



Expertise and insight

for the future

Helsingin kaupungin aineistopankki / +ina+

Enhancing Intercultural Learning through Study Abroad

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Intercultural competence high on the agenda in

- **EU strategies**
- **Erasmus+ programme**
- **National strategies**
- **Institutional strategies**

**A lot of resources and effort
put into mobility**



What is the concrete outcome?

**Do we reach the goal of
intercultural competence and
better employability?**

Qualitative challenges


§ **Mobility does not automatically increase intercultural competence**

- ∅ without appropriate intercultural training may even decrease
- ∅ active reflection needed for effective intercultural learning

§ **Skills developed but hidden to employers**

§ **Quality of student exchange?**

(e.g. M. Vande Berg and the Georgetown Consortium, 2004, National Agency CIMO's report *Hidden Competences*, 2013, IIE's report *Gaining an Employment Edge*, 2017)



**How does an employer
understand and value
international competence?
What about the job applicant?**

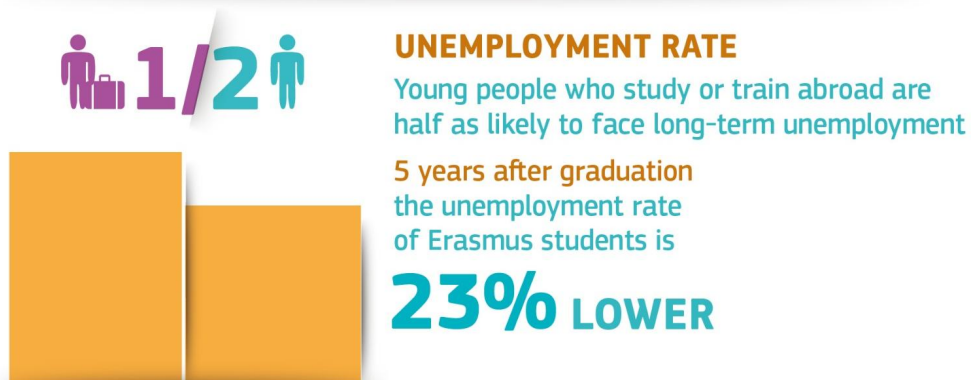
Erasmus Impact Study 2014

EMPLOYMENT AND CAREER DEVELOPMENT

ERASMUS STUDENTS



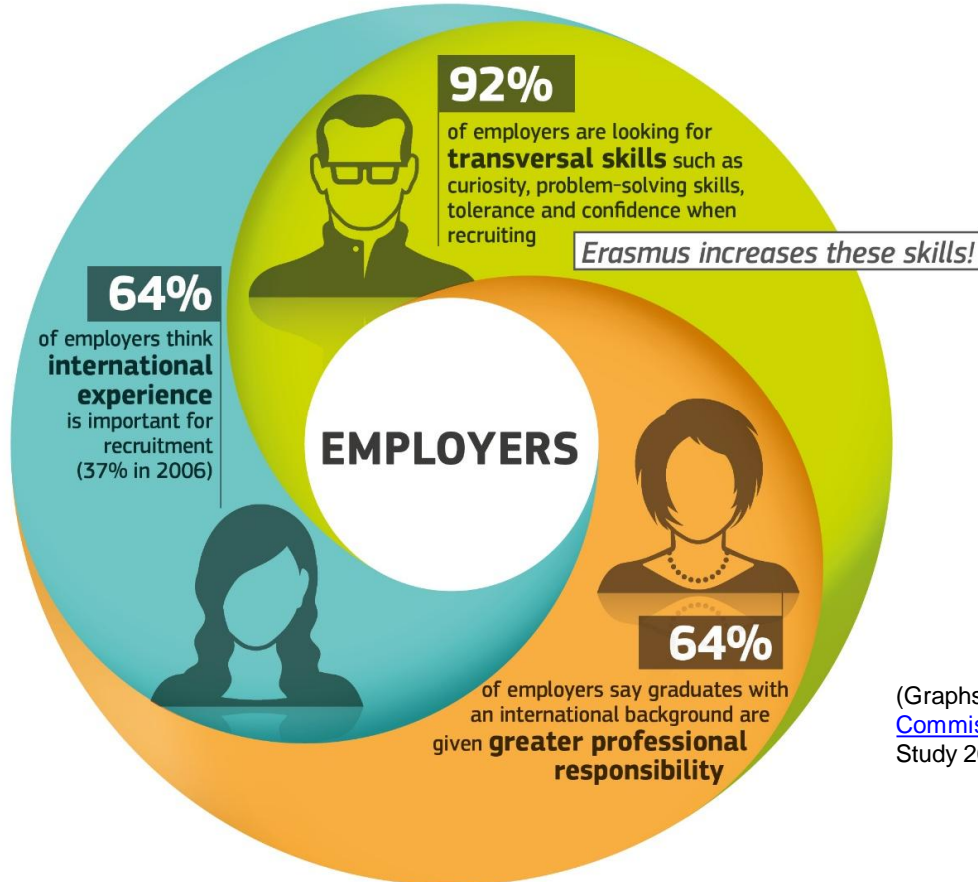
of Erasmus students study or train abroad to enhance their employability abroad



