



Curtin University







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# Strategic Conversation: Employability for International Students

Dr Julie Howell  
Curtin University

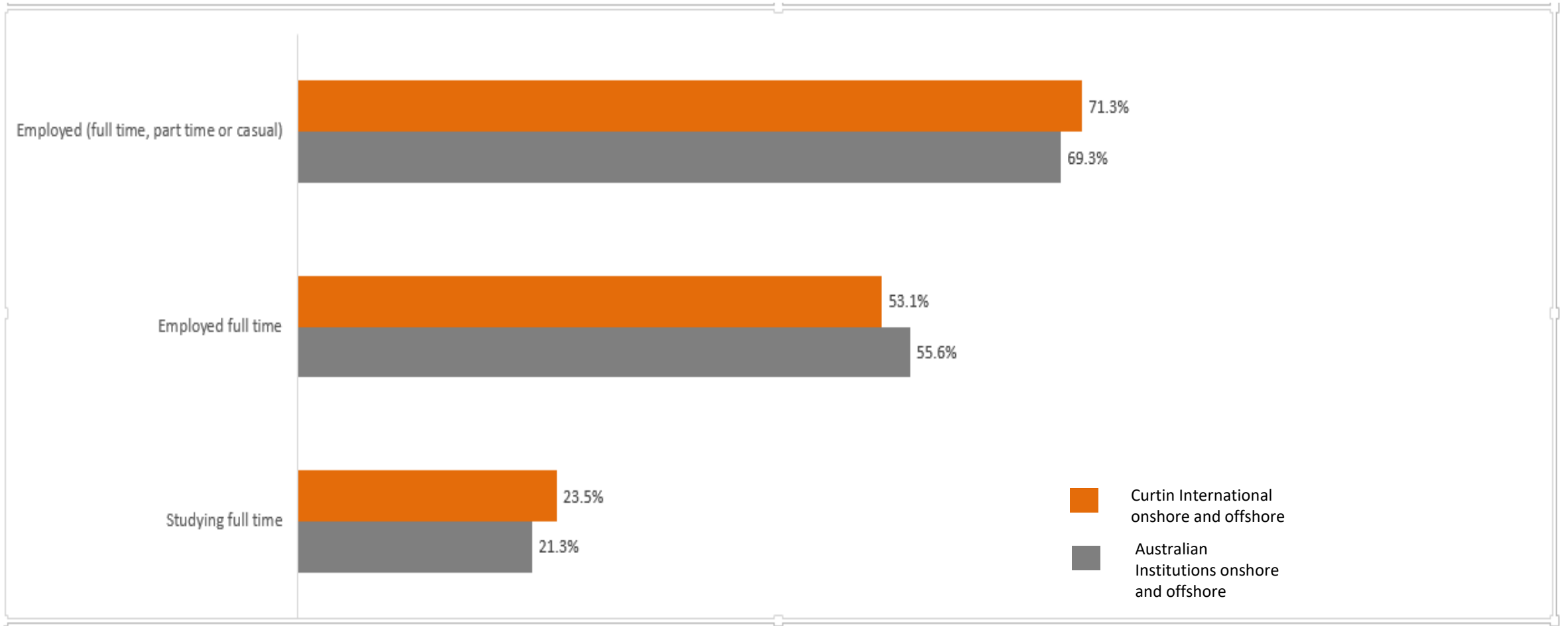
A global university

Perth | Malaysia | Singapore | Dubai

