

CIVIS Staff Week Salzburg 2025

“Shaping the future: Adapting career services for Generation Z and Alpha”

February 25th to February 26th, 2025, Salzburg

Course Description

The younger generations – Generation Z and Generation Alpha – tend to have different values and expectations than previous generations. This is reinforced by the increasing use of AI. The labor market is not used to this. The services and support options offered by career centers at universities must therefore change in order to meet students in the best possible way on the one hand and to bring the job market into line with students’ new expectations on the other.

At the moment, career centers work according to the supply and demand of the job market. The focus is still on the classic specialist career. Universities currently have no strategy to serve students outside of the classic mass subjects (e.g. law studies, business studies). Career centers should offer students the space to combine their personal and professional experiences into a well-founded profile so that they can meet the demands of the 21st century, e.g. for self-organization in teams, and find the necessary sense of purpose in their choice of career fields.

Location:

- The Staff Week will take place in the Science City Salzburg, Techno_Z Itzling, Veranstaltungszentrum, Jakob-Haringer-Str. 5 (Techno_3), in the ground floor (EG)
- You will find a Map of the Science City Salzburg, Techno_Z Itzling [HERE](#)

Salzburg: A city full of sights

Salzburg, the charming city on the Salzach river, offers a perfect blend of culture and history. The city is known for its baroque architecture, the impressive Hohensalzburg Fortress and as the birthplace of Wolfgang Amadeus Mozart. Visitors can explore the picturesque old town, which is a UNESCO World Heritage Site, or enjoy a stroll through the beautiful gardens of Mirabell Palace or Hellbrunn Palace.

Another highlight is the proximity to the Alps, which offer numerous opportunities for outdoor activities such as hiking and skiing. Cultural events such as the Salzburg Festival also attract numerous visitors every year and offer a varied program. Salzburg's unique combination of historical charm and modern comfort makes the city an ideal place for discoveries and experiences.



<p>Overall objectives of the mobility</p>	<ul style="list-style-type: none"> • Understanding of challenges of the younger generations in a radically changing work of world: Generation Z and Generation Alpha do have different values and expectations than previous generations. The labor market is not used to this. • Explore the need for adaptation of the services and support options offered by career centers in order to meet students in the best possible way. Career centers should offer students the space to combine their personal and professional experiences into a well-founded profile so that they can meet the demands of the 21st century, e.g. for self-organization in teams, and find the necessary sense of purpose in their choice of career fields.
<p>Added value of mobility (in the context of modernization and internationalization of the sending institution)</p>	<ul style="list-style-type: none"> • Knowledge transfer and quality assurance: The exchange harmonizes the perspectives and experiences of the career services in their actual fields of action. • Networking and strategy: Space to explore common fields of action and for joint strategy development. • Best practices: Career service staff learn about best practices and innovative approaches from other universities and can integrate these into their own institution. • Input for strategic alignment of career services in the universities of the participating Career Services employees.
<p>Activities to be carried out</p>	<ul style="list-style-type: none"> • Interactive and collaborative setting with moderators: <ul style="list-style-type: none"> • Short concise presentations • Interactive workshops • Best practice • Discussion rounds • Group work
<p>Expected impact and outcome</p>	<ul style="list-style-type: none"> • A common understanding of the changing challenges for Universities and Career Services in the world of work • Identification of fields of action and ideas for universities to meet these challenges • Starting points for exchanging and coordinating activities
<p>Target Group</p>	<p>Career Services Staff and anyone who is interested</p>

Day 1: Understanding the challenges for career services at universities

09:00 - 09:15 | Arrival, registration and welcome coffee

Relaxed arrival and first talks over coffee and snacks.

09:15 - 10:30 | Opening and introduction

Welcome by the organizers and presentation of the objectives of the network meeting.

Introduction of CIVIS

Introduction of the participants

10:30 - 11:00 | Keynote speech: Developments in recent years and their impact on everyday student life

Effects of uncertainty, digitalization, networking and globalization on everyday study life and the challenges for students with regard to personal orientation.