(Graphs from [European Commission](#), Erasmus Impact Study 2014)

EMPLOYMENT AND CAREER DEVELOPMENT

Erasmus Impact Study 2014



How to reach the gap between 64% and 92%?

(Graphs from [European Commission](#), Erasmus Impact Study 2014)

Hidden Competences Report by CIMO and Demos Helsinki, 2013

Work and the world have changed – what skills are needed today and in the future?

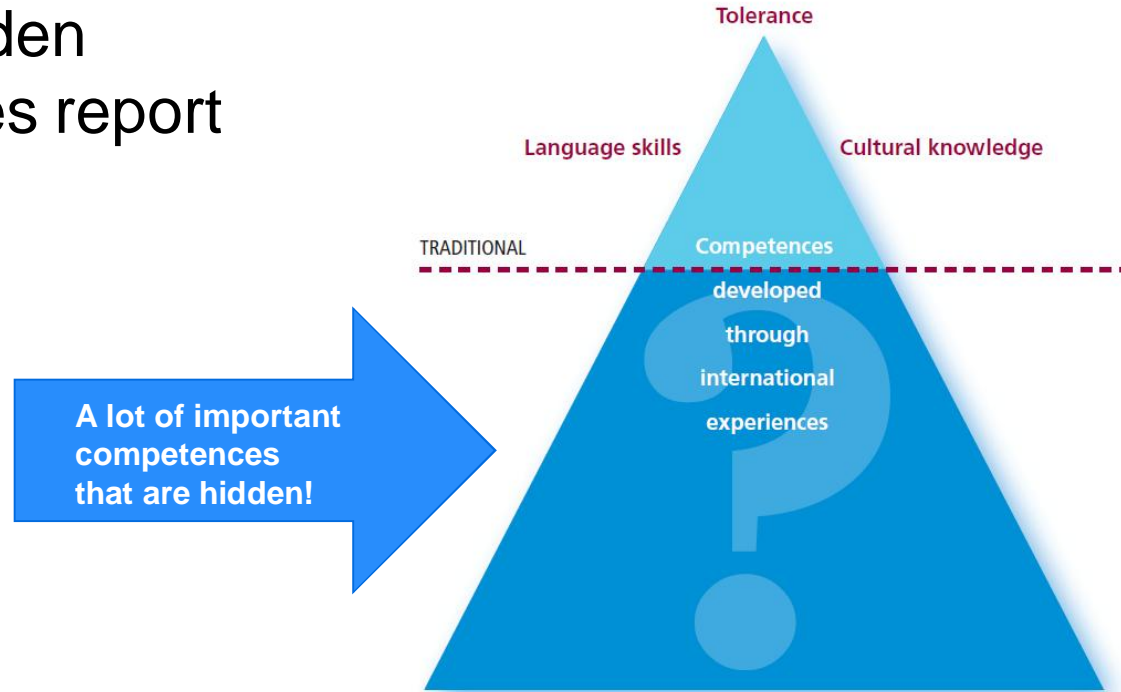
Do employers value international expertise?

What does international expertise mean?

