

DKIT EMBEDDING EMPLOYABILITY



NATIONAL FORUM
FOR THE ENHANCEMENT OF TEACHING
AND LEARNING IN HIGHER EDUCATION

SATLE 2019 FUNDING

- A shared vision of the DkIT Graduate
- Set of DkIT Graduate Attributes
- Institute wide Employability Statement & Framework
- A Employability Guide which identifies and measures employability activity within DkIT and provides a guide on embedding Employability in programme design and delivery
- A DkIT Industry Employability Forum in collaboration key industry partners across all academic disciplines to guide and inform employability development in DkIT

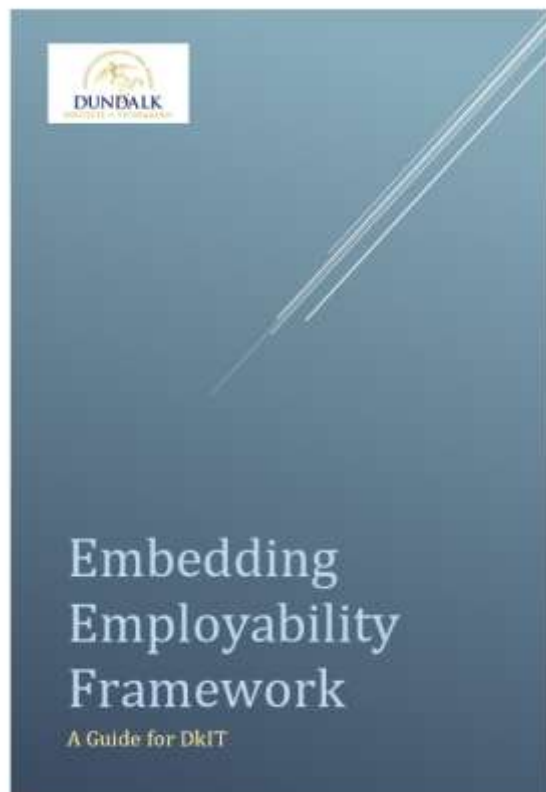


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SATLE 2019 FUNDING

- Led by Careers & Employability Centre
- Embedding Employability Steering Group
 - Representing Key Stakeholders
(Students, Employers, Academic Staff, Professional Staff)
- 2 Research Assistants Employed – February 2021
 - **Graduate Attributes**
 - Dr Michelle Cowley-Cunningham
 - **Employability Framework & Toolkit**
 - Dr Jonathan Hodgers





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Graduate Attribute Consultation – Focus Group Results
Embedding Employability Project
May 2021



Careers & Employability Services
Dundalk Institute of Technology

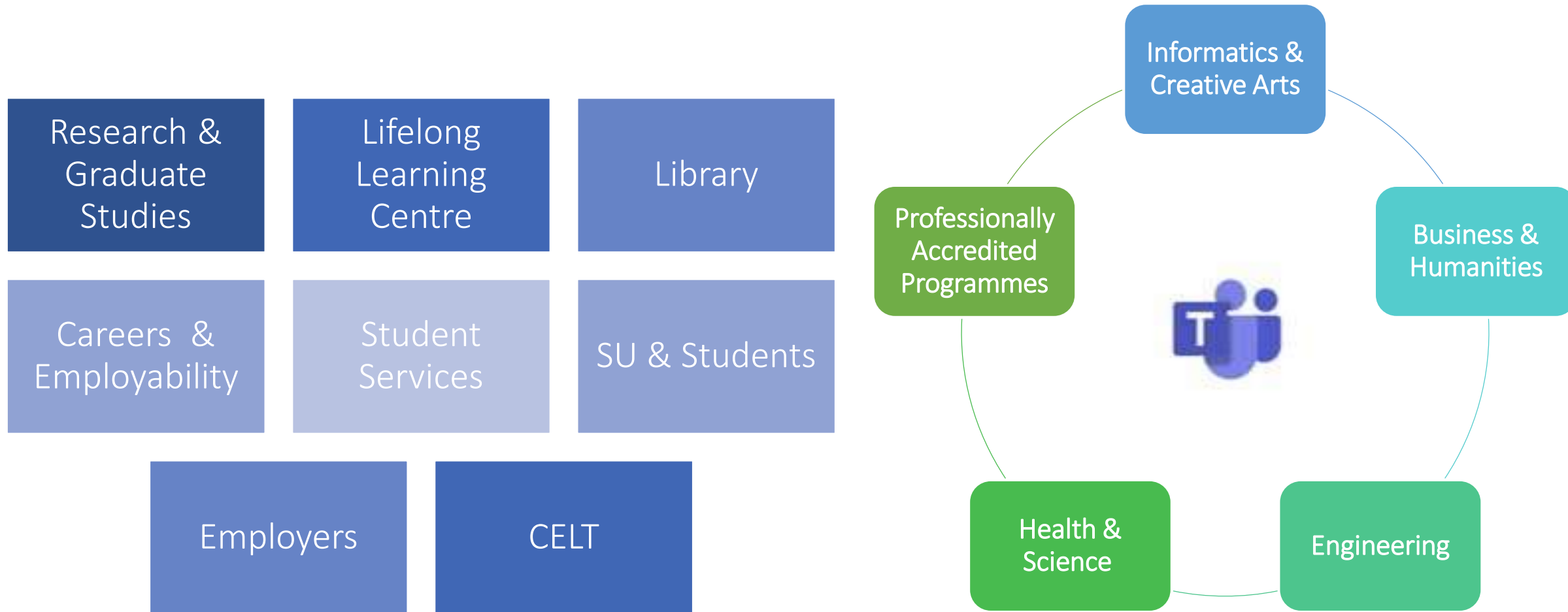
Authors: Catherine Staunton, Michelle Cowley-Cunningham & Jonathan Rodgers



