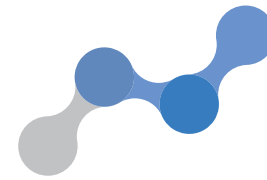


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Welcome to the ACEN Webinar

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developing
Employability



Rethinking and enabling employability development within curriculum

Dawn Bennett, Sonia Ferns, Sophie Lindsay and
Julia Richardson



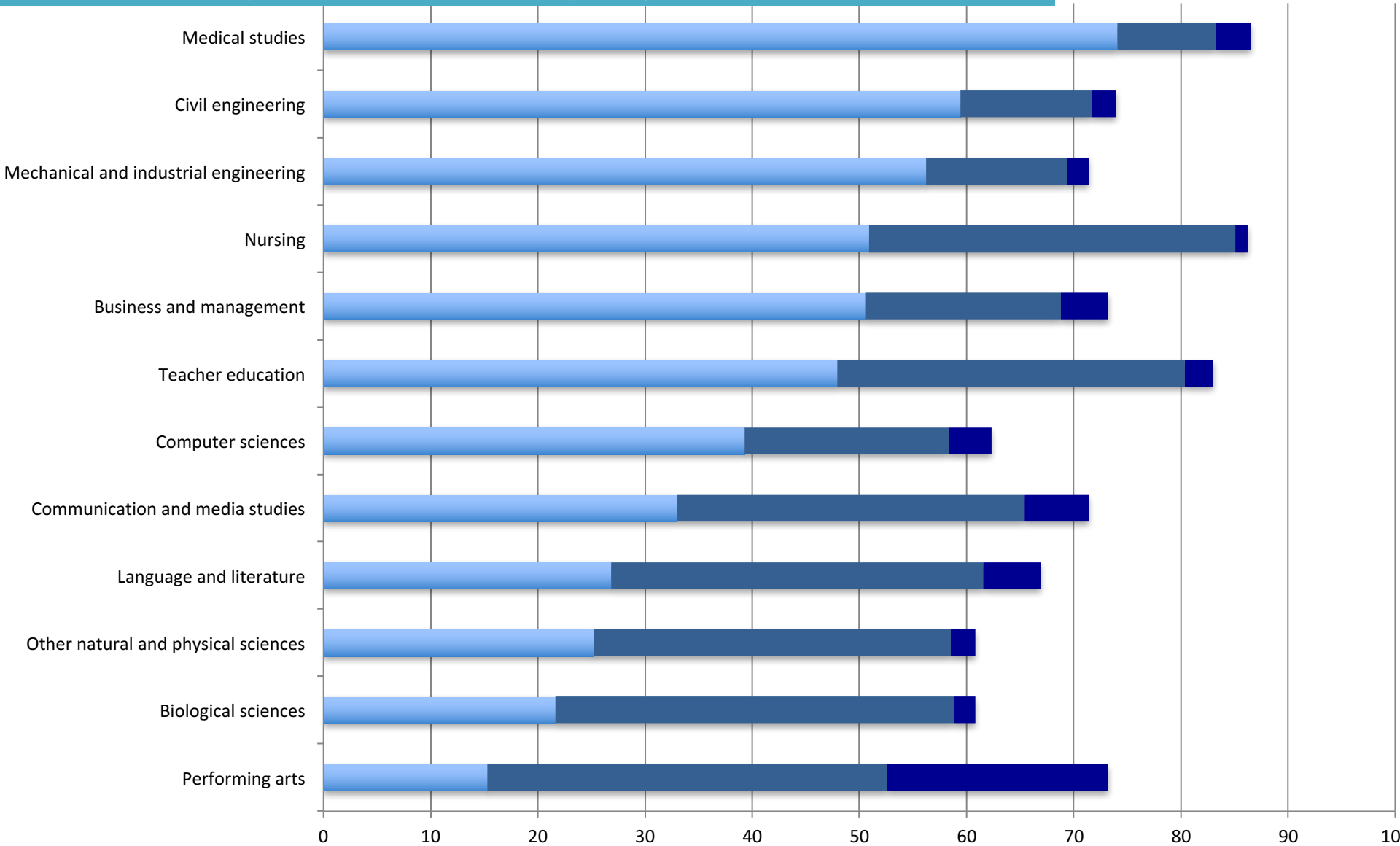
**Australian
Learning &
Teaching
Fellows**