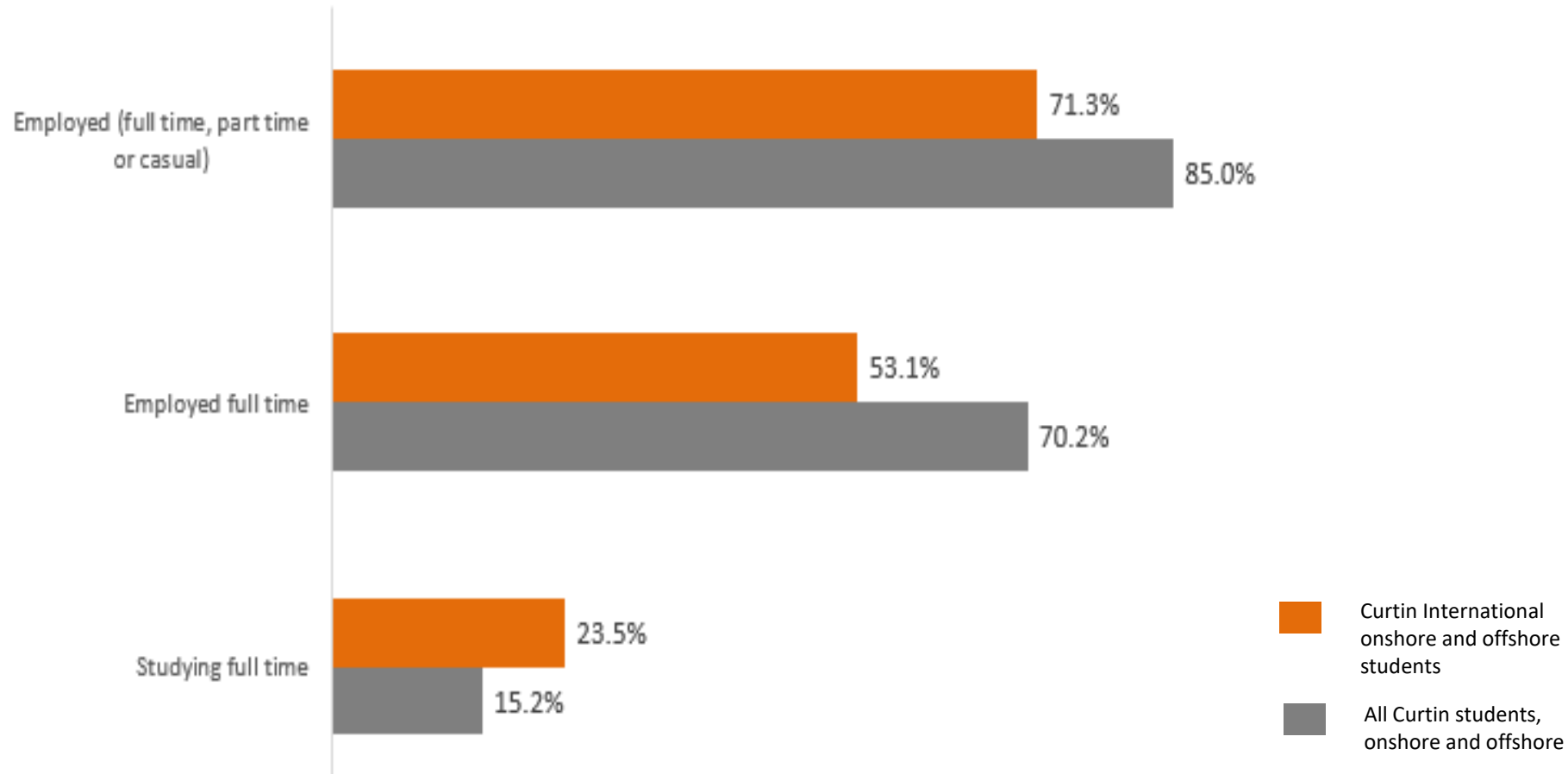
# Employability Development

- Graduate Outcomes: Connecting students to jobs, employers, alumni
- Developing lifelong employability skills and qualities
- Aligning Curtin outcomes to local and national and economic needs

