

SKILL2E: A PROPOSAL TO PREPARE STUDENTS FOR INTERNATIONAL WORK PLACEMENTS

International Conference
The Future of Education
2nd edition
Florence, June 2012

Maria Tabuenca Cuevas
Dept. Innovación y Formación
Facultad de Educación

1. Introduction
2. SKILL2E Model
3. Intercultural Competence
4. Pre-departure training / IDI
5. Cultural Mentoring
6. The *Interflection* Platform
7. Preliminary results
8. Summary
9. Conclusion

1. INTRODUCTION

SKILL2E

SKILL2E



eta-2u



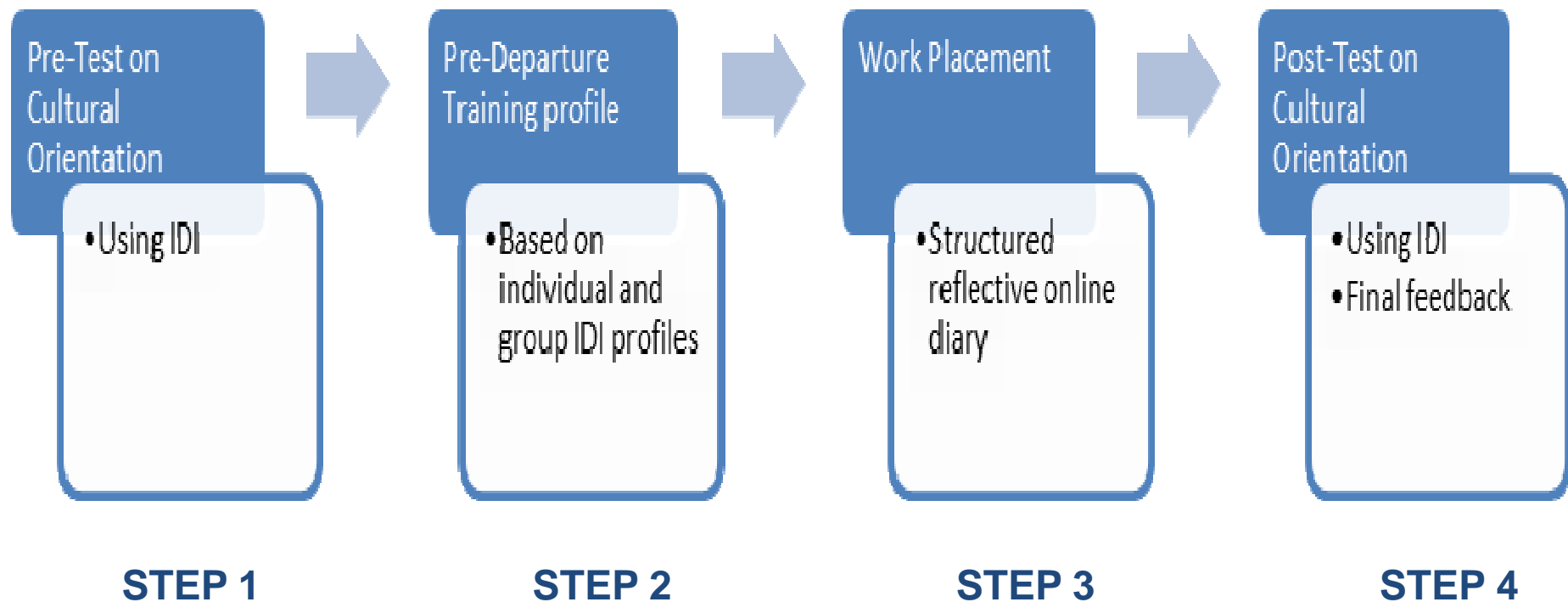
MUGLA UNIVERSITY
Young, Dynamic, Progressive



