

developing
Employability



What is employ**ABILITY** in ICT, and
how do we develop it?

Professor Dawn Bennett



Australian
Learning &
Teaching
Fellows



Curtin University

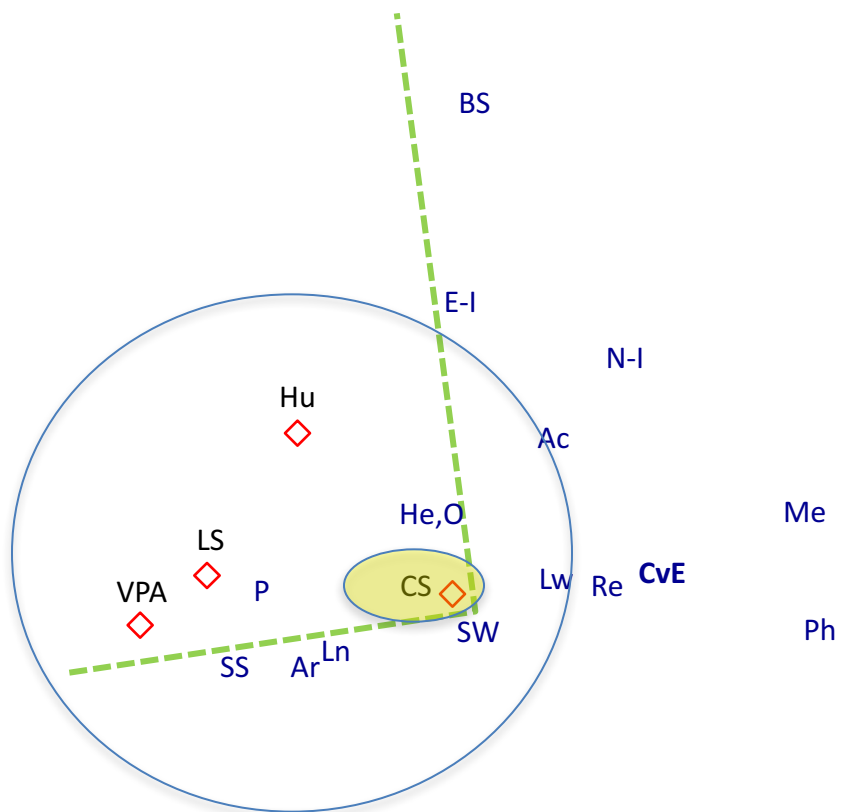


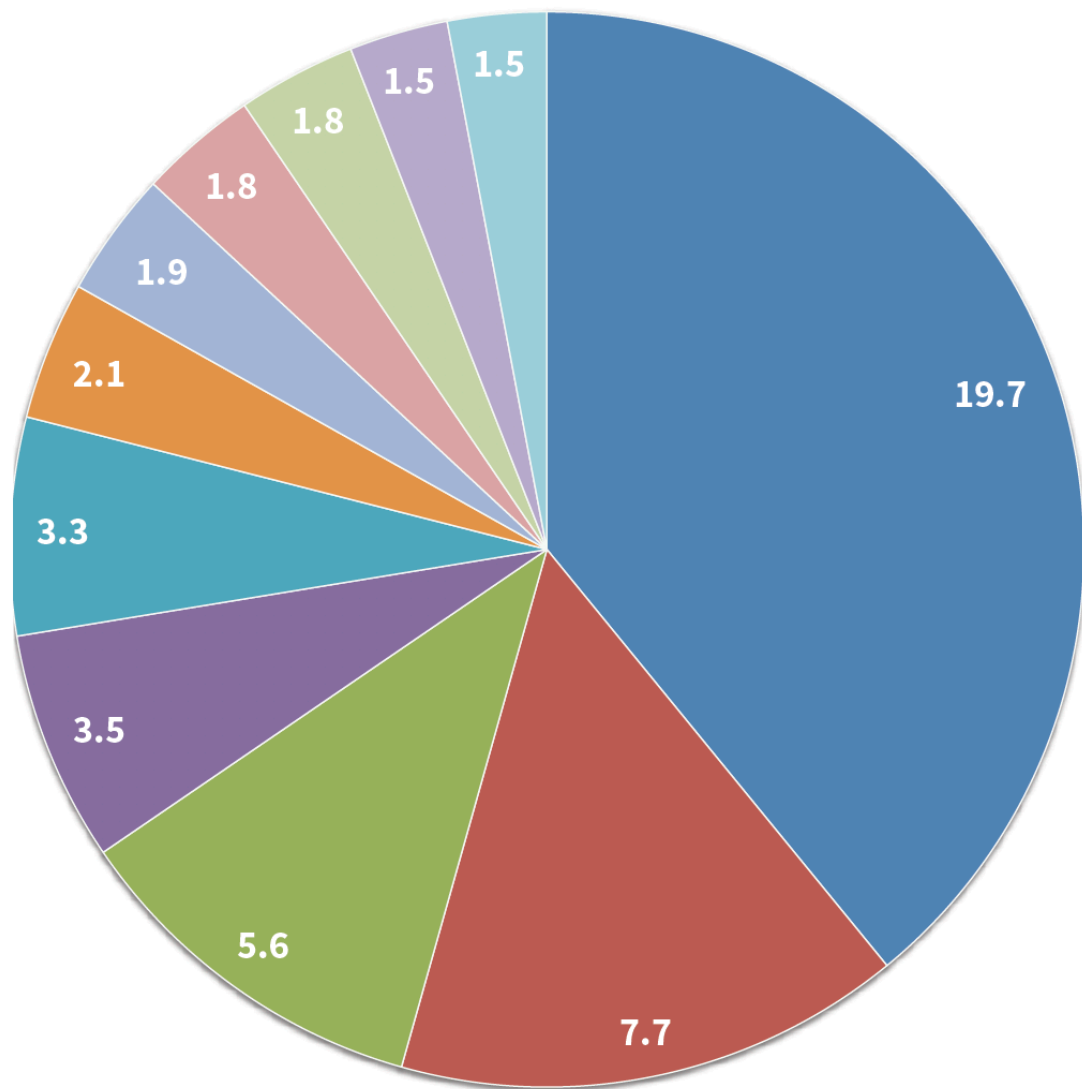
Discipline	Number	Percentage
Information Technology	460	9.3
Computer Science	1,785	36.0
Information Systems	1,600	32.3
Other Information Technology	1,112	22.4

Characteristic	Number	Percentage
Male	3,910	78.9
Female	1,044	21.1
Median age	26	-
First language English	2,189	44.2
First language Other	2,602	52.5
Graduate from undergraduate degree	2,971	59.9
Graduate from postgraduate degree	1,915	38.6



Computer science (2013)





