



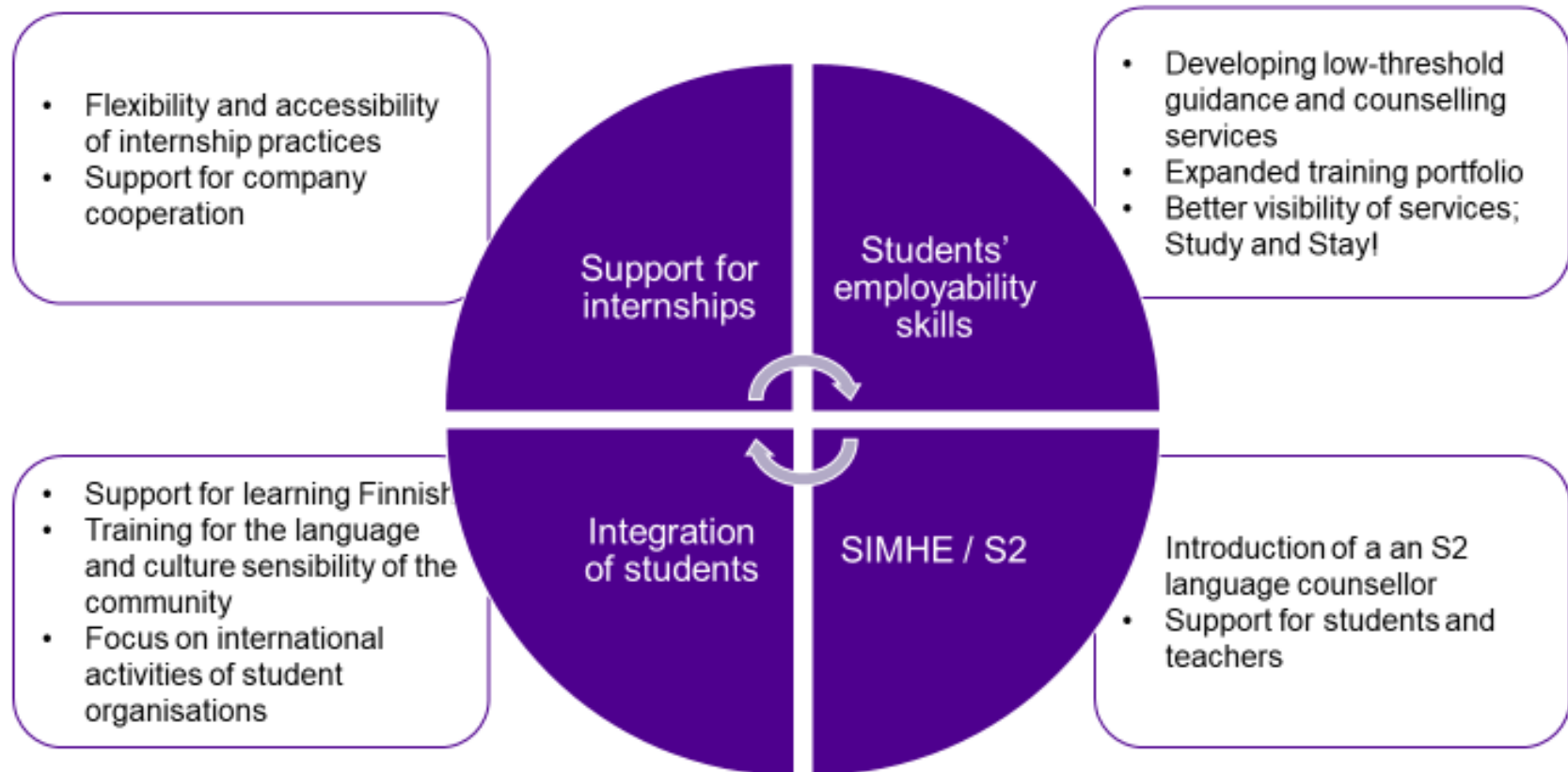
INTERNATIONAL EMPLOYABILITY LANDSCAPE

SYMBIOSIS TAMPERE + STUDY&STAY

WHAT ARE THE RESOURCES
THAT HELP INTERNATIONAL
STUDENTS ACCESS JOB
OPPORTUNITIES IN TAMPERE?