# National Graduate Outcomes

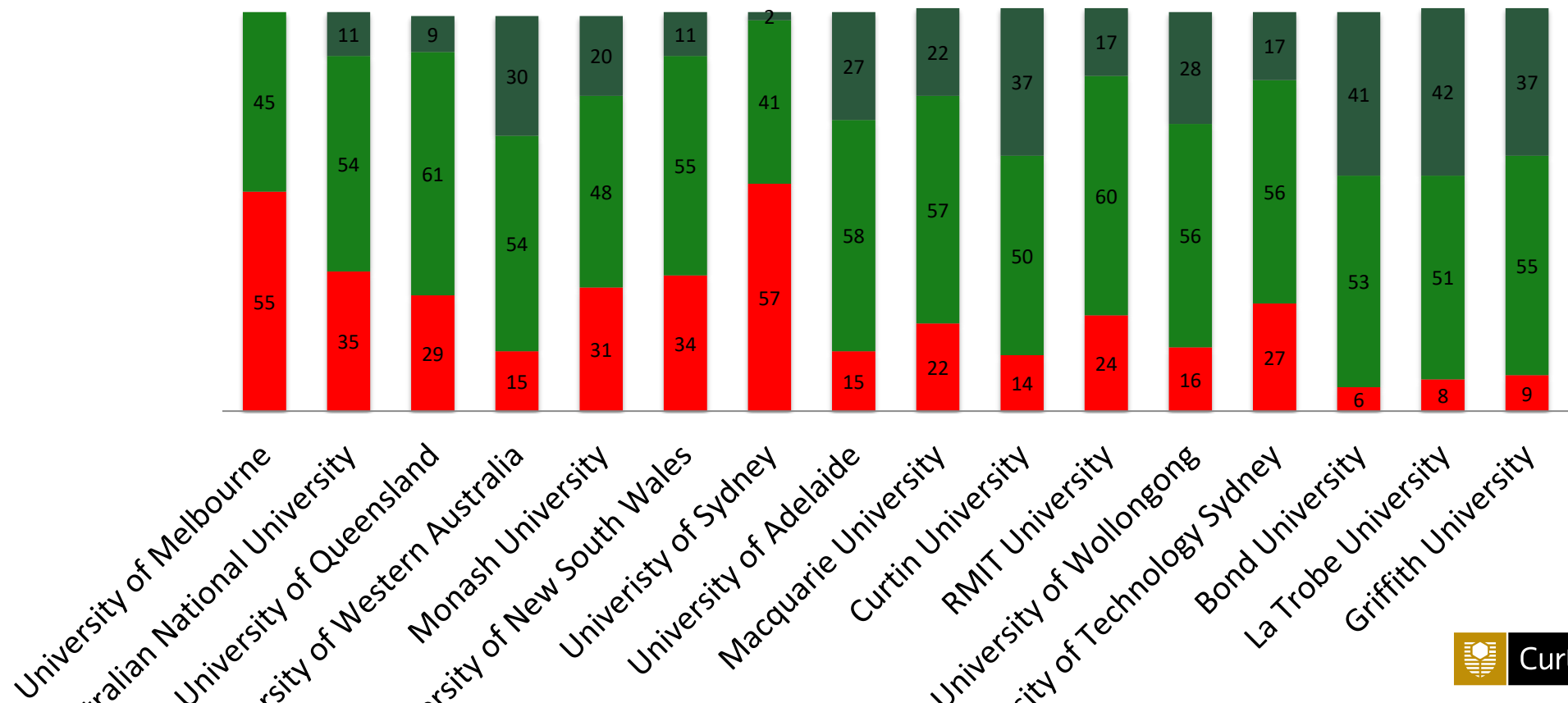


# Curtin International and domestic students



# Graduate Outcomes:

Which of the universities in Australia do you actively target returnees students from





# Graduate Outcomes:

## Main reason(s) for not targeting a university

Global rankings not high enough	21.51%
Don't already have a contact of know how to begin speaking directly to the Universities	19.35%
Not enough time to target overseas Universities	38.71%
Not sure of the number of returnee students and their areas of study	53.76%







# Recommendations:

- Implement a strategy to raise Curtin's profile with international employers;
- Review management of Tier 2 – 5 Employers/Industry recruiting Curtin students;
- Continue to extend delivery of GOS to Curtin's off-shore campuses and partners;
- Systematically pilot longitudinal research studies of employment destinations of Curtin's international students




# Graduate Outcomes

Student Login | Employer Register / Login

Home | Current Opportunities | Student Support | Employer Support | Help | English

Curtin University GLOBAL CAREERS



## Global Careers - International Employment for Curtin Students & Alumni

Start a Job *Search*

Your country of citizenship

**Featured Employer Partners**  
254 employment opportunities currently available to Curtin University students from 932 employers.

