

## **EURASHE ROUNDTABLE ON EMPLOYABILITY**

**Thursday 7 February 2013, Brussels (Belgium)**

### **BRIEF WRITTEN INPUT**

**CARLO PARIETTI, EUROCADRES (EU) PRESIDENT**

**1. What is your definition/concept of Employability?**

The ability of a person, employed or entering the labour market, to have and to update all the professional and personal skills and competences that are requested for playing a role in a job and work organisation. On the other side, the employability depends also on the ability the ability of an employer to recognise and taking advantage of the professional experience as informal learning.

**2. Could you name up to 3 crucial elements for Employability?**

- Continuous professional development
- To know where to find and how to select the necessary information and knowledge
- Learning to learn, as set of tools for flexibility and innovation

**3. Could you link your understanding of Employability to specifics of Professional Higher Education (PHE)? Are there any specific approaches in comparison to the overall higher education?**

Both teachers and learners need to mix a high level of professional / technical / scientific knowledge and an empathy capacity. Emotional intelligence is crucial for understanding the needs of learners as well as for facing cultural and psychological challenges coming from innovation processes.

**4. How would you recommend us to measure Employability? Through which actions would you raise Employability of PHE graduates in practice?**

It's difficult to measure the employability in itself, apart from the outcomes in the labour market. Those outcomes could be part of the parameters for the ranking of universities.

Measurable are the actions accomplished for updating and increasing the employability.

To establish all over Europe a common system for the continuous professional development (for instance with a possible link to the directive on recognition of professional qualifications) seems the most useful opportunity for the highest professional levels.