Welcome to our session

Talent Boost at Tampere University



About Symbiosis and the project team



- ★ A non-profit organisation created by international students in 2019, current Tuni alumni
- ★ We launch a variety of projects to create a more inclusive and sustainable society in Tampere and beyond in Finland.
- ★ Focus on gender equality, social inclusion of internationals and environmental sustainability
- ★ Past projects: “Our voices for the climate”, “Clean Air”, “Study and Stay” and “Create for the Climate”



Introduction round!

We will go in a circle:

- ★ Share your name!
- ★ Share one item you would bring with you to a deserted island!
- ★ Share one word that you think describes you!
- ★ Share where you work & what you work with!

What we will be doing today

- ★ Introduction to our project
- ★ Our results
- ★ Discussion
- ★ Next steps
- ★ Q&A session

Introduction to our project

The problems

For students

“Is Finland worth the effort?”

“I am just here because I don’t have another better option”

“I can always just go back to Germany”

For staff

“I need to research and teach 1000 students. How am I supposed to help internationals find internships?”

“The university is not a private institution, we don’t have to offer special services to internationals”



Our vision for the solution

Integration as a *good type of pain* & stress (e.g. ice swimming), motivating and encouraging

Students have the knowledge, support and information to find internships (✓), and the university staff know how to help them without being overwhelmed (🚫).

Companies are receptive to their expertise & unique strengths and have enough information on the benefits of hiring international students for internships (🚫)

The solution

A report with insights & trends on the employability landscape at Tampere University based on real stories of international students

- What are the resources that work when it comes to international employability?
- Bring scattered knowledge together

Our results

What we did and how

- ★ Engagement strategy: student-to-student communication, as well as university channels and social media
- ★ Survey and interview with alumni as well as students, with a total number of respondents of **83**
- ★ **Challenges and limitations:**
 - Difficult access to alumni
 - Difficult access to students or alumni from newer programs
 - Few participants from each program
 - Data is limited to personal perspectives

The resources that work

Information and Advice

*“Individual CV check was useful, they shared tips on how to design a CV if you are a fresher or an experienced specialist. So they tried to consider my experience”
(Data Science student)*

Education and teaching

*“I really like the education system in Finland, it stresses on learning the thing, and not just scoring grades.”
(Anonymous student)*

Student strategies

An alumnus graduated in the Machine Learning degree in 2018. As a student, he had a part-time job as a software developer which helped him to gain some practical experience. He says attending the job fairs helped him to build a network with companies. He also made an effort to reach out to HR agencies personally.

University services and student associations

A student in Business and Technology degree, is an active volunteer in multiple student associations. She is constantly in touch with her friends, especially Finns who really support her in writing cover letters and how to tailor her CV according to open positions.

Communications with students

LinkedIn and intranet have been successful channels for a student in the LFC degree, helping her to find an a paid internship. She found her first job in Tuni's intranet.

“During my internship I brought different aspects to the project and because the research centre liked my working culture and contribution, I got an extension and contract-based job”.

It can be improved

Information and Advice

"I heard about the TE office and International House Tampere. But they told me what I already knew." (Communication Systems, and Networks student)

Education and teaching

"I applied for internship and junior positions in Finland but it was impossible to get one without any practical experience." (Many participants!)

Partnerships and collaboration

"Also a list of companies that work in my field, we come to Finland and we do not know the landscape and it is time-consuming to collect all the information" (Wireless Communication and RF Systems student).

Field-specific approach

"The Universities Mentoring Program is useful, but people could be divided according to the area where they work and specialise in" (Comparative Social policy and Welfare student).