UNIVERSUM
Building Brands to Capture Talent



2. SKILL2E MODEL

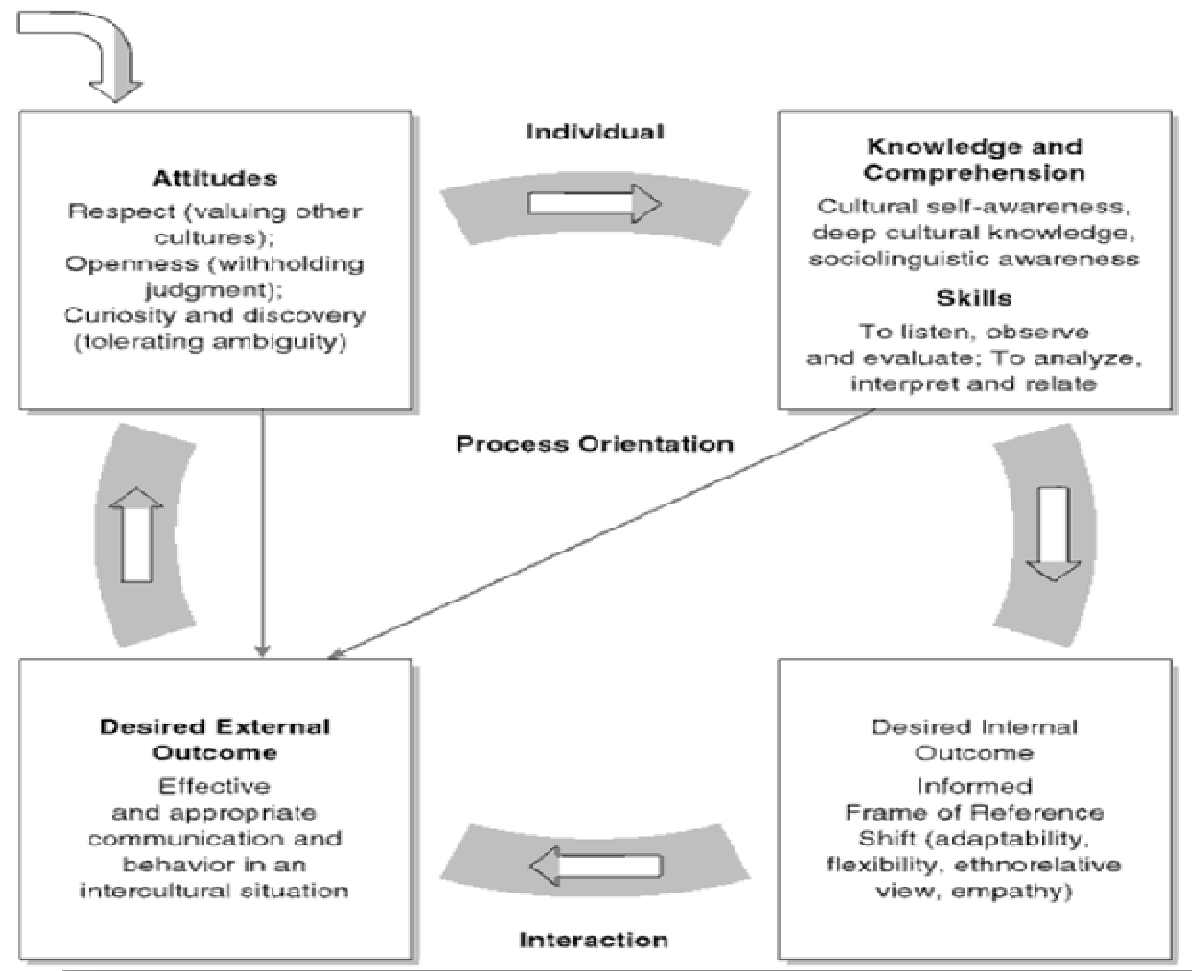


- Deardoff (2009) outcome of intercultural competence is defined as:

