

# **What do employers look for when employing our graduates?**

**Comparison of employers views from Slovenia,  
Finland and Brasil**

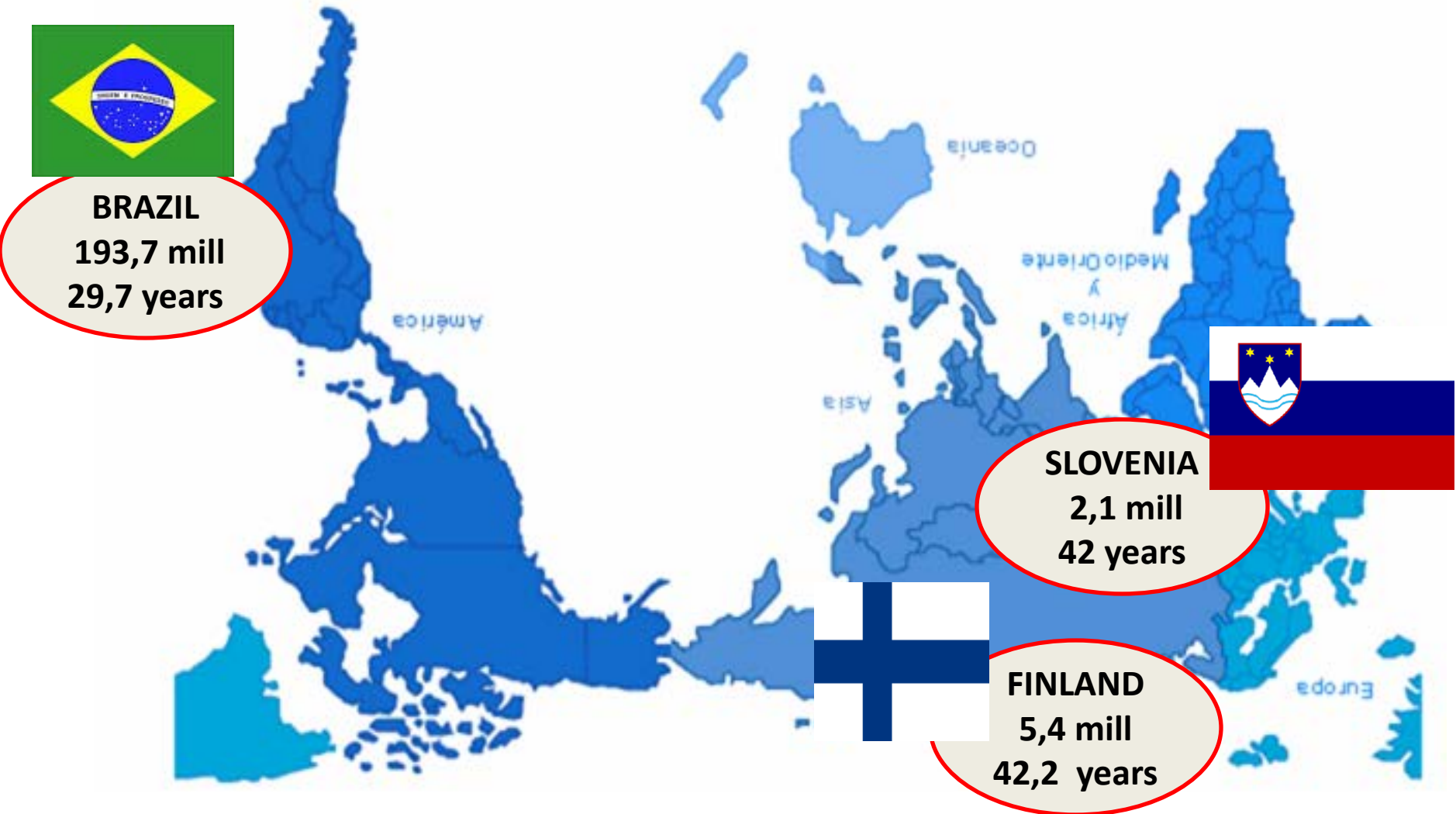
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# SURVEYS & ANALYSES

