Overview
Tutor's Checklist

By the end of this workshop students should be able to:

1. Tell you what Graduate Attributes are

2. Explain why Graduate Attributes are important to employability

3. Have an understanding of Mindsets

4. Have an understanding of the PCs Graduate Attribute & Mindsets Framework

5. Engage with the Graduate Attributes Workbook and select activities for their self-study time

Careers & Employability
Gairmeacha & Inbhuanaitheacht

Graduate Futures Workshop

Let Your Dreams Take Flight!

What we'll look at together

- What are Graduate Attributes?

- Why are Graduate Attributes important to employability?

- Our PCs Graduate Attribute & Mindsets Framework

What are Graduate Attributes?

o Attributes are abilities people have, and Graduate Attributes are the core abilities a higher education institute community agrees all its graduates should develop. They often describe Who We Are, Where We're From and Who We Become.

o Examples of graduate attributes include critical thinking, being knowledgeable or emotionally intelligent, and teamwork skills.

Why are Graduate Attributes Important?

Graduate Attributes are also the abilities employers deem necessary for workers and graduate success. They are important to graduate employability and quality assurance in higher education because:

1. They provide students with **better language** to market their skills and learning competitively

2. They enhance student **understanding and communication of transferability of skills** to workplace and job specification requirements

3. When students have the language of graduate attributes, they have an enhanced **ability to map learning outcomes** from modules and programmes to workplace and job specification requirements

The difference between skills and attributes

o Skills and attributes, or in our case graduate skills and graduate attributes, are both labels we use to describe <u>ABILITIES</u> relevant to the workplace.

o However, **skills are more specific** abilities than attributes. They tend to describe a level of expertise for a particular task.

o **Attributes are more general** abilities than skills, they describe a characteristic ascribed to someone, a characteristic drawn on to carry out a skilled task successfully in a given context. Attributes can describe a set of skills, but importantly they provide words to describe a skill's transferability. Let's look at an example together next.

Example of a Skill + Graduate Attribute = Job

Website Design

Digital Fluency

Digital Marketing Executive

SKILL

↓

ATTRIBUTE

↓

JOB
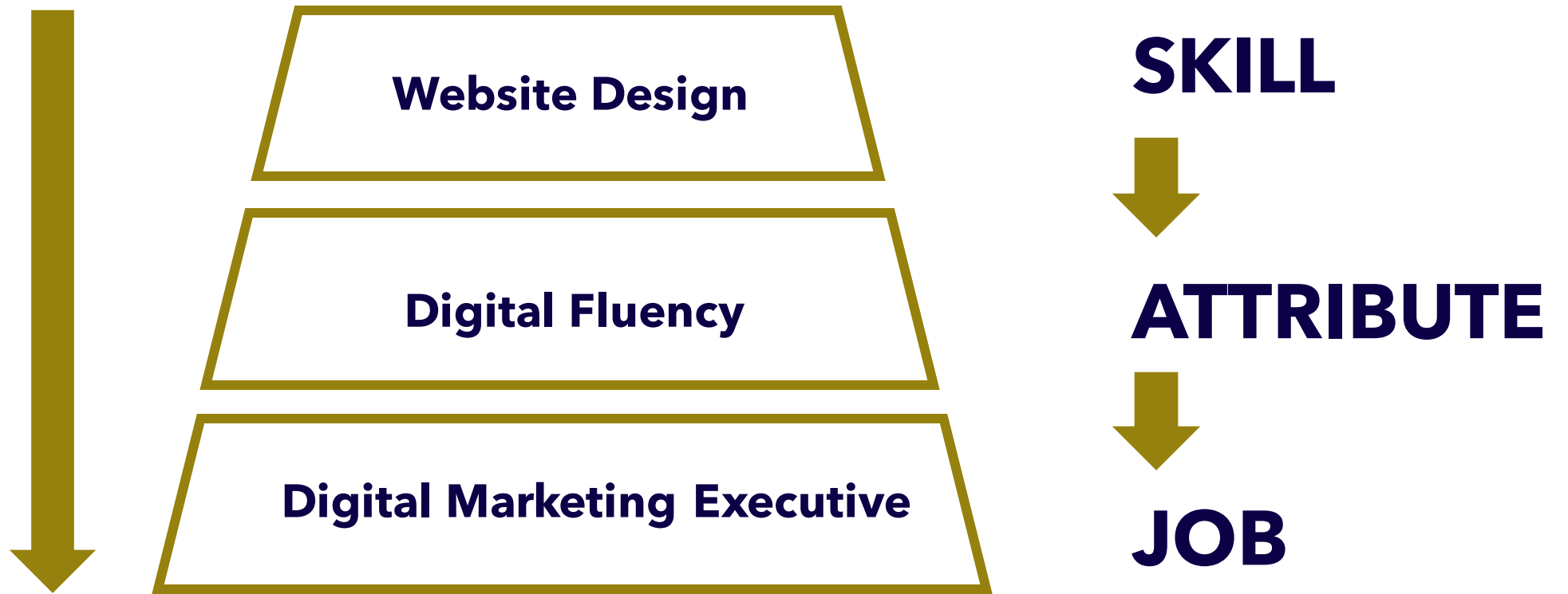
PCs Graduate Attributes – DkIT's Framework