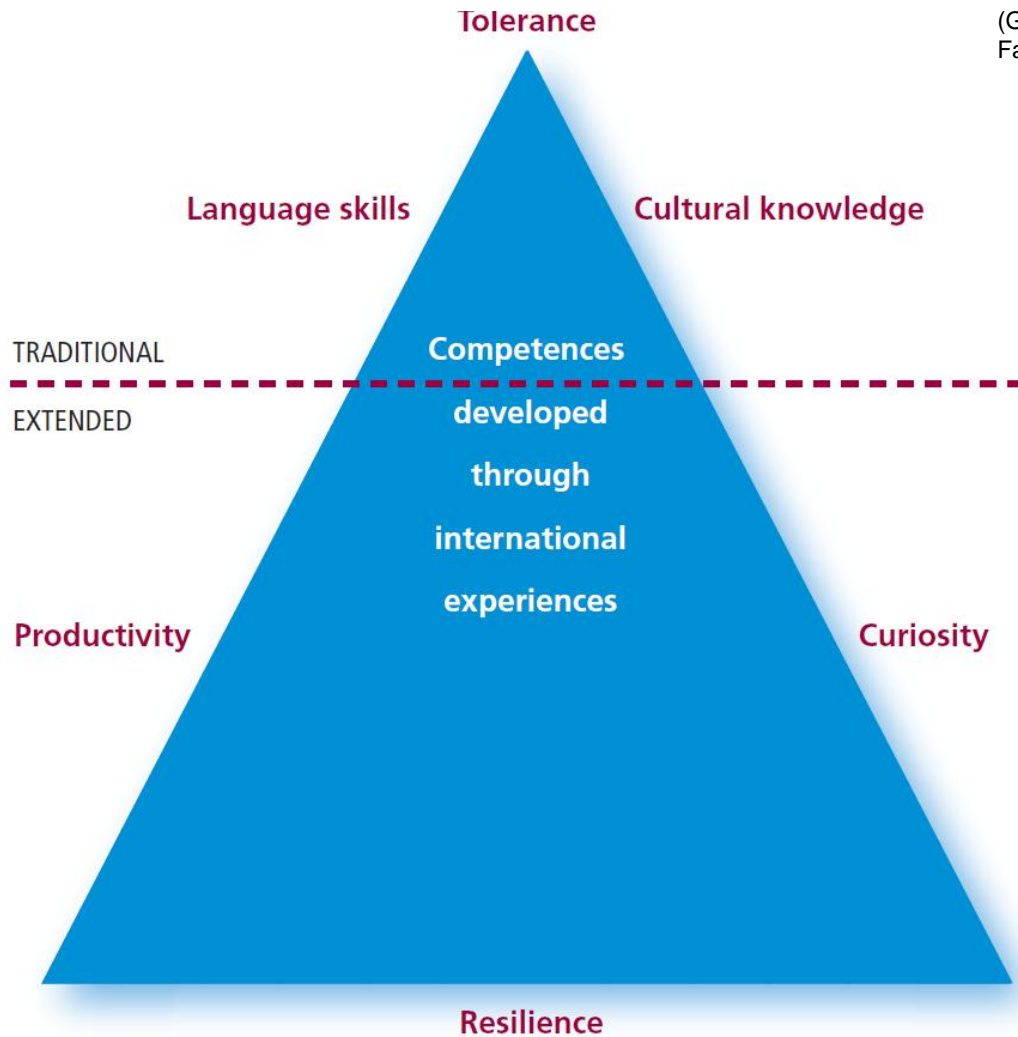


[Faktaa – Facts and Figures 1/2014: Hidden Competences](#)

