

Innovation in Career Guidance?

A Higher Education Institution Perspective

Diana Aguiar Vieira - Polytechnic of Porto

P. PORTO

Pestana Palácio do Freixo, Porto, 29th March 2017



18.500 students

2.000 employees

**Polytechnic
of Porto**

P.PORTO

Public Higher Education

Career guidance

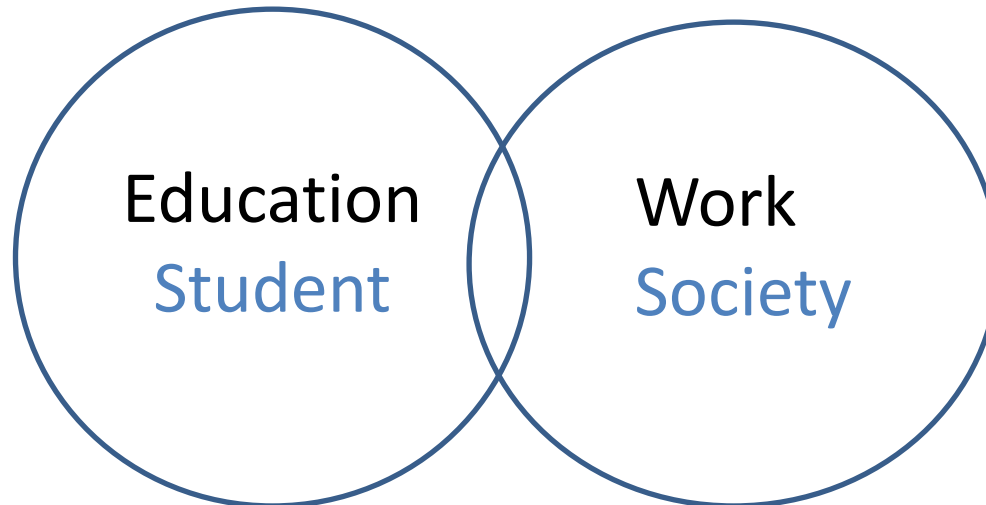
A range of activities that enable citizens of any age, and at any point in their lives, to:

- identify their capacities, competences and interests;
- make meaningful educational, training and occupational decisions;
- manage their individual life paths in learning, work and other settings in which these competences are learned and/or used.



Institutional / Strategic level at HEIs

Indirect career intervention



Lifelong learning & lifelong career guidance

To enter and re-enter into the labour market people need to know about the:

- learning programmes and pathways
- labour market

(European Lifelong Guidance Policy Network, 2015,)

knowing about the labour market

Which are the skills most expected by businesses
for the jobs of tomorrow?

Skills most valued by employers ?



Prepared to work? (National study led by P. PORTO)

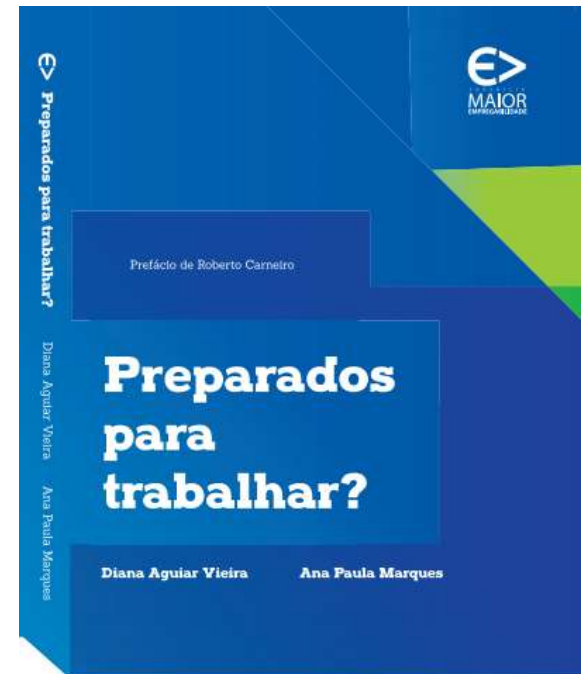
Online questionnaire

6444 Graduates
781 Employers



Focus group

11 FG – 83 Graduates
10 FG - 72 Employers



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Skills most valued by employers ?

Field-specific/degree subject skills

Planning and organization

Analysis and problem-solving

Creativity and innovation

Adaptation and flexibility

Skills most valued by employers ?

