Future of Learning in Higher Education Summit

Employability Stream

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Employability
The future of learning in higher education?
Yes!

"The international economy is evolving. The employment market is changing. … in an environment of ongoing disruptive technologies and economic structural change, we are preparing graduates for jobs that have not even been defined today."

Hon. Minister Christopher Pyne
2014 Speech to the National Press Club

Co-Curricular for Graduate Employability

(12:20-12:50pm)

- **Employability research outcomes based on 705 surveys and 147 in-depth interviews/focus groups**

- **Why co-curricular activity is the secret to enhancing graduate employability**

- **Beyond Bond: Embedding co-curricular activities in curriculum via badges**

Commissioned Project Australian Government Office for Learning & Teaching

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**Supporting graduate employability
from generalist disciplines
through employer and private institution collaboration**

Thank you to

Australian Government
Office for Learning and Teaching
&
Team Members

Associate Professor Linda Crane, Co-Leader, Bond University
Madelaine-Marie Judd, Project Manager
Professor Grace Lynch, Evaluator, RMIT
Professor Sally Kift, Critical Friend, James Cook University
Associate Professor Cecily Knight, James Cook University
Professor David Dowling, University of Southern Queensland
Kirsty Mitchell, GM Career Development Centre, Bond University
Matthew McLean, Graduate, Bond University

Definitions

- **Graduate Employability** means that higher education alumni have developed the capacity to obtain and/or create work and that, institutions and employers have supported the student knowledge, skills, attributes, reflective disposition and identity that graduates need to succeed in the workforce (Knight & Yorke, 2004; Yorke, 2006; Yorke & Knight, 2006).

- **Extra-curricular** and **Co-curricular** activities mean student recreational and/or leisure pursuits that take place outside of regular curriculum or program of disciplinary learning outcomes. These activities are pursued beyond the classroom and/or online learning.

  Extra-curricular activities are separate and apart from the formal learning program.

  Higher education institutions align **co-curricular** activities with formal schooling so that such activities are part of the overall learning
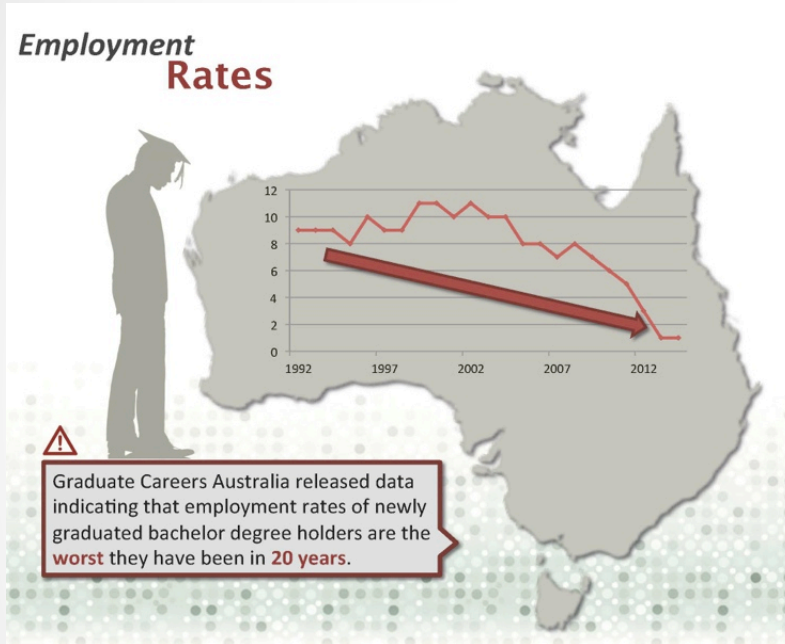
- experience.

