



Embedding Employability | Technology-Driven Changemakers



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

Funded by the National Forum  
for the Enhancement of  
Teaching & Learning in HE



Phrases you  
will hear  
throughout...

## GRADUATE ATTRIBUTES

- the core abilities and values a higher education institute community agrees all its graduates should develop
- abilities employers deem necessary for today's knowledge workers

## EMPLOYABILITY

- the set of achievements, skills, understandings, and personal attributes graduates possess upon completion of a higher education qualification

## FRAMEWORK

The conceptual structure we use to organise ideas, facts, and theory for the research study

**HUMAN CAPITAL** 'What We Bring'

**SOCIAL CAPITAL** 'Who We Know'

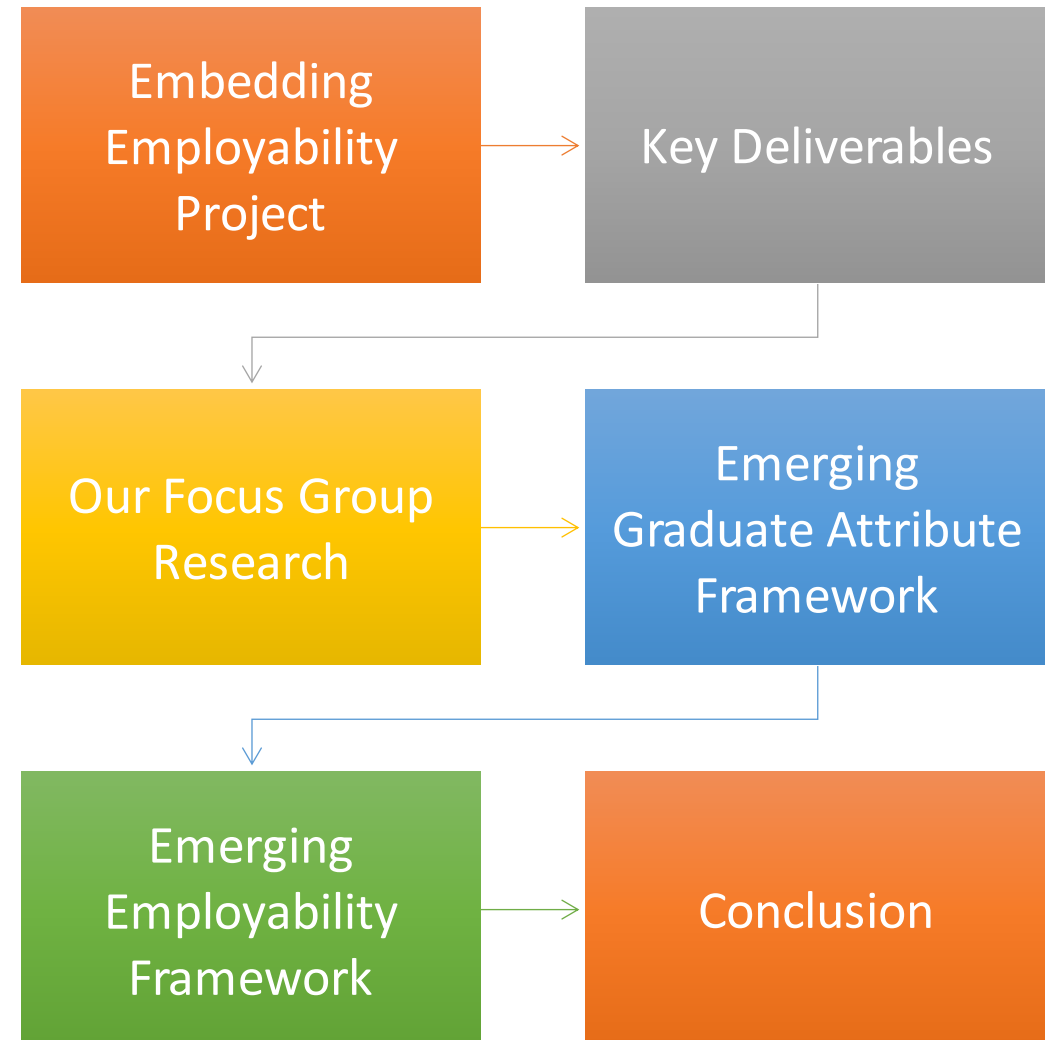
**INDIVIDUAL BEHAVIOURS** 'How We Do'