Most important skills in the next 5 years – TOP 10 (Vieira & Marques, 2014)

	Employers
Adaptation and flexibility	3 ^o (45%)
Planning and organization	4 ^o (40%)
Striving for excellence	5 ^o (33%)
Field-specific skills	6 ^o (31%)
Interpersonal relationship and conflict management	7 ^o (29%)
Proficiency in foreign languages	8 ^o (28%)
Team work	9 ^o (27%)
Information and communication technologies	10 ^o (25%)

Sample: employers (n=781) & graduates (n=6444)

Skills most valued by employers ?

Most important skills in the next 5 years – TOP 10 (Vieira & Marques, 2014)

	Employers
Analysis and problem-solving	1 ^o (51%)
Creativity and innovation	2 ^o (47%)
Adaptation and flexibility	3 ^o (45%)
Planning and organization	4 ^o (40%)
Striving for excellence	5 ^o (33%)
Field-specific skills	6^o (31%)
Interpersonal relationship and conflict management	7 ^o (29%)
Proficiency in foreign languages	8 ^o (28%)
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Sample: employers (n=781) & graduates (n=6444)

preparing for the labour market

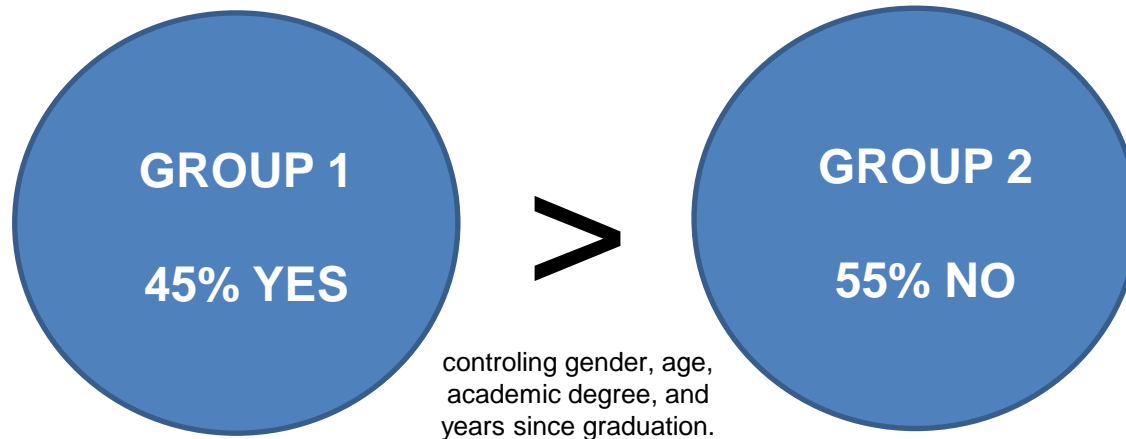
Which academic experiences are most relevant to prepare our students to enter the labour market?

How to develop the TOP soft skills?

Which academic experiences develop these TOP soft skills?

Graduates from “Prepared to work?” study (n=6444) were divided in 2 groups by **participation in internship and/or extra-curricular activities** when they were students (Vieira & Marques, 2014)

Which group was more developed in those skills most valued by employers?



Internships and extra-curricular activities throughout the academic trajectory promote the development of soft skills.

How to develop the soft skills?

Activities outside the classroom enhance soft skills development

Volunteering

Musical Groups

Students Union


Sports Groups

International Experience

Internships ...

How can HEIs develop these TOP skills among their students?

- ✓ Raise academics' and students' awareness of soft skills relevance
- ✓ Integrate internships in all degrees curricular structure
- ✓ Facilitate mobility experiences during graduation
- ✓ Reward the participation in extracurricular activities (e.g. ECTS; Diploma Supplement)
- ✓ Train academic staff for the use of active pedagogical strategies
- ✓ Provide psychological & career services



Direct Career Guidance
(career professionals)

preparing for the labour market

What should be the place of digital in **career
guidance?**

How can Polytechnic of Porto further facilitate students' knowledge about labour market?

On line Platform where students + alumni + academics

The screenshot displays the P.PORTO NETWORK website interface. At the top, the logo 'P.PORTO NETWORK' is prominent, with 'P.PORTO' in a red box and 'NETWORK' in black. To the right of the logo are icons for email, a flag, a gear, and a language selector (showing the UK flag), along with a button labeled 'Invite alumni!'. Below the logo is a navigation bar with links for 'Home', 'Updates', 'Album', 'Events', 'Directory', 'News', 'Jobs', and 'Pages', and an 'Admin interface' button. The main content area is divided into several sections: 'What's new' (with a sub-section 'The album' showing a photo gallery of 2016 events), 'Personal opportunities', 'People you need to know' (with a video player), 'Updates' (with a post by Miguel Sousa dated 21/03/2017), 'Events' (with a post for a workshop on entrepreneurship for teachers on 28/03/2017), and '5 New Jobs' (with a job listing for REIMAN Portugal).

