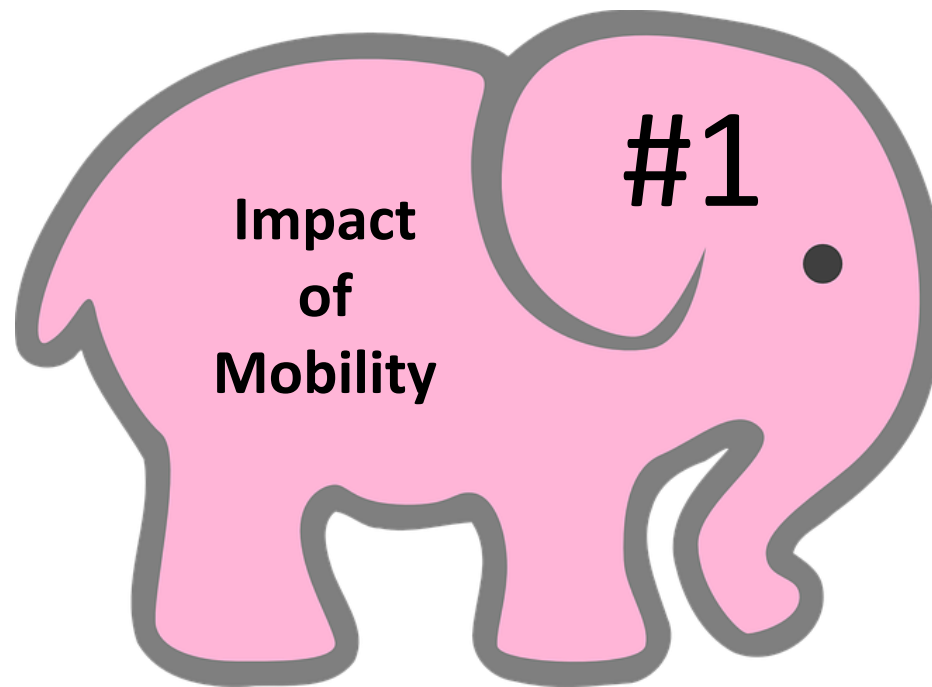
Brandenburg et al. 2014/2016



Erasmus+ Higher Education Impact Study (E+HEIS) (2019)

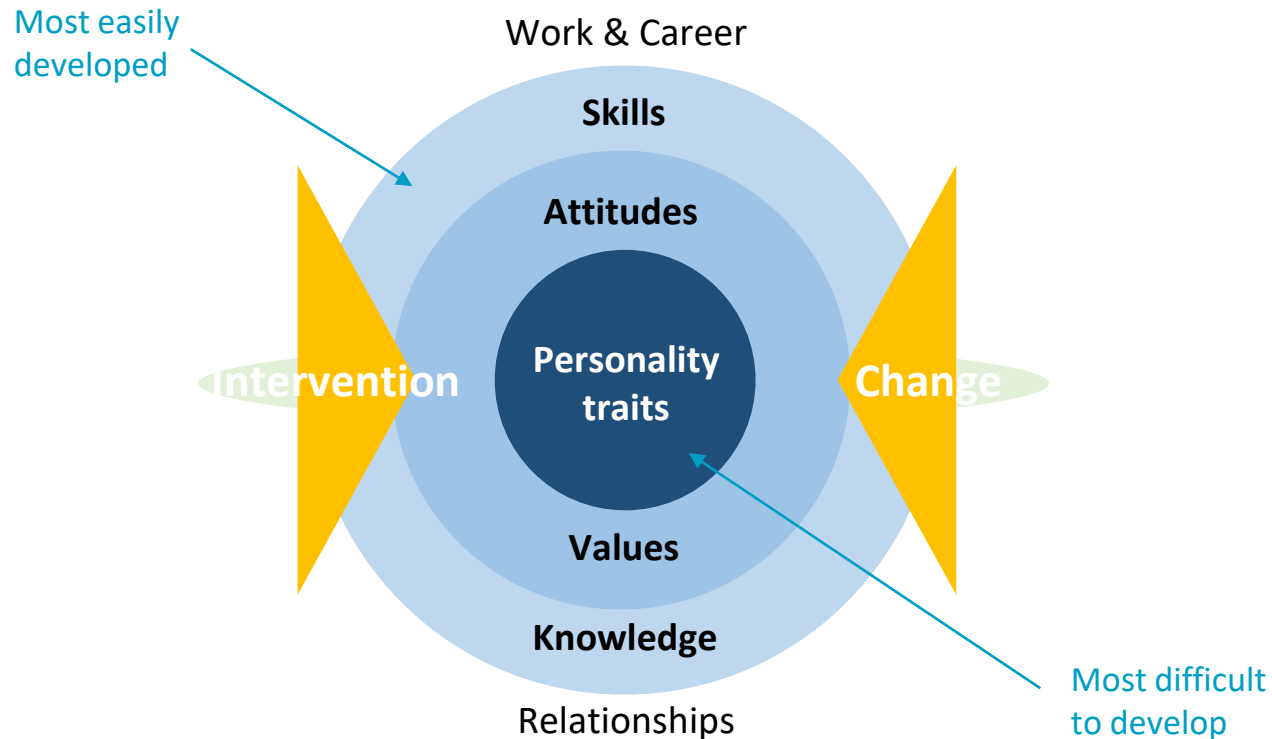
app. 47,000 Erasmus+ students, 12,000 E+ graduates, 10,000 E+ staff members, 7,000 other

De Souto et al. 2019





Students change through mobility... but how?





