

Subtheme:
MEDIATING FASHION

RESIDENCIES OR HACKATHONS: FUTURE RECRUITMENT STRATEGIES FOR FASHION-TECH

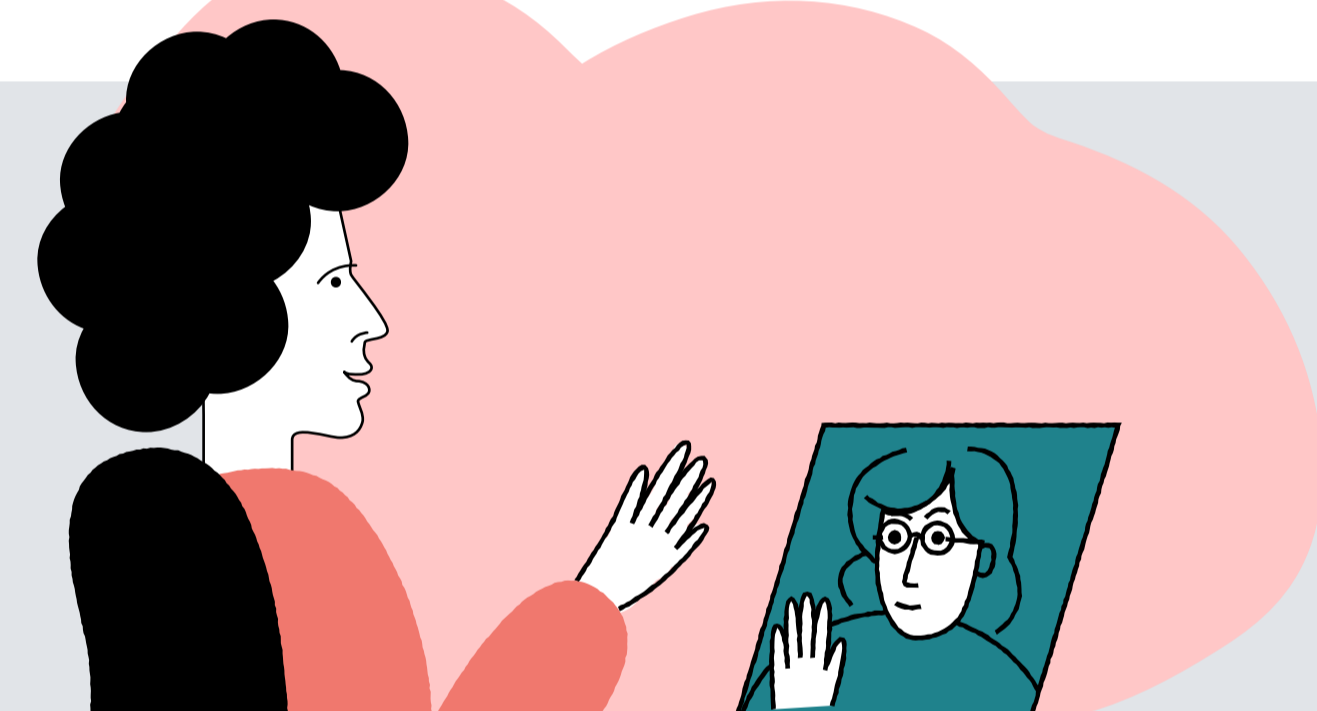
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Today's Fashion-Tech landscape is in a state of flux – fashion and tech sectors are becoming increasingly more closely aligned, digitisation is key, and environmental issues are driving new processes and agendas within the industry. Companies do not necessarily know all the solutions but rather look to future talent to continue to grow and scale their organisations for ongoing innovation in the sector. The FTAlliance project held online workshops with industry partners to interrogate the new challenges to companies and the recruitment strategies and talent assessment tools they are using in recruiting future talent. While all companies agreed the formal interview still to be the best way to assess a candidate, a variety of other recruitment practices were also promoted to ensure the right person is hired.



EXPANDED PORTFOLIOS

Portfolios are still important but should no longer only highlight collections of final products but rather emphasise more fully process and conceptual thinking.
— Students need to consider in what way they can better pitch their ideas, demonstrate skills and present their work to also highlight their entrepreneurial mind-set and fresh innovative ideas.