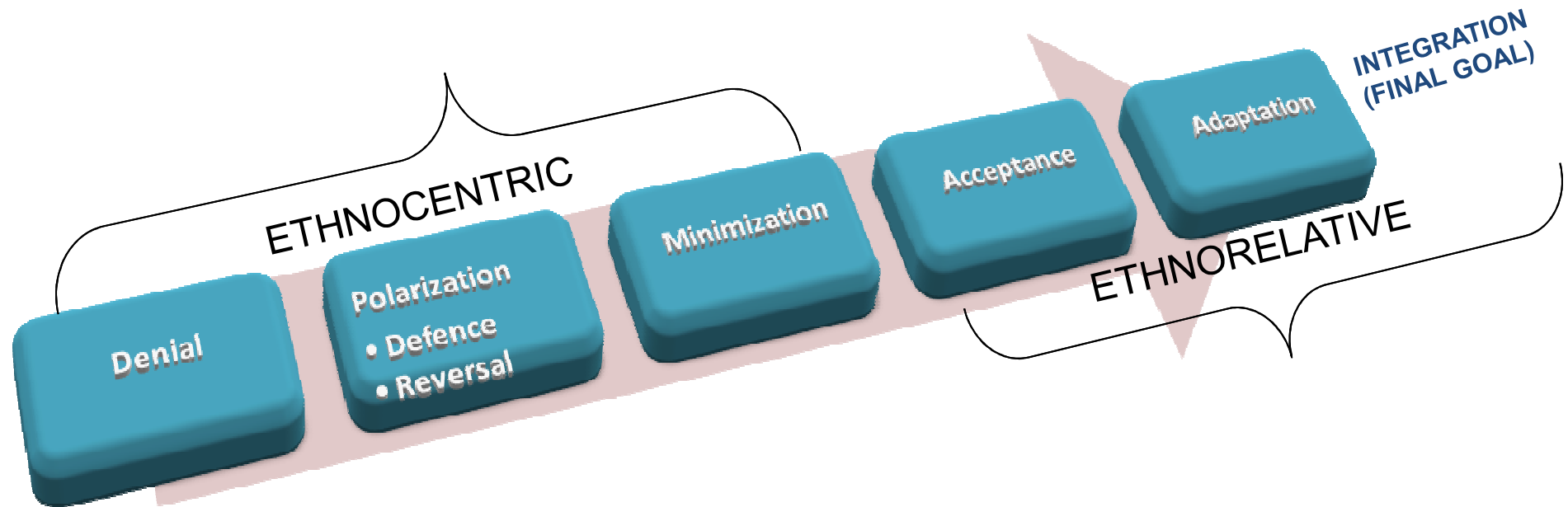
“the effective and appropriate behaviour and communication in intercultural situations (these being assessed by the other involved in the interaction)”.

3. INTERCULTURAL COMPETENCE

SKILL2E



3. INTERCULTURAL DEVELOPMENT CONTINUUM (IDC)



It is an achievement if participant displays change after the internship and the associated SKILL2E interventions with respect to DMIS stages

4. PRE-DEPARTURE TRAINING



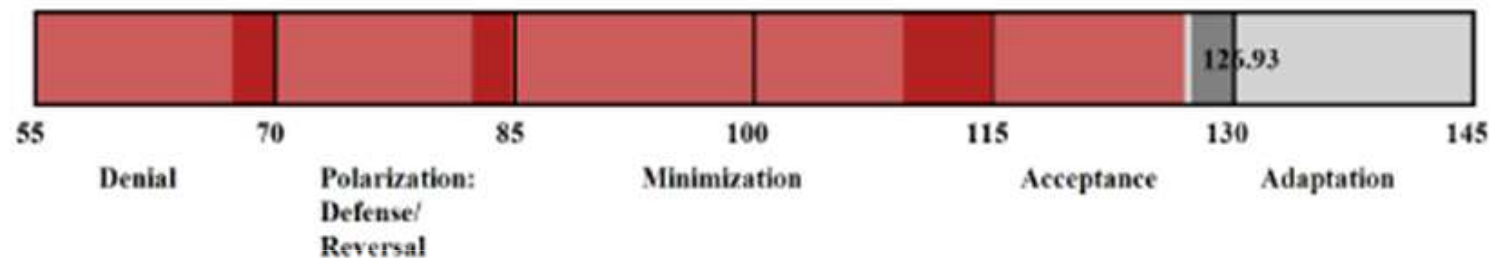
- Based on IDI scores
- Students should have individual feedback from IDI test
- Tailored theoretical and practical activities
- Each institution needs a qualified IDI examiner and an intercultural trainer
- Planned realistic learning outcomes