First level: Personality traits



The Big Five

Openness
Conscientiousness
Extraversion
Agreeableness
Neuroticism

Set of psychological traits defining a person's character

50% defined by genes

Only very small changes per year (on average 0.2% or less)

Thus: **hard to change, very stable**

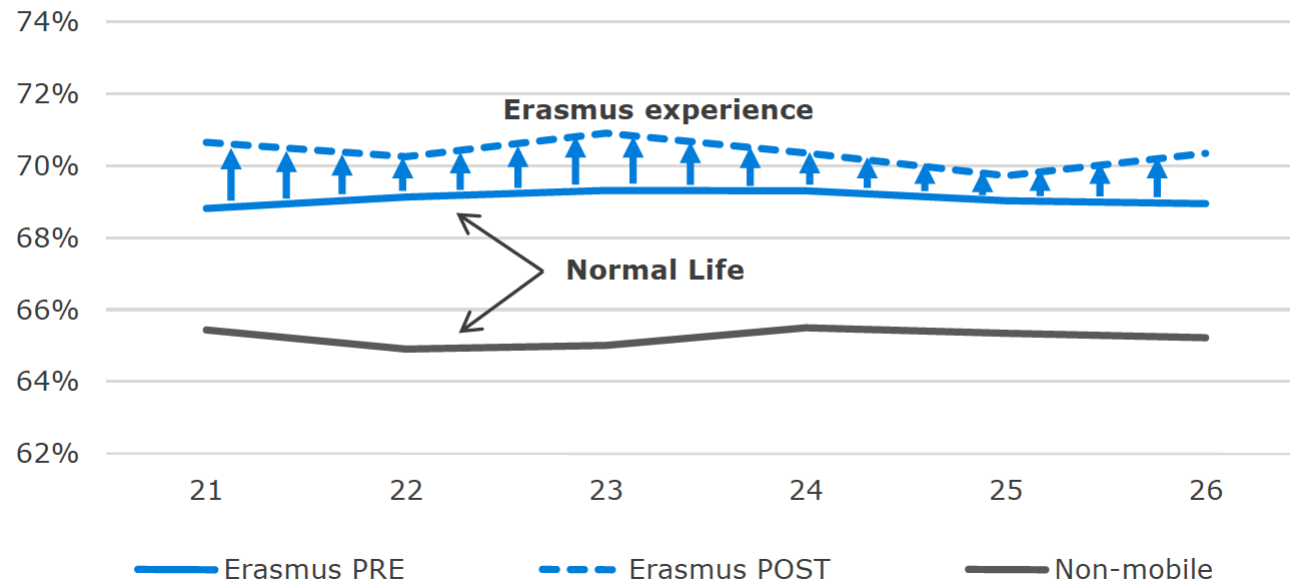
But also: **very influential** because...

High (pre-mobility) levels of Extraversion, Conscientiousness and Openness make students **more likely to go abroad**



Effects of mobility on personality traits

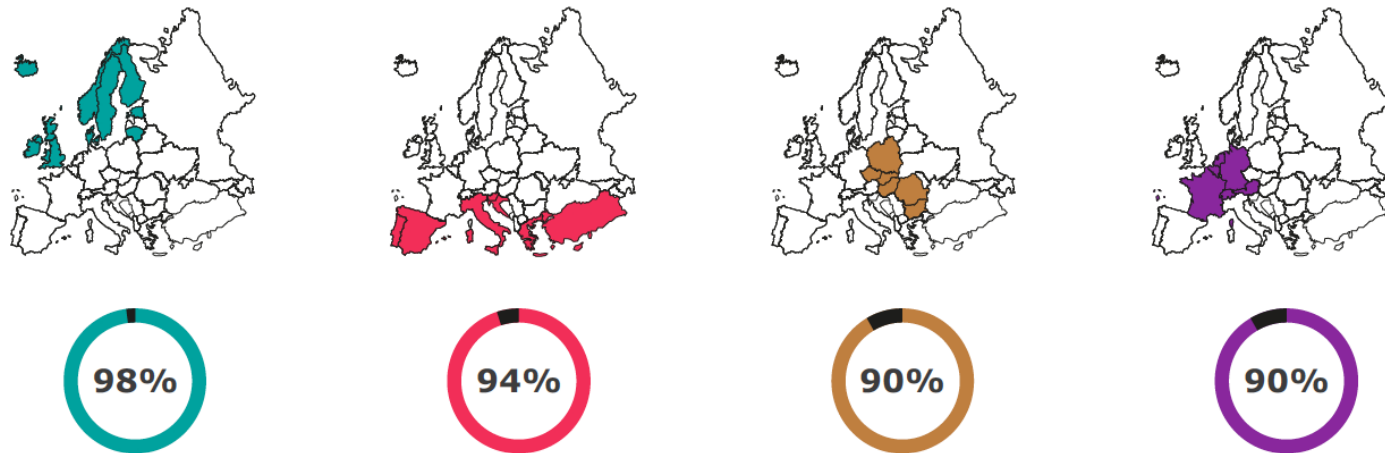
Memo© total values of Erasmus students before and after mobility compared to non-mobile students across age groups, on average across all regions