Focus Group Consultation
2021

Embedding Employability
Focus Group Collection

Institute-Wide Focus Group Research





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- DkIT Bespoke Graduate Attribute Framework
- Emerging Mindsets
- Employability Framework for DkIT

GRADUATE ATTRIBUTES

Who we are...

Who we are to relevant audiences...

Who we become, and to whom we belong...

*'An authentic set of aspirations
for all who attend DkIT...'*





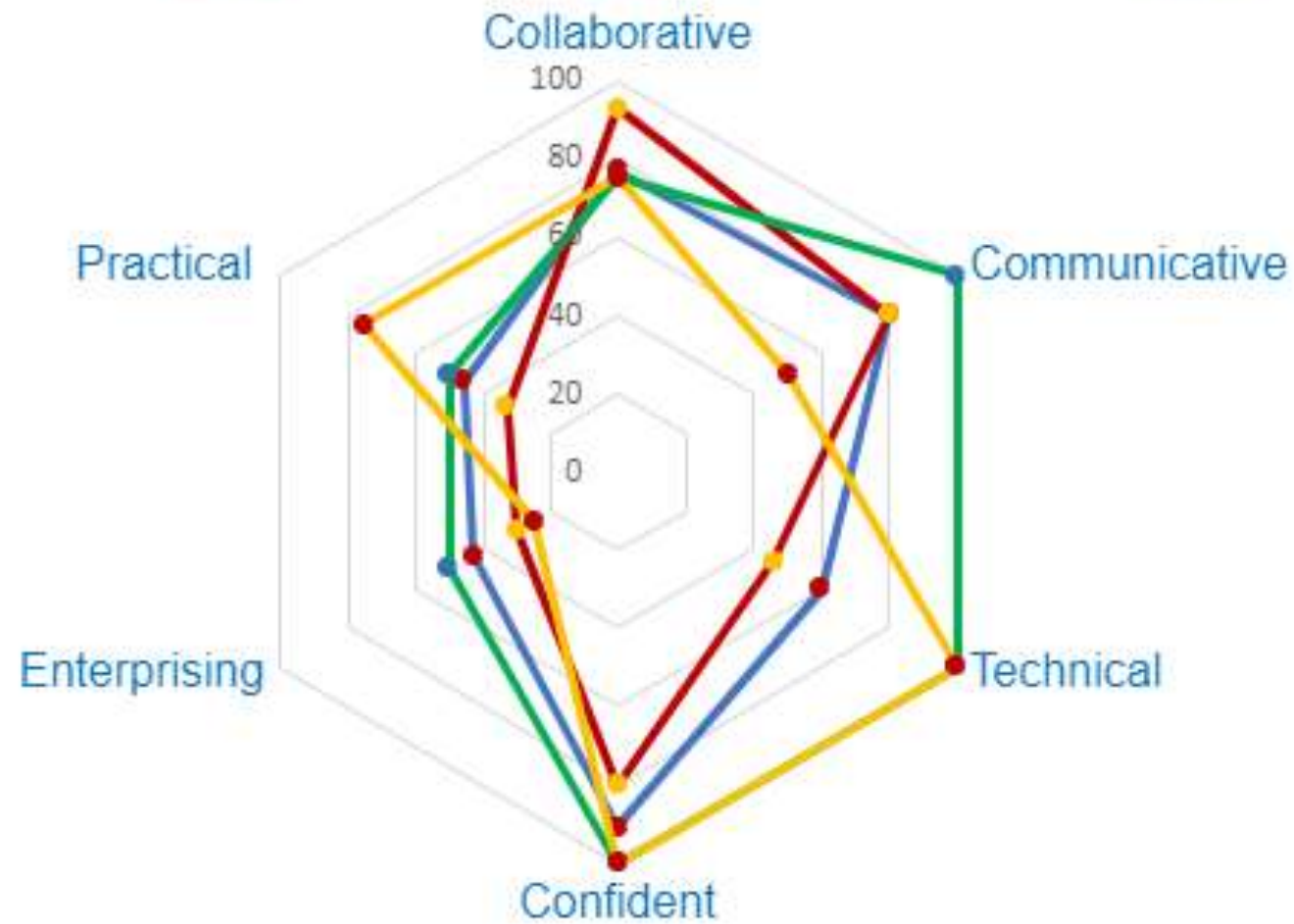
RESEARCH FINDINGS - PRELIMINARY

TU Aspiration and 3-4C's

Tagline... We are Communicators, Collaborators and Confident Changemakers

% of Unique Mentions per Capstone per Participant

—●— Focus Group Total
 —●— Champions
 —●— Professions Cluster
 —●— Employers Cluster



SURVEY RESULT – GRADUATE ATTRIBUTE HEADLINE

GROUP	PRACTICAL	ENTERPRISING	TECHNICAL	TECHNOLOGY DRIVEN	TOTAL	OTHER
STUDENT	57	20	33	16	126	0
GRADUATE	38	22	15	22	97	3
STAFF	54	17	12	13	96	4
EMPLOYER	22	4	10	1	37	1
	171	63	70	52	356	8
	48%	18%	20%	14%	98%	2%

Focus Group Vote

Technical – Fourth Capstone

Survey Popular Vote

52% = Aggregate of other 3 Capstones

Survey Preference Vote

1st Place = Practical

2nd Place = Technical

3rd Place = Enterprising

4th Place = Technology-Driven

Graduate Attribute Framework '4Cs...'

Confident

- Professionally Confident
- Adaptable & Flexible
- Critical Thinkers
- Problem Solvers
- Lifelong Learners
- Resilient

Collaborative

- Teamworkers
- Innovative Partners
- Leaders
- Networkers
- Socially Enterprising
- Operationally Savvy

Communicative

- Communicators
- Public Engagers
- Creative
- Digitally Fluent
- Emotionally Intelligent
- Self-Promoters

Practical / **C**ompetent

- Technically Skilled
- Knowledgeable
- Practical
- Work Ready
- Enterprising
- Data Fluent

