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THE ROLE OF WORK EXPERIENCE, INTERNSHIPS AND PLACEMENTS FOR GRADUATES' EMPLOYABILITY

Srdjan REDZEPAGIC
Université Côte d'Azur, Nice, France

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The main focus areas

The question of the adequacy of university training programs with the needs of businesses and the emerging objective of improving professional skills has repeatedly been the subject of sustained particular attention from national and international public authorities. .

Never forget that since the Middle Ages, the University has been training professionals: doctors, lawyers and theologians!

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The Company-University-Student link is essential

Companies: must be looking for competent staff and require them to expand their skills pool.

University: Bologna Process leads to evaluations and the development of resources between University and Business depends on this link.

Students: arrive on the market with qualifying training relating to their project (see LRU) very strong social demand.

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Internship

There has been a growing interest in internships, both by students looking for **an internship** and by universities or schools integrating them in their curricula or promoting them as extra-curricular activities

- the number of US university graduates with internship experience was lower than 3% in 1980, this had increased to around 75% by 2000
- about 45% of all EU citizens aged 18–35 reported undertaking an internship.

An internship is important because **it can present you with new skills and opportunities that you may not receive otherwise.**

Interns gain technical knowledge within the industry of their choice by working directly with professionals in that field.

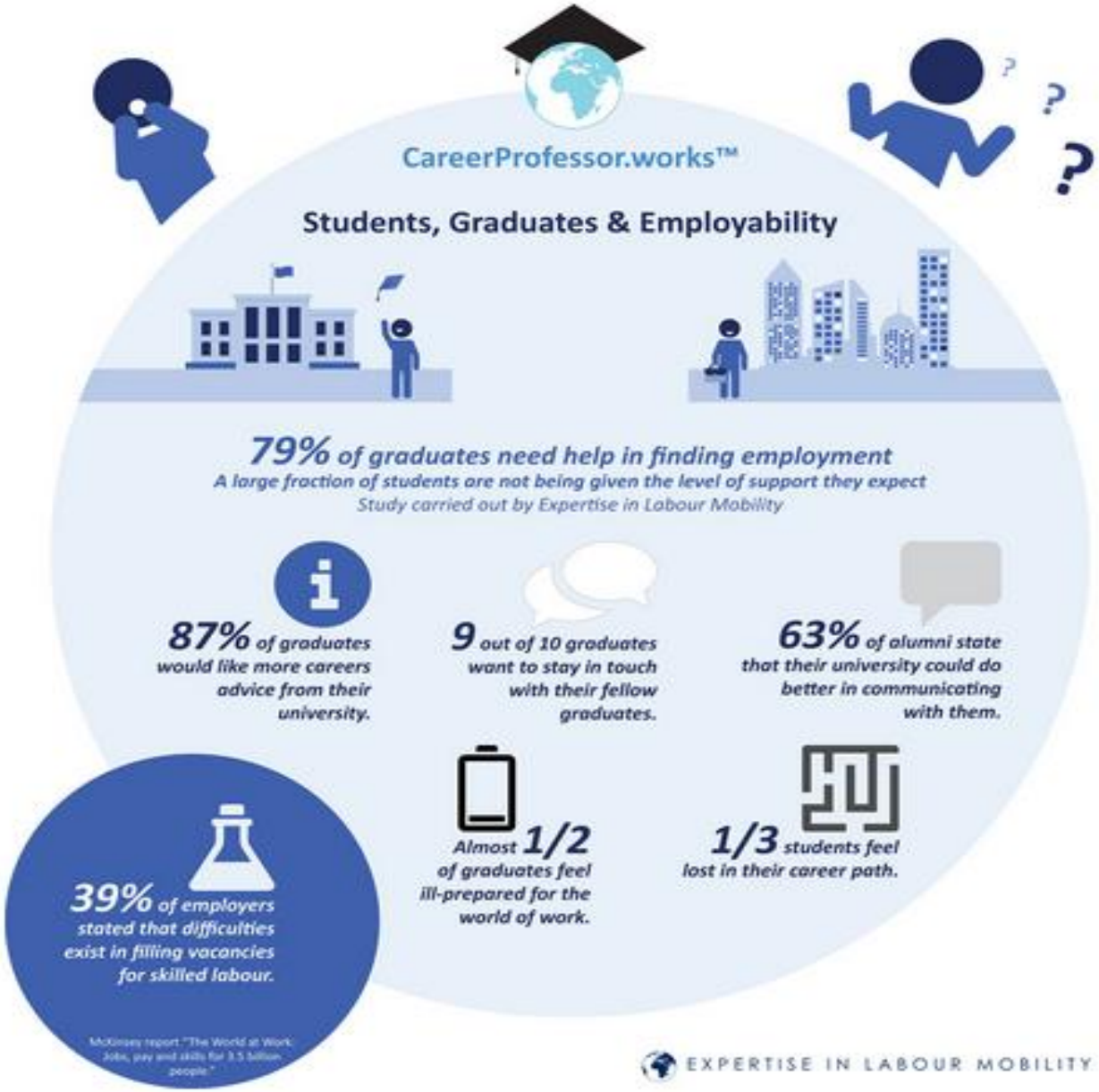
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Key experience is essential for graduate employability