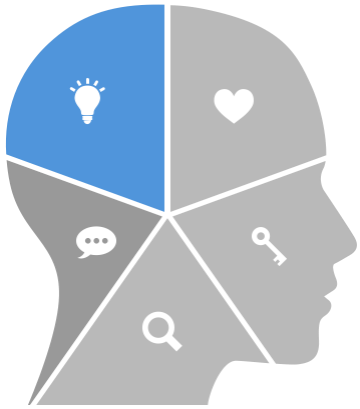
Long-term relevance: personality traits

Figure 3-1 Importance of all personal characteristics measured by memo© factors, perspective of employers, by region





Second level: Attitudes



Attitudes

Working abroad
European Union
Foreigners/other cultures
Different work/study
methods and approaches

Set of feelings, beliefs or values defining opinions and standpoints

Directly related to **experiences**

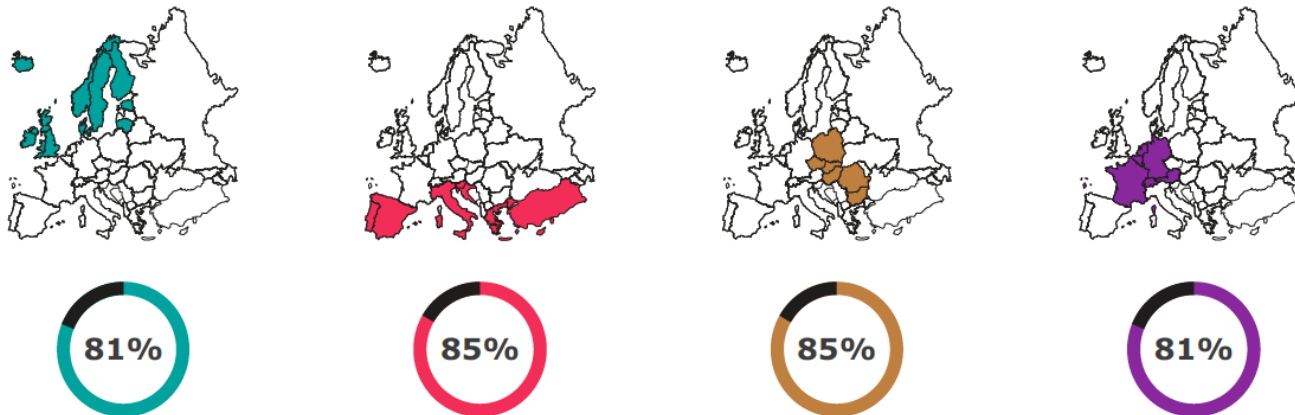
Therefore **prone to change**

Very important for development of skills



Effects of mobility on attitudes

Figure 6-5 Perceived improvement of European attitude³⁶, perspective of Erasmus students, by region