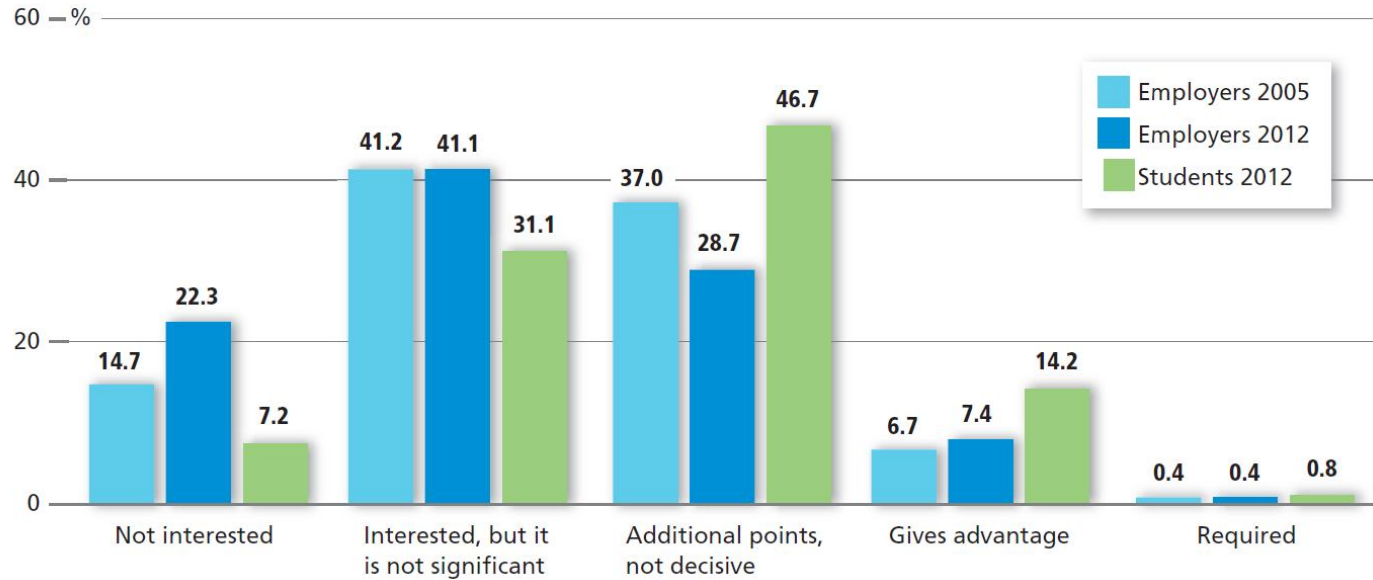
Key findings in the Hidden Competences report



(Graph from Hidden Competences, Faktaa – Facts and figures 1/2014, CIMO)



How international expertise matters in recruitment, %



Employers and international competences: which attributes are linked?



Which competences are valued in recruitment?

What attributes employers link to international competences?

(Graph from Hidden Competences, Faktaa – Facts and figures 1/2014, CIMO)



From hidden to visible competences

Crucially important to guide the students to think about

- Ø what kinds of competencies they have developed**
- Ø how to present these to the employer**

