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PERTH, AUSTRALIA   4-8 MARCH 2024

Collaborating for sustainable impact: partnerships across the Asia Pacific

APAIE Perth 4 - 8 March 2024

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Session 13E: Thurs 7th March, 9:30 – 10:00

Embracing Global Excellence: Collaborating to Develop Globally Competent Graduates

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What does the term "Global Competency" mean to you?

What connections can you make between "Global Competency" and Employability?

Today's Discussion:

- What do we mean by global competency?

- What is the importance of global competency today?

- Where do we find global competency gaps?

- What is the role of industry-academia partnerships?

- What else? (open discussion and Q&A)

- What next?

What do we mean by global competency?

APAIE's Definition:

Global Competency involves students' familiarity and ease with work environments, sociocultural dynamics, and languages of the globe, which is crucial for transitioning from academia to the workforce.

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What is the importance of global competency today?

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Global competency & the UN SDGs:

The United Nations has created the Envoy on Youth task force to help emphasize the role of the youth in fostering global competency:

- Developing the 2030 SDG's requires young people as **change agents**
- Global change is linked to global competency in all nations - 90% of youth are in **developing nations**.
- Sustainable development & peace security relies on global competency

This involves language learning, study abroad, and overall cross-cultural understanding.

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Global competency - From academia to the workforce (Deardoff, 2006)

Knowledge & Comprehension

- Understanding global markets
- Cultural self awareness
- Socio-linguistic awareness

Skills

- Cross-cultural collaboration
- Communication
- Problem solving in a global context
- Employability and career advancement
- Cultural intelligence
- Leadership in a global context

Required Attitudes

- Adaptability and flexibility
- Lifelong learning and professional development

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What factors contribute to global competency gaps?

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Factor 1: Developing vs. developed countries

- Education systems - lack of resources, inadequate infrastructure, limited access to technology
- Language proficiency - especially English proficiency levels
- Access to Information - narrower worldview, less awareness to global events
- Socioeconomic factors - limit exposure to global experiences
- Educator training - limited training opportunities
- Employability and workforce skills
- Many more …

Factor 2: Gender Inequity

- Access to education
- Subject choices
- Cultural exposure/norms - limiting female access to solo travel
- Workplace inequity
- Representation in global leadership roles
- Professional development program access
- Networking opportunities - impacting gender-based social norms
- Implicit bias - gender stereotypes
- Parental and family expectations
- And more …

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Other Factors: gaps in global competency

- Socioeconomic disparities and access to resources
- Educational systems and curricular emphasis
- Access to technology and the digital divide
- Cultural exposure due to geographical isolation
- Language proficiency and multilingualism
- Migration and diaspora
- Age and generational gaps
- Political awareness
- Interfaith understanding
- And more …

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How can higher education institutions foster global competency?

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How can we foster global competency?

- Connecting "local" with global education
- Focus on ACCESS to globally-focused programs (domestic and abroad)
- Help students (with intent) to experience the "different", informed by the global economy and global population
- Foster in students a mindset of "interconnectedness" (systems approach to solving global problems)
- Change narratives: global competence to thrive in a diverse workforce vs. the global market.

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What are some successful examples?

- **Intentional programs.** Focused on 21st century skills themes (problem solving, intercultural communication, adaptability, etc.)
- **Problem-solving pedagogies.** Students working on real-life problems.
- **Experiential Learning.** Co-op programs, internship abroad, CPT/OPT for international students
- **Career-building programs.** Partnerships with international office and career services
- **Internship Abroad.** Study abroad programs + internship abroad

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What examples do you have from your institutions?

How can we implement these strategies in our own context?

- Advocate for the empowerment and meaningful participation of young people of all genders, especially the most vulnerable/marginalized
- Recognize the positive contributions made by today's youth
- Increase youth participation in cultural exchanges and internships
- Engage with and mobilize students to take risk, think beyond horizons
- Offer opportunities with limited biases of a person's background
- Search for talent globally, not just in our comfort zones
- Become a mentor

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