Third level: Skills



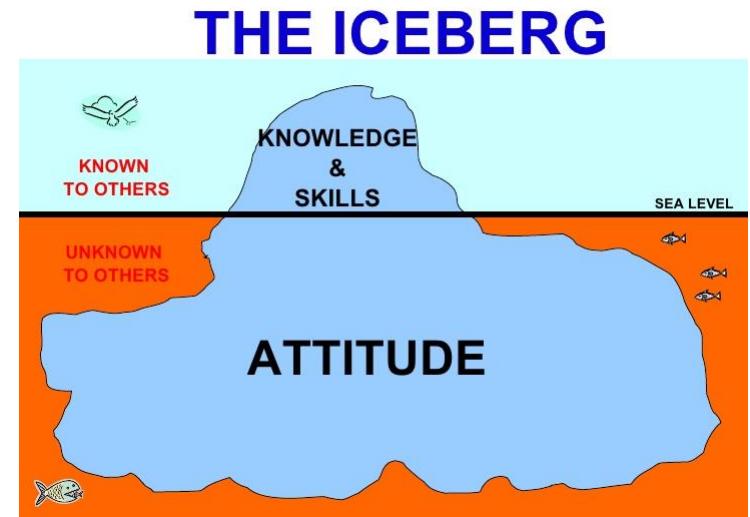
Skills

Teamwork
Problem-solving
Languages
Communication

Ability to perform tasks or activities, building on the acquired knowledge

Depending on attitudes

A good attitude can drive a person to improve skills

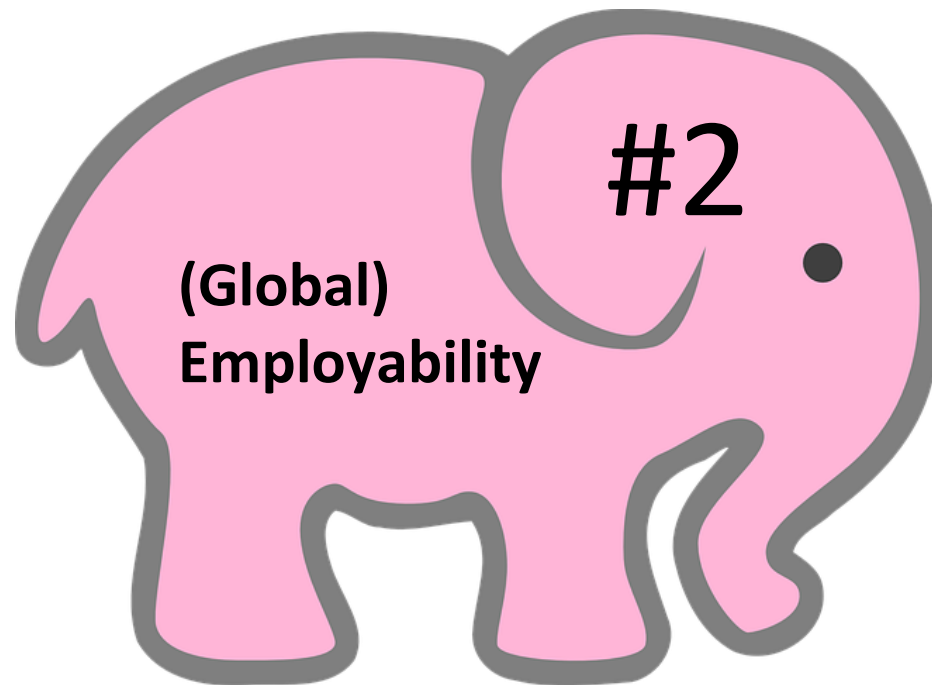




Third level: Skills... related to employability



Top 5 skills	% of employers that find it relevant	% of Erasmus students that experienced improvement
Team working skills	97	71
Ability to adapt to and act in new situations	96	94
Planning and organisational skills	96	76
Communication skills	95	92
Analytical and problem-solving skills	95	68





Employability vs. Employment

Employability is “a set of achievements – skills, understandings and personal attributes – that make graduates more likely to gain **employment** and be successful in their chosen occupations...”.

(Yorke, 2004)

Employment
the state of having paid work

Employability

- **long-term** concept supporting a person through career development
- **not solely demonstrated** through attainment of a job
- **develops and builds** through experiences
- **benefit extends** beyond individual to organisation, community and economy

IEAA Australia 2018



Development of employability through mobility

Skills

Improve your ability

- to work in a team
- to solve complex problems
- to communicate your needs and interests
- to plan projects and achieve results
- to speak a foreign language

Attitudes

Become more interested

- in living abroad
- in Europe
- in other cultures
- In different methods and approaches

Personality Traits

Become

- more open to new ideas
- more aware of own limitations
- more extroverted
- more agreeable to opposing views and life styles
- less neurotic and judgemental



Effect on Employability



Effect on Employability



Direct

Direct and Indirect

- Employable abroad (multi-nationals)
- Interest in European and other cultures better for leading int. teams
- Better results through methodological variability

Indirect

- Better equipped for leadership position
- Long-term employability (stability, reliability)
- Better manager of own career (extroversion, openness)



Employability for musicians

What is employability for a musician? What is important? Discuss later...

Skills

?

Attitudes

?

Personality traits

?

Music graduates = musicians?

Only 50 % of music performance students become musicians

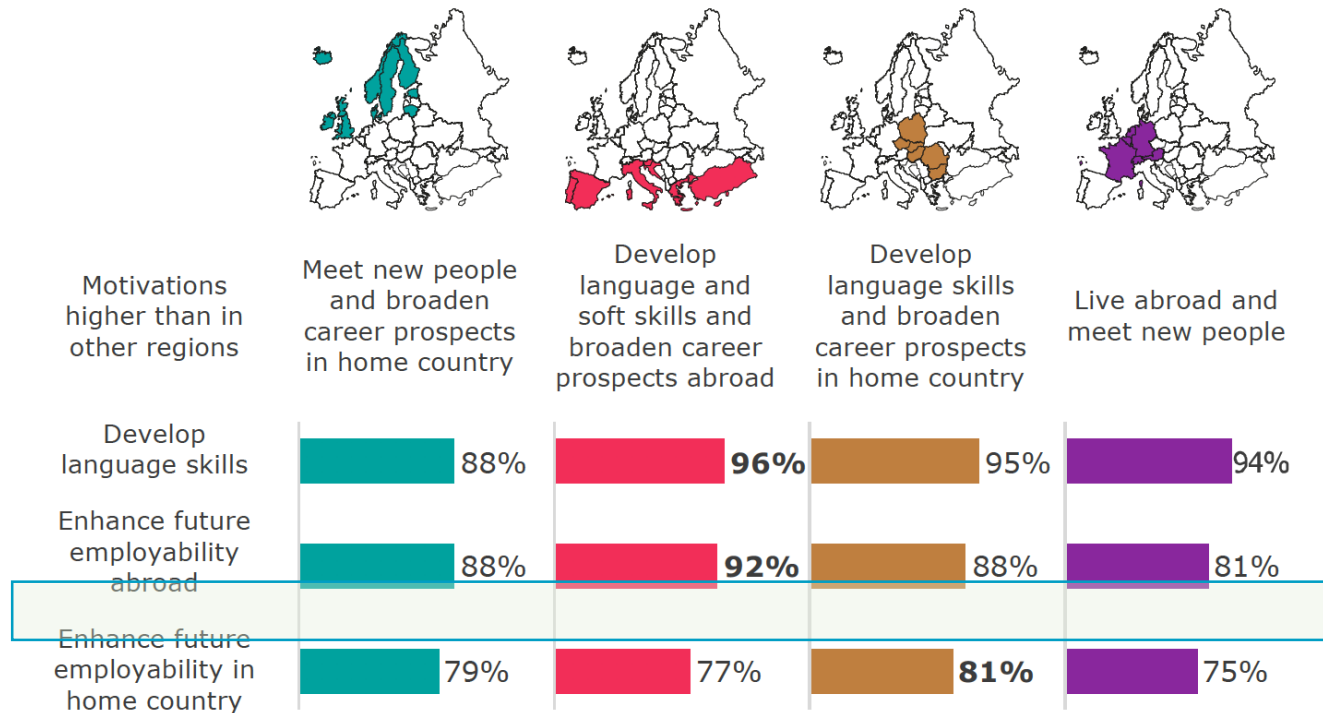
75% of music education students become teachers

