



# Preparing Graduate Students for a Global Workforce

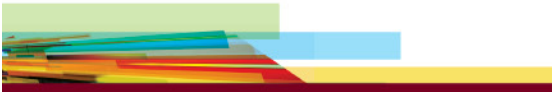
Graham Carr  
Vice-President, Research and Graduate Studies  
Concordia University  
Montréal, QC

CGS Annual Meeting: December 2012



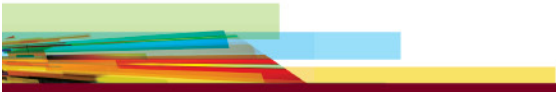
# Transferable Skills and Global Pathways: Recent (2012) Diagnoses and Prescriptions

- Council of Graduate Schools, *From Brain Drain to Brain Circulation: Graduate Education for Global Career Pathways* (Munich, 2012) <http://www.cgsnet.org/global-summit-2012>
- Marilyn Rose, *Graduate Student Professional Development: A Survey with Recommendations* (Social Sciences and Humanities Research Council of Canada, 2012) [http://www.sshrc-crsh.gc.ca/about-au\\_sujet/publications/SSHRC\\_Report\\_Graduate\\_Students\\_Professional\\_Skills\\_March\\_2012\\_eng.pdf](http://www.sshrc-crsh.gc.ca/about-au_sujet/publications/SSHRC_Report_Graduate_Students_Professional_Skills_March_2012_eng.pdf)
- Amit Chakma, et al., *International Education: A Key Driver of Canada's Future Prosperity* (Advisory Panel on Canada's International Education Strategy, 2012) <http://www.international.gc.ca/education/report-rapport/strategy-strategie/index.aspx?view=d>



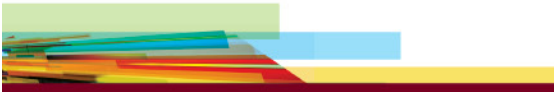
# 21<sup>st</sup> Century Workforce Realities

- knowledge is fluid
- competition is fierce + global
- job mobility is normal (occupational choice + change)
- cultural adaptability matters
  - at workplaces + in host societies
  - for both domestic + international students



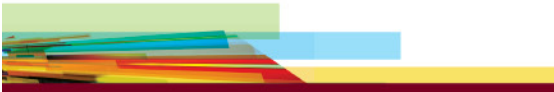
# Graduate Students in Canada: Quick facts

- 2010: total graduate enrollments = 190,000
- 1980-2010: Masters ↑x3; PhD ↑x4.5
- 2010: 31% of Masters 56% of PhD grads aged 30+
- +20% of grad students are international
  - 2009 (↑10.2%); 2010 (↑11.3%)
- only 3% of Cdn students study abroad



# Transferable skills + the limits of traditional disciplinary training

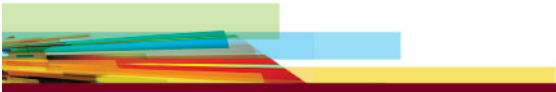
- academic careers for graduates is a minority option
- is there a misalignment of training + job markets?
- what's the capacity issue: production or absorption?
  - too many PhDs; or too many narrowly trained PhDs?
- the value added of transferable skills
- who is best equipped to provide (which) skills training?



# Concordia Graduate Students Profile

- 7500 graduate students (Diploma, Masters, PhD)
- 1900 are international students
- 100+ programs
- 4 Faculties:
  - Arts and Science
  - Engineering + Computer Science
  - Fine Arts
  - John Molson School of Business

<http://graduatestudies.concordia.ca/gradproskills/index.php>



## WORKSHOPS



- Skill Domains
- Professional Development
- Graduate Training
- Build Your Toolkit
- Search All Workshops

## ONLINE TOOLS



- Graduate Guides
- Tip Sheets
- Webshops & Videos
- Articles
- External Resources

## ON-CAMPUS ACTIVITIES



## TESTIMONIES

## HELP



## Connect NOW

### Winter Semester Registration opens on December 12!!

The GradProSkills Team is working with our partners to post the winter semester schedule of workshops. Alongside the excellent workshops regularly offered by our partners we are introducing new peer writing groups, a series of workshops on Intellectual Property and Patent Case Studies, and multiple workshops with professionals from the Montreal community who will share their expertise with you! Check out the Calendar as we add the workshops. Registration opens on Wednesday, December 12 at noon!

*(Date Posted: 2012-11-29)*

## Workshops



- GPTK 705 Grading & Giving Feedback to Students
- GPRM225 Be a Leader in Research-St. Gallen Symposiu
- GPTK 703 Graduate Seminar in University Teaching
- Recently added

## Online Tools



- NSERC 2012 Application Guidelines - Awards Office (Sep 11, 2012)
- GradProSkills Testimony - Experiences in the French Program



### WORKSHOPS

#### Skill Domains

Professional Development  
Graduate Training  
Build Your Toolkit  
Search All Workshops

