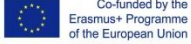




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Needs Analysis – ERASMUS+

Key Findings, 02.08.2016



Key Findings

- The most common methods to identify graduate skills are still face-to-face interviews and CV with cover letter; online application forms and assessment centres are very popular across the UK; competence assessment and presentation are very common in Poland; Bulgarian recruiters use In-tray/ E-tray exercises to test graduates competences
- Irish recruiters are greatly satisfied when workplace attributes are prevalent such as computer and technical literacy or application of technical knowledge; Italian recruiters state that applicants mostly lack entrepreneurial skills and/or processing and interpreting numerical data -especially language graduates lack entrepreneurial and business awareness in general; Polish and Irish language graduates have the most need for improvement compared to their fellow students; language graduates from the UK need to improve their computer and technical literacy
- Effective communication in everyday office tasks (phone calls, e-mails, arranging meetings, etc.), communication at near-native level within the sector-specific topics and communication at near-native level in social situations are skills that recruiters require when looking for language graduates in particular
- Recruiters rate the importance of soft skills very highly and are generally quite satisfied with the set of soft skills that graduates are equipped with upon entering the working environment – nevertheless, language graduates from the UK need to improve their teamwork and analytical skills; Italian language graduates need to improve their independent working skills; Bulgarian language graduates generally possess better soft skills than their fellow students whereas the soft skills of Irish language graduates are the less developed and show the largest room for improvement; Polish language graduates are also weak in their soft skills performance mostly regarding teamwork, diligence, professionalism and work ethic
- Completing an internship, industrial placement, part-time or summer work and gaining international experience (study or working abroad) are the most effective methods to help graduates improve their soft skills
- English, German, French and Spanish are the most required foreign languages when interviewing recruiters across Europe (listed by importance) - language certificates from officially recognized examining authorities (Cambridge, TOEIC, TOEFL, TELC, Goethe Institute, DELF, etc.) are still the most common for examining those specific language skills; furthermore, many companies have developed their own specific tests for linguistic competencies such as conversational testing and interviews with native speakers
- Most recruiters expect a rise in job positions suited to language graduates due to expanding activities and the general increase of work volumes, but most importantly because foreign language skills are becoming an essential requirement due to the positive development of European economies

Quick Facts

12 week field phase **11.03.-27.05.2016**

117 participants from **8** countries

101 participants from key countries

Austria	3
Bulgaria	21
Germany	8
Ireland	25
Italy	27
Poland	14
United Kingdom	14
USA	5

21 sectors covered recruiting for **20** disciplines

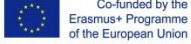
55 businesses that have **250+** employees

38 companies with international experience in recruiting (EEA)

53% recruit for Business/ Management disciplines **32%** for Languages, Literature and Classics and **17%** for Education/ Teaching



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