- 1. Competence development through international student mobility (2011, 2012):**
  - 1<sup>st</sup>: Era 08/09 – 09/10; 249 responses = 11,09%
  - 2<sup>nd</sup>: Era 10/11; 424 responses = 28,8%
- 2. What do employers look for when employing our graduates (2011):** 144 responses = 27.7%.
- 3. Research in Brasil** (Dr. Valeska V. Geldres; University of Sao Paulo – Brazil): N=88 (interviews)
- 4. Finnish research** (CIMO, Demos Helsinki)

# Population and average age of the population (mill)

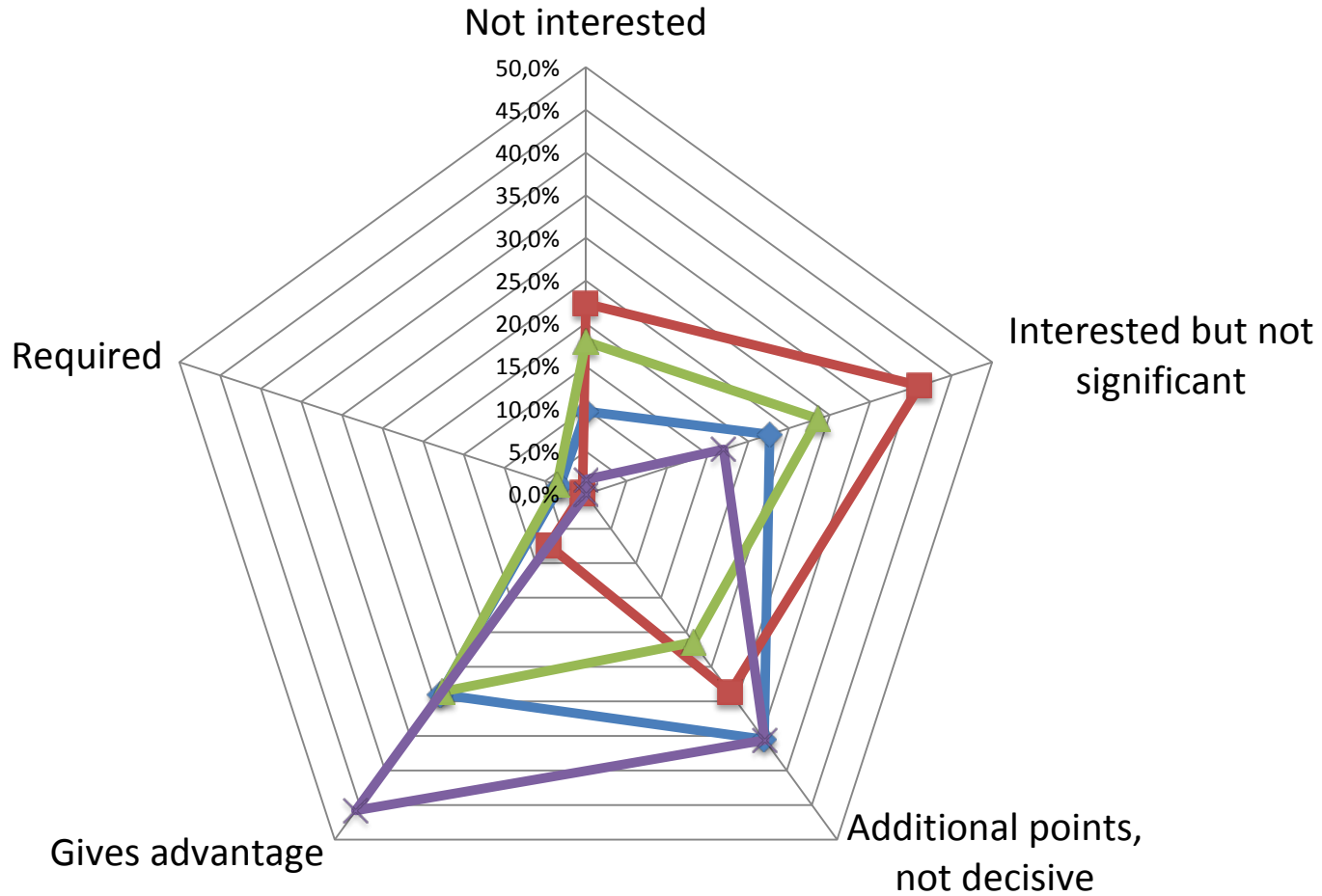


# University Students

Country	Number of University Students 2012 ('000)	Increase 2007-2012
	81,3	23,6%
	6.206,70	28,9%
	292,9	2,0%

