



THE UNIVERSITY OF  
MELBOURNE

FACULTY OF  
BUSINESS &  
ECONOMICS

## Business & Economics Careers Centre

*Developing careers through opportunities and connections in  
Australia and overseas*

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**<http://fbe.unimelb.edu.au/careers>**



## The Environment

Business Faculty with 8,000+ students (5 + 2 + 1 )

50-75 % international students

Local and Global aspirations, career plans

232 million people, or 3.2 per cent of the world's population, live abroad worldwide, compared with 175 million in 2000 and 154 million in 1990.



## Drivers and Inhibitors

**Global workforce**

**Global skills**

**Attributes**

**Unemployment**

**Skill Shortage**

**Brain drain**

**Brain gain**

**Motivation**

**Engagement**

**Recruitment processes**

**Employers' Attitude**

**Work permits/Visas**

**Immigration regulations**



## The Start-Up of You

‘What’s required now is an entrepreneurial mindset ... if you want to seize the new opportunities ... you need to think like you are running a start-up: your career ... this means you need to be adapting all the time. And if you fail to adapt, no one – not your employer, not the government (*not even your careers advisor*) – is going to catch you when you fall.’

*The Start-Up of You*, (2012 NY Crown Business) Hoffman and Casnocha

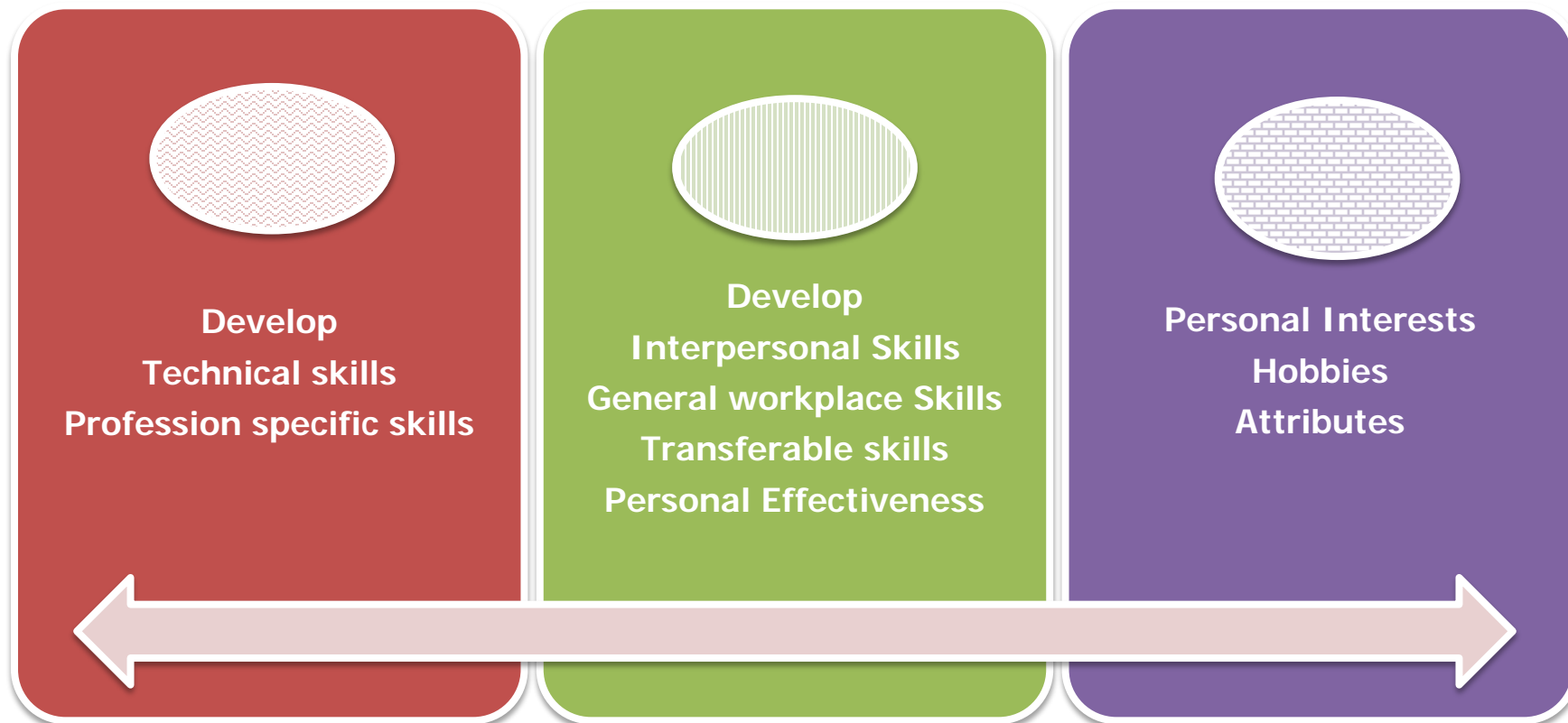


## Skill & Will

How career ambition combined with well selected activities can bring 'dream jobs': EY Melbourne and EY Singapore



# Skill Development Strategy

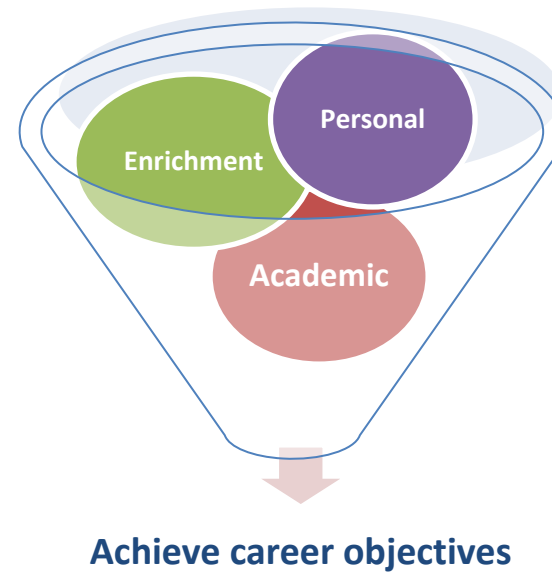


## Working together

The three components need to be developed concurrently, not sequentially.

Emphasis on:

**COMMUNICATION**



## The 8 key employability skills

- **Communication**
- **Teamwork**
- **Problem solving**
- **Self management**
- **Planning & Organising**
- **Technology**
- **Learning**