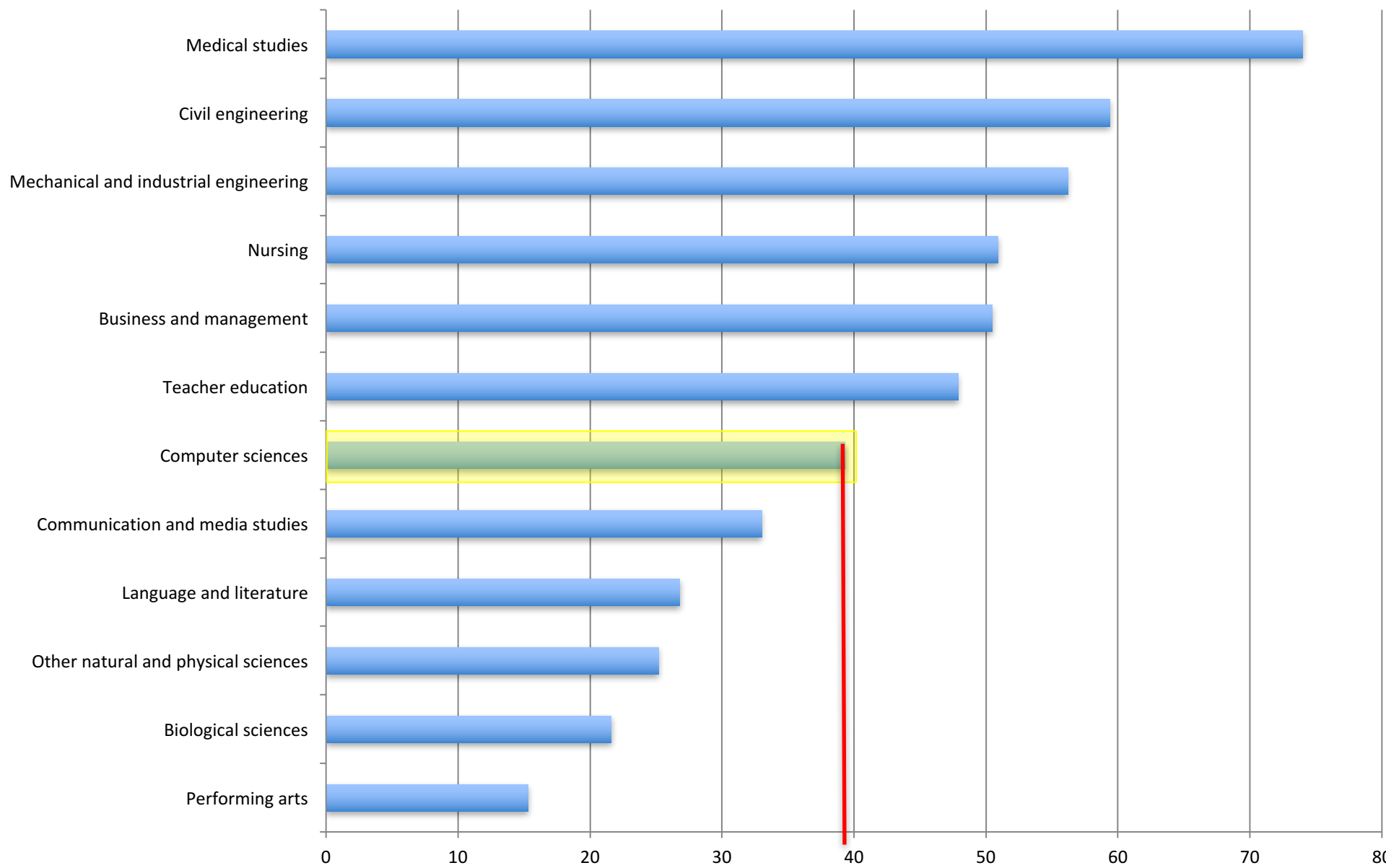
- Computer System Design
- Higher Education
- Cafes, Restaurants & Food Services
- Supermarket & Grocery Stores
- Telecommunication Services
- Depository Financial Intermediation
- Accounting Services
- Management & Consulting Services
- Central Government Administration
- Public Order & Safety Services
- Defence



Status	Number	Percentage
Full-time	2,131	44.0
Part-time	1,088	22.5
Self-employed	205	6.6
Studying full-time	688	14.3
Studying part-time	243	5.1