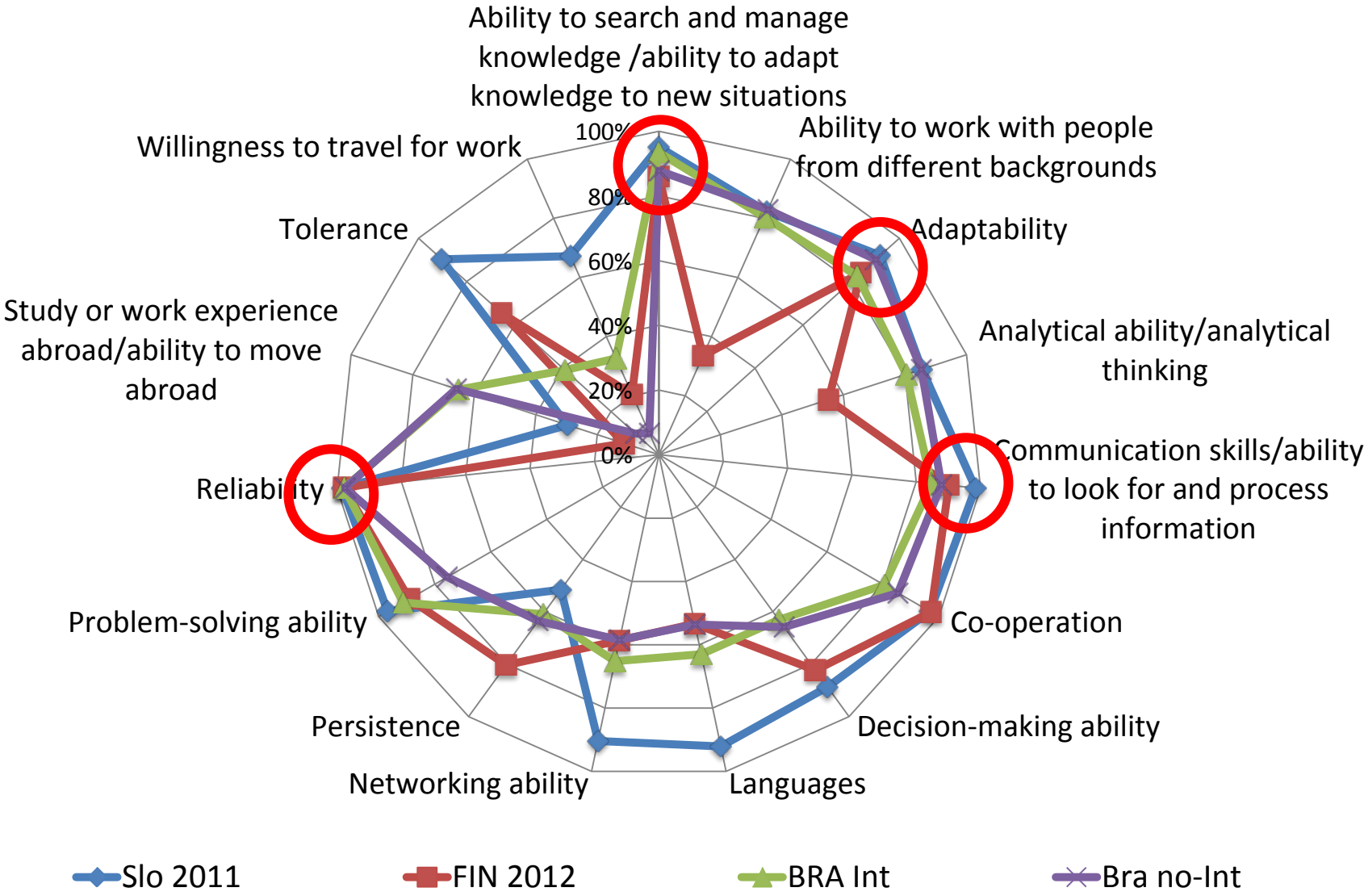
Source: Euromonitor International 2013

# How international expertise matters in recruitment