Curtin University



Full-time, part-time and project-based work





Employ**ABILITY** is

“The ability to find, create and sustain meaningful work across the career lifespan.”



What will my future look like?

Motivating students to engage in their development



?



How do we embed EmployABILITY development?

Inclusive employability awards

Consistent language

Synthesis and mapping

Time

Resources

Expertise

Interest

Dispel the mythical career

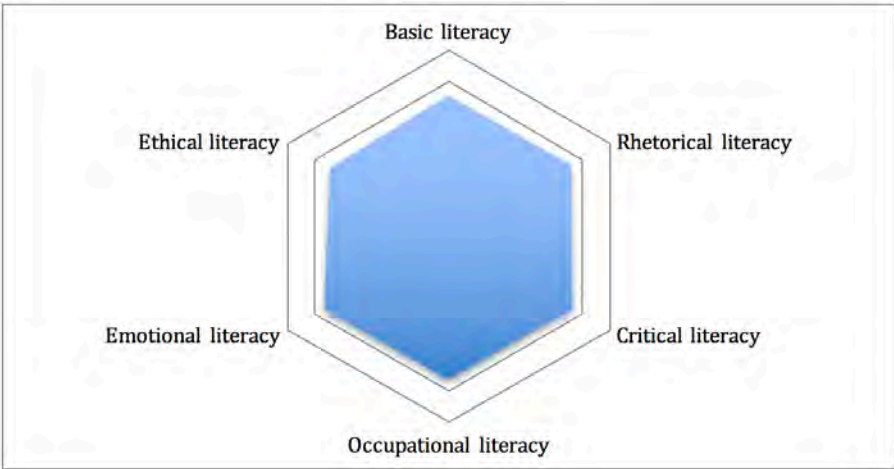
Curriculum



Formative, online, validated and free

Basic literacy <ul style="list-style-type: none">• Developing the skills, practices and knowledge of my discipline• Communicating and interacting with other people• Using digital technologies for my work and learning	Rhetorical literacy <ul style="list-style-type: none">• Solving problems and making decisions• Achieving goals, accomplishing tasks and meeting deadlines
Personal and critical literacy <ul style="list-style-type: none">• Thinking about my future in or outside the discipline• Believing in myself• Believing that I can complete my studies• My ability and willingness to learn• Putting the theory into practice• Understanding my strengths, my weaknesses and how I learn	Emotional literacy <ul style="list-style-type: none">• Recognising, understanding and managing how I feel• Being aware of how other people are feeling• Using my 'people skills' when I interact with other people
Occupational literacy <ul style="list-style-type: none">• Being aware of my possible career paths• Having a 'Plan B' for my career	Ethical, cultural and social literacy <ul style="list-style-type: none">• Taking the responsibility for my decisions and actions• Upholding ethical and responsible behaviour• Recognising different cultural values, beliefs and perceptions• Identifying myself as a global citizen

Student-centred approach



Strengths-based resources

Validated measure

Student site: <http://student.developingemployability.edu.au>



How to place career thinking at the centre of the curriculum

Faculty

Action

Engage students in assessing their employABILITY profiles.

Review the images in our halls and on our websites.

Curricular mapping

Identify touchpoints for reflection: placements; industry events.

Turn assessments outwards towards career and society.

Engagement

Embed career thinking across the program.

Utilise and add to the resources.

Students



Online employABILITY self-assessment tool

Use the self-assessment tool to create a personalised employABILITY profile.