Training | About Us | Translate | Personal Account Login



Home | Career Guides | Curtin University of Technology

### Country Career Guides

Home » Career Guides » Country Career Guides

## Country Career Guides

Get the information you need for a successful job or internship search in the top employment markets around the globe. Our country-specific guides provide 180+ pages of in-depth career advice from our local employment experts. Topics include: Job search resources, hiring trends, industry overviews, professional and social networking groups, work permit and visa regulations, financial considerations, resume/cv guidelines, interview tips and cultural advice.

Argentina	Australia	Austria
Belgium	Brazil	Canada
Chile	China	Costa Rica
Denmark	Finland	France
Germany	Guatemala	India
Ireland	Italy	Japan

**Don't have a GoInGlobal Account?**

and get access to extra features:

- Customized Homepage
- New Job Alerts
- Bookmark Content

**Search Content**

Keywords

**Did you know?**

Mexico's finance industry is dominated by the banking sector. The seven largest banks, known as the G-7, account for 80 percent of total bank assets. [See more](#)





# Employability Development: Curtin University





# Employability Development: Curtin University

The image shows two side-by-side browser windows displaying the 'challenge.curtin.edu.au' website. The left window shows the 'Challenge Hub' with a 'PLAYING' status and three challenge cards: 'Curtin Careers Careers Illuminate', 'Curtin Leaders Program Leadership Challenge', and 'Curtin Global Discovery Global Discovery'. The right window shows the 'Global Discovery' challenge page, featuring a globe with an airplane and the text 'Global DISCOVERY' and 'Welcome to Global Discovery Challenge'.

**Challenge Hub**

All Mine

PLAYING

Curtin Careers  
**Careers Illuminate**

Curtin Leaders Program  
**Leadership Challenge**

Curtin Global Discovery  
**Global Discovery**

**Global Discovery**

Challenge Hub Overview Modules Play NOW

**Global DISCOVERY**

Welcome to Global Discovery Challenge

Global Discovery Challenge prepares you for all stages of your global experiences, study and work experiences.



# Employability Development: National initiatives

**INTERNATIONAL STUDENT EMPLOYABILITY FORUM**  
21 September 2016 - 9:30-1:00 or 2:00-5:30  
Sydney Town Hall

- Learn how to make yourself more employable - in Australia, your home country or elsewhere
- Keynote address and interactive expert panels covering employment trends, immigration and recruitment
- Hear from employers about what they are looking for
- Advice and top tips from students who have succeeded
- Network with international students from across NSW

[www.study.sydney/news-and-stories/events/international-student-employability-forum-2016](http://www.study.sydney/news-and-stories/events/international-student-employability-forum-2016)

**THIS EVENT IS NOT TO BE MISSED!**

**Seats are limited!**

**INTERCHANGE 2016**

210 INTERNATIONAL STUDENTS (UNDERGRAD, POSTGRAD & PHD STUDENTS)  
07 UNIVERSITIES  
04 DAYS  
27 START-UP COMPANIES BUILT  
03 JUDGES

ANDREA GARDINER - JELIC  
JO BURTON - JOB CAPITAL  
LUKE FAY - ARTISAN

THE REACH OF INTERCHANGE ON FACEBOOK ALONE

- 70,549 PEOPLE REACHED
- 50,138 PEOPLE LIKED, COMMENTED & SHARED CONTENT
- 23,397 VIDEO VIEWS

5 FINALISTS CHOSEN FROM 27 VIDEO PITCHES. THEY PERFORMED A LIVE PITCH

FINISHED: SOLVED PROBLEMS, 1 OF 2 THEMES - EMPLOYABILITY, HOUSING, STUDENT WELLBEING, LANGUAGE SKILLS & PASSION PROJECT

START: HEARD FROM MELISSA ABU-GAZALEH, NEW YORKING AUSTRALIAN OF THE YEAR & RICK CHEN, CEO OF POZIBLE.COM

LEARNED FROM CAROL DWECK, PROF. OF PSYCHOLOGY, STANFORD UNIV. - FIXED VS. GROWTH MINDSET

LEARNED FROM THE WORLD OF LEAN START-UPS - STEVE BLANK, ALEXANDER OSTERWALDER, ERIC RIES & ASH MAURYA







# EMPLOYMENT

Applying for work

Finding Work

Need help with your (Portfolio)?  
**ON DUTY NOW**  
MONDAY  
Wednesday  
Friday  
12:00pm to 2:00pm  
Student Support Officers  
@universityofwales