Solution in Metropolia: *Student Exchange and Intercultural Learning*

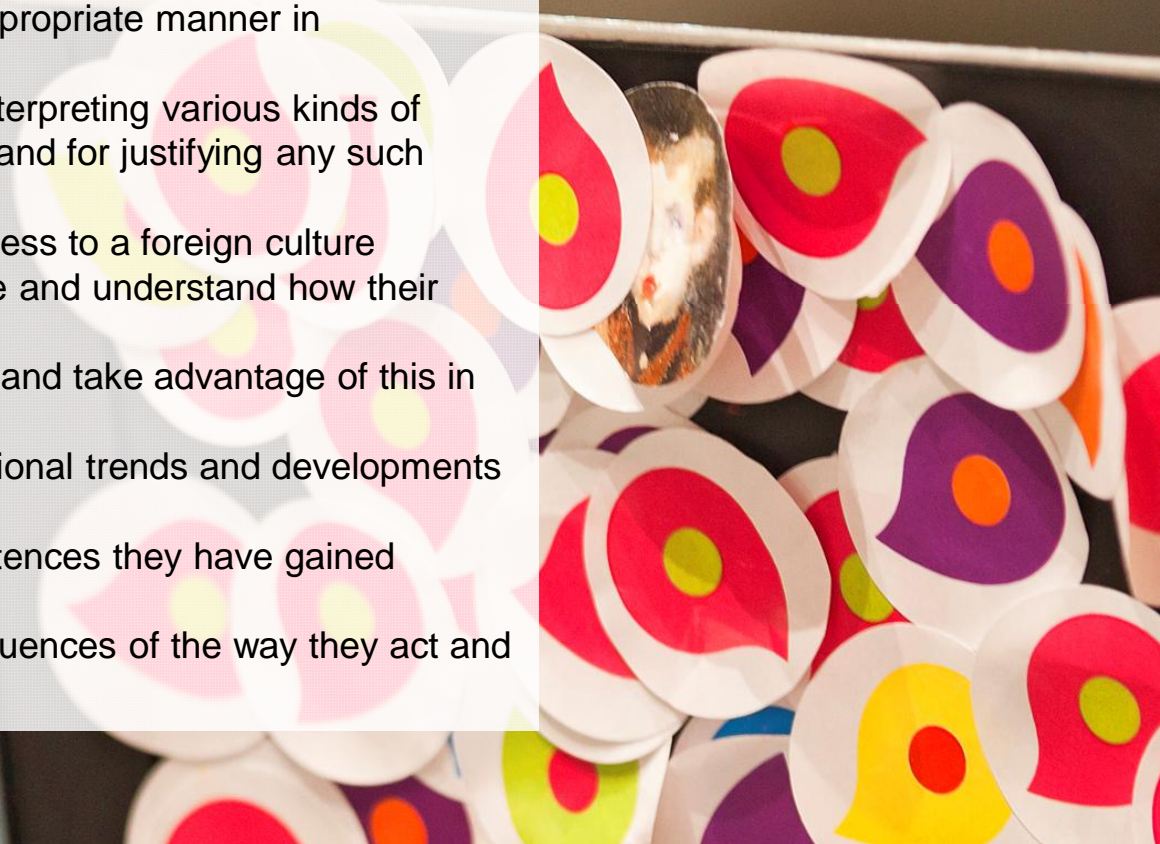
A mandatory course (5 ECTS) for all engineering students going abroad on exchange

Both the degree programmes and the international office committed



LEARNING OUTCOMES OF THE COURSE

- § understand and are able to communicate how culture can affect their and other people's behavior
- § are able to apply the knowledge, skills and attitudes learned during the course to acting in a successful and appropriate manner in intercultural situations
- § possess tools for understanding and interpreting various kinds of intercultural situations and encounters and for justifying any such interpretation
- § are able to analyse the adaptation process to a foreign culture
- § are able to deepen their self-knowledge and understand how their identity is formed and how it evolves
- § are able to reflect on their experiences and take advantage of this in learning
- § have a capacity to observe the international trends and developments in their own professional field
- § are able to explain what kind of competences they have gained through their international experiences
- § are able to reflect on the global consequences of the way they act and behave



THEMES: BEFORE EXCHANGE

WORKSHOP 1: ME AND CULTURE	WORKSHOP 2: WORLD OF CULTURES	WORKSHOP 3: ENCOUNTERING A NEW CULTURE	WORKSHOP 4: TOWARDS INTERCULTURAL COMPETENCE
Introduction to the course	Building blocks of culture	Adjustment to a new culture	Perception
Learning and learning styles	Values	Encountering a new culture	Generalisations, stereotypes, racism
Intercultural communication as a field	Cultural dimensions	Critical incidents	International business environment
Concept of culture	Finnish culture(s) "Own culture"	Intercultural sensitivity	Global responsibility
Identity	Host culture(s)	Int.cult. competence	Round-up
+ Preliminary assignments:	Intercultural communication	Hidden competences	+ Preliminary assignments:
Identity Map	+ Preliminary assignments:	+ Preliminary assignments:	Racism
Lecture recordings	The host culture(s)	"Critical incidents"	Globalisation
	Universal values	Lecture recordings	Lecture recordings
	Cultural dimensions	+ Group assignment	+ Assignments:
	Lecture recordings	"Blogs on adjustment"	Societal differences
			Finnish working life and globalisation
			Preparing for the student exchange

Moodle: contents, materials and assignments of the course – learning journal, preliminary assignments, reflective assignments

THEMES: DURING EXCHANGE

ASSIGNMENT 1:

Independent assignment during the first month

Theme:
Analysis of the first phases of the student exchange and adjustment

ASSIGNMENT 2:

Group discussion about two months after the exchange has started

Theme:
Cultural differences and similarities, and critical incidents and their evaluation and interpretation