Emerging Mindsets

Consensus on Qualities

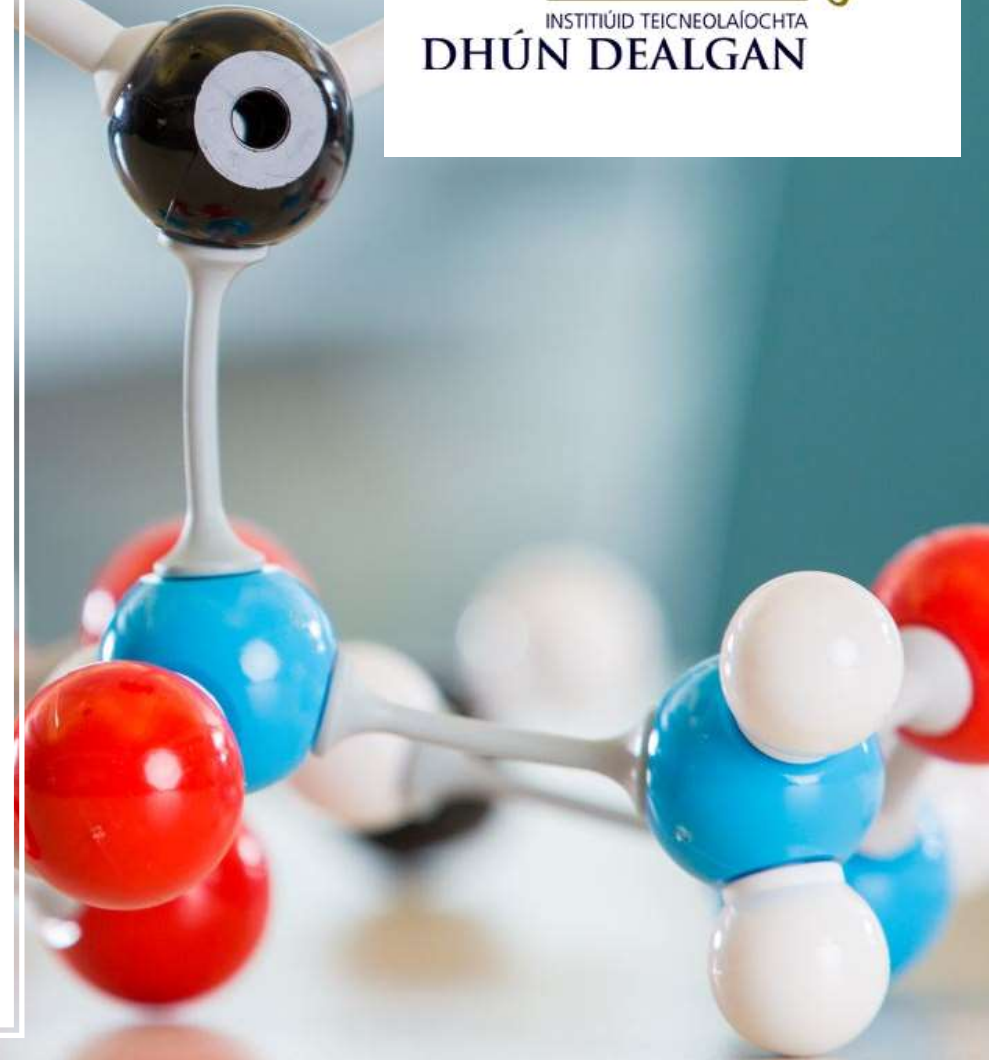
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Mindset 1 – Positive Attitude