ONLINE INTERVIEWS

The pandemic/Covid-19 has ushered in new recruitment processes such as the digital interview combined with online assessment tasks as tools for a more global approach to recruitment.

Acknowledgements:

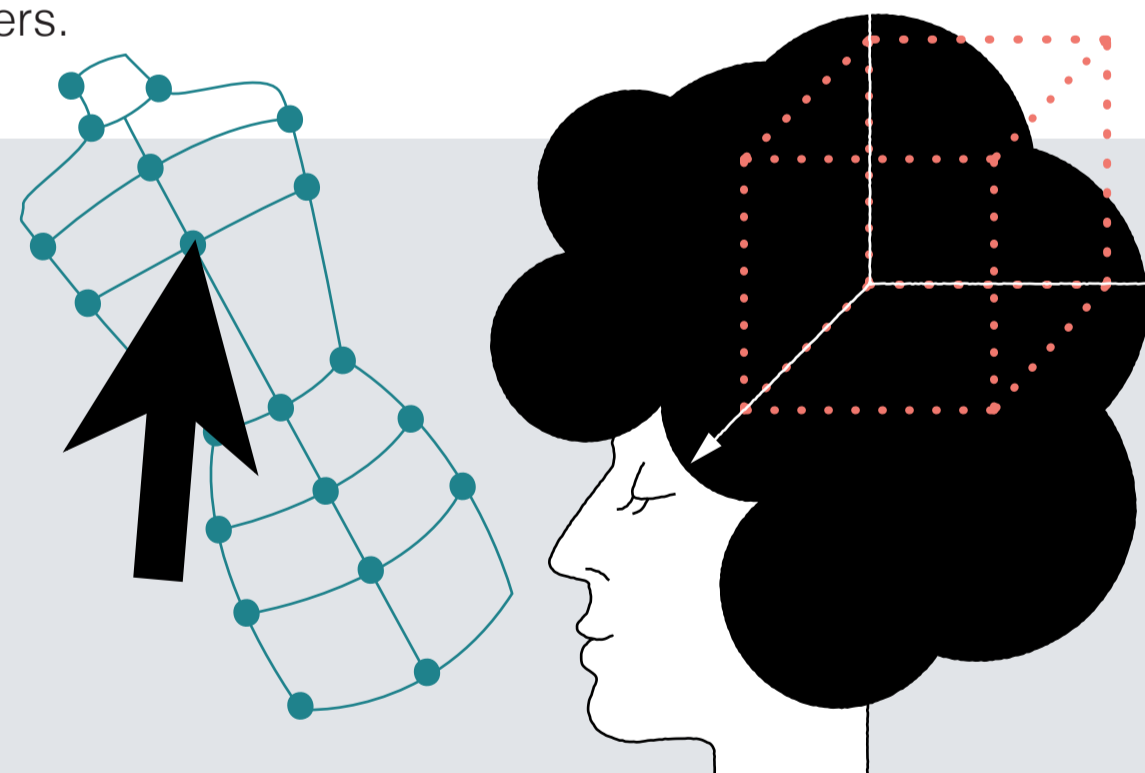
Thanks to our FTAlliance HEI partners and industry partners, and to the LCF Graduate Futures team for their participation, especially Ismaril Wells for facilitating the online workshops.

Credits:
Graphic Designer: Maciej Rackiewicz



ASSESSING SOFT/ER SKILLS

The industry is also prioritising soft/er skills – being entrepreneurial, a collaborative team player, open to change...
— Group-based assessment opportunities; the completion of a problem-solving brief; presenting to a group; a group interview and sometimes an additional small one-day assignment are all tools utilised to assess a candidate's soft/er skills in relation to others.