**ATTRIBUTES** (including graduate attributes) – 'Who We Are'





# Overview

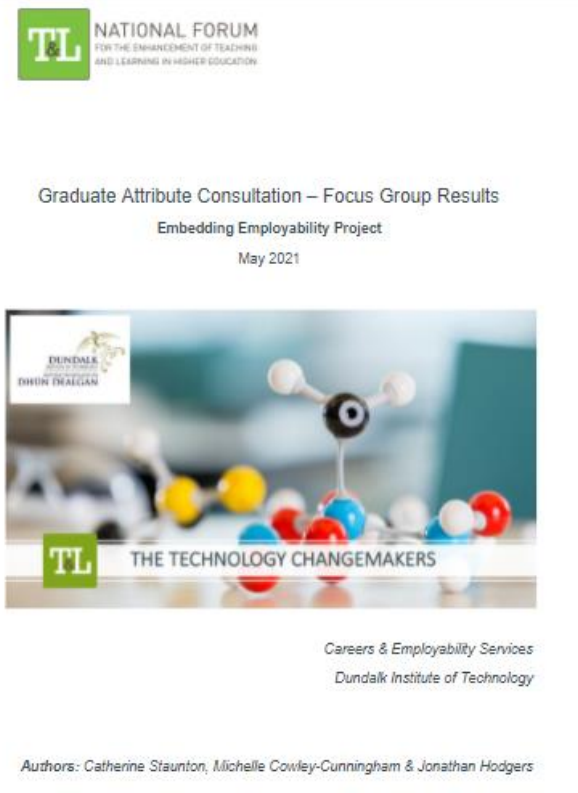
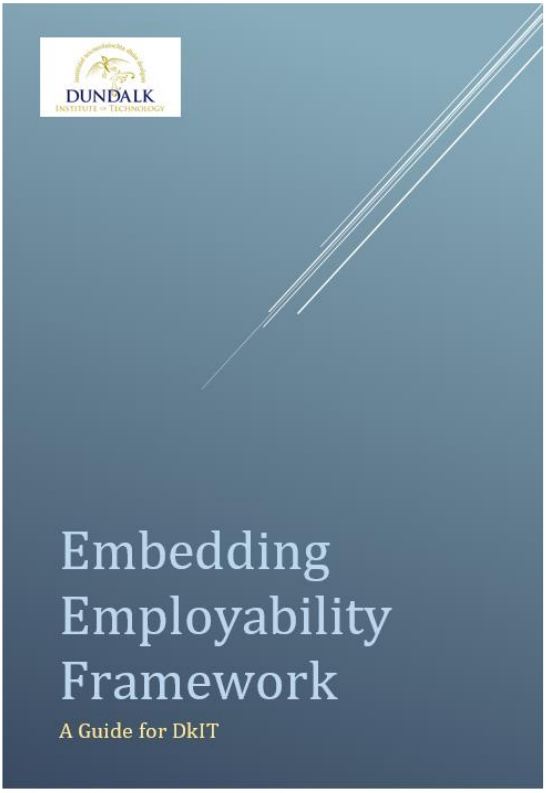




# Key deliverables

**This T&L initiative aims to develop a shared vision of employability at DkIT by:**

- ✓ Developing an Institute- wide Employability Statement and Framework
- ✓ Developing a model that programme teams can use to ‘employability-proof’ their programmes
- ✓ Identifying a set of DkIT Graduate Attributes
- ✓ Creating a DkIT Industry Employability Forum in collaboration key industry partners





# Graduate Attributes

Who we are...

Who we are to relevant audiences...