ASSIGNMENT 3:

Independent assignment before returning home

Theme:
Summation of the student exchange and anticipation of re-entry

Done in Moodle

THEMES: AFTER EXCHANGE

WORKSHOP 5: RETURNING HOME

Re-adjustment
Starting the everyday life
back home
Sharing and mapping
experiences
Practical arrangements
+ Group assignment
“Multicultural teamwork”

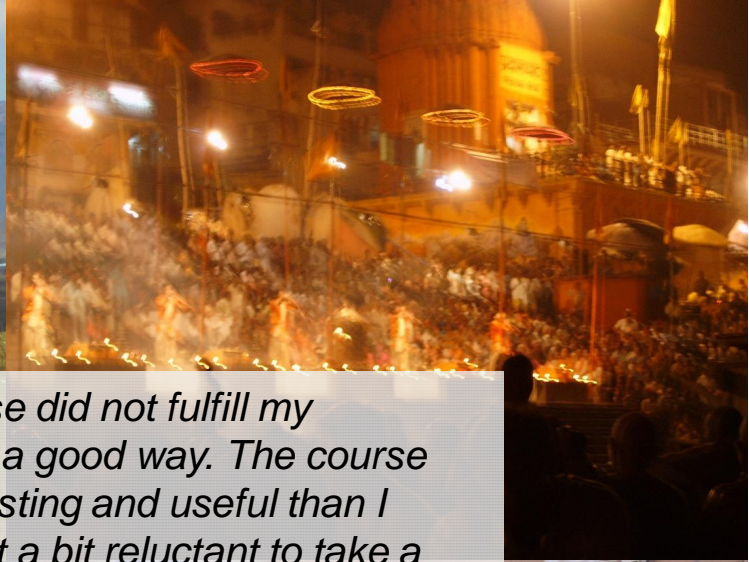
WORKSHOP 6: ME AS A FUTURE INTERCULTURAL EXPERT

Mapping of expertise
Needs in the working life
Hidden Competences
research
Further deepening of
expertise
Global responsibility
+Preliminary assignments:
“What kind of international
competences do you
have?” online survey
Mapping intercultural and
social skills

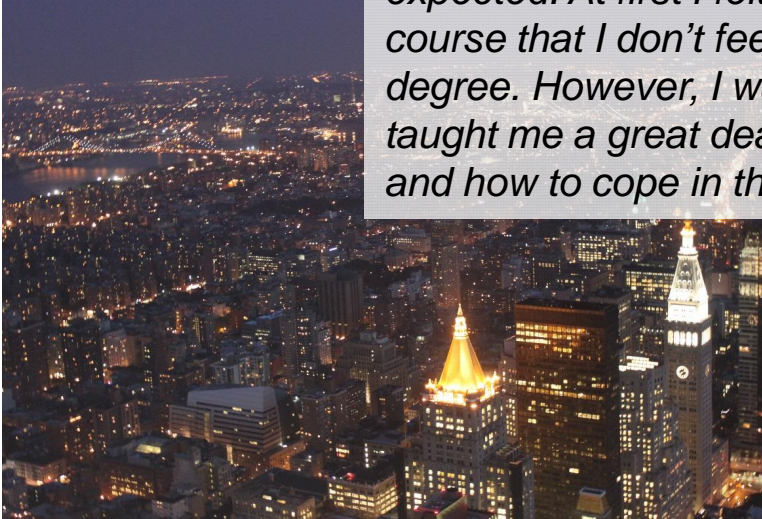
FINAL ASSIGNMENT: ANALYSING THE LEARNING PROCESS IN THE LEARNING JOURNAL

Analysis of learning and
gained expertise
Analysis of gained
expertise from the
working life perspective
Plan for further
development of the
expertise in the future

Moodle: contents, materials and assignments of the course – learning journal, preliminary assignments, reflective assignments



As a whole this course did not fulfill my expectations – but in a good way. The course was a lot more interesting and useful than I expected. At first I felt a bit reluctant to take a course that I don't feel like needing for my degree. However, I was wrong. This course taught me a great deal on life, travelling, myself and how to cope in this world.





THANK YOU!

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