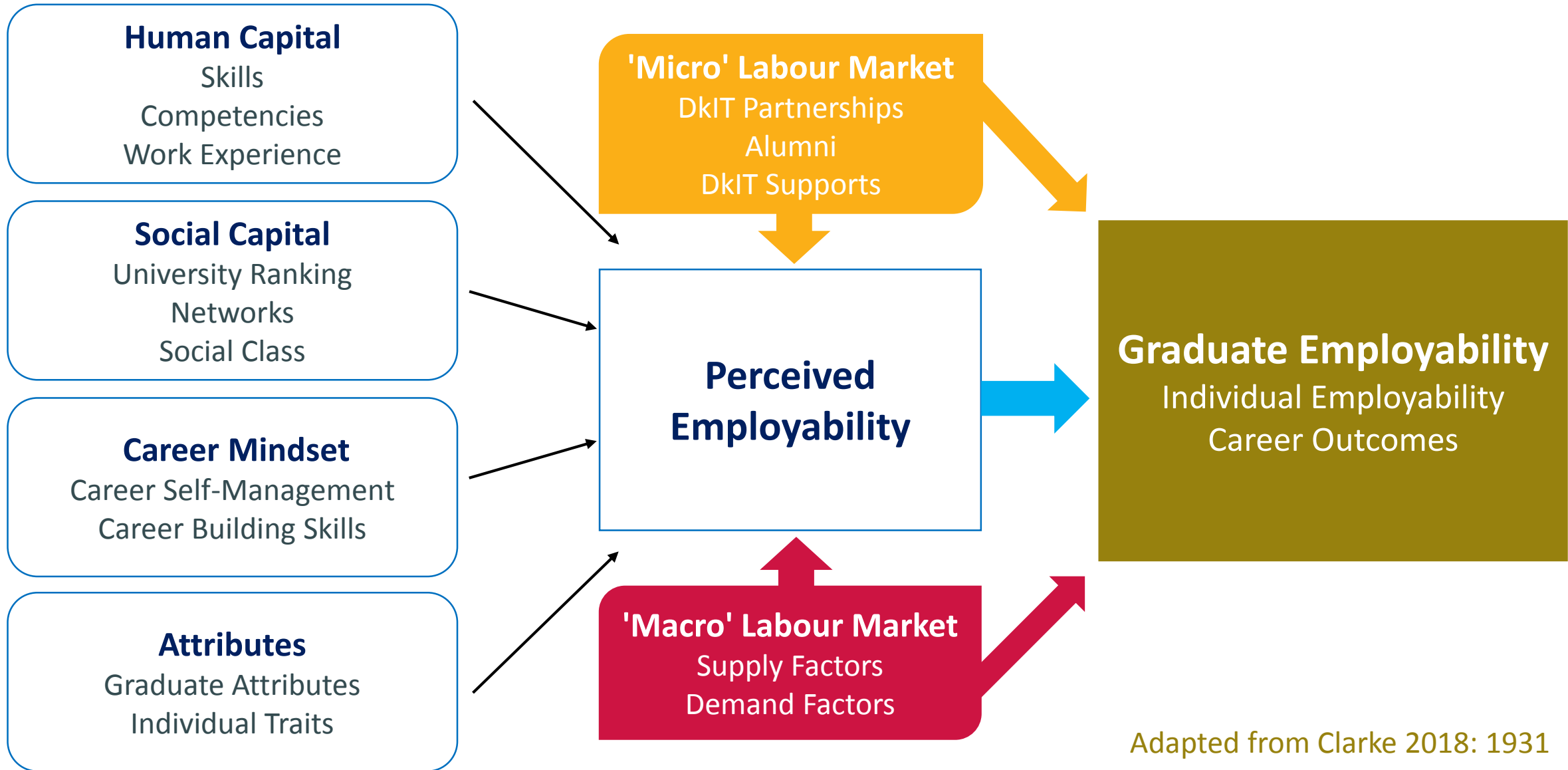
Mindset 2 – Adaptable

Mindset 3 – Resilient

Survey Results - All Stakeholder Groups Choose Top 1-3 Qualities for Mindset Questions (n = 280+)



DkIT's Model of Graduate Employability



Forecasted Embedding Employability Process

- A framework for embedding employability at a programmatic level.
- A web-based suite of resources to help staff enhance employability through assessment.
- A more expansive activities database based on the initial resources suite.

(max score 10-dot)