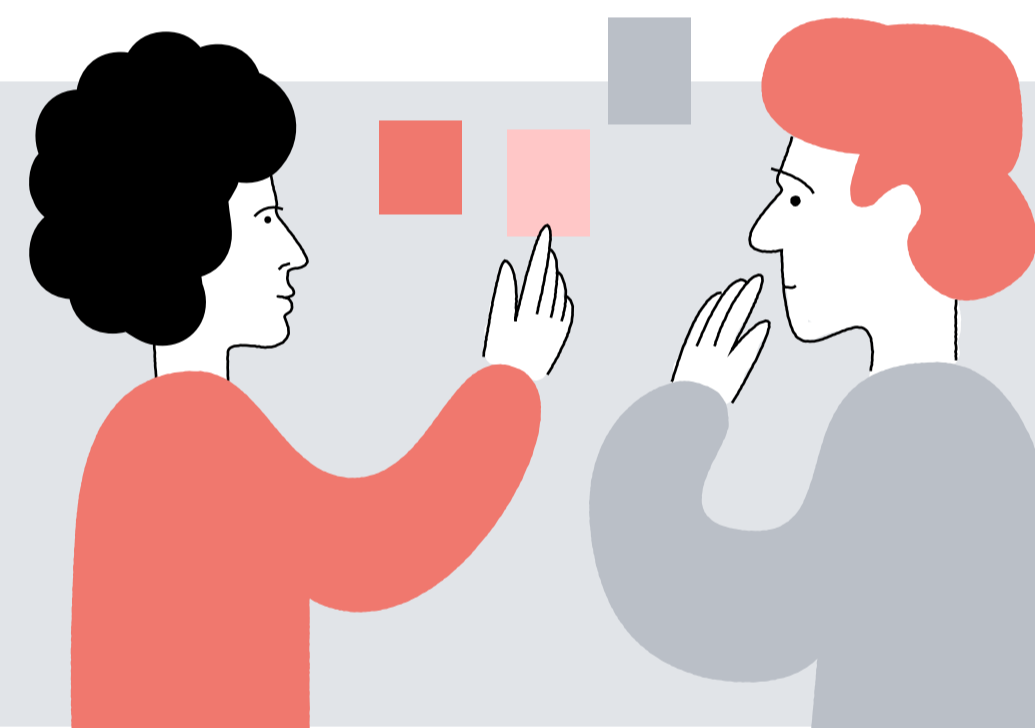


3D MINDSET

Digitisation means the industry seeks a variety of new skillsets from its designers.
— However, 3D skills are not necessarily essential, what is more important is that candidates have a 3D mindset and are open to learn new and different software, as companies are offering digital training.

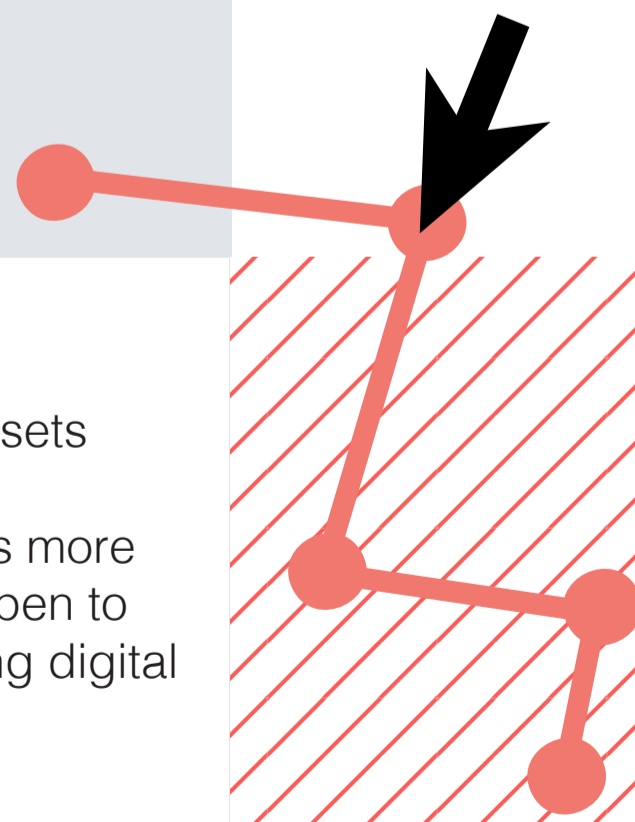
NETWORKING & COLLABORATION

'Stay close to the talent pool' was the clear resounding message from Fashion-Tech employers who understand that their collaborations with HEIs via industry projects, networking and knowledge exchange events and open days allow them to assess students before they graduate.



