

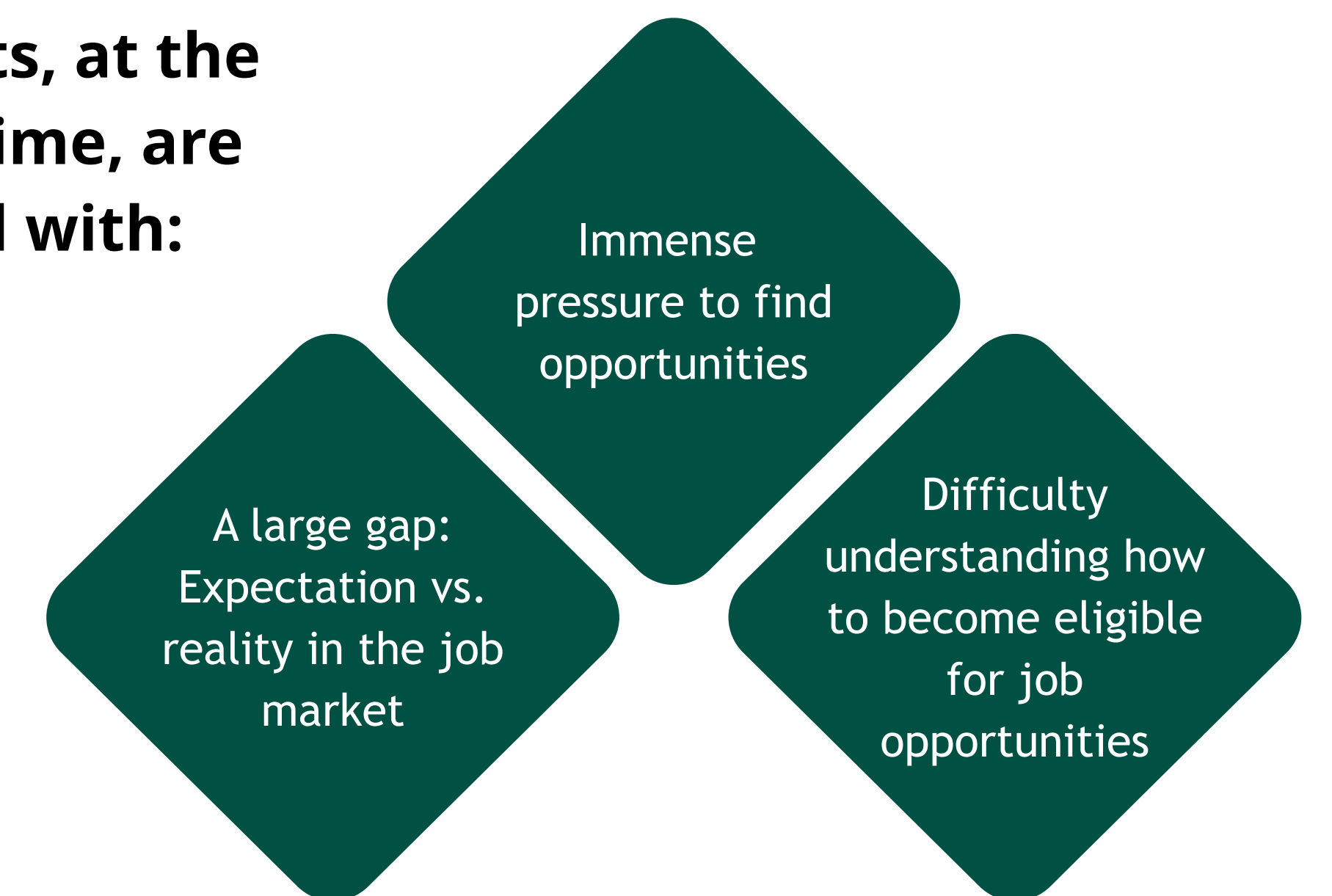
# Supporting employability and integration through education

## Career Opportunities

Students lack access to:



Students, at the same time, are faced with:



### Analysis

1. Information about labour market structures and in-demand skills is **often outdated or mainly based on the US context**, making it difficult for students to apply it to local contexts and connect effectively with employers.
2. **Limited communication between universities and companies** creates problems for students. Many companies prefer direct recommendations over open applications, which disadvantages international students who often lack local networks and face language, cultural, and institutional barriers.
3. **Career centres are often overworked** and cannot provide the specific support students need. Professors have valuable networks and are willing to help, but lack the capacity to do so systematicall.
4. **Student Unions could play a key role** in bridging the communication gap between universities and companies by representing students' needs and promoting opportunities within HEIs.
5. As a result, **talented international students often feel excluded** from the labour market despite having valuable skills and motivation. Regional employers, meanwhile, lose the opportunity to benefit from fresh talents.

### Solutions

- Career Centres should provide **support with looking for internship places** and things like **CV writing, interviews, and career planning** in cooperation **with specialists and HRs** directly from the local companies
  - Career centers should **form a connection with professors** who have connections to companies or research centers to provide systematic and efficient support for students seeking internships and jobs
  - **Visa and bureaucracy workshops** could reduce uncertainty and help students navigate administrative processes more confidently.
  - **Student unions support network growth** by organizing networking events, career fairs, and employability initiatives that take place regularly and in accordance with hiring season.
- Stronger cooperation between universities and regional partners:**
- Universities could provide **a joint platform** for internships, traineeships, and job opportunities to make information more accessible for students.
  - **Workshops led by HR professionals and regional companies** would help students better understand employer expectations and labour market realities.
  - **Mentoring programmes** could help exceptional students build professional networks and gain practical experience earlier in their studies.

### Difficulty building local networks: what to do with this?

1. **Buddy programs in cooperation with local residents**, not only students. For example, in countries such as Spain, many older adults experience loneliness, so connecting them with international students could create a mutually beneficial relationship.
2. **Frequent open days activities**
3. **Intercultural food sharing:** Universities could organize intercultural food-sharing events where students share meals from their home countries and build social connections.
4. **Social club**, where people can meet and interact with each other (e.g. JKU Internationals)

### Language Barriers: how to overcome them?

**Tandem program:** Universities could promote tandem programs where local and international students practice languages together while building social connections and intercultural understanding.

### References



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