● CV-Worthy ● Maybe CV-Worthy ● Graduate Attribute(s): Quadrant 1,2,3 or 4

The ChANGE framework of graduate attributes

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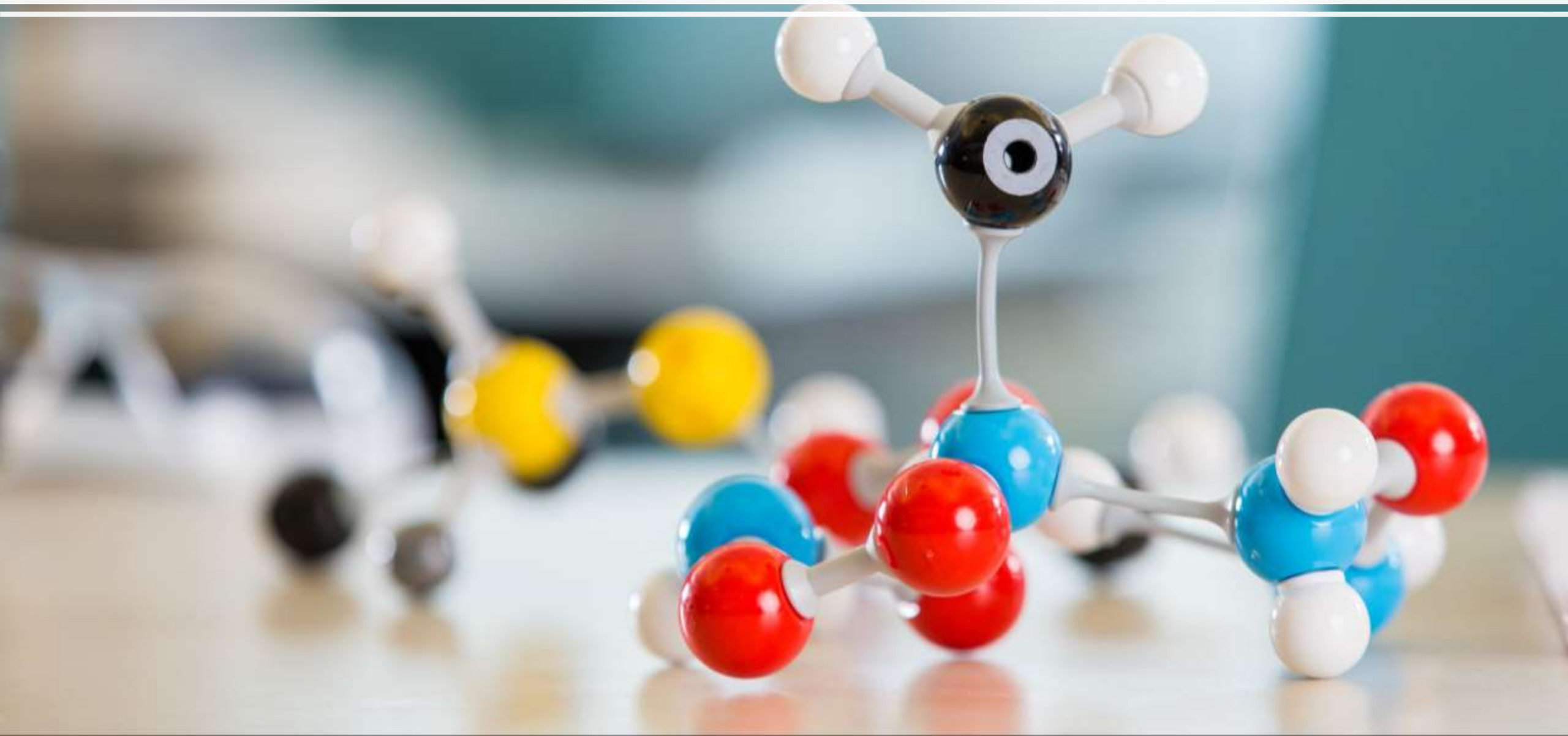
Maxwell, R., & Armellini, A. (2019). Identity, Employability and Entrepreneurship: the ChANGE Framework of Graduate Attributes. *Higher Education, Skills and Work-Based Learning*, 9(1): 76-91.

ROAD MAP...

- TO TEST GRADUATE ATTRIBUTE FRAMEWORK CONSENSUS
- TO REFINE OUR SUB-ATTRIBUTE LISTS AND DEVELOP MINDSETS
- TO PRODUCE AN EMPLOYABILITY STATEMENT
- GRADUATE ATTRIBUTE MAPPING CHECKLIST – PROGRAMME FOCUS

Figure 3.
The ChANGE framework of graduate attributes

Appendix – Why the CHANGEMAKERS FRAMEWORK?





The ChANGE
framework of
graduate
attributes

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Figure 3.
The ChANGE
framework of
graduate attributes

Our 'Who I am' Capstones

- Collaborative
- Technology-Driven or Technical
- Communicative
- Confident

WE MATCH BUT FOR
TECHNOLOGY IN PLACE OF
ETHICS/INTEGRITY CAPSTONE

- Emphasis on technical, enterprising or practical programmes and mindsets...
- We are more so 'IMPLEMENTERS' than 'PHILOSOPHERS'