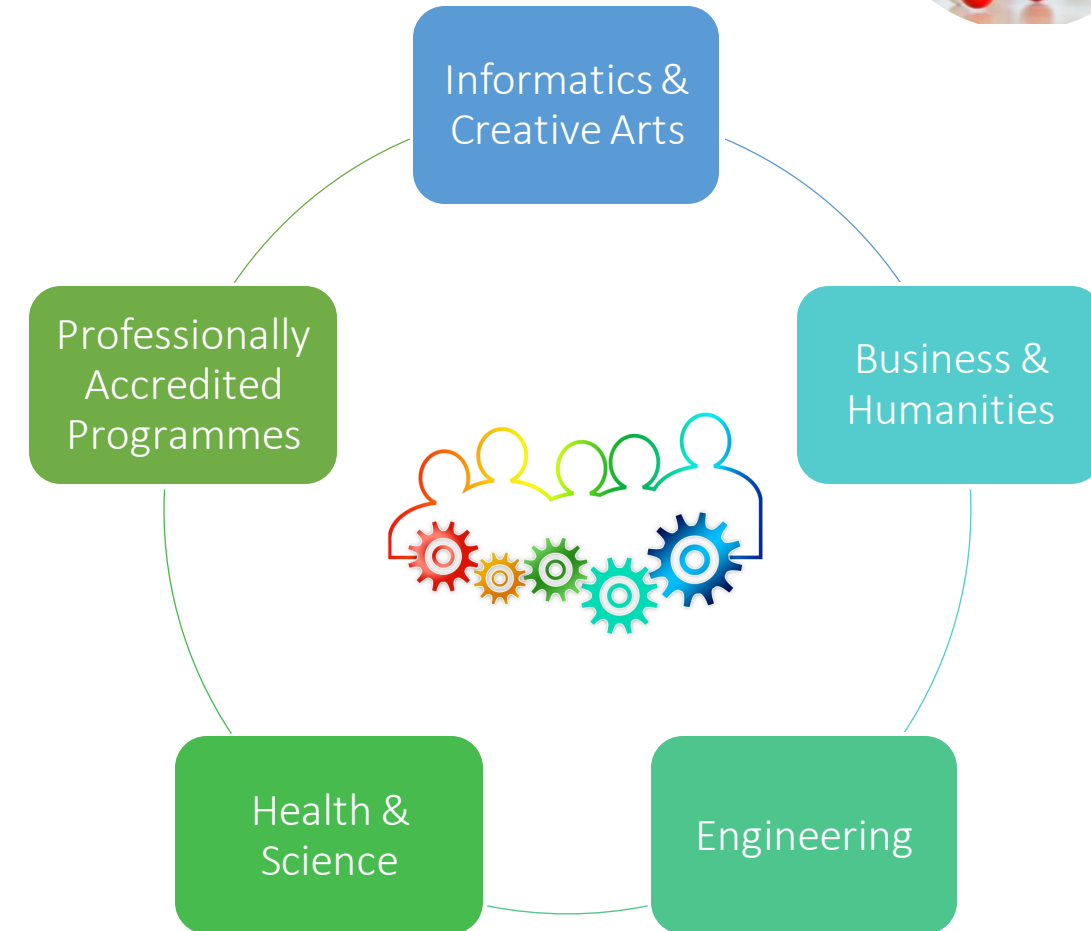
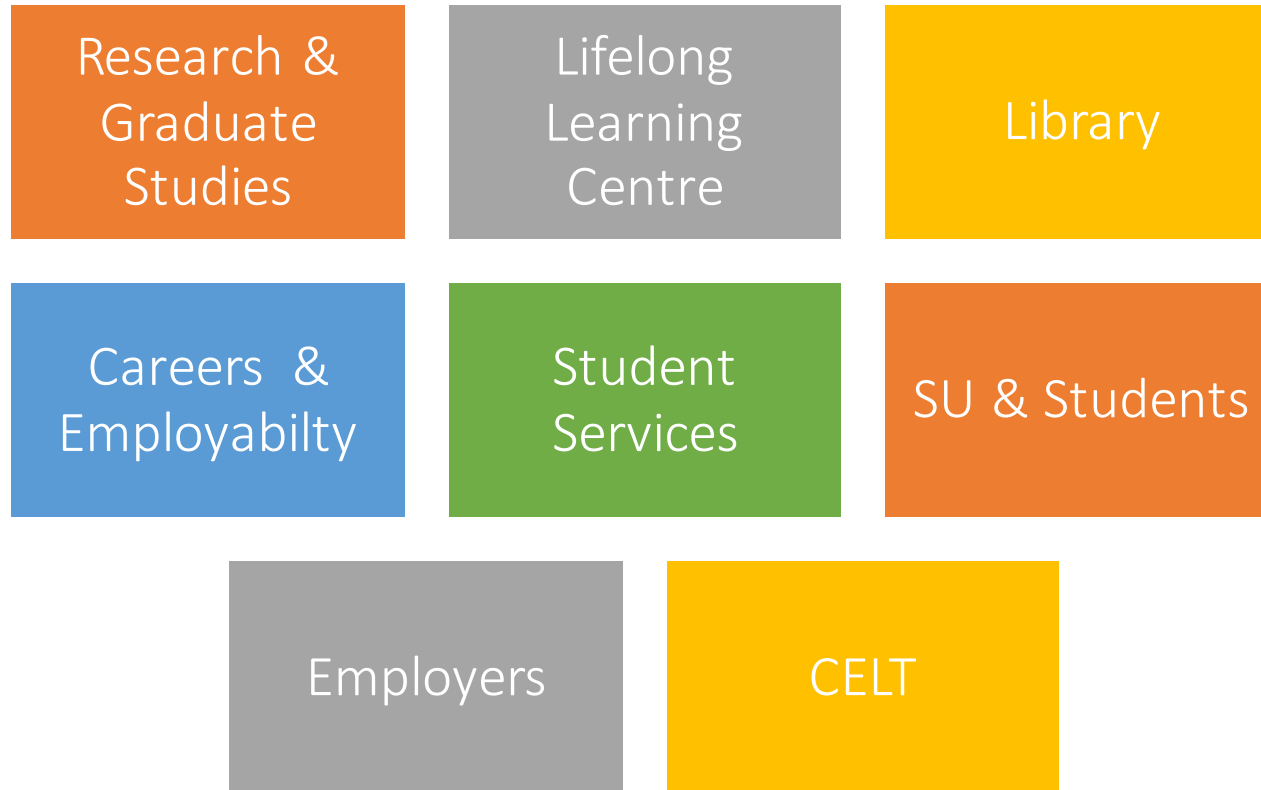
Who we become...