THIS SERVICE HAS BEEN GIVEN A BOOST

WORK CENTRE

International  
going Global

Careers & Skills



# Recommendations:

- Curtin continues strategic conversations with WA Government to progress Government support and resourcing to develop employability skills of international students
- Support is provided by Curtin to undertake an audit of programs and services on our off-shore campuses to support the employability development of Curtin students studying off-shore



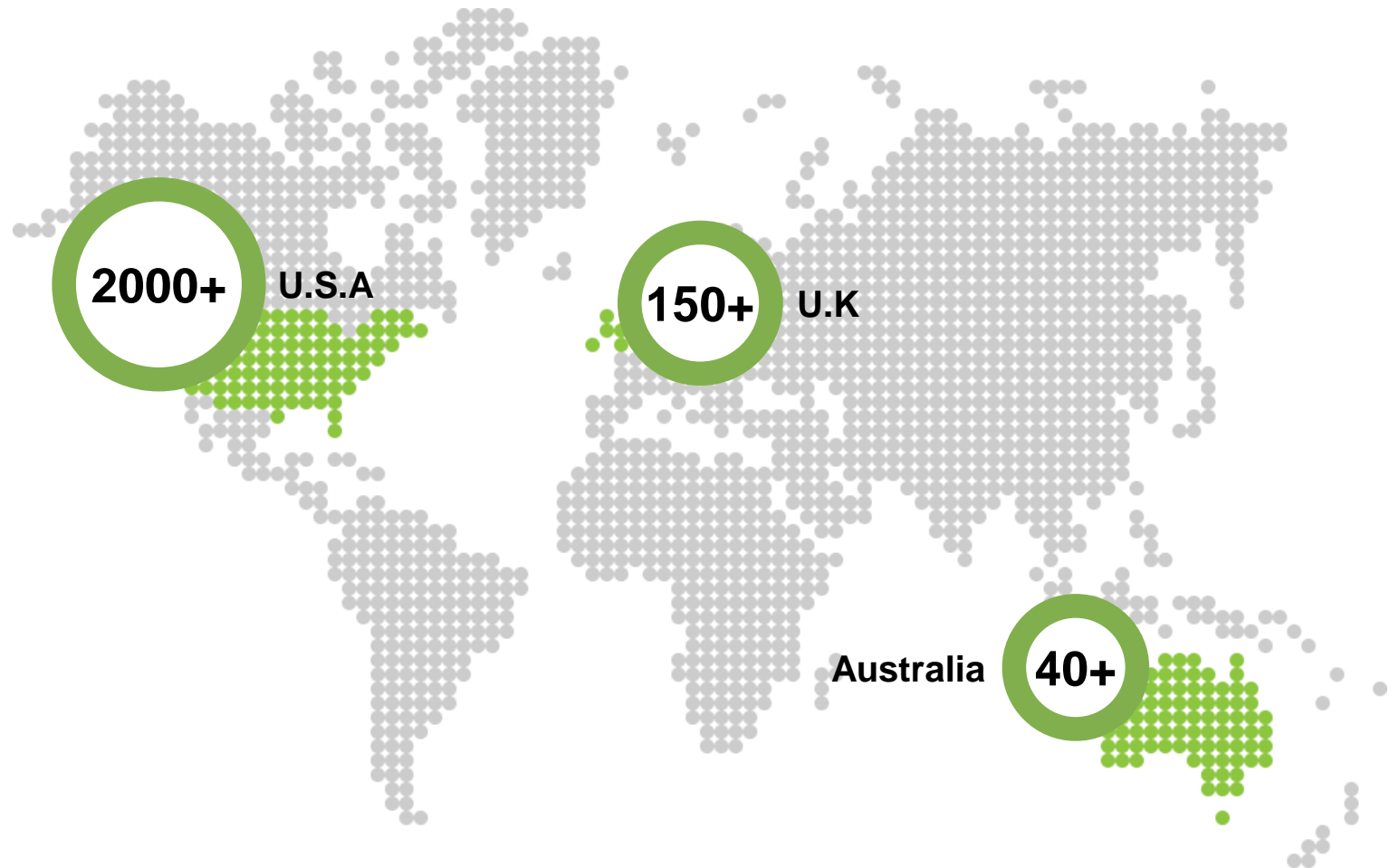
# GradConnection

Connecting you to employers



# Employer Target Coverage

- **AU**
  - 40+ Universities
  - 350,000+ International Students
  - 35% International Student Ratio
- **U.S**
  - 2000+ Universities
  - 700,000+ International Students
  - 15% international Student Ratio
- **U.K**
  - 150+ Universities
  - 410,000+ International Students
  - 22% International Student Ratio



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## International Student Employers

- **Centralised & Small** - Single teams on the ground in one country are responsible for entire regions and sometimes up to 10 countries for campus recruitment.