HOW OUR FINDINGS
CORRESPOND TO CHANGEMAKER
CAPSTONES

SEMIOTICS of Belonging

Meaningful to Everyone

TU Aspiration and CCC

Tall **T** - Technology or Technology-Driven

Tall **T** - Teaching-Quality All Programmes

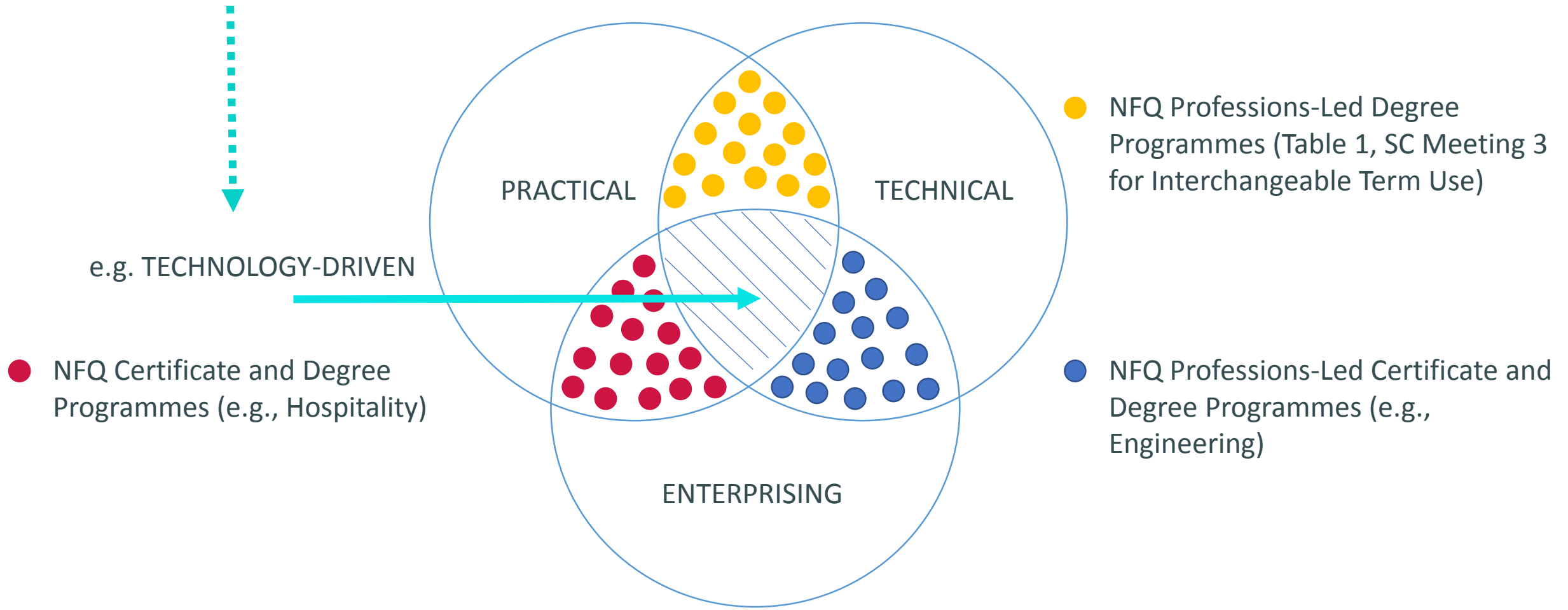
Tall **T** - Research-Led Teaching (e.g., CELT)

3 **C**'s - Consensus Capstone Graduate Attributes

3 **C**'s - 3 Research Clusters

3 **C**'s - Apprenticeship Route Grades

Composite Capstone – The Competition Logic



A. 3 Research Clusters are guided by the application of technology to health, engineering, and enterprise.

B. New technology uptake and associated technical skill training guides graduate development across the institute.



Encouraging Employability Best Practice via Graduate Attribute Framework

Embedding Employability in the Curriculum

- ✓ Tabulation of Best Practice Learning Activities Enhancing Employability (examples)
- ✓ Encourage Best Practice Learning Activities with Embedded Graduate Attributes to Enhance Employability
- ✓ For Heads of Programme or Directors to Survey Activities from Lecturing Staff (e.g., Microsoft Forms)
- ✓ Use Matrix to Evaluate: 3-dots + to Qualify Learning Activity
- ✓ Success Chart per Programme Type (Cert NFQ6 or NFQ7, Dip, Degree) TBC
- ✓ All Programmes to Submit Sheet to Evidence Employability Success
- ✓ Streamlined Information Pack (HoSs, HoPs, Lecturers)
- ✓ Ambitious, Feasible, More Efficient or Opportunistic – To Facilitate Not Burden Staff