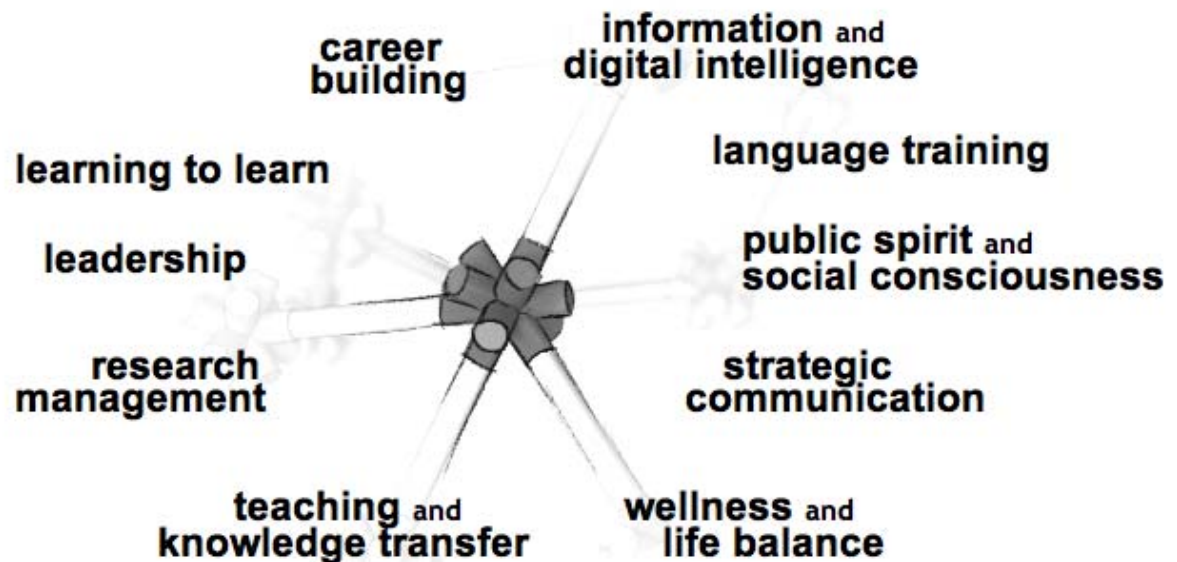
### ONLINE TOOLS

Graduate Guides  
Tip Sheets  
Webshops & Videos  
Articles  
External Resources

### ON-CAMPUS ACTIVITIES

### TESTIMONIES

### HELP



### Skills Domains

Working with the skill domains identified by *Canadian Association of Graduate Studies* 2008 report, GradProSkills has developed a list of ten distinct professional skills training areas that Graduate Students must acquire in order to supplement disciplinary formation so they can meet the demands of an evolving job market.

Through participation in timely, relevant and succinct learning options, students will develop the skills they need to carry them through their studies and well into their careers. Please choose a skill domain to learn more.



GradProSkills New spaces available for intensive language training courses in December - French and English. Spaces are limited so sign up today!



Graduate Training  
Build Your Toolkit  
Search All Workshops

#### ONLINE TOOLS

Graduate Guides  
Tip Sheets  
Webshops & Videos  
Articles  
External Resources

#### ON-CAMPUS ACTIVITIES

#### TESTIMONIES

#### HELP



CU GradProSkills  
**GradProSkills**

**GradProSkills** New spaces available for intensive language training courses in December - French and English. Spaces are limited so sign up today!

9 days ago · reply · retweet · favorite

**GradProSkills** Professional workshops in November and GradProSkills Jobs! The November promo has been sent to your GPD/GPA. Visit our website for more!

29 days ago · reply · retweet · favorite



Join the conversation

## Career Building



### Professional Journeys

Producer: **GradProSkills**

In March 2012 we invited Concordia Alumni to participate in a speed networking event and to also share their professional journey – from graduate to professional career. This video is a montage of professional journeys captured at that event.



### Networking Best Practices

Producer: **GradProSkills**

In March 2012 we invited Concordia Alumni to participate in a speed networking event and to share their best practice strategies for building your professional network. This video is a montage of tips captured at that event.



### Networking Job Search Strategies

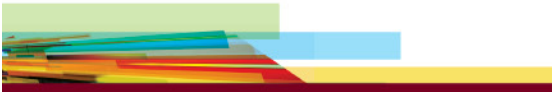
Producer: **GradProSkills**

In March 2012 we invited Concordia Alumni to participate in a speed networking event. The event included a presentation by Joy Gandall, Professional Human Resources Consultant and Concordia JMSB Alumni, who offered strategies for approaching your job search and the importance of building a

# *GradProSkills*

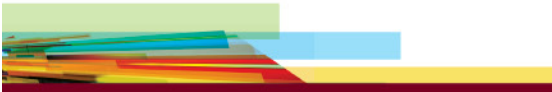
## Reach

- Data capture 11 August 2011 - 30 Nov 2012
  - 7025 registrations for workshops
  - 2253 unique IDs
  - 2011-12: 313 workshops (388 sections)
  - + 75% workshops filled to capacity
  - +1800 students on wait-lists in fall 2012
- Web visibility
  - +56,000 visits
  - +22,000 unique visitors (62% returning)



# Promoting student mobility

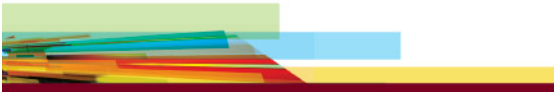
- *co-tutelles* + double degree programs
- Erasmus mundus
  - Masters + only PhD in Canada (Mathematics)
- Government of QC student mobility bursaries
- Mitacs *Accelerate* travel subsidies
- *Fonds de recherche Québec* + SSHRC
  - fellowships can be taken abroad
- Country-specific mobility awards (e.g. Fulbright)
- 2011: Concordia *Graduate Student Mobility Awards*
  - supports courses, research or field work



# Internationalizing the home

## campus

- Graduate Master classes (not for-credit)
  - target areas of strategic research priority/expertise
  - recruit faculty on-campus + select visiting faculty or field experts
  - open national and/or international competition for student participants with nominal travel subsidies
- European short courses (for-credit, intensive)
  - MOU with University of Copenhagen Faculty of Health Sciences
  - Clinical exercise physiology
  - majority of faculty + students from elsewhere





CONCORDIA.CA

