

Work of the Future: the labour market position of creative graduates

Summary of the expert meeting

Minutes of an expert meeting organized within the context of Activity 6.2 of the NSR INTERREG IVB project CCC Reloaded: Crealab

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Work of the Future: the labour market position of creative graduates

Expert meeting organized by University of Technology, Faculty of Architecture and the Built Environment, in cooperation with Polis Platform for Urbanism and Landscape Architecture.

Experts:

- Daniele Haug (Polis Platform for Urbanism)
- Fiona Mushin (Dundee and Angus College)
- Anne Nigten (Hanze University Groningen/The Patchingzone)
- Els Leclercq (Delft University of Technology/Studio Aitken)
- Otto Trienekens (Delft University of Technology/Veldacademie Rotterdam)

Jan Jacob Trip (Delft University of Technology) welcomes the participants and presents an overview of the programme for the afternoon.

Daniela Haug (Polis Platform for Urbanism) gives an overview of the issue and question submitted by graduate students in urbanism. These include the question whether to work at an office, municipality or as a self-employed, and the various aspects of salary, promotion, required skills and future perspectives attached to each of these. Particular attention is paid to the challenges faced by international students on the Dutch labour market, such as the language barrier. Finally, many questions are posed about the possibility to start an own office, for instance in terms of regulation, insurance, associates and required experience.

Fiona Mushin (Dundee and Angus College) presented a Scottish perspective on Work of the Future. In Scotland youth unemployment remains a problem. The share of self-employed and home-based business is large and is increasing each year. ICT is a main driver of this. The contribution of self-employed and home-based businesses to the economy is substantial.

Many future jobs have not yet been invented. That means 'workers of the future' have to create rather than seek their job. At the same time a significant number of employers can't fill vacancies because of a lack of skills in applicants. In this regard the needs of employers and learners are not so different: expertise and relevant skills, team players, motivated and ambitious, problem solvers. Dundee and Angus College is addressing these needs by including projects in the curriculum that involve working with businesses and by supporting start-ups in Dundee.

Experts Anne Nigten (Hanze University Groningen/The Patchingzone), Els Leclercq (Delft University of Technology/Studio Aitken) and Otto Trienekens (Delft University of Technology/Veldacademie Rotterdam) reflect on these presentations. They make a case for starting your own business.

Arie Romein (Delft University of Technology) introduces a post-its session on three themes emerging from the presentations:

- Entrepreneurial skills?
- Do you think of an own company?
- Working for an existing office: what issues do you meet?

Participants submit thoughts and ideas on these themes, and read and comments each other's post-its. The results for each theme are analysed and presented by a team of two experts.

Entrepreneurial skills?

Doubt exists about whether entrepreneurial skills can be taught, or can only be learned in practice. Another question is what entrepreneurial skills actually entail. Social skills are considered most important in this respect: networking, listening, presentation skills, the ability to cooperate.

Do you think of an own company?

It seems the meeting inspired some participants to consider the possibility of an own firm. Nonetheless many questions remain: is it best to start alone or with associates, to start immediately or first acquire working experience, how to acquire work, how to deal with possible failure?

Working for an existing office: what issues do you meet?

A considerable number of participants still prefer working for an existing office or a municipality etc. However, worries exists about the degree of freedom employees have, the hierarchy, the possibilities to gain experience. For international graduates the question whether or not to learn Dutch is an issue; this is needed for administrative reasons, but not so much for the work situation.