4. INTERCULTURAL DEVELOPMENT INVENTORY / TRAINING

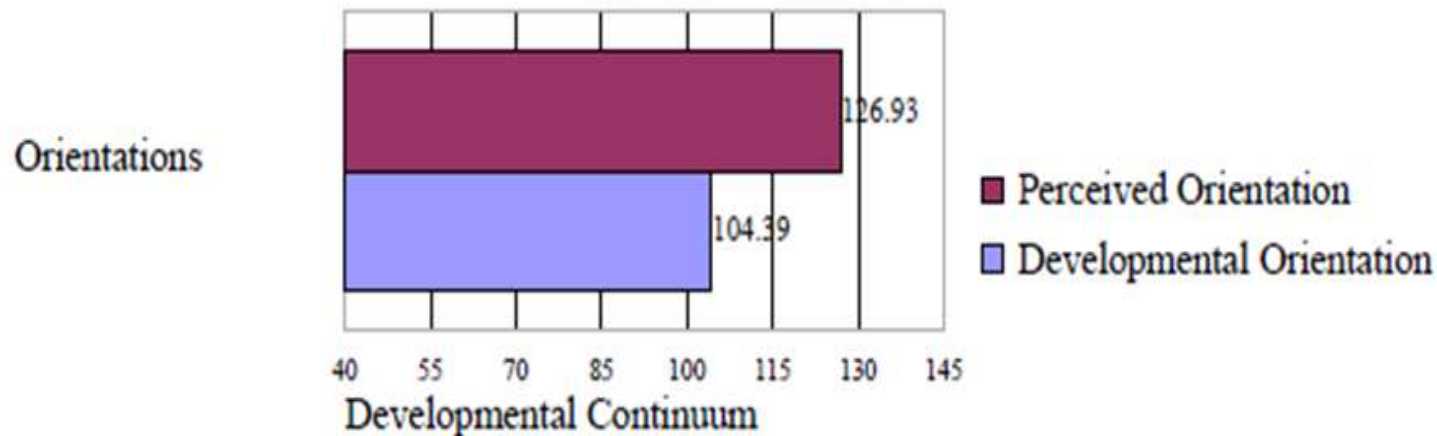


IDI Group Profile

Perceived Orientation (PO)



Orientation Gap (OG)



4. PRE-DEPARTURE TRAINING



Hall

Context	Low	High
Space	Low	High
Territoriality		
Personal		
Proxemics		
Multi-sensory		
Time	Mono-Chronic	Poly-Chronic

Hofstede

Power Distance	Low	High
Uncertainty Avoidance	Low	High
Individualism vs. Collectivism	Individual	Collective
Masculinity vs. Femininity	Masculine	Feminine
Long-Term Orientation	Long-Term	Short-Term

4. PRE-DEPARTURE TRAINING



- 35 points
- Island game
- Role play (Alpha/Omega...)
- Building Bridges
- Describe, Interpret, Evaluate
- Critical incidents
- Case studies

5. CULTURAL MENTORING



- What do enterprises say about cultural mentoring?
- Is this familiar?
- Who should / can be the mentor?
- The role?
- The gain?

Qualifications

- Appropriate knowledge: cultural, professional and company specific
- Good communication skills
- Trustworthiness
- Social competence

Task (Role)

- Consultation and discussion partner, Role modelling, Support

5. CULTURAL MENTORING



- Matching: it is important to take into considerations the personal traits of the mentor and mentee.
- Time: both parties should allocate enough time for the program
- Commitment: both parties need to demonstrate their commitment
- Training: necessary, both when it comes to mentoring and the cultural understanding

6. INTERFLECTION PLATFORM

SKILLZE

The screenshot displays the SkillZe platform interface within a web browser. The browser's address bar shows the URL: <http://www.vicadis.net/campus/mod/glossary/view.php?id=2106>. The page features a header with logos for SKILLZE, CBVI, and the Education and Culture Lifelong Learning Programme. Below the header is a banner for 'Virtual Campus for Digital Students' with the text 'Implementation Online-Reflection Scenario'. The main content area displays a glossary entry titled 'Question 3: This week we're going to reflect on greetings. How do employees greet each other in your placement? Are there any differences in the way people greet each other at work or outside work? What you think about how people greet each other.' Below the entry is a search bar with a 'Search' button and a checkbox for 'Search full text'. There is also an 'Add a new entry' button. At the bottom, there are navigation tabs: 'Browse by alphabet', 'Browse by category', 'Browse by date', and 'Browse by Author'. Below these tabs is a section titled 'Browse the glossary using this index' with a list of letters: Special, A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V, W, X, Y, Z, and ALL. The bottom of the screen shows a Windows taskbar with various application icons and a system clock indicating 16:51 on 12/05/2012.