Our framework denotes four graduate attributes of precedence, the **P + 3Cs**.

We call these **capstone graduate attributes**:

- **P** – *Practical*

- **C** – *Communicative*

- **C** – *Collaborative*

- **C** – *Confident*

**Consensus on Quality:
Research with 400 DkIT People**
Students, Graduates, Staff and Employers...

PCs Graduate Attributes

P PRACTICAL

Any Ideas?

C COMMUNICATIVE

Any Ideas?

C CONFIDENT

Any Ideas?

C COLLABORATIVE

Any Ideas?

PCs Graduate Attributes

PRACTICAL

P

✓ Technically Skilled
✓ Knowledgeable
✓ Practical Workers
✓ Work Ready
✓ Enterprising
✓ Data Fluent

COMMUNICATIVE

C

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

CONFIDENT

C

✓ Professionally Confident
✓ Flexible & Adaptive
✓ Critical Thinkers
✓ Problem Solvers
✓ Lifelong Learners
✓ Resilient

COLLABORATIVE

C

✓ Team workers
✓ Innovative Partners
✓ Leaders
✓ Networkers
✓ Socially Enterprising
✓ Operationally Savvy

Where might you develop attributes?

Any Ideas? ...

Where might you develop attributes?

VOLUNTEERING   PART-TIME WORK   GROUP PROJECT WORK

SPORTS   AGENCY WORK   ASSESSMENTS   RECREATION

COMMITTEE MEMBERSHIPS   WORK PLACEMENT   CERTIFICATES

STUDENT UNION ACTIVITIES   DEGREE PROGRAMMES

FUND RAISING   FAMILY CARING   ROMANTIC RELATIONSHIPS

CHARITY WORK   FRIENDSHIPS   POLITICAL CAMPAIGNS

Why are Mindsets important?

1. Today's job markets require fast-moving, innovative, and often transformative working mindsets

2. Encouraging mindset development to discover and engage with employment possibilities throughout one's life is essential

3. Mindsets are important because they are the vehicle through which students are developing their graduate attributes and prospective graduate employability.

What are our DkIT Graduate Mindsets and why are they important?

Our Graduate Mindsets:

