

Find Your Career online career coaching

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Background



- Background,
 - Planning day ÅA/TY career services twice a year
 - POLKU project/city of Turku cooperation
 - Need to offer similar services (as in Fin and Swe) concerning group coaching for international students.
 - Also need to offer more career services digitally to accommodate the habits of newer generations
 - Growing amount of international students to Turku, Finland
 - More international students who want to stay in Finland, more than half of those arriving

Goals & cooperation

- Goals
 - Equal services (in different languages) concerning career services
 - Give equal opportunities to place themselves on the Finnish (and Nordic) labour market
 - Internally – to strengthen the possibilities to give digital services, eCoaching
- Cooperation
 - No need to do double the amount of work, same content regardless that there are two different universities involved
 - Offers new contacts for the students from the other university, more possibilities for peer support

Thematics of the coaching



- 7-week coaching
- Themes:
 - Know Yourself
 - Dream job
 - Where are the jobs?
 - What do employers want?
 - CVs, applications and interviews
 - Labor market rules
 - Feedback week

Coaching methods



- Online coaching, face-to-face kick-off event at the beginning
- Individual and group tasks (groups divided at the kick-off)
 - Individual tasks e.g. action plan for job seeking, mind map of networks, writing a CV, elevator speech video
 - Group tasks e.g. making a guide for job interviews, forum discussions on job seeking and other themes
- Types of coach feedback: individual, to the group, general
 - E.g. Forum discussion in small groups: Where are the jobs? → general feedback
 - Also peer feedback from student to student

Digital and interactive elements



- Student ↔ coach
 - Webinars: discussing the tasks, giving feedback, answering the students' question regarding the topic
 - Weekly chat hours with coaches
 - Feedback for the tasks
- Student ↔ student
 - Group tasks and forum discussions
 - Chat during the webinars
- All materials and tasks online
- Most materials as video presentations
- Filmed elevator speech as one task

Where are the jobs?

7 - 14 April

The key to finding a job or an internship is to constantly keep your eyes and ears open.

During the third week of the coaching we will focus on where to look for possible jobs and how your network can help. How employers recruit new employees is also important to understand since this will help you to target your job seeking and make it more efficient. After this week you should have enough information on where and how to find an interesting position and where to find more information if you are thinking about starting your own business.

On **Thursday 12th of April 13:00-14:00** you have a chance to **chat** with a coach about job seeking strategies, contacting employers/organisations, and other themes of the week. The chat is not obligatory but during the chat hour you have a chance to ask any questions related to the coaching or the theme of the week.



Materials:

-  Where are the jobs?
-  A typical recruiting process

To do this week:

-  Ask the coach -chat, 12 April at 13:00-14:00
- Theme: Job seeking strategies. Contacting employers/organisations. Social media (LinkedIn) in job seeking.
-  Individual task: Identify your network
-  Feedback for Identify your network
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MY SKILLS AND VALUES



My professional skills (hard skills, subject-specific skills)

Areas of competence I need to develop

My transferable skills (soft skills)

My ideal work environment / way of working

My core values (in order of importance)

My career goal

MY SKILLS AND VALUES



My professional skills (hard skills, subject-specific skills)

- use optimization and simulation software
- proficient in various optimization methods
- safety engineering and circular economy
- familiar with the work in a laboratory and lab safety
- fluent in multiple languages

Areas of competence I need to develop

- identify problematic results faster
- learn Finnish language
- learn about new software and technologies
- to be able to find innovative solutions

My transferable skills (soft skills)

- motivating people
- planning
- time management
- problem - solving
- translating
- explaining
- analytics

My ideal work environment / way of working

- to work independently on a project, with the occasional support from supervisor/colleagues

My core values (in order of importance)

- humor
- honesty
- knowledge
- learning
- optimism
- responsibility
- competency
- curiosity
- fairness
- justice

My career goal

- process or product development
- quality and safety engineering

Programme for Sustainable Growth and Jobs

Workload



- 4 coaches actively involved
- Weekly workload altogether 40 hours
- Before the coaching: preparing the materials, building the platform, student enrollment, organizing the kick-off event
- During the coaching: management of the coaching platform, answering questions, going through the tasks and giving feedback
- After the coaching: going through the student feedback, self-evaluation of the coaches and the coaching

Benefits of the Find Your Career coaching



- For the students:
 - The counselling covers a broad spectrum of career issues
 - Possibility to discuss with both fellow students and more than one career counsellor
 - Knowledge about the Finnish (and Nordic) labor market
- For the providers:
 - Possibility to provide good services for international students (in English)
 - Synergies (time and other resources), no need to hold the same coaching for many (rather small) groups
 - Easier to make relevant content when you share the responsibility of the course with fellow counsellors, better back-up capabilities
 - Online coaching makes time-management easier
- For the society:
 - International students better prepared for the Finnish (Nordic) labor market
 - Possibility to get highly motivated and competent employees

Programme for Sustainable Growth and Jobs



Leverage from
the EU
2014–2020