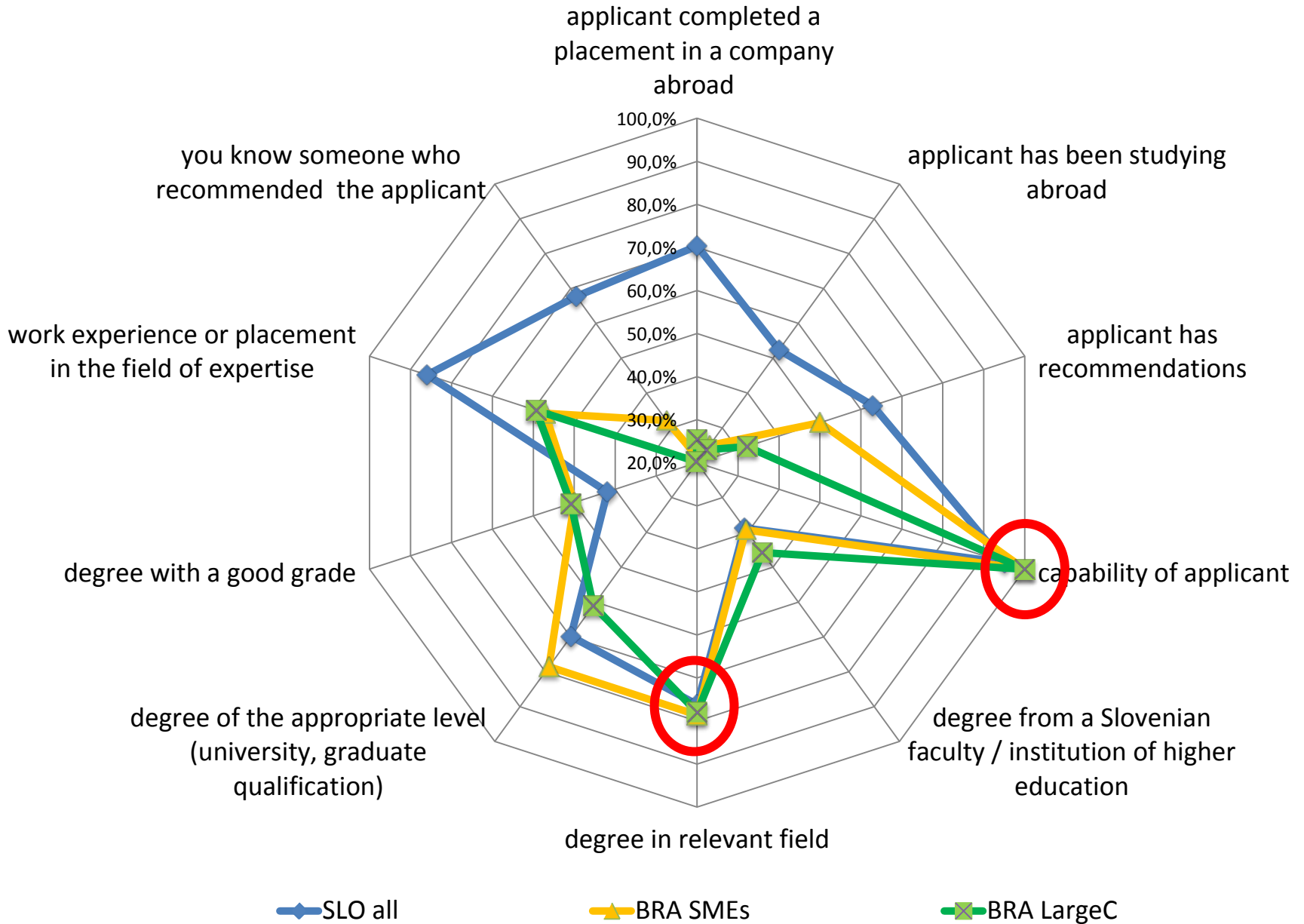


◆ SLO employers 2011  
 ■ FIN employers 2012  
 ▲ BRA employers 2013 (SMEs)  
 ✕ BRA employers 2013 (LC)