- **Real World Events** - Real world events in a lot of cases just aren't possible due to time and resource constraints for teams with a large jurisdiction. Many prefer remote channels
- **Language Barriers** - Especially in China and with local employers, language is a barrier to working directly with universities and existing processes
- **Ideal World** - Employers would love to work with all universities that could hold their potential candidate but it just isn't possible.



# International Student Employer Survey 2016

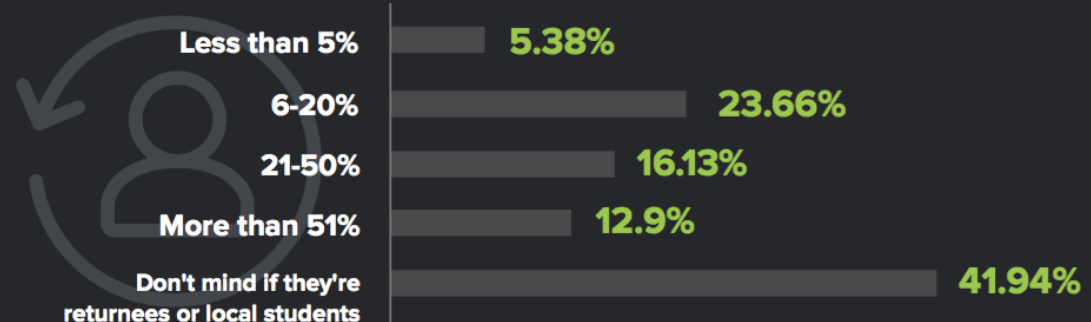
For a copy of the 2017 report email [andrew@gradconnection.com](mailto:andrew@gradconnection.com)

Free for all university and industry bodies

For those Universities you have not heard of, if you knew they had a high number of returnee students eligible to work for your organization would you like to consider targeting these Universities?

**86.17% YES / NO 13.83%**

What percentage would you ideally like to go to returnee students?





readygrad

Rohan Holland – General Manager

[readygrad.com.au](http://readygrad.com.au)