6. INTERFLECTION PLATFORM



- Guided questions for online diary
- Provides opportunity for reflection and application of this reflection in authentic contexts (work placements)
- Collaborative platform where other participants can share individual experiences
- Running in two languages at the moment: English and Spanish

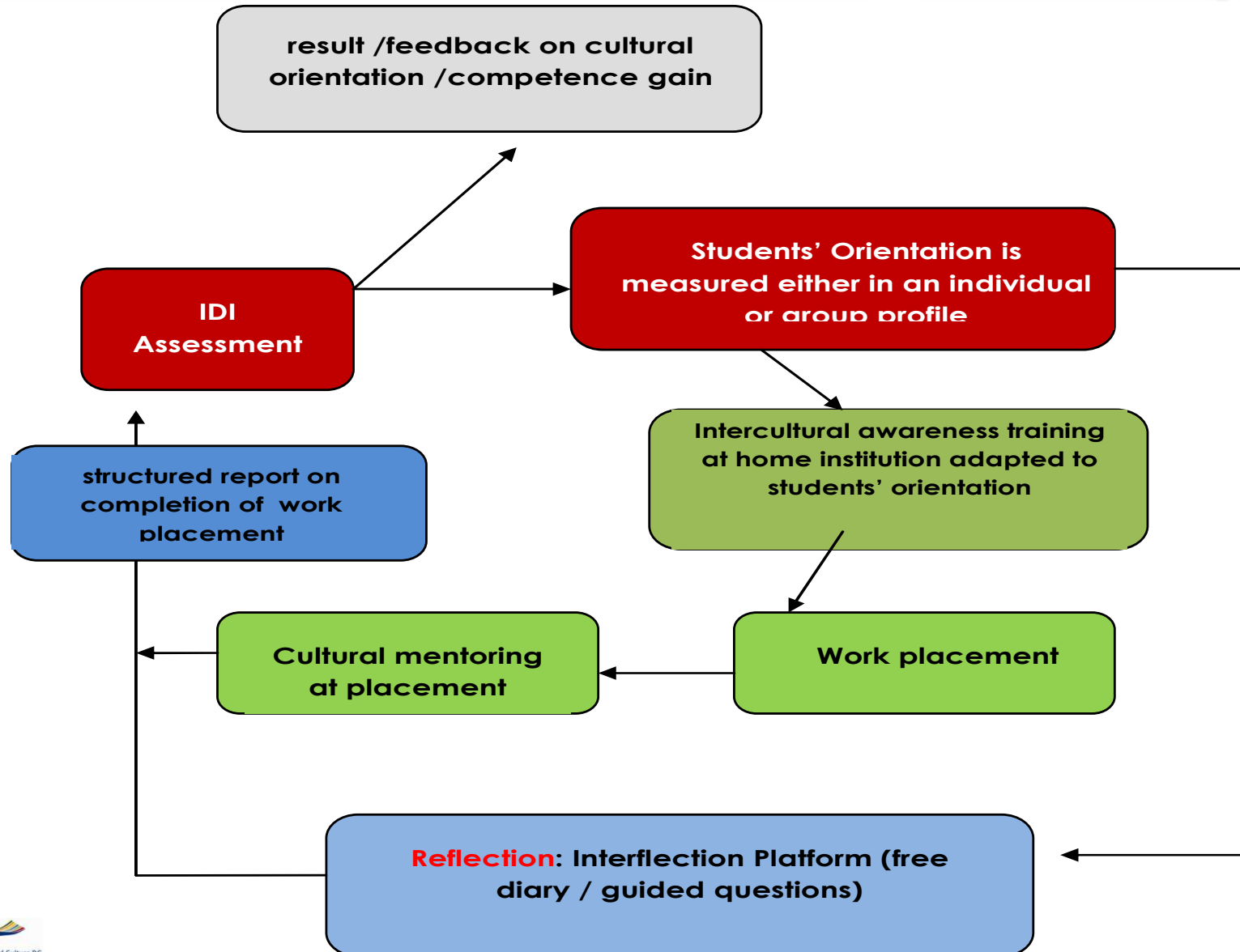
7. PRELIMINARY RESULTS



- High percentage of participants at Minimisation stage
- Training needs to be incorporated officially as placement pre-requisite
- More work needs to be done on reflection processes
- Enterprises are interested in the idea however there are currently more pressing issues

8. SUMMARY

SKILL2E



- Follow us along at:
www.skillse2.net.ms
- Thanks for listening!