# Importance of skills and competencies of SLO, FIN and BRA employers



# What is important for employers when recruiting young graduates

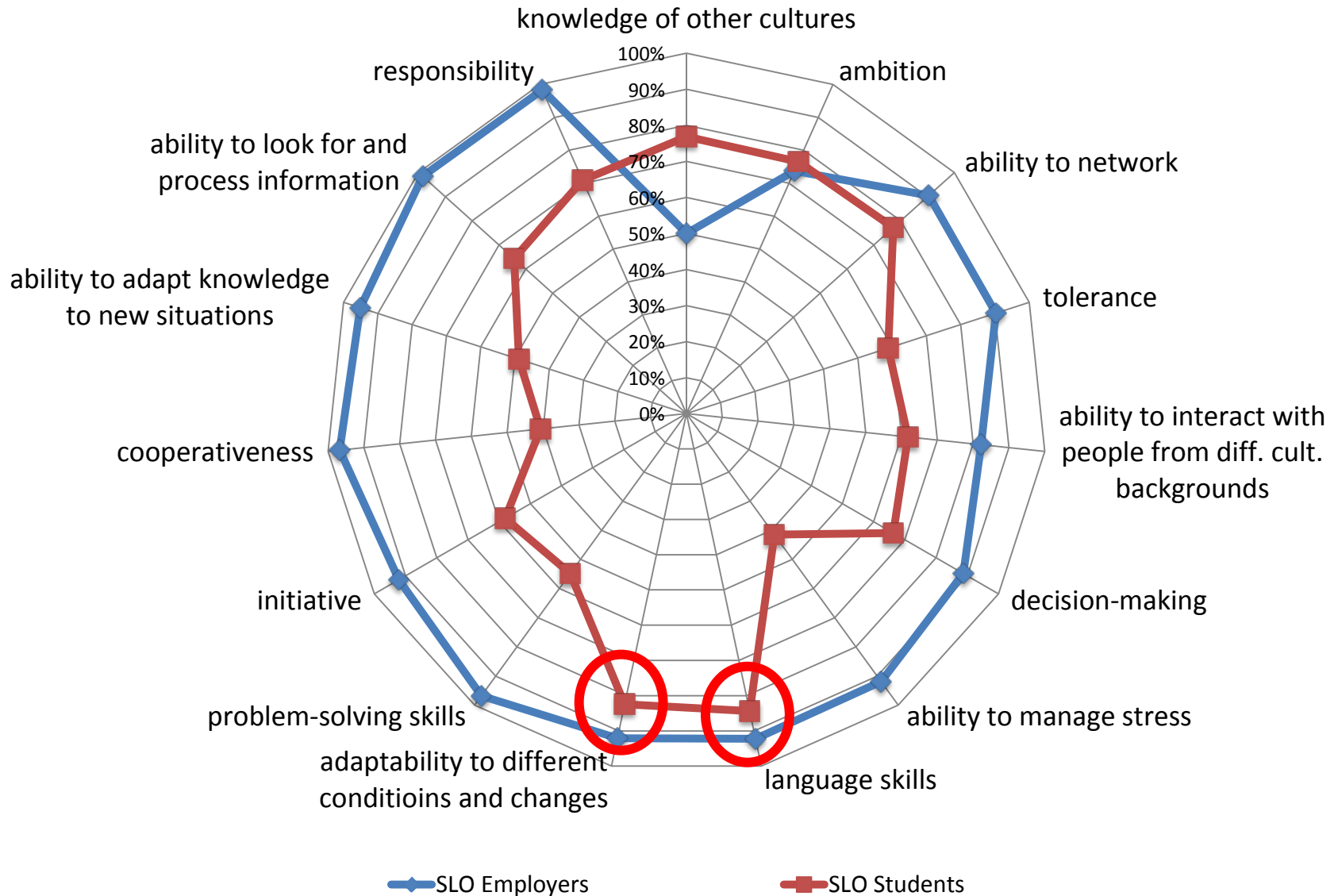


# TOP THREE COMPETENCIES EMPLOYERS THINK ARE GAINED WITH INT. MOB (Geldres, 2013)

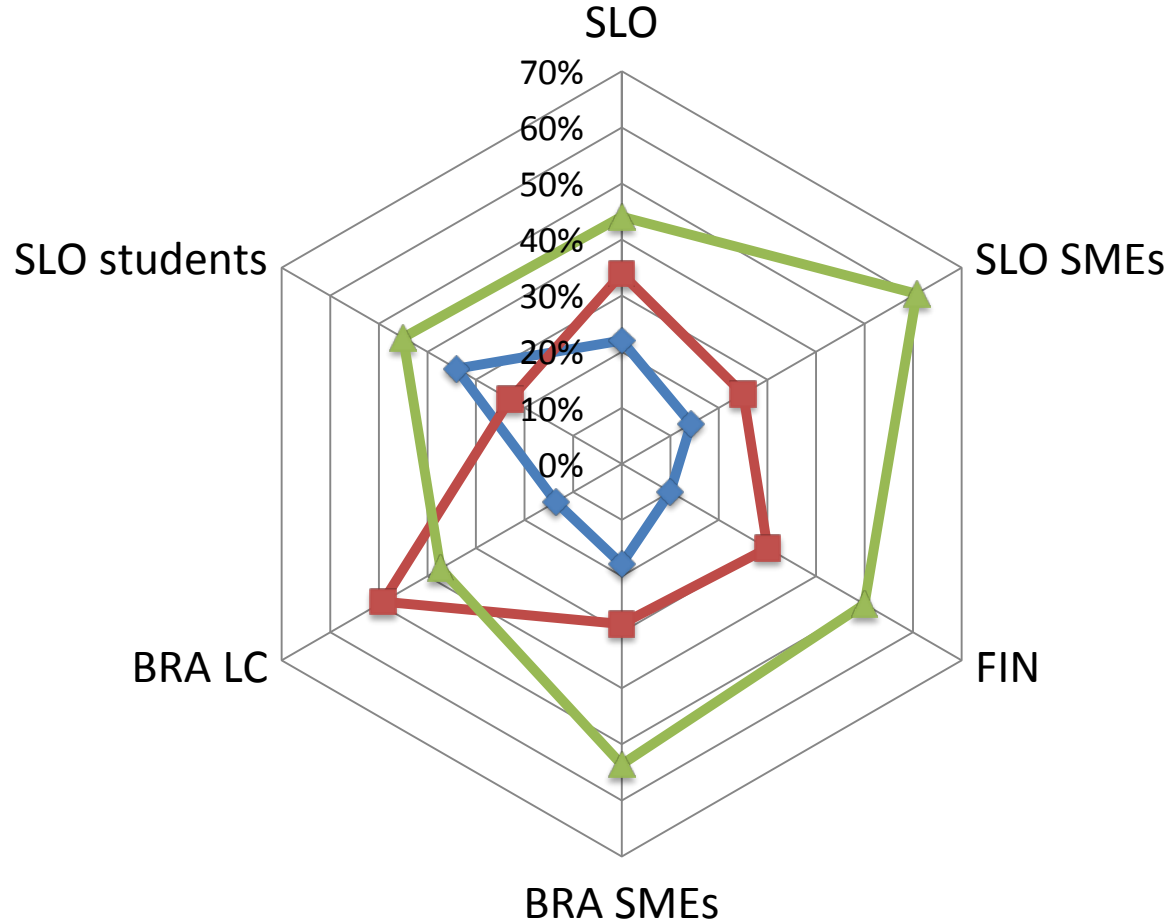
Brazilian employers (N=88)		Slovene employers (N=58)		Finish employers (N=492)	
Improve the knowledge of foreign languages	75	Learn about other cultures and environments (cultural knowledge)	68	Improve the knowledge of foreign languages	67
Entrepreneurship and initiative	48	Improve the knowledge of foreign languages	61	Learn about other cultures and environments (cultural knowledge)	35
Flexibility	47	Establish contacts with foreign students / businesses (networking ability)	40	Flexibility	19