# About Readygrad

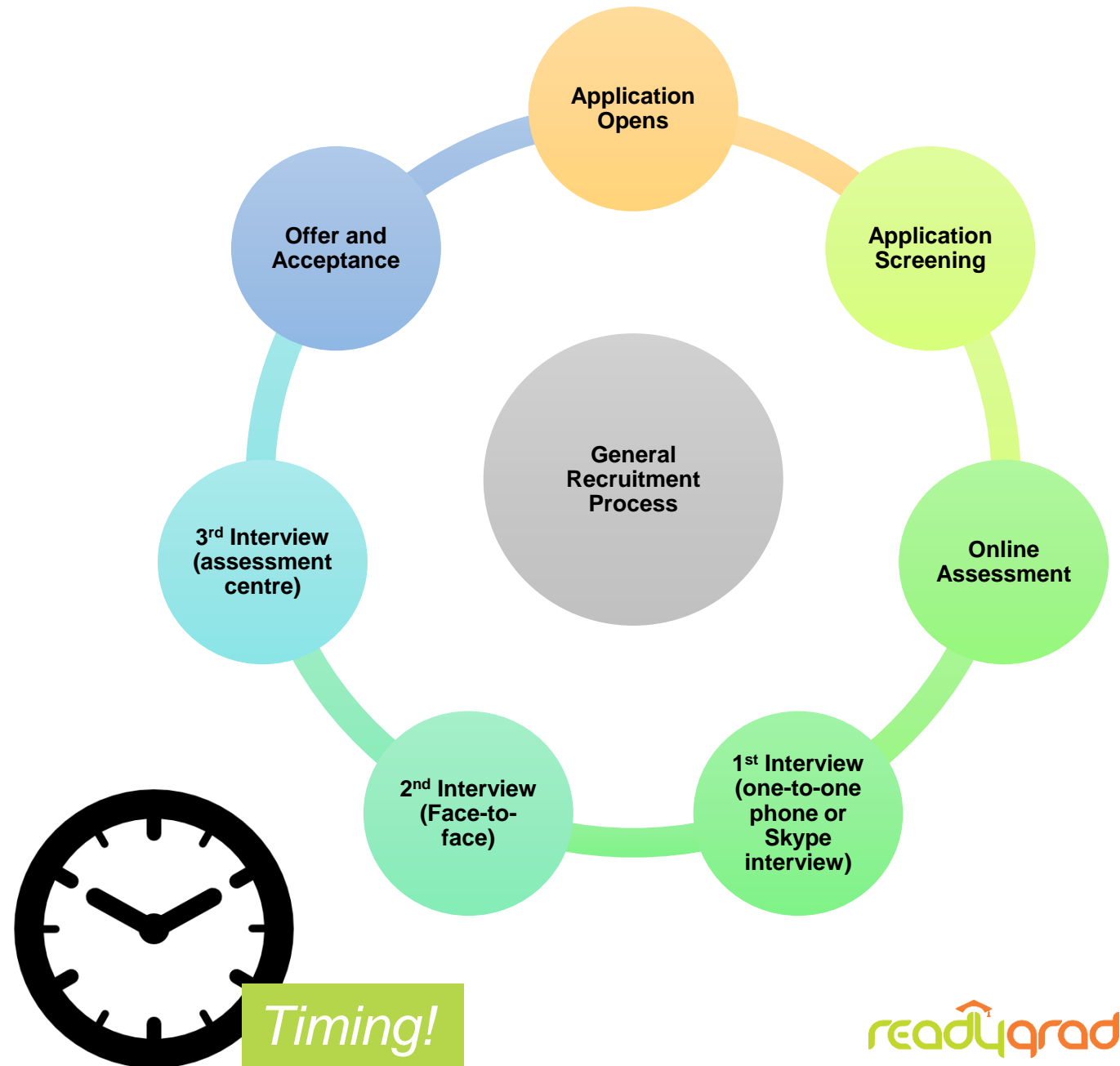


- Market leader in employability training programs for graduate and undergraduate students
- Extensive experience in managing graduate programs within mid to large organisations
- Partner with universities, schools, colleges and professional associations to build student employability with an employer perspective
- More than 6,000 students across 15 universities and other education providers
- Part of Performance Education Group, Australia's largest graduate employment specialist. Our Work Integrated Learning specialist team have placed over 13,000 interns in 3,500 host companies across Australia.



# Graduate Recruitment in China

- Recruitment starts January - June
- Deadlines in December
- At least 3 stages of interview
- 6 month process
- Online application & assessment
- Technical interview
- Personality fit interview
- Face to face interview
  
- Graduate recruitment is very similar – key difference?







## Learnings from Graduate Employers in Asia

- “Globalised thinking” is attractive
- English language & global culture capability
- Segregating graduate program positions SPECIFICALLY for those who have studied abroad
- Breadth of skills and experience are critical to be competitive
- Key insights:
  - **Graduates aren’t prepared for the recruitment process and often don’t know how / where to apply for jobs**
  - **Often haven’t worked locally (i.e. in China) and don’t have insight to work culture**
  - **Lack the soft skills required for the workplace**



readygrad

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