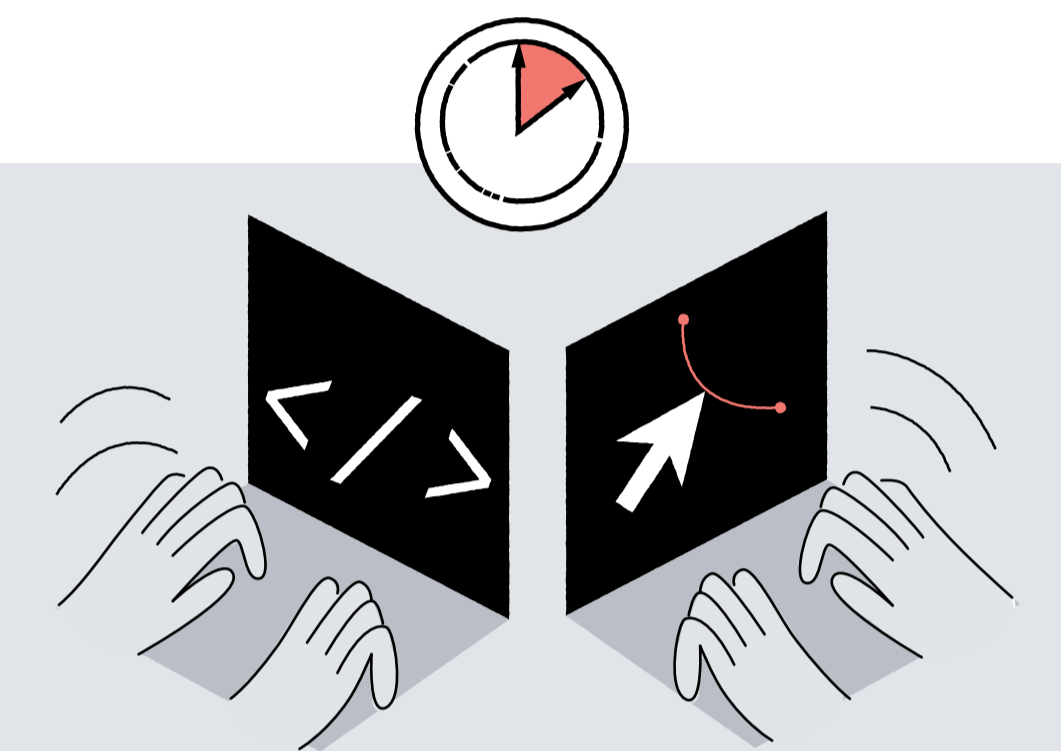
RESIDENCIES // INTERNSHIPS

To assess skills and suitability of future talent over a longer-term.
— Companies such as Grado Zero Innovation offer built-in project-based traineeships within interdisciplinary teams to assess an individual's suitability for their company.



HACKATHONS

An effective way for companies to find the best people (with the right skillsets and mindset) for their businesses to remain responsive and constantly agile.



EQUITY, DIVERSITY & INCLUSION

Companies are recognising the importance of a diverse workforce to their future success. They thus seek to actively attract applicants with a diverse background, acknowledging they need to write the job description in an inclusive language that omits unconscious bias. With this agenda in mind, they agree that there is 'no one-size-fits all' solution to attracting, recruiting and assessing future talent.

FTalliance

Weaving Universities and Companies
to Co-create Fashion-Tech Future Talents

FTAlliance 'Weaving Universities and Companies together to Co-create Fashion-Tech Future Talent' is a 3-year (2020-2023) Erasmus+ funded academia-industries partnership aimed at facilitating the exchange/flow of knowledge and co-creation within the Fashion-Tech sector to boost students' employability and innovation potential.

To find out more visit:
<https://fashiontechalliance.eu/en/>



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