(Alexandra Fischl, Martin Mader)

11:00 - 12:00 | Discussion round: Challenges for students and universities

Open discussion with representatives from various universities about the specific challenges facing students today and how these affect universities.

12:00 - 13:00 | Lunch break

Joint lunch and networking.

13:00 - 14:00 | Group work: Identification of the most important challenges

Participants work in small groups to identify and prioritize the most important challenges for students and universities.

14:00 - 14:30 | Keynote speech: Future skills

Interactive workshop on the topic of future skills.

14:30 - 15:00 | Coffee break

Opportunity for informal exchange and networking.

15:00 - 16:15 | Workshops: Meeting challenges

Interactive workshops with 2 groups on the topic: "How do we meet the challenges?"

(collecting, clustering, prioritizing, comparing)

16:15 - 17:00 | Summary and outlook for day 2

Summary of the results of the first day and presentation of the program for the second day.

17:00 - 19:00 | Free time

19:00 - 21:00 | Dinner and informal networking

Dinner together and opportunity for informal networking.

Day 2: Strategies and cooperation

09:00 - 09:30 | Welcome coffee

Relaxed arrival and initial discussions over coffee and snacks.

09:30 - 10:30 | Two keynote speeches: Successful strategies and best practices from various universities

Various universities present successful strategies and best practices in career services.

10:30 - 11:00 | Coffee break

Opportunity for informal exchange and networking.

11:00 - 12:00 | Two keynote speeches: Successful strategies and best practices from various universities

Various universities present successful strategies and best practices of career services.

12:00 - 13:00 | Group work: Starting points for cooperation

Participants work in small groups to identify and develop starting points for cooperation between the career services of the universities.

13:00 - 14:00 | Lunch break

Joint lunch and networking.

14:00 - 15:00 | Presentation of the results

Groups present their results and discuss possible next steps.

15:00 - 15:30 | Conclusion and farewell

Summary of the results of the network meeting and farewell to the participants.

For your consideration:

The training plan is subject to change based on the needs and expectations of the participants. The social activities recommended are optional and will be updated one week before the start of the training.

Conditions of participation:

Interested colleagues are asked to send a letter of motivation for participation.

It is desired that the participants give a keynote speech. There are 4 slots available for keynote speeches on the topic "Successful strategies and best practices".

Minimum number of participants: 12 persons

Maximum number of participants: 20 persons

Registration deadline: 24.01.2025

Please register [HERE](#)

Contact persons:

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Accommodation:

Note: participation in the CIVIS Staff Week is free of charge – you are responsible for booking your accommodation yourself.

Funding:

The cost of travel and subsistence may be covered through Erasmus+ funding. For more details, please reach out to your home university's international office

Hotel recommendations (near Techno_Z Itzling)

FourSide Hotel Salzburg (<https://www.fourside-hotels.com/de/hotels/fourside-hotel-salzburg/>)

Kolpinghaus Salzburg (<http://www.kolpinghaus-salzburg.at/>)

Eco-Suite Hotel (<http://www.ecosuitehotel.at/>)

Hotel Plainbrücke (<http://www.plainbruecke.at/>)

Mayburg Salzburg, a Tribute Portfolio Hotel (marriott.com)

Wyndham Grand Salzburg (wyndhamhotels.com)

Austria Trend Hotel Europa Salzburg (<https://www.austria-trend.at/de/hotels/europa-salzburg>)

Arte Hotel Salzburg (<http://www.arte-salzburg.at/>)

H+ Hotel Salzburg (h-hotels.com)

Parkhotel Brunauer (<http://www.parkhotelbrunauer.at/>)

Hotel Scherer (<https://www.hotelscherer.at/>)

Hotel Motel One Mirabell (<https://www.motel-one.com/hotels/salzburg/hotel-salzburg-mirabell/>)

Hotel Mercure City (all.arcor.com)

Holiday Inn Salzburg City (ihg.com)

Dorint City-Hotel Salzburg (hotel-salzburg.dorint.com)