Miksza & Hime (2015)



Awareness for employability among students

Regional results for reasons to go abroad





Effects on employment

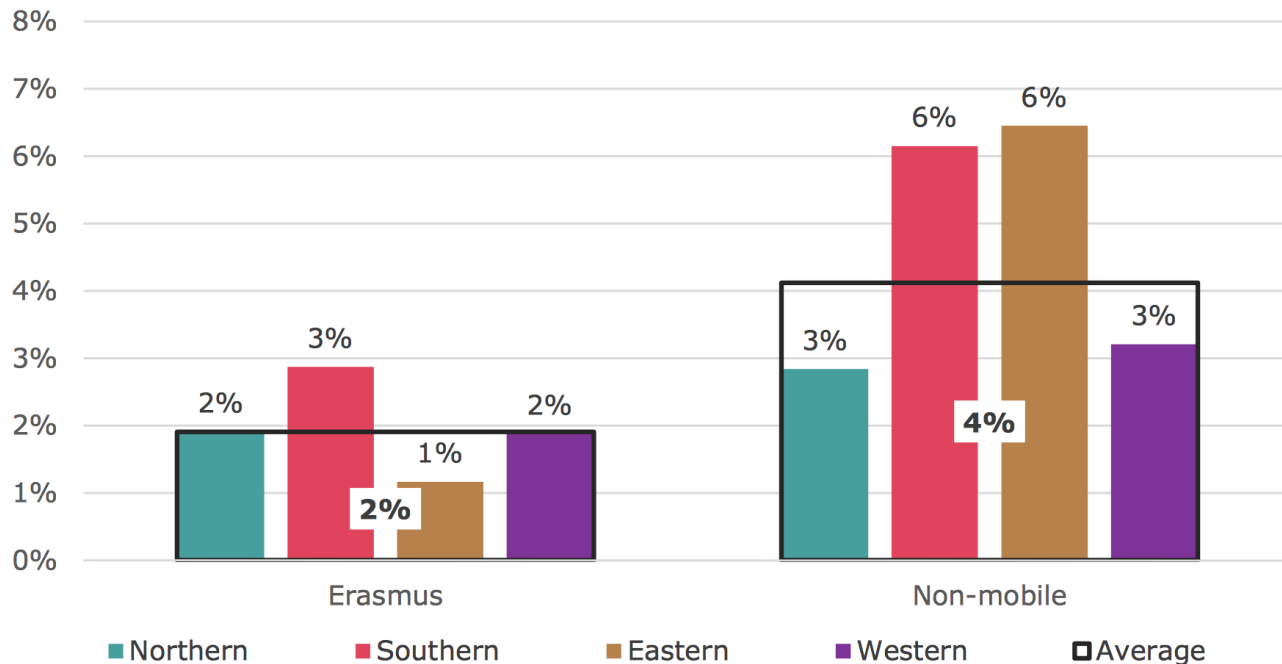
E+HEIS 2019 found no significant differences between new E+ and nonmobile graduates!

Unemployment music (US)

Performance 6.7%

Education 5.7%

Long-term unemployment of Erasmus and non-mobile alumni (more than 12 months after graduation)

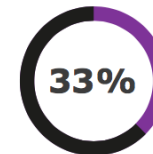
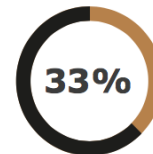
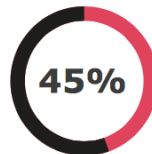
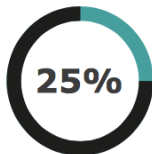