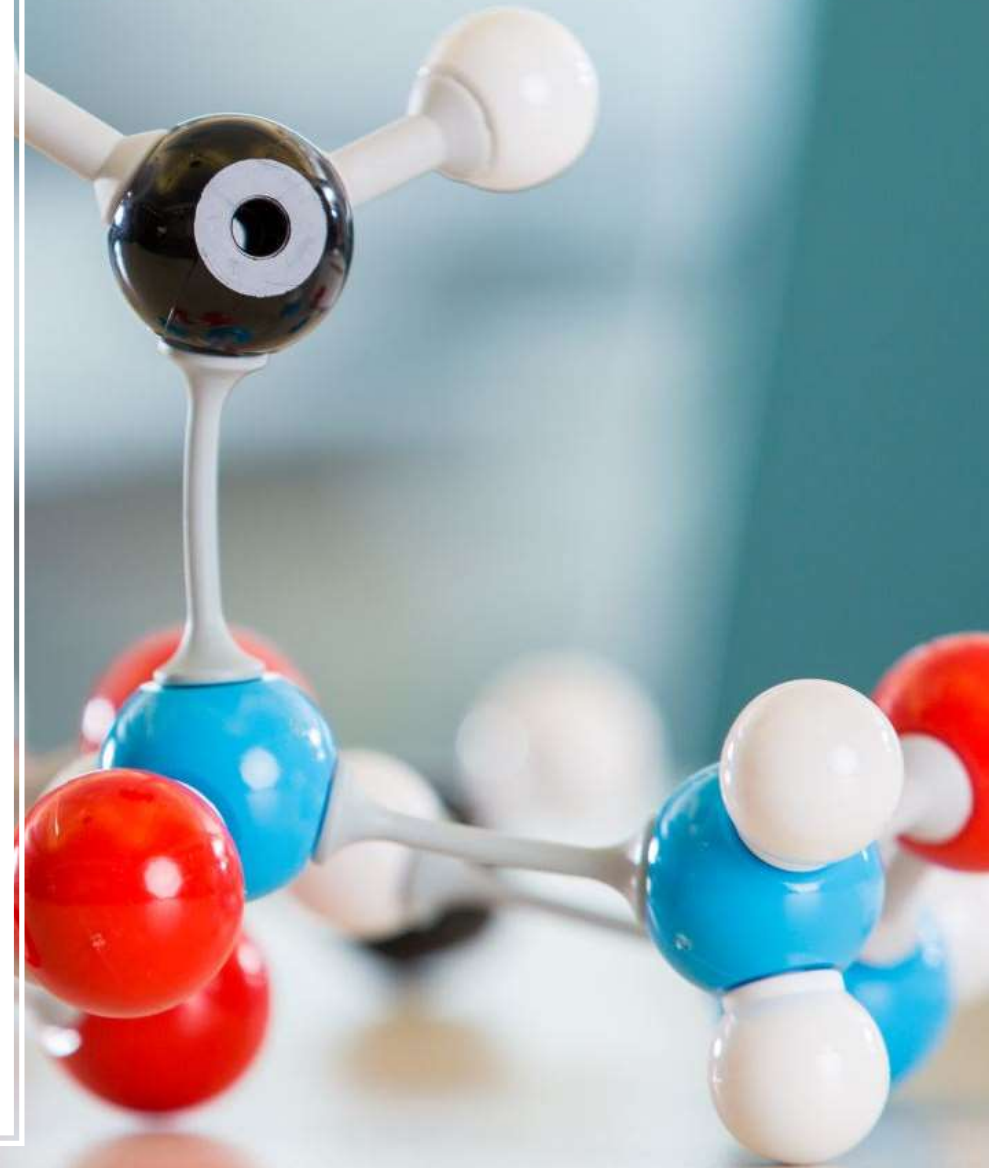
Embedding Employability Guide 10-dot Matrix

(max score 10-dot)

ACTIVITY	CV- WORTHY	PLACEMENT	INDUSTRY- PARTNERED	CA	GRADUATE ATTRIBUTE(S)	PROFESSIONS REQUIREMENT	EMPLOYABILITY REQUIREMENT	DOT SCORE
<i>Peer Learning</i>	●	●	●	●	●	●	●	5-dot +
<i>Careers Workshop</i>	●		●	●	●	●	●	4-dot +
<i>Mentoring Programme</i>	●	●	●	●	●	●	●	3-dot +
<i>Industry Guest Speaker</i>			●	●	●	●	●	4-dot +
<i>Written Assignment</i>	●	●	●	●	●	●	●	4-dot +
<i>Online Exam</i>	●		●	●	●	●	●	3-dot +
<i>Rapid Groupwork Exercise</i>	●		●	●	●	●	●	5-dot +

Next Steps

- **Proposal to Academic Council**
- **Inform** Employability Statement/Guide
- **Streamlined** Information Pack (HoSs, HoPs, Lecturers)
- Create Self-Assessment **Success Chart**
- **Careers & Employability Services** – Identify Content for Employability Module (Mandatory or Elect TBC)



Notes on BRANDING

Headline '...'

Wireframe Capstones T and 3C's

Taglines

- We are **T**echnology-Driven and **T**echnological
Innovation Drives All We Do
- We are **C**ommunicators, **C**ollaborators and **C**onfident
Changemakers

New Pantone for DkIT Palette – Electric Blue/ Light Blue