

The unemployed graduate

To design a community of informal coaching

European Mentoring Summit
2022

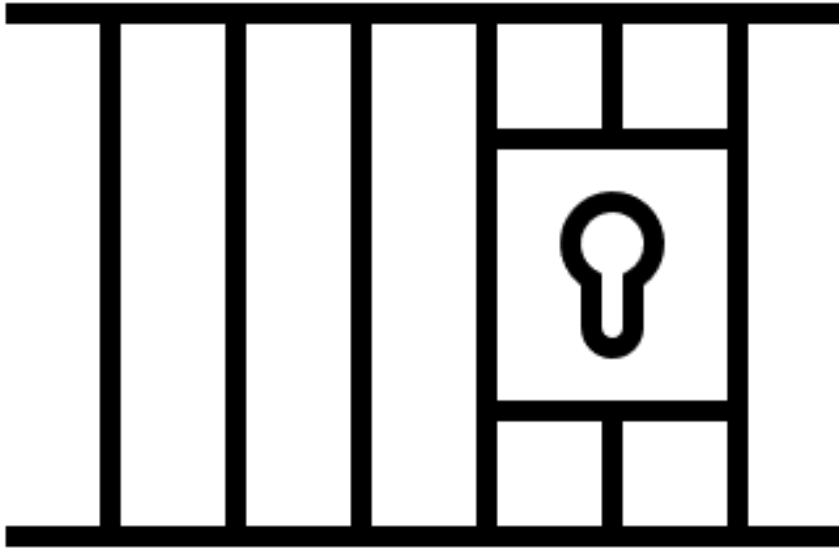
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When we zoom in on the single wire we do not know why the bird is not free, yet when we look at the system of all wires we see why.

There is, however, always a door in the birdcage...

Marilyn Frye's Birdcage Theory (1983)



Thesis

By allowing students to work through DBE on job guidance for unemployed graduates, the value propositions for the latter group are improved and municipal services are supplemented

Stakeholders



Municipality of Leeuwarden

friction between municipality and target group
(difficult to reach, don't meet the standard)

Unemployed graduate

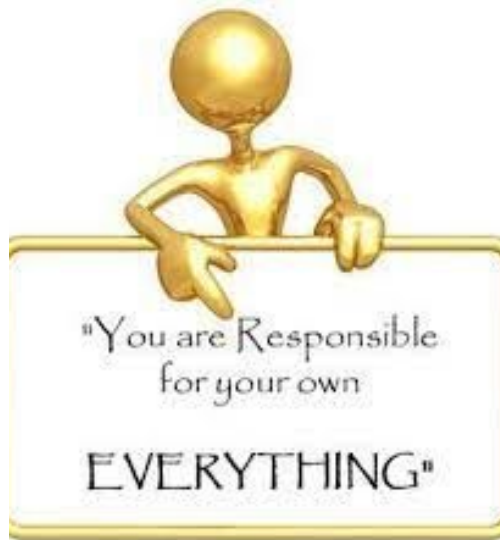
negative experiences in job finding

Students

proximity, approachable and available

Inclusivitalab of NHL Stenden University

take up responsibility for the well-being of (the careers of) its alumni



Framework

Municipality -> 'participation ladder towards paid work'

University -> 'career of the world wise professional is own responsibility'

Inclusivity lab -> 'enlarge selfdetermination' (Deci & Ryan, 2012)





Goal

1. Design alternative and additional ways to take former students out of social assistance
2. Put current students to work with real-life case studies
3. Reduce social costs (poverty, psychological and financial)

Learning Community



DBE cycle

1. Meet & Match -> heterogeneous and distrustful group in discontinuous process that requires customization
2. Living Room -> more than career, small steps, continuity
3. Informal coaching by peer buddies (1+2=3)
4. Organisational embedding in Student Success Centre NHI Stenden -> prevention

A Newton's cradle with five spheres. The leftmost sphere is green and is in motion, having just struck or about to strike the other spheres. The other four spheres are silver and are stationary. The background is a gradient of blue and white.

Impact

Alumni

- Increased independence
- Enlarged social network
- Making steps (thesis, startup, work, quit study)

Students

- Stranger knowledge & commitment

University

- Increasing innovativeness of education (premium 2022)
- Thesis Bootcamp

Municipality

- Additional service
- New partners



Conclusion

Working towards an inclusive educational organisation requires a new approach of community thinking

By educating students in informal coaching, they gain a better understanding of the challenges they and others may face

Question

Workshop

- What could you do to better serve this target group of unemployed graduates in your region?
- How can we make the wires of the birdcage visible?

MANY THANKS
FOR YOUR
ATTENTION!

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