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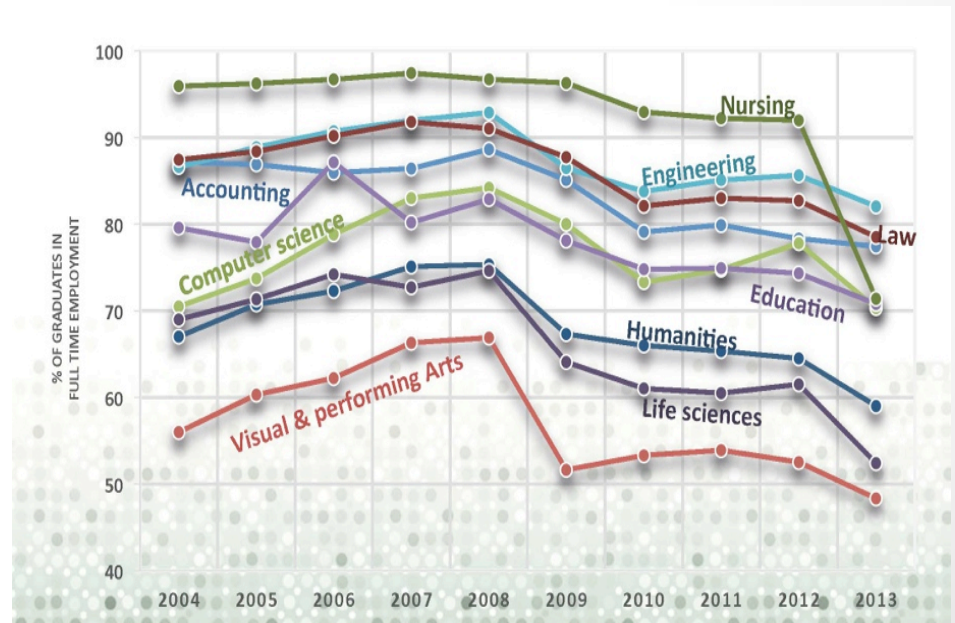
The Problem

Figure 1: Employment Rates

Figure 2: Employment rates by discipline

What we did

- **Literature Review**
- **Surveys (705 valid responses)**

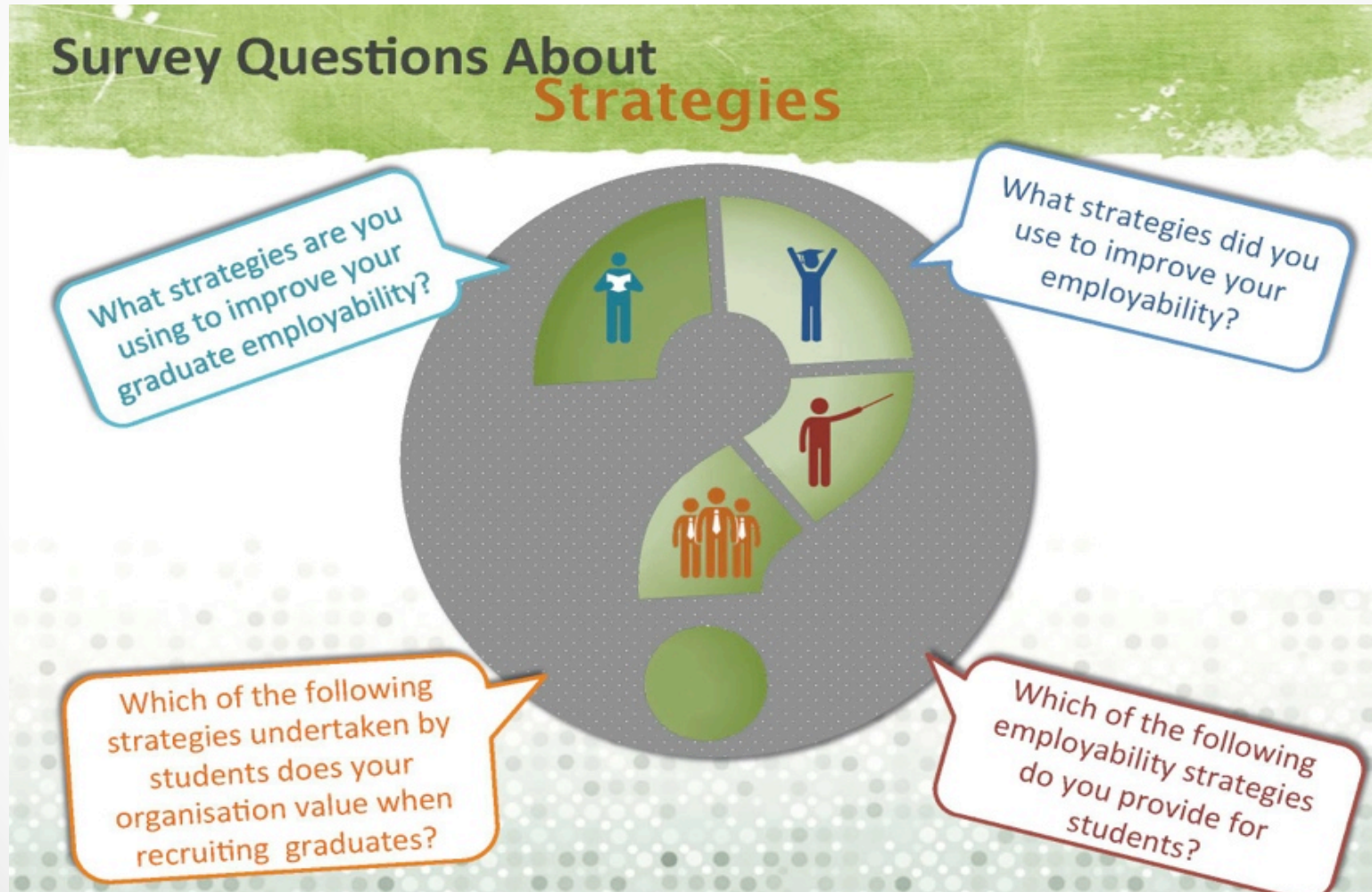| Stakeholder	Valid Surveys Completed	Percentage of Total Number of Surveys	Number of Responses / Response Rates (Including Invalid Surveys)	Percentage Domestic (Within Stakeholder Groups)	Percentage International (Within Stakeholder Groups)
Students	442	63%	800 / 58%	99%	1%
Graduates	102	14%	350 / 39%	91%	9%
Higher Ed	108	15%	250 / 59%	87%	13%
Employers	53	8%	100 / 73%	66%	34%
TOTAL	705	100%	1500 / 55%	94%	6%