Graph: EIS 2016



Effects on career

Job offer through a work placement abroad, Erasmus alumni

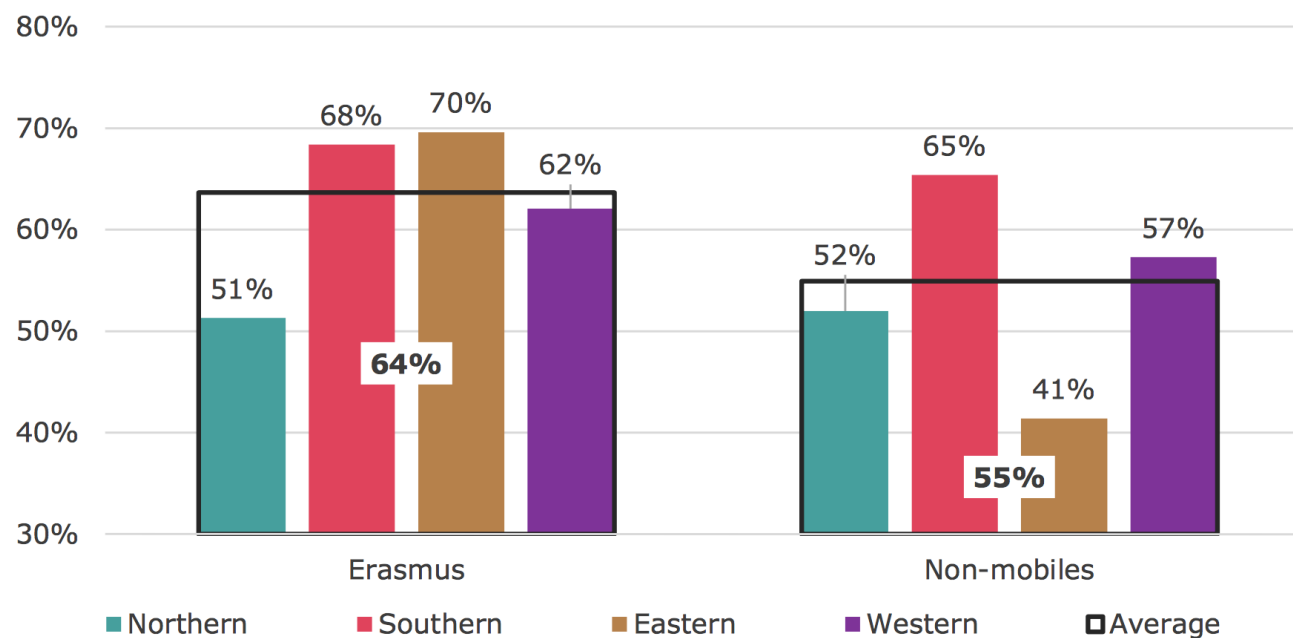


E+HEIS 2019: **40% across Europe** (p.182)



Effects on career

Alumni in management positions five to ten years after graduation



E+HEIS 2019: E+ graduates 57%, others 53%



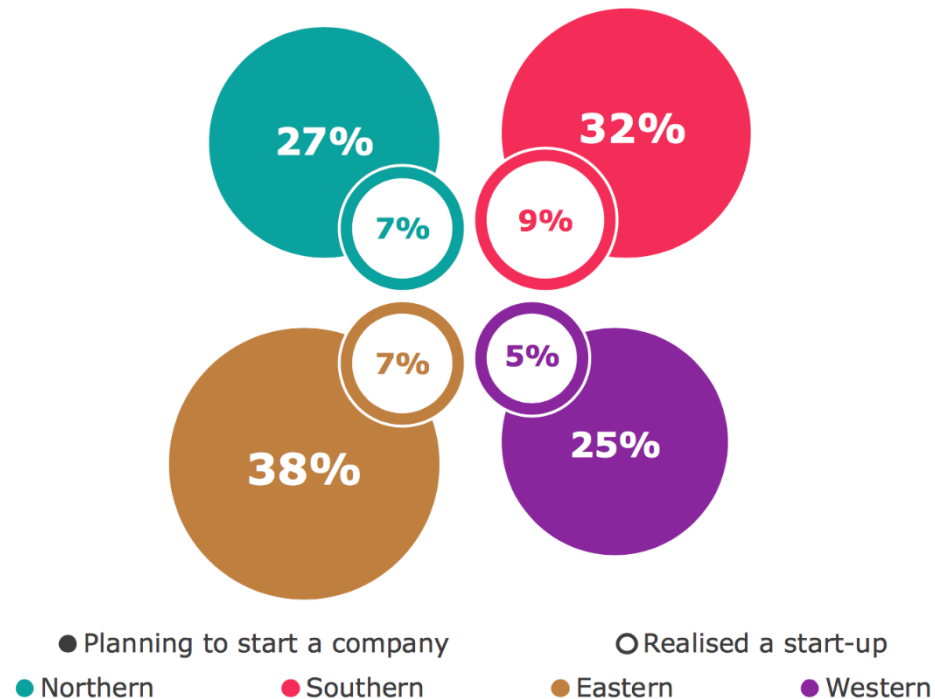
Effects on entrepreneurship

Start-ups realised or planned by Erasmus alumni

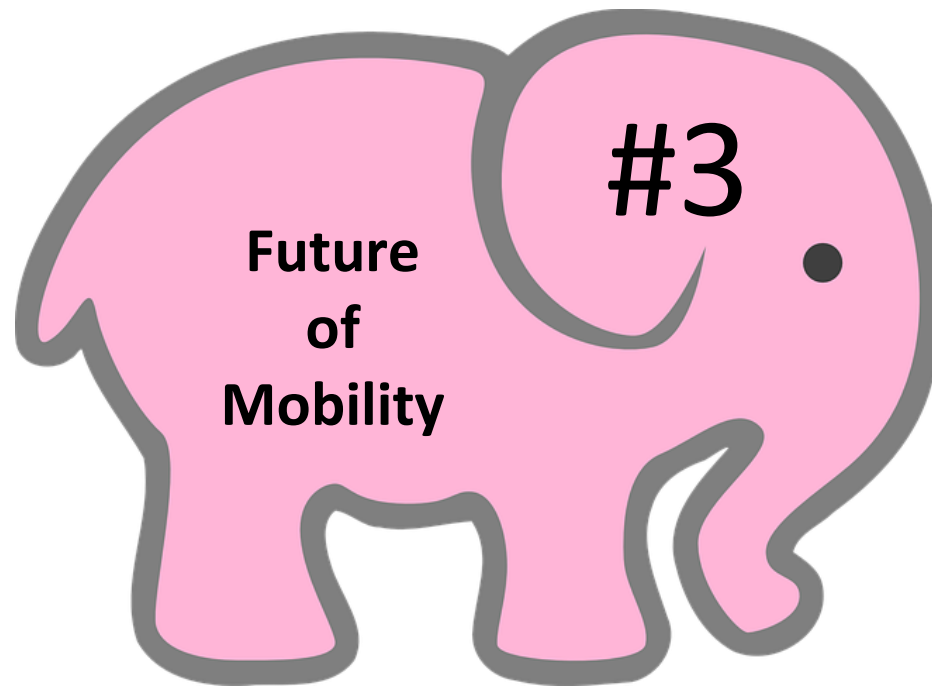
E+HEIS 2019:

10% E+ graduates started a company

75% plan or can envision to do so



Graph: EIS 2016





3 major global trends affecting HE

leading to 3 predictions ...