Personalised employABILITY profile

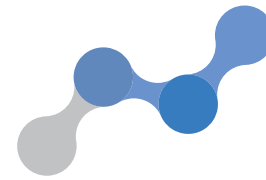
Use your personalised profile to enhance your employability and have more control over your development.



Student employABILITY resources

Access employABILITY resources as and when you need them.





developing
Employability



‘Developing employability’: An essential resource in preparing for the future of work

Julia Richardson
School of Management, Curtin Business School



Curtin University



The future of work

“By 2030 automation, globalisation and flexibility will change what we do in every job. We urgently need to prepare young people with the work smart skills they will need most.”

**Jan Owen, CEO, Foundation for Young
Australians. FYA Report, 2017**



The future of work

- Today's 15 year olds will likely navigate **17 changes** in employer across 5 different jobs (Foundation for Young Australians, 2017)
- A growing number of individuals will be engaged in **independent work**, simultaneously working for multiple employers in multiple locations (McKinsey, 2016)



The future of work

- **Technology** is changing every occupation impacting on how work is done, when, where and by whom (Arthur, Richardson & Khapova, 2017)
- **Career sustainability** is a key resource for individual, organisational and societal well-being (De Vos & Van der Heijden, 2015)



Developing employability

- Self-knowledge
- Self-Directed Learning
- Interpersonal skills – Bridging and Bonding
- Problem Solving
- Resilience
- Proactivity/ Taking Charge Behaviour
- Self-Management



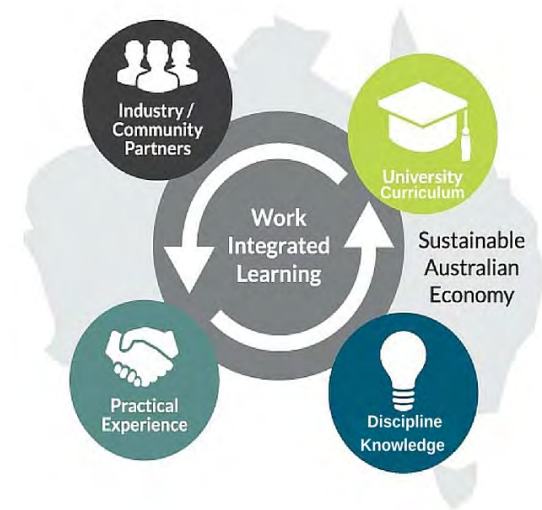
Designing curriculum for employability: Embedding WIL

Sonia Ferns
Curtin University



The nature of the world of work and community engagement

- Requires engagement of others
- Unpredictable
- Multi-disciplinary
- Context dependent
- Blurred boundaries
- Lifelong learning
- Personalised learning experiences





Embedding WIL in curriculum?

