

# Employability: The Employers Perspective and its Implications

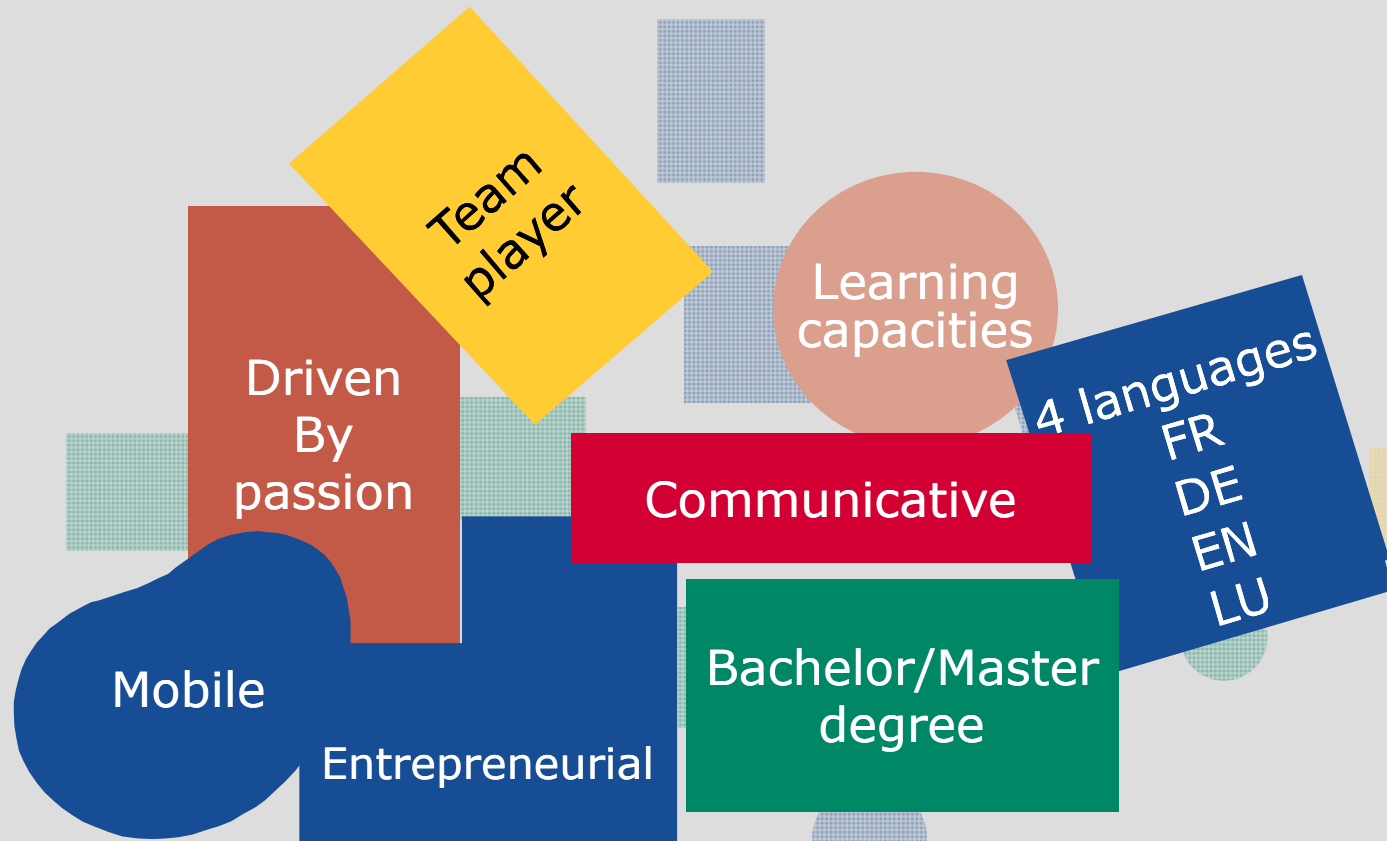
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# Expected common values of the Bachelor/Master qualifications

- . Quality reference of the studies leading to a solid education training
- . Employability as a common sense
- . Interdisciplinary key qualifications
- . Soft skills
- . Academic personal development

# Expected Values and Strengths to join FBL



## Our vision of FBL Future Leaders

- ***Forward Thinker***

- Learns: Identifies Emerging Trends, Adapts
- Integrates Short and Long Term, Vision and Execution
- Focuses Energies Through Change & Uncertainty

- ***Energetic Business Driver***

- Creates Customer Focus and Passion
- Drives Performance, Accountability, Excellence
- Leverages Know-How: People, Processes and Technology

- ***Values-Driven, People-Oriented, Passionate Leader***

- Cooperates Across Cultures, Geographies and Businesses
- Inspires People & Teams to Deliver their Best
- Grows Talent that Grows Talents

# Bachelor Graduates Positions

- . Retail Banking: Credit Officer, Commercial Advisor, ò
- . Support functions:
  - Investment Funds
  - Operations
  - Accounting



# Master Graduates Positions

- . Private Banking and Portfolio Management: Investment Advisor, Relationship Manager ã
- . Merchant Banking: Trader, Dealer ã
- . Enablers functions: Compliance, Legal, IT ã
- . Associate Programmes



## What does it imply for FBL? (1/2)

- Explain young graduates why your company is the right one to work for
- Post effective and creative job ads at the right location
- Meet students and graduates at job fairs and listen to their aspiration
- Invest in new digital communication means
- Use current employees as %ambassadors+to recruit for you
- Exploit professional and social networks
- Do not scare young people with a long-lasting recruitment procedures

## What does it imply for FBL? (2/2)

- Clearly clarify future job requirements
- Put them in contact with company's managers
- Sell them the idea of work
- Offer them concrete perspectives of development
- Do not undervalue work-life balance importance

# Matching the Employers' and Graduates' expectations: example

## . Master in Entrepreneurship and Innovation

- *the University of Luxembourg*
- *the Chamber of Commerce of the Grand-Duchy of Luxembourg have initiated a partnership with*
- *private companies whose first outcome is this new programme on Entrepreneurship and Innovation.*

**Objective: to stimulate the creation and development of innovative companies by:**

- *providing students with an advanced education in the fields of entrepreneurship and the management of technological and organizational change*
- *immersing these students into daily business practice through a privileged relationship with a mentor company*



# Thank you