The focus shifts towards Asia

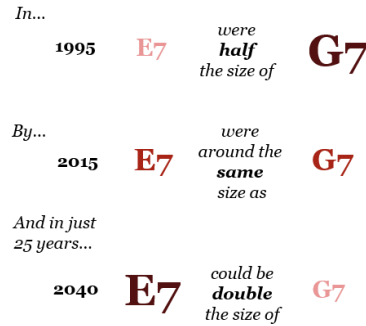
Emerging markets will dominate the world's top 10 economies in 2050 (GDP at PPPs)

	2016	2050	
China	1	1	China
US	2	2	India
India	3	3	US
Japan	4	4	Indonesia
Germany	5	5	Brazil
Russia	6	6	Russia
Brazil	7	7	Mexico
Indonesia	8	8	Japan
UK	9	9	Germany
France	10	10	UK

■ E7 economies ■ G7 economies

Sources: IMF for 2016 estimates, PwC analysis for projections to 2050

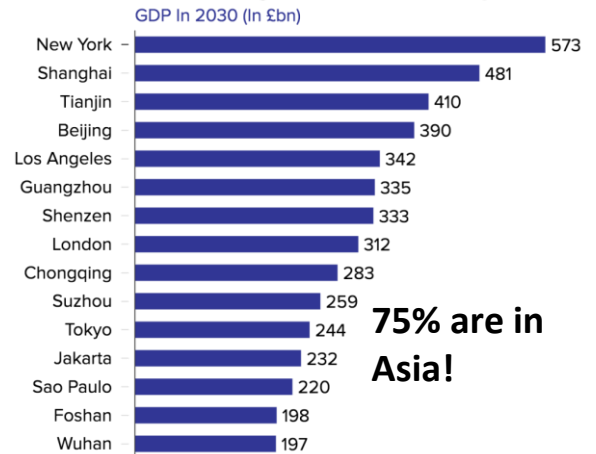
Global economic power will shift to the E7 economies



G7: US, UK, France, Germany, Japan, Canada and Italy
E7: China, India, Indonesia, Brazil, Russia, Mexico and Turkey

Sources: IMF for historical GDP, PwC analysis for projections to 2050

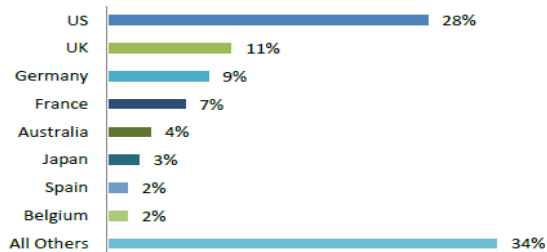
The Cities Contributing Most To Global GDP By 2030



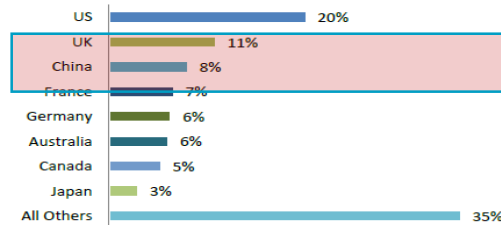
75% are in Asia!

The Market Mogul | Data: Oxford Economics

2001
Worldwide: 2.1 million students



2014
Worldwide: 4.5 million students



Source: Atlas of Student Mobility
<http://www.iie.org/projectatlas>



Prediction #1 – Asia hub

Asia will be the leading internationalisation hub globally, leaving Europe and the US behind



Will Europeans go to Asia to study music?



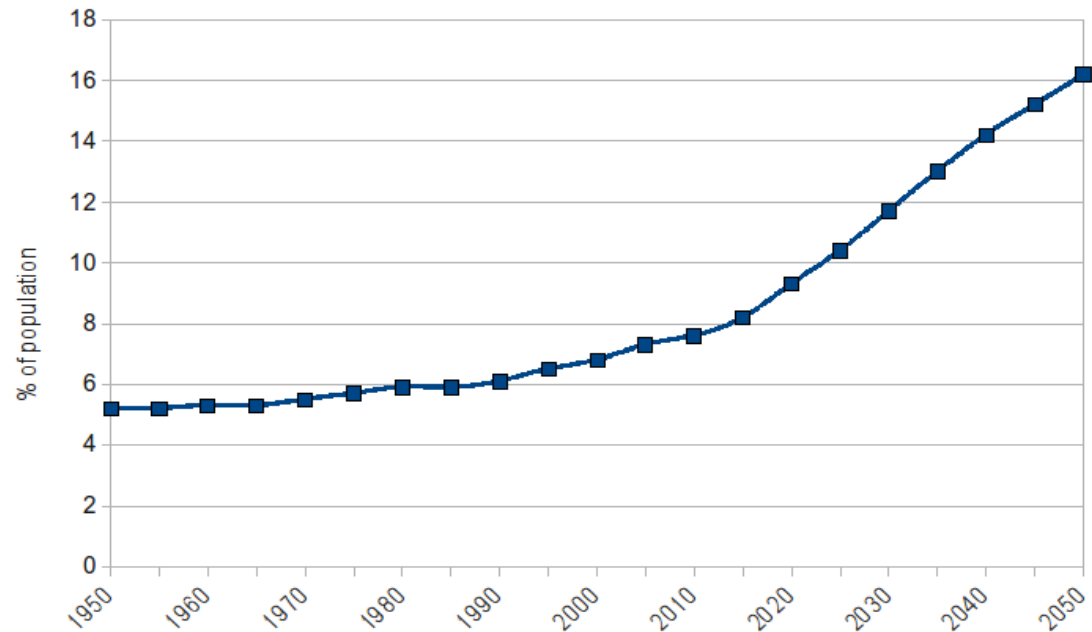
Ageing society

Ageing world:

new opportunities
for education and
employment?