Scaffolding
across the
curriculum



Constructive
alignment

Engagement with partners

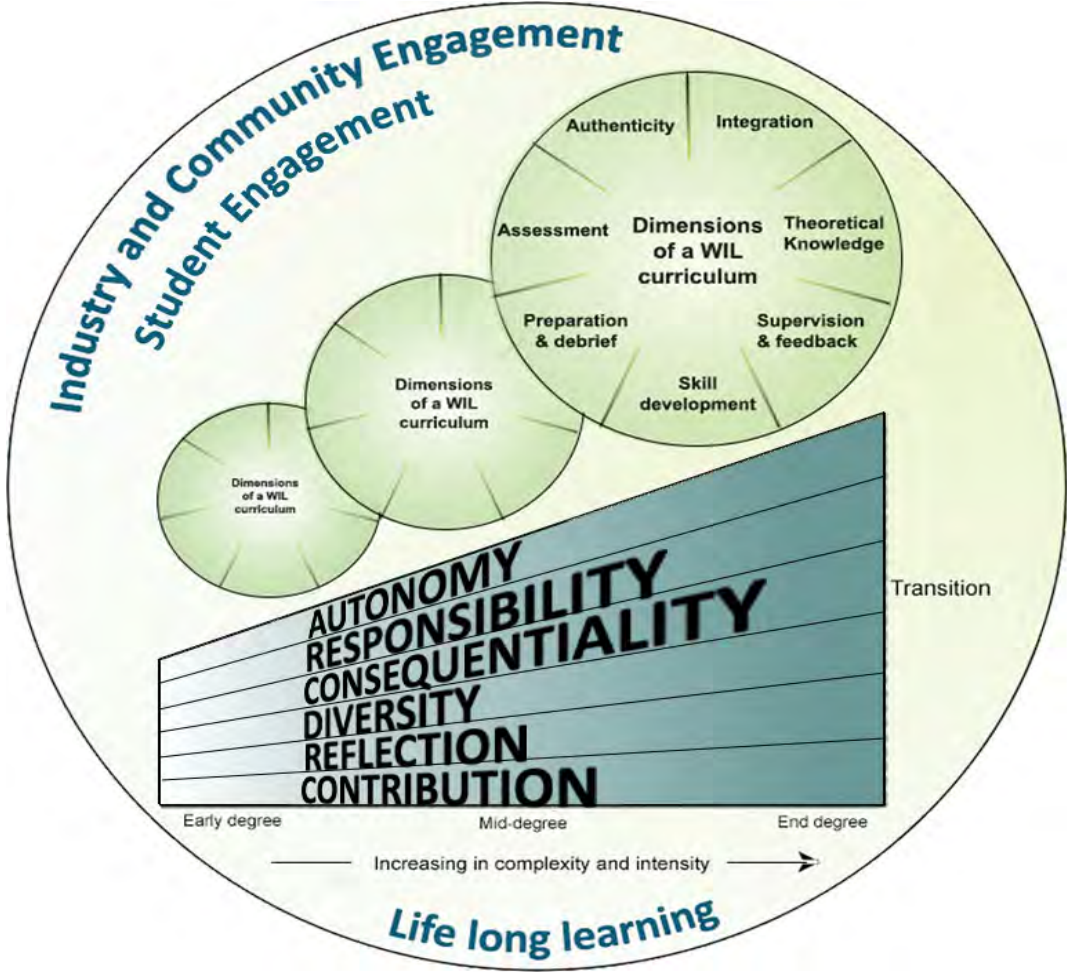


Authentic assessment indicators

- Active engagement in real world scenarios
- Active engagement with authentic audience
- Level of responsibility
- Making a contribution
- Reflection and evaluation of performance
- Input from partners
- Professional autonomy
- Diversity of settings
- Connection to values – ethical practice



WIL curriculum in action





Confidence, clarity and curiosity

- Be self-aware
- Develop a career vision rather than a career plan
- Seek challenges
- Explore career options
- Identify actions to reach aspirations
- Commit to life-long learning
- Research careers and pathways