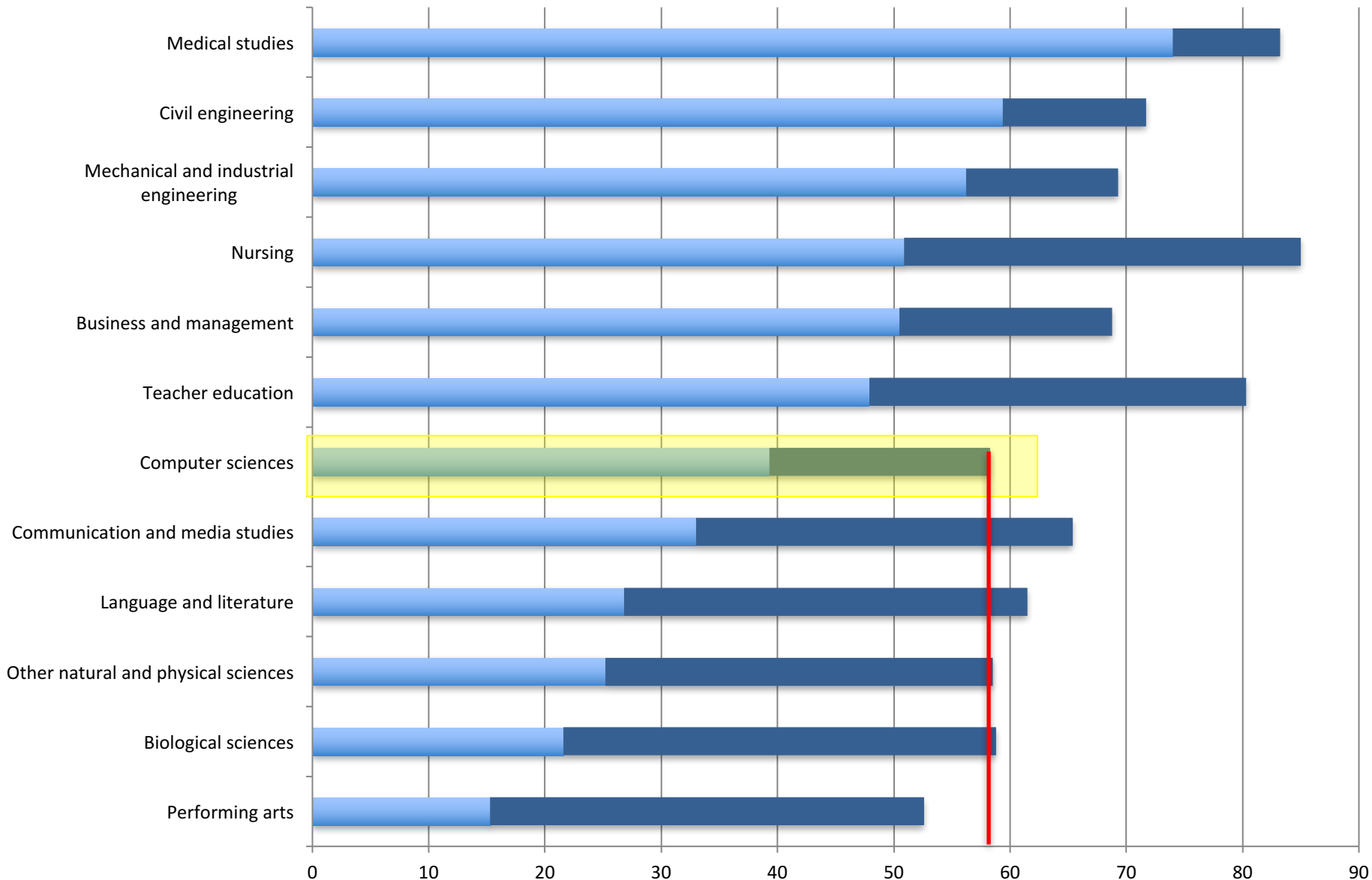


Full time work



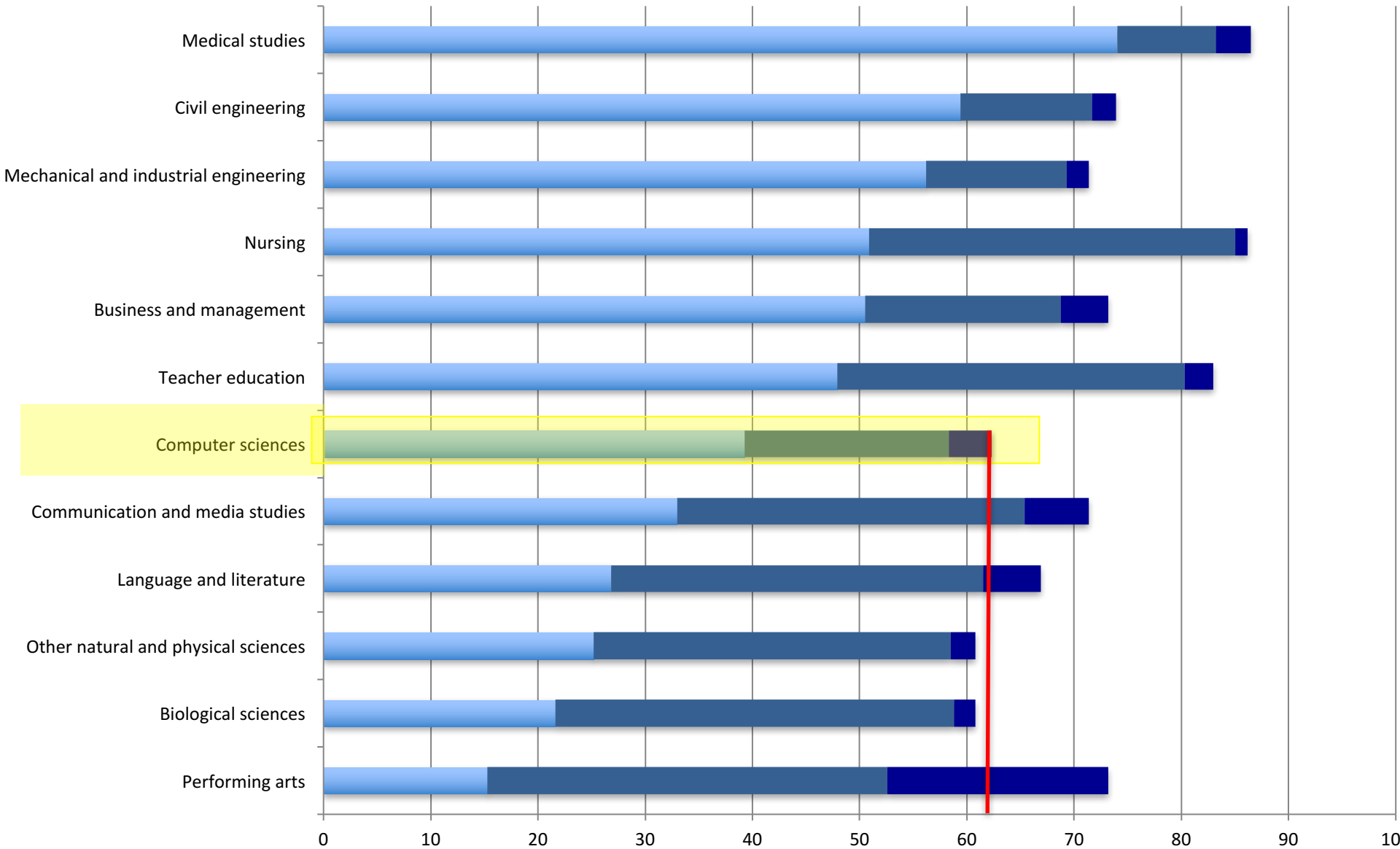


Full time and part-time work





Full time, part-time and self-employed work





Are graduates ready for this?

- Self-directed, cognitive, autonomous work
- Flexible working hours
- Multiple reporting points
- Awareness of rights and responsibilities
- Ability to assert acceptable behaviours
- Capable of tackling competition with creativity
- Skilled to manage power relations
- Confident in securing networked forms of employment
- Managing work that is isolated and/or virtual



Employability development

AUSSE (now SEQ): Have students in the past year:

- Talked about career plans?
- Improved employability knowledge & skills?
- Explored how to apply their learning in the workforce?
- Set career development goals and plans?
- Explored where to look for jobs relevant to their interests?

Undergraduate, 35,000 responses (Weighted)



ICT





EmployABILITY development is *not*

- Employment
- A destination
- Achieved at graduation
- A certificate
- A job
- Something developed exclusively in the workplace



Employ**ABILITY** *is*

“The ability to find, create and sustain meaningful work across lengthening working lives and multiple work settings.”

Bennett, D. (2016). Developing employability in higher education music.
Arts and Humanities in Higher Education.



How do students develop employ**ABILITY**?

employ

[m pl , m pl]

verb

1. To pay someone in exchange for work.

“The firm announced it would employ more university graduates.”

Synonyms: commission, engage, enlist, hire

2. To make use of.

“The man employed the strategy to ensure his success.”