Positive Attitude – **Adaptability** – **Resilience** mindsets (P-A-R) ensure our graduates are on *P-A-R* with the best and brightest any competitor can offer.
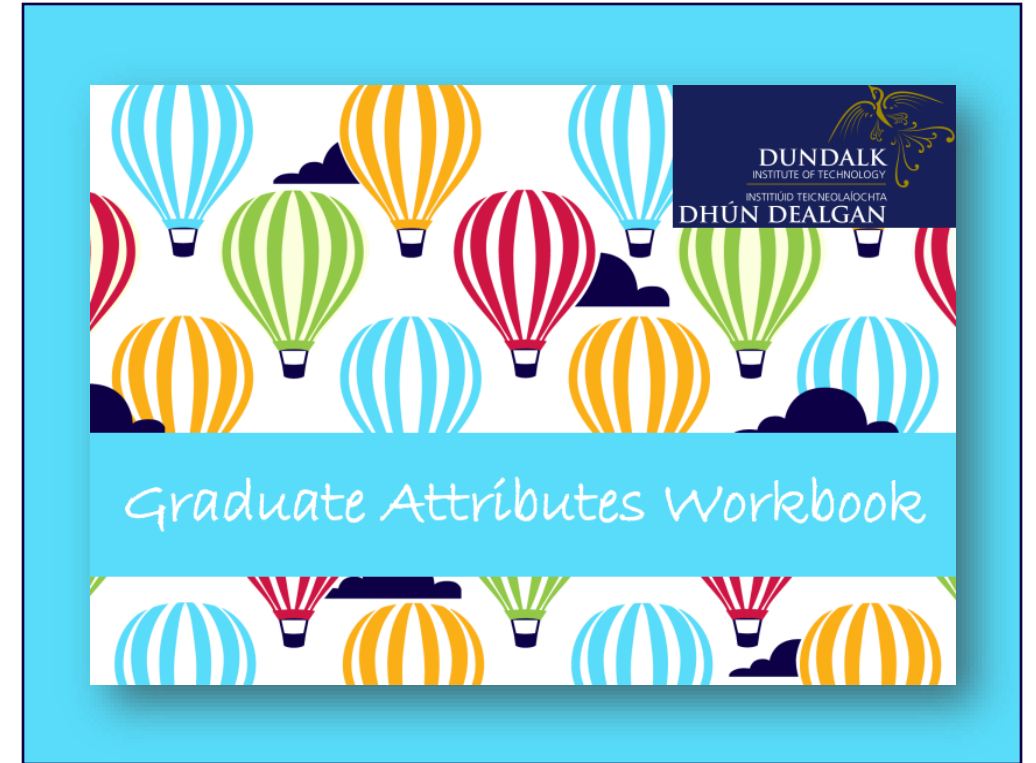
DkIT Mindsets

P – *Positive Attitude,* **A** – *Adaptability,* and **R** – *Resilience*

Graduate Attributes Workbook

Skills Mapping to Graduate Attributes

Employability Skills are the transferable skills needed by an individual to make them 'employable'. Along with good or technical understanding and subject knowledge *hard skills*, employers often outline *soft skills* that they want from an employee, for example, communication and teamwork skills.

The PCs Framework outlines skills using the language of attributes employers expect of all graduates to develop via their specific programme skills, knowledge and competencies. Let's look to an example of a mapping next.
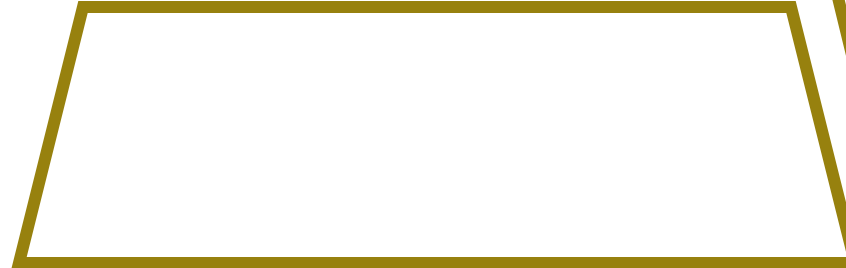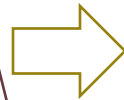
PERSONALITY TRAITS (INNATE OR LEARNED)