Integrating Employability in a Business Capstone

Sophie Lindsay
WIL lecturer, Monash Business School



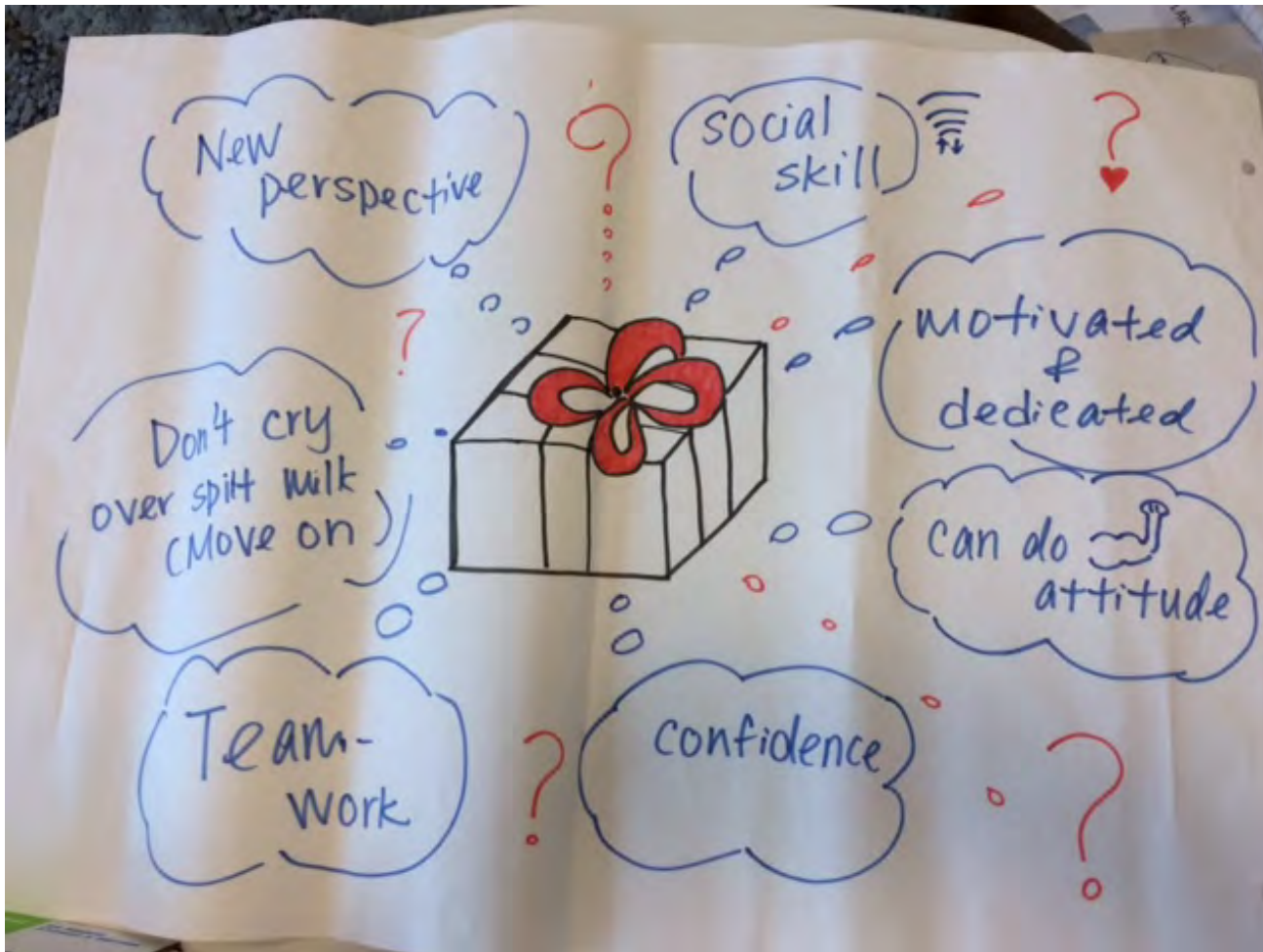
Context and design

- Undergraduate capstone unit across business disciplines: ‘career readiness’ - business graduate employment rates
- Integration of Employability by scaffolding up from Literacies (3hr, 74 students)
 - ❖ Individual – Pre-workshop literacies assessment, written evaluation during workshop & image development
 - ❖ Team – discussion, image development & presentation
- Flipped classroom integration & peer-to-peer learning
- Team image examples











Lessons and future use

- Feedback regarding amendments
- Retain Flipped Class and incorporate pre-post class learning with individual and team
- Early in semester – tailoring literacies across a unit
- Could extend team discussion to alignment with a desired organisation/s values if approaching the job market
- Compare and contrast with other student groups e.g. Capstones: Schools, States, Countries





developing **Employability**



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Student site: <http://student.developingemployability.edu.au>