

Type: workshop

Title: Sustainable Intercultural Competence Acquisition in Internships abroad - The SKILL2E Three-Tier Model

Level: Specialised

Abstract:

This workshop explores the challenges of implementing a 3 step model to prepare and support students before and during a placement abroad - based on the experiences of the SKILL2E Project, an LLL university-enterprise cooperation complemented by the expertise of the Zicklin School of Business in New York and a US-based consultancy. Its aim is to turn the experience of students in transnational work placements into a sustainable competence gain by providing pre-departure training, an opportunity for reflection in an online communication scenario and on-site cultural mentoring in the enterprises.

We will explore the students' pre-departure training experiences, how they perceive the online reflection scenario and their expectations on cultural mentoring in the companies. We will discuss theory and methodology related to intercultural training, the usage of an assessment instrument for tailoring the training design and the evaluation of the competency gain, the role of the trainers in various cultures. We will outline the added value for the target groups - students, university placement supervisors and curriculum designers and enterprises, especially placement coordinators, human resources and diversity managers. We will also address issues related to convincing companies that intercultural mentoring is a must have in today's international recruitment of young professionals after their educational career.

The workshop will involve short presentations coupled with exercises like critical incident analysis, role plays, assignments in small groups and group discussions.

Learning outcomes: On completion of the workshop, participants will be able to

- differentiate between various conceptual models and methodologies suitable for preparing students about to go on internships abroad
- understand how the usage of an assessment instrument can support the pre-departure training design and the evaluation of the intercultural competence gain
- identify useful training methods, approaches to the role of the trainer /facilitator and concrete exercises for the preparation of students going on internships abroad
- appreciate the relevance of the accompanying online cultural diary used in the SKILL2E project as a means for self-reflection and the discussion of culturally induced issues / conflicts during the internship abroad
- analyse the benefits of using the SKILL2E three-tier model to support the intercultural competence gain in internships abroad especially with respect to cultural mentoring in enterprises

Interactivity:

The interactive element will include:

- 1) carrying out small group assignments related to training methods and the roles of trainers / facilitators, assessment and competencies
- 2) doing exercises that could be used during pre-departure training
- 3) role plays simulating different stakeholders and target groups
- 4) group discussions on the workshop topics following the input from the trainers

Keywords: intercultural competence gain, internships abroad, assessment instrument

Comments:

Duration: full-day

Track1: SAFSA

Track2: EMPLOI

Speakers: Proposer: Gabriele Abermann, Salzburg University of Applied Sciences

International Office FH Salzburg, Austria, gabriele.abermann@fh-salzburg.ac.at
 Chair: Gabriele Abermann, Salzburg University of Applied Sciences

International Office FH Salzburg, Austria, gabriele.abermann@fh-salzburg.ac.at
 Speaker: Laura Streitbürger, Salzburg University of Applied Sciences

(Fachhochschule Salzburg GmbH), Austria, laura.streitbuenger@fh-salzburg.ac.at
 ; Susanna Fabricius, ARCADIA, Finland, ; Maria Tabuenca, Universidad De Alicante, Spain ; Yusuf Erdil, Mugla University, Turkey