MINDSET

GRADUATE ATTRIBUTES

SKILLS

Let's work on an example together

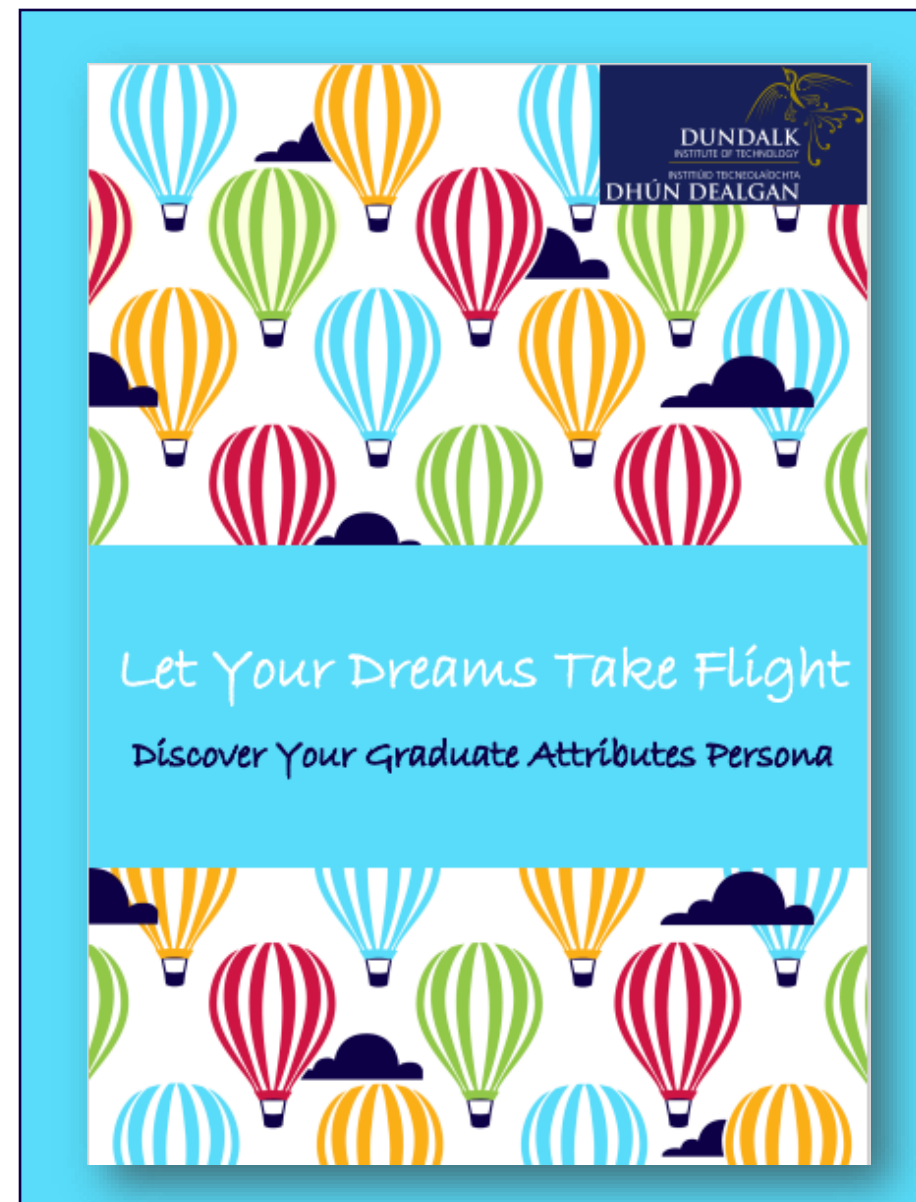# Employability & Attributes

MY TOP 3 TASKS (e.g., Assessments, Duties, Placements, Work)	TOOLS USED	SKILLS	ATTRIBUTES
EXAMPLE Results Section Write-Up for a Group Project	• Excel Spreadsheet • Microsoft Word	⇒ Numeracy ⇒ Report Writing	• Data Fluent (Practical) • Communicator (Communicative)
1 _____			
2_____			
3_____			

https://graduatefuturestoolkit.wordpress.com/

Graduate Personas Workbook

DUNDALK
INSTITUTE OF TECHNOLOGY
INSTITIÚID TEICNEOLAÍOCHTA
DHÚN DEALGAN

Let Your Dreams Take Flight

Discover Your Graduate Attributes Persona

Graduate Futures Toolkit

https://graduatefuturestoolkit.wordpress.com/

Careers & Employability
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Graduate Futures Toolkit
Charting Your Employability Success @DkIT

Graduate Futures Toolkit
Bringing Practical Solutions to a Complex World

Me & My CV

- Job application and interview ready? Discover top tips to: **Impress for Application Success.**
- Just getting started? Discover your work readiness and take our: **Employable Me Health Check.**

My Skills & Attributes

- Learn about DkIT's **PCs Graduate Attribute & Mindsets** Framework.
- Complete your **Graduate Attributes Workbook** to uncover how your skills and attributes will make you work ready.

My Action Plan

- Grow your network: Research to: **Know Your Industry.**
- Grow your **Portfolio of Success** with our profile-building resources and re-take our: Employable Me Health Check.

At DkIT our graduates will develop the skills, attributes and qualities affording a lifelong opportunity to chart their way to their careers, even the ones that do not yet exist.

CATHERINE STAUTON, HEAD OF CAREERS & EMPLOYABILITY SERVICES

| View DkIT's **Employability Statement** on our Academic Policies page.

About Us

- Our Careers & Employability Services staff are dedicated to your career journey at DkIT.

More About Us

Get In Touch

- Sign Up to Careers Connect to make appointments with careers@dkit.ie

Sign Up to Careers Connect

Job Listings

- For latest postings by employers seeking graduates visit our Careers Jobs Board @DkIT

Careers Portal

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Acknowledgements