# Students self-assessment of mobility impact and competences employers look for



# Who has advantage

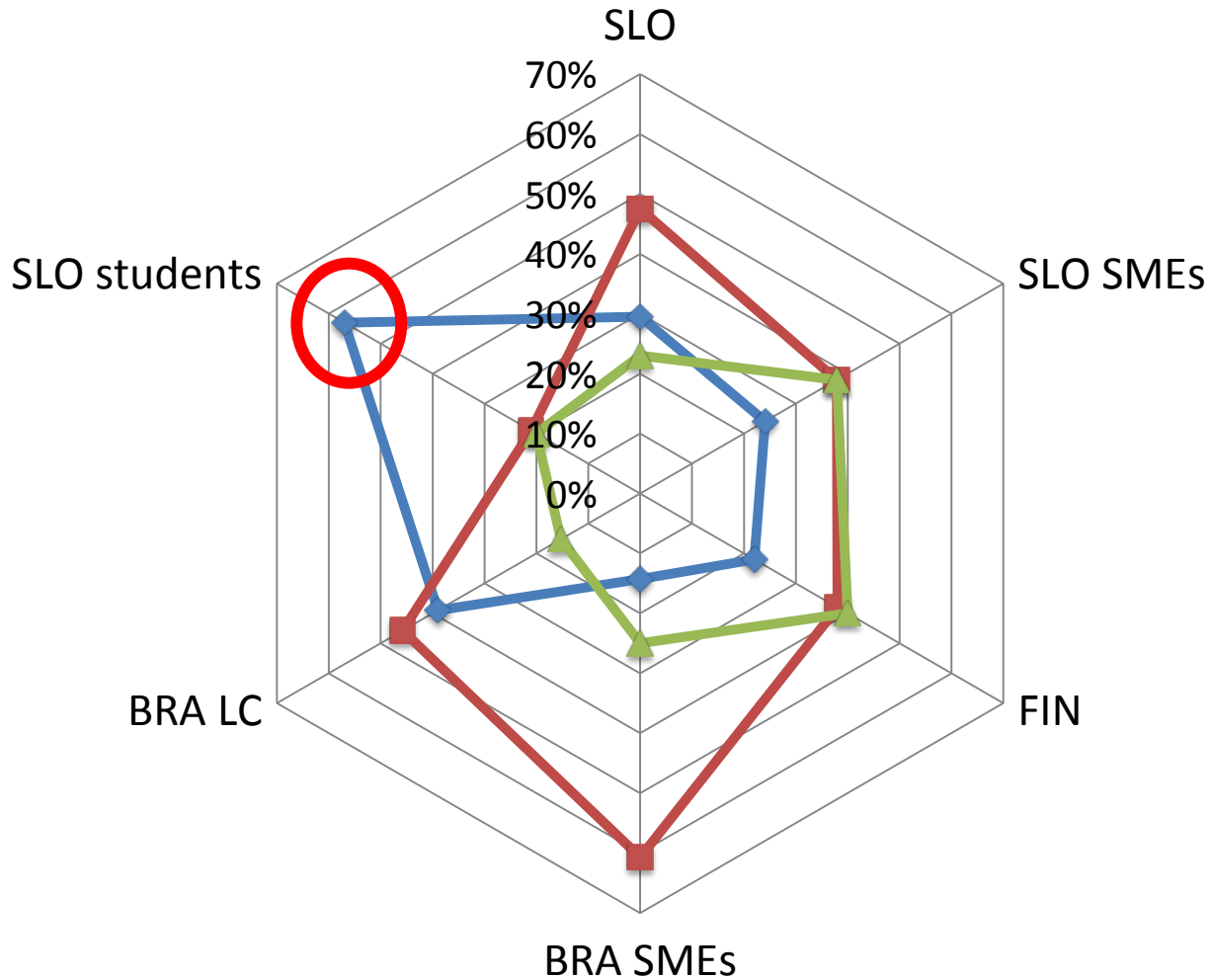


◆ candidate who finished part of his studies abroad

■ both are equally good candidates

▲ candidate who has no international experience, but has more work experiences at home

# Who has advantage



◆ candidate who was participating in an internship abroad

■ **both are equally good candidates**

▲ candidate who has no international experience, but has more work experiences at home

- Interesting/useful insights;
- Potential challenges/shortcomings?
- Ways forward: what should be done next?

**The only source of knowledge is experience.**

**Albert Einstein**



**KIITOS  
HVALA  
THANK YOU**