What we did

- **Interviews & Focus Groups (147 people)**

Stakeholder	Interviews	Focus Groups	Focus Group Participants	Total Participants
Students	5	5	22	27
Graduates	8	3	16	24
Higher Education	32	17	48	80
Employers	16	x	x	16
Totals	61	25	86	147

- **National Graduate Employability Symposium (150 registrants from 18 universities, employers …)**

Survey Questions

Mismatch between literature & results

Strategies	Students	Graduates	Higher Education	Employers
Capstone	9%	15%	45%	13%
Careers Advice	**59%**	47%	**64%**	28%
Extracurricular	48%	47%	**65%**	**60%**
Int Exchange	16%	10%	30%	23%
Mentoring	28%	24%	48%	34%
Networking	49%	**52%**	**51%**	40%
PT Work	**53%**	**53%**	36%	38%
Portfolios	40%	40%	41%	25%
Prof Assocs	29%	37%	**54%**	34%
Social Media	33%	37%	40%	15%
Volunteering	47%	**50%**	48%	**53%**
Work Experience	**74%**	**74%**	40%	**87%**

Mismatch between stakeholder perspectives

Strategies	Students	Graduates	Higher Education	Employers
Careers Advice	**59%**	47%	**64%**	28%
Extracurricular	48%	47%	**65%**	**60%**
Networking	49%	**52%**	**51%**	40%
PT Work	**53%**	**53%**	36%	38%
Prof Assocs	29%	37%	**54%**	34%
Volunteering	47%	**50%**	48%	**53%**
Work Experience	**74%**	**74%**	40%	**87%**

Key findings
Graduate Employability Themes

1. Multi-national corporations
2. Competitive sport, athletes & employability
3. Entrepreneurship
4. Private institutions
5. Career development centres
6. Indigenous employment
7. Commercial employment enterprises
8. Government
9. Emerging careers
10. Generalist disciplines
11. Graduate attributes

8 ways universities can improve/enhance graduate employability

1. Support increased opportunities for student work experience, placements and internships.

2. Explicitly articulate the relevant graduate employability skills in the learning outcomes for every subject.

3. Design authentic assessment activities, aligned with industry practices, standards and approaches.

4. Know your disciplines' career options and outcomes and be explicit about career pathways.

8 ways universities can improve/enhance graduate employability

5. Make the learning experience about knowledge, skills and attributes.

6. Invite employers to engage.

7. Invite graduates to engage.

8. Explicitly teach students how to be employable.

Ways universities can improve/enhance graduate employability (Beyond Bond)

- **100 points (Graduation Requirement)**
- **Engagement in first semester**
- **Personalised**
- **Embedded / co-curricular**
- **Submitted Reflection**

Contact us

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