- **Initiative & Enterprise**

*The Australian Employability Framework 2006*



## Skills and attributes needed for global success

*Flexibility*

*Immune to stress*

*Perseverance*

*Team work skills*

*Able to handle insecurity*

*Knowledge of languages*

*Social skills*

*Tolerance*



*Independence*

*Resilience*

*Adaptability*

*Emotional stability*

*Craving for adventure*

*Communication skills*

*Perceptiveness*

*Cultural sensitivity*

## Active agents

They went about it differently – **both active agents**



- Realistic self assessment – knew strengths and development needs
- Challenged themselves, got out of comfort zone
- Didn't just focus on the next role - excelled in roles (BP, mentoring)
- Joined networks , formed relationships

## Personal statements from graduates

*“My engagement with the careers consultants started with the Initial Interview. It was absolutely life changing for me in terms of gathering information needed to help me make effective and appropriate decisions about my career. Then, I came back regularly to ensure my goals were on the right track. They have been using a “Teach a Man to Fish” approach. Rather than telling you answers, they teach you how to use systematic approaches and frameworks...”*



*“The career consultant was my compass throughout my studies with up-to-date graduate recruitment preparation techniques, CV design and strategic career planning.*

*More importantly though, she gave me the feeling of believing in my skills and in my ability to realise my dream and commence a career far away from home. I faced many difficult moments during the past 3 ½ years with numerous crossings to take and pathways to choose from.”*

## Mission accomplished ...

...when candidates know how to get a job, and then how to do the job.

...when candidates convince employers that they can do the job, will do the job, and are the right fit for the role and place.

