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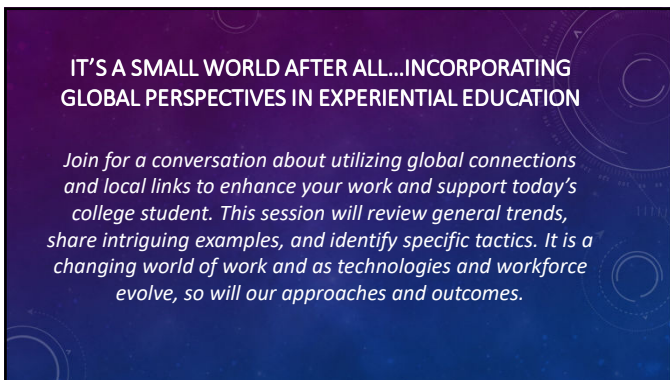
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GENERAL TRENDS: WHAT ARE WE SEEING GLOBALLY?

**INDIVIDUALS**  
*Career ladder? More like a career jungle gym!*  
*Everyone is an entrepreneur*  
*Where is my ROI? And teach me about ROI ASAP*

**INSTITUTIONS**  
*The Long Tail: markets of few, maybe even one*  
*Mobility: circulation beyond directionality*  
*Certification in Navigation of Ambiguity*

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### CASE STUDIES: HOW ARE COUNTRIES & CAMPUSES REACTING LOCALLY? A STORY FROM DENMARK



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### CASE STUDIES: HOW ARE COUNTRIES & CAMPUSES REACTING LOCALLY? A STORY FROM SINGAPORE



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### SPECIFIC TACTICS: WHERE CAN I APPLY THIS TO APPROACHES & OUTCOMES?

#### Portfolio-based Programming

There is a spectrum within international education to help universities build a portfolio-based approach. Low resource ranging to high resource options must take into account the institutional context as well as local context as help build bridge between academia and industry to provide experience and exposure for students seeking to enhance employability. Where to find opportunities?

- Locally-based employers with international presence
- Faculty with international research or professional relationships
- Alumni or expats currently living in the country
- Chamber of Commerce relationships
- Consulate relationships
- Department of Economic Development recommendations
- Third party providers

Considerations around scalability and sustainability as well as accessibility and ethics can influence the mix of opportunities.

#### Adaptive Leadership in Action

Ronald Heifetz and his colleagues argue that adaptive leadership is a practice not a theory, defining it as the "practice of mobilizing people to tackle tough challenges and thrive" (Heifetz, et al., 2009, p. 14). It is a "distributed leadership" model, which means leadership can be displayed by people across an organization, not only by those in senior positions or management roles. How to put that in action?

- Provide tools to articulate past experiences
- Reconsider how we describe future paths
- Contextualize across multiple cultures
- Reinforce the agile mindset
- Everyone is a futurist

Similar to our case studies, link future trends to current action. Whether country or campus or career advisor, understanding population projections and labor markets and emerging industries can make work more impactful and interesting. Be curious, resourceful, and brave!

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RESOURCES AND RECOMMENDATIONS

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