P.PORTO NETWORK [Icons: Email, Flag, Gear, UK Flag] [Invite alumni!](#)

[Profile: Diana] [Home](#) [Updates](#) [Album](#) [Events](#) [Directory](#) [News](#) [Jobs](#) [Pages](#) [Admin interface](#)

What's new [Personal opportunities](#)

The album

2016 2016 2016 2016

[All photos](#) Feeling nostalgic? [Add your photos now!](#)

Updates

Say hello, ask for help, or just post what's new on your mind

Miguel Sousa 21/03/2017
Sigam a página do Gabinete ALUMNI! :)

Sandra Sousa 13/03/2017
P.PORTO vence prémio Escola de Cinema Portuguesa no Fantasporto - Veja mais em...

Sandra Sousa 13/03/2017
Grupo para o estudo da...

Events

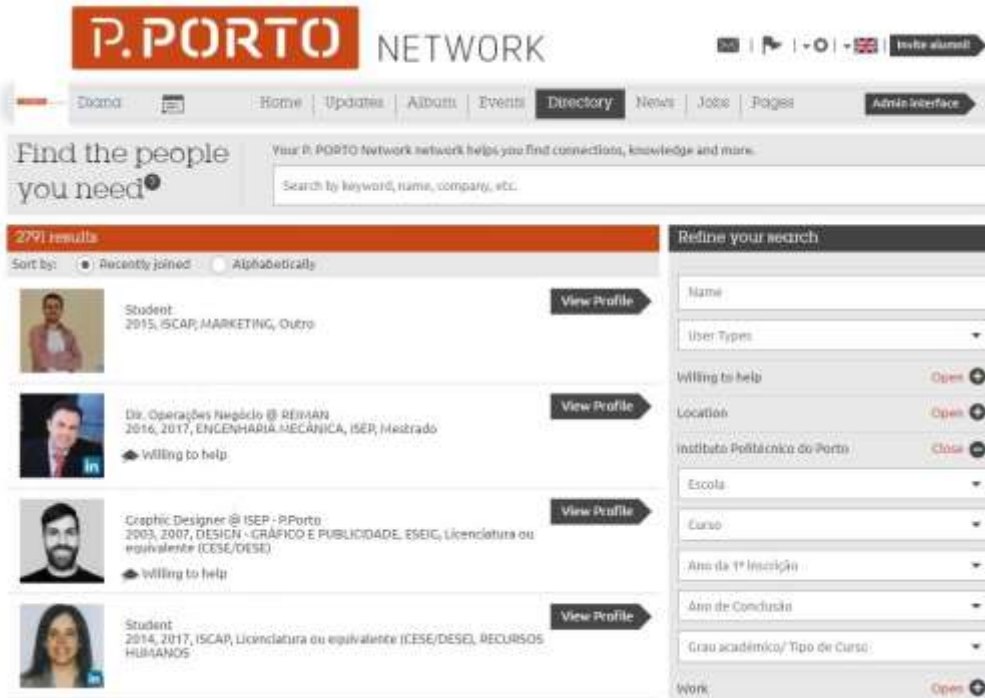
Precisa de um estagiário no verão? Candidate a sua empresa ao PEJENE até 7 de abril
Saturday, February 25, 2017
Portugal [Edit your event](#)

Mentoria em Empreendedorismo para Docentes | Workshop | PDF - 28/03/2017
Tuesday, March 28, 2017
Porto Design Factory [Register here](#)

5 New Jobs

Engenheiro/a Comercial Externo - Equipamentos Industriais at REIMAN Portugal

How can Polytechnic of Porto deepen and strengthen relations between students and the labor market?



Students can find and directly contact alumni that are willing to:

- Share their work experience
- Receive visits at their workplace
- Help recent graduates to create their own business
- Help to find a job
- Mentor a student
- Answer questions about their working field

Search can be done by:

- Location
- School
- Graduation field
- Company...

Academics can invite alumni to participate in classroom

Alumni are invited to attend seminars and know about new learning opportunities (blended-learning courses; moocs; evening courses...)

Analysis and problem-solving

Creativity and innovation

Adaptation and flexibility

Who needs these skills to navigate in the 21st century?

Individuals, group, organizations, cities, governments...

Students will invent new career paths that do not yet exist.



Thank you!

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“Prepared to work?” Executive Summary available in

www.beyou-bemore.com

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