Synonyms: apply, engage, operate, use, utilize

ability

[ə- bi-lə-tē]

noun

1. The means or skill to accomplish a task.

“Sarah was proud of her ability to solve a Rubik’s Cube.”

Synonyms: capability, capacity, competence, facility, faculty

2. A natural or acquired proficiency in a certain field of endeavour.

“Scholarships are awarded to students of extraordinary ability”

Synonyms: aptitude, capability, expertise, genius, proficiency, prowess, skill, talent



Rethinking employ**ABILITY** development

- Metacognitive
- To engage staff and students
- To adopt a shared definition of employability
- To share best practice across all experiential education, including in the co-curricular space
- To redefine employability development with a focus on the cognitive



Barriers for educators:

- Lack of time
- Lack of resources
- Lack of expertise
- Lack of interest



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Employability is the ability to find, create and sustain work and learning across lengthening working lives and multiple work settings.

Employability development is the process of teaching students to think. It involves the cognitive and social development of learners as individuals, professionals and social citizens.

Employability is not a job. It does not come with the graduation certificate. It requires work throughout the career lifecycle.

RECENTLY ACTIVE MEMBERS



PROJECT EVENTS

ISPS Conference
August 30 - September 2

ASET Conference
September 5 - September 7

Residency | University of the Arts, Finland
September 10 - October 1

Expert in Residence

Topic 02 | How can we create change with a collaborative governance framework?

▲ Amanda Henderson

Hi, I am Amanda Henderson and I will be leading the discussion for the month of June. My particular interest is work integrated learning given my experience of working across industry and the academic... [Read More](#)

Latest Activity

Pauline Watkins became a registered member
12 hours, 43 minutes ago

Anne Ryden became a registered member
19 hours, 26 minutes ago

Helen Loris Burke McAllister became a registered member
1 day, 3 hours ago

Mili Chongwe became a registered member
4 days, 19 hours ago

uwacareerscentre became a registered member
5 days, 19 hours ago

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PROJECT NEWS

HERDSA

🕒 August 1, 2017

Dawn Bennett from Curtin University and I co-chaired the expert stream in employab

The student self-assessment too

🕒 August 1, 2017

Welcome to the EmployABILITY student starter kit

Learn more

Student starter kit: Personalised employABILITY profile

Personalised employABILITY profile

When will I be employable?

A better question is, "When will I be able to do the work I want to do?" Use your personalised employABILITY profile to help answer this question.

How am I doing?

People strive to be employable—self and career literate—for the whole of their working lives. Being aware of your strengths and weaknesses across the six *Literacies for Life* can help you target areas in need of development and extend areas of strength, so that you can stay ahead.

Your employABILITY profile may change each time you re-assess your abilities, particularly when your goals and career paths change. It is perfectly normal for people to self-assess lower than before in one or more domains; employability is fluid.

As you reflect on your employABILITY profile, identify areas of concern and target these for development. Use the employABILITY student resources linked with your profile, work with career advisors at your institution, and talk with peers, lecturers and industry practitioners.

Understand employABILITY for yourself

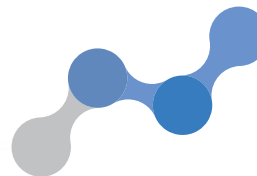


Personalised employABILITY profile

How do I read my results?

To read your results, first look at the model below and explore the interactive *Literacies for Life* model.

The *Literacies for Life* combine to enhance employability. When you completed the employABILITY self-assessment tool, you assessed yourself against all six literacies.



developing
Employability

developingemployability.edu.au

student.developingemployability.edu.au

20 minutes
Online
Formative
Resource rich
Research enabled
Educator linked

Complete the EmployABILITY self-assessment tool

Start now

< >



All literacies

Basic Literacy

Emotional Literacy

Occupational Literacy

Personal and Critical Literacy

Rhetorical Literacy

All 10-minute resources Career Stories Industry Snapshots

Are you an entrepreneur?

Career story: Adapting to change

Career story: Building a career with creativity and resilience

Career story: Changing career

Career story: Developing your personal brand

Career story: Finding career path