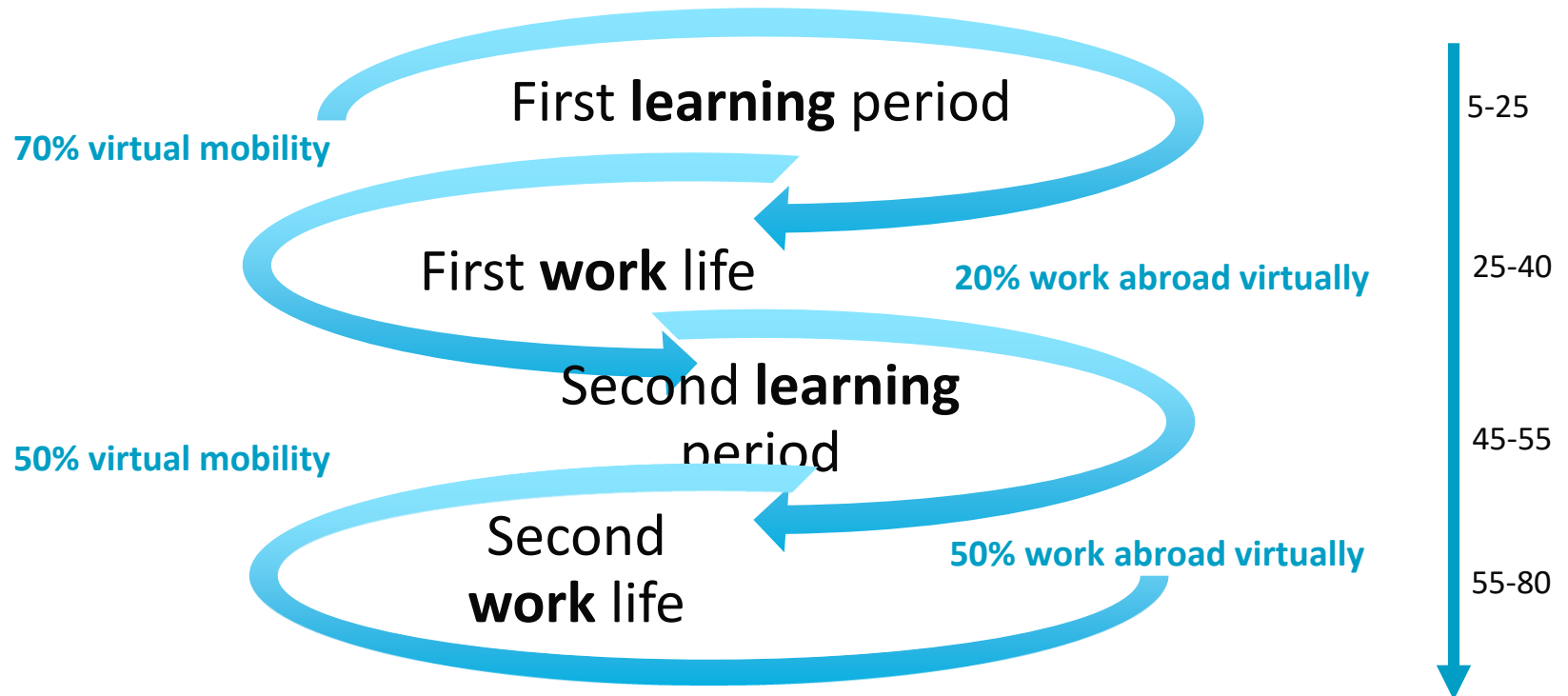
Percentage of the World Population Over 65, 1950-2050

Source: UN World Population Prospect, 2008





Prediction #2 - Double life circle



Combination of music performance and music education study?

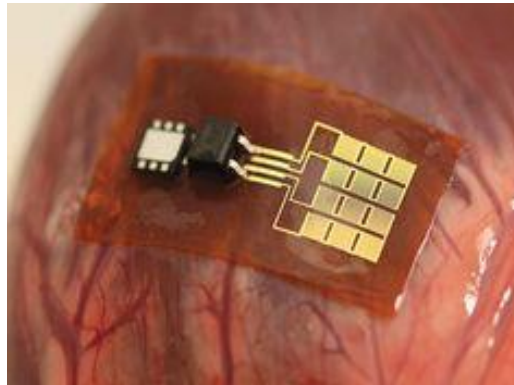


Technological revolution 4.0



Latency will disappear in virtual communication

Implants and human-tech interfacing will blurr boundaries between humans and technology





Prediction #3 – Virtual world



80% of mobility will be virtual (avatars, surrogates)



Music bands will be often virtual



Implants will measure effects of mobility on personality and physical health





Thank you very much for your attention!



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