The impact of international mobility of students on employability

Dana Petrova
Uwe Brandenburg, PhD

dana.petrova@dzs.cz
uwe.brandenburg@globalimpactinstitute.eu
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

**INTERNATIONALLY MOBILE STUDENTS, GLOBAL, 2011-2017**

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>3,961,200</td>
</tr>
<tr>
<td>2012</td>
<td>4,046,274</td>
</tr>
<tr>
<td>2013</td>
<td>4,179,757</td>
</tr>
<tr>
<td>2014</td>
<td>4,412,980</td>
</tr>
<tr>
<td>2015</td>
<td>4,697,229</td>
</tr>
<tr>
<td>2016</td>
<td>4,854,346</td>
</tr>
</tbody>
</table>

*Source: IOM’s GMDAC based on UNESCO 2018*
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
Impact of Mobility #1
Students change through mobility... but how?

- Personality traits
- Attitudes
- Skills
- Work & Career
- Values
- Knowledge
- Relationships

Most easily developed
Most difficult to develop
First level: Personality traits

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

Zimmermann / Neyer 2013
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.
Figure 3-1 Importance of all personal characteristics measured by memo© factors, perspective of employers, by region
Second level: Attitudes

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 attitude, perspective of Erasmus students, by region

81% 85% 85% 81%
Third level: Skills

- Ability to perform tasks or activities, building on the acquired knowledge
- Depending on attitudes
- A good attitude can drive a person to improve skills

**Skills**
- Teamwork
- Problem-solving
- Languages
- Communication
### Third level: Skills... related to employability

**Top 5 skills**

<table>
<thead>
<tr>
<th>Skill</th>
<th>% of employers that find it relevant</th>
<th>% of Erasmus students that experienced improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team working skills</td>
<td>97</td>
<td>71</td>
</tr>
<tr>
<td>Ability to adapt to and act in new situations</td>
<td>96</td>
<td>94</td>
</tr>
<tr>
<td>Planning and organisational skills</td>
<td>96</td>
<td>76</td>
</tr>
<tr>
<td>Communication skills</td>
<td>95</td>
<td>92</td>
</tr>
<tr>
<td>Analytical and problem-solving skills</td>
<td>95</td>
<td>68</td>
</tr>
</tbody>
</table>

EIS 2014, 2016
(Global) Employability #2
**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)
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
- Direct and Indirect
  - Direct
    - 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

- Motivations higher than in other regions
- Meet new people and broaden career prospects in home country
- Develop language and soft skills and broaden career prospects abroad
- Develop language skills and broaden career prospects in home country
- Live abroad and meet new people

- Develop language skills: 88% (EIS 2016), 96% (Not in E+HEIS 2019)
- Enhance future employability abroad: 88% (EIS 2016), 95% (Not in E+HEIS 2019)
- Enhance future employability in home country: 79% (EIS 2016), 94% (Not in E+HEIS 2019)

EIS 2016
Not in E+HEIS 2019
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%

Graph: EIS 2016
E+HEIS 2019:

10% E+ graduates started a company

75% plan or can envision to do so
Future of Mobility #3
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)

Global economic power will shift to the E7 economies

In... 1995, E7 were half the size of G7

By... 2015, E7 were around the same size as G7

And in just 25 years...

2040, E7 could be double the size of G7

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

The Cities Contributing Most To Global GDP By 2030

75% are in Asia!
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 world: new opportunities for education and employment?
Prediction #2 - Double life circle

First learning period
- 70% virtual mobility

First work life
- 20% work abroad virtually

Second learning period
- 50% virtual mobility

Second work life
- 50% work abroad virtually

Combination of music performance and music education study?
Technological revolution 4.0

Latency will disappear in virtual communication.

Implants and human-tech interfacing will blur 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!

Uwe Brandenburg, PhD
Managing Director of the Global Impact Institute s.r.o.
Associate Professor, Universitat Rovira I Virgili, Tarragona, Spain

Uwe Brandenburg (Channel)
www.linkedin.com/in/uwebrandenburg/

Dana Petrova
Director of the Czech National Agency for International Education (DZS)

Dana Petrova (Channel)
www.linkedin.com/in/danapetrova/