Student strategies

"I look for jobs on LinkedIn, apply to everything offered that fits with my profile on the "open positions", and in many other websites, but there are few opportunities for us in Finland. I found it impossible to get anything related to my professional career in Tampere or even Helsinki." (Peace, Mediation and Conflict Research student)

Partnerships and collaboration

"I don't know any international alumni, they just leave if they don't get a job." (Anonymous student, Statistical Data Analytics Master's Programme)

Communication with students

"The accessibility of those (career services information) must be improved, I read my university's website but the ads are not always there" (Anonymous student)

Some other key findings:

- ★ Communication to students!
- ★ Almost 70% of respondents did not use Career Services;
- ★ Some that used Career Services did not find helpful - why?
 - It did not necessarily lead to employment or internship offers, especially for students in the humanities
 - It did not lead to connection to companies or organisations externally
 - Advice was not tailored to field of study
 - Job applications can be exhausting!

Discussion time

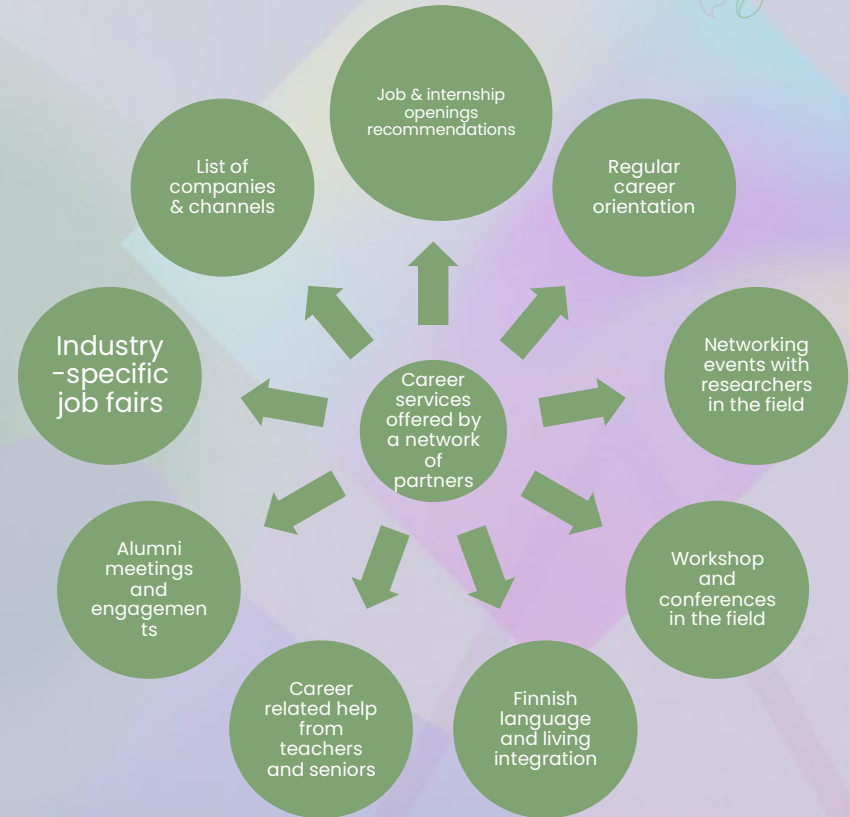
1. Each group will get a specific topic and some guidance questions based on the results we have shared
2. Share with your group your experience in this topic, and what practices you have implemented in this sphere. You can also think together about common challenges and ideas of collaboration between universities.

We have painting materials and other crafts, express yourself freely!

1. Choose a group leader to present your idea to everyone

Next steps

- ★ Baby steps!
- ★ Students lack work practice, and sometimes, the gap is just about connecting existing initiatives
- ★ Coordination among different stakeholders can be the key to amplify this work
- ★ Looking at the data, we realised that some of the ICT & Engineering students receive more specific-career support
- ★ While Humanity students receive broad support regarding how to network, or broader career advice



Share your feedback

Questions?
Comments?



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