Employers want graduates with a variety of well-honed life skills, just getting the job done is not enough. You'll need to **be able to work unsupervised as well as be a team-player, demonstrate creativity and develop innovative ideas**.

University vs Company… what else?

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Benefits of Internships

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- Apply Theoretical Knowledge in the Real World
- Expand on Your Transferrable Skills
- Develop Professional Connections
- Make New Friends
- Boost Your Resume
- Direct Job Offers Are More Likely
- Better Job Stability
- Higher Salary Potential.

An internship provides you with **firsthand experience, professional opportunities and personal growth**. It will also make you more competitive when applying for jobs. As an intern, you'll gain relevant skills to showcase on your resume.

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ROLE OF WORK EXPERIENCE

- The personal satisfaction from working
- Improve soft skills: communicating with others, working in a team, problem solving
- Develop technical skills
- Gain industry experience
- Career taster
- Prove motivations
- Build network
- Get a job
- Impress an employer
- Lifeskills







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Real situation in France (UniCA)

- Apprenticeship: 2,500 contracts signed within UCA, 70 work-study training courses, external participant in training, development advice.
- Links with professional branches via OPCOs and the CFA CIFRE contract: 90 CIFRE scholarships signed in 2022/2023
- Recruitment forum: in all campuses…
- Conferences, Company visits
- Financial support mechanism such as Apprenticeship Tax: €1.1 million
- Patronage Promotion of research: Training of executives by E-Cs (ex Malongo with the Institute of Chemistry).

Biggest challenge in internship

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- Internships help students master professional soft skills such as communication, punctuality and time management. These are skills that are key for success at a job and college and are highly sought after by companies. Many employers complain that there are few candidates with excellent soft skills.

  - **Tasks to do**
  - **Lack of Feedback**
  - **Little or No Pay**
  - **…**

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Time Management vs Internship

Time Management: Balancing multiple responsibilities, assignments, and deadlines can be challenging, particularly during the initial stages of an internship. For someone who had **to shuffle between doing a Masters degree and Internship**, it is always a huge challenge.



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PLACEMENTS FOR GRADUATES' EMPLOYABILITY

- Employability could be defined as **graduates demonstrating the attributes to obtain jobs**. It also relates to the employment rates of university graduates.
- In the context of higher education, employability is viewed as more than having a work.

Preparing you for the future is what should be done!

An Employability Roadmap for Placements

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Career EDGE, Dacre-Pool and Sewell*

Career Development Learning	
E	Experience (work and life)
D	Degree subject knowledge skills and understanding
G	Generic skills
E	Emotional intelligence
Employability needs self efficacy, self esteem and self confidence, with reflection and evaluation	

*original model 2007 but updated in 2020

An Employability Roadmap for Placements

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4 Components of employability, Hillage and Pollard (1998)

Assets	Knowledge, skills, attitudes
Deployment	Career management, job searching and strategic approach
Presentation	Curriculum vitae, references, interview technique, work experience
Context of personal circumstances and labour market	External influences on employability

An Employability Roadmap for Placements

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USEM model of employability, Knight and Yorke (2002) updated in Yorke and Knight (2006)

U	Understanding - Subject understanding
S	Skills - Including key skills and also known as skilful practice
E	Efficiency beliefs - Personal qualities and a belief that you can make a difference
M	Metacognition - To reflect upon learning and make/implement action plans as a result

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Concluding remarks

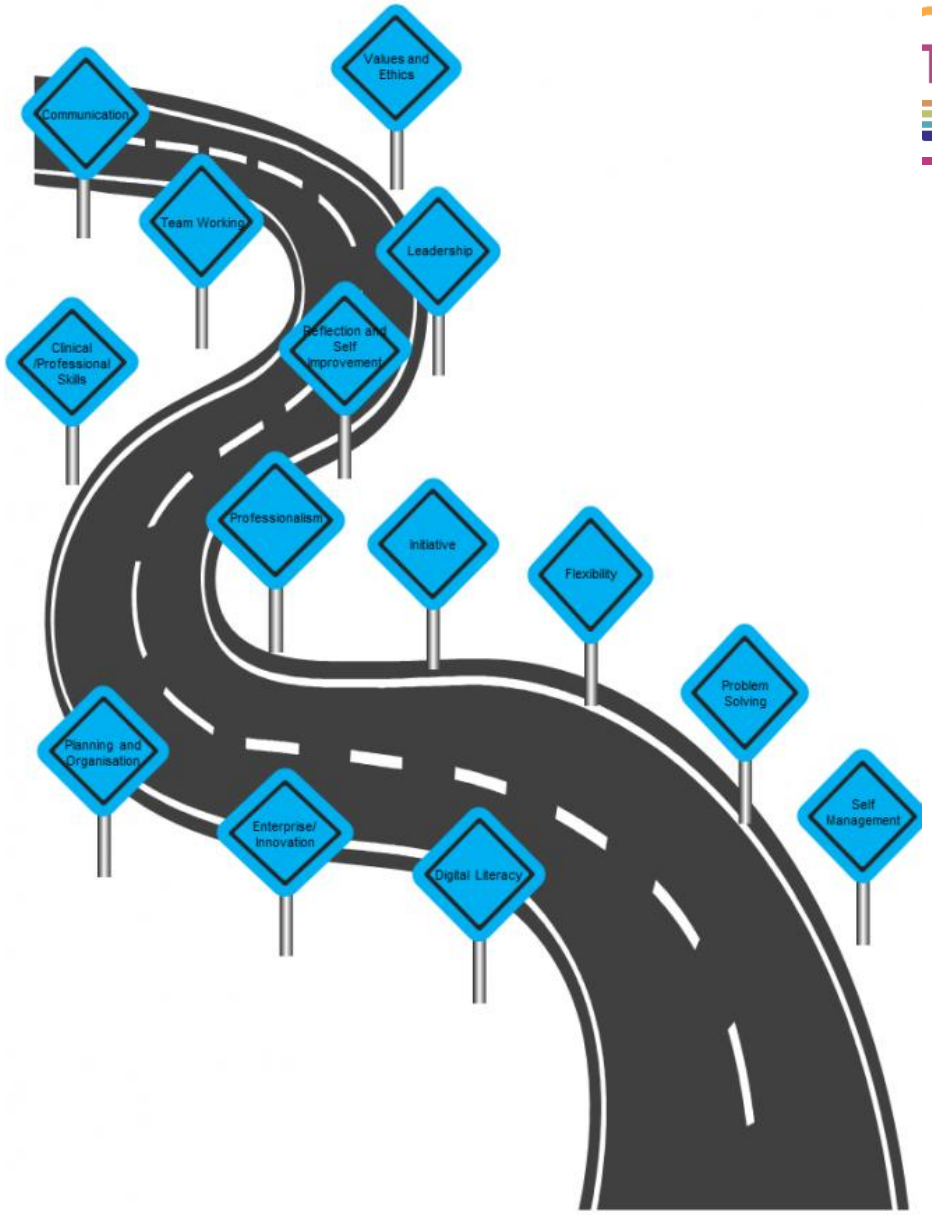
- The role of work experience, internships and placements for graduates' employability
- Future for students
- Experiences
- Challenges
- Practices
- What else?

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Thank you for the attention

Srdjan.REDZEPAGIC@univ-cotedazur.fr

Questions?



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