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

What Do Our Employability Champions Say?



# Focus Group – Services & Subject Groups





# Focus Groups 1-3

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[Scoring Key PDF](#)

## Method & Procedure

SAMPLE:

- ✓ 10+ **'Employability Champions'** Group 1
- ✓ 8-10 **School & Support Staff** Group 2
- ✓ **Specific Sets** of 4-6 people Group 3  
[Health, Employers, Students], Ongoing
- ✓ **Materials** [Email Correspondence, Information Sheet, and Interviewer Protocol]
- ✓ **6 Themes** and 1-5 Questions per Theme
- ✓ Interviews **Via Microsoft Teams**

[Camera Off re Ethics Consultation]

# Focus Group 1-3



## Focus Group Consultation

2021

Embedding Employability

Focus Group Collection

## Method & Procedure

- ✓ Transcribed and **Segmented**
  - ✓ Developed **Scoring Key**
  - ✓ Presently **Coding**
  - ✓ **Protocol Booklet** [Watch SG Teams]
  - ✓ Now in the Results Write-Up Stage
  - ✓ Preliminary Results Ready re Graduate Attributes
- 
- ✓ Executive Summary – Focus Group Research Report PDF underway (with graphs and infographics)



Could DkIT be the Technology-Driven Changemakers?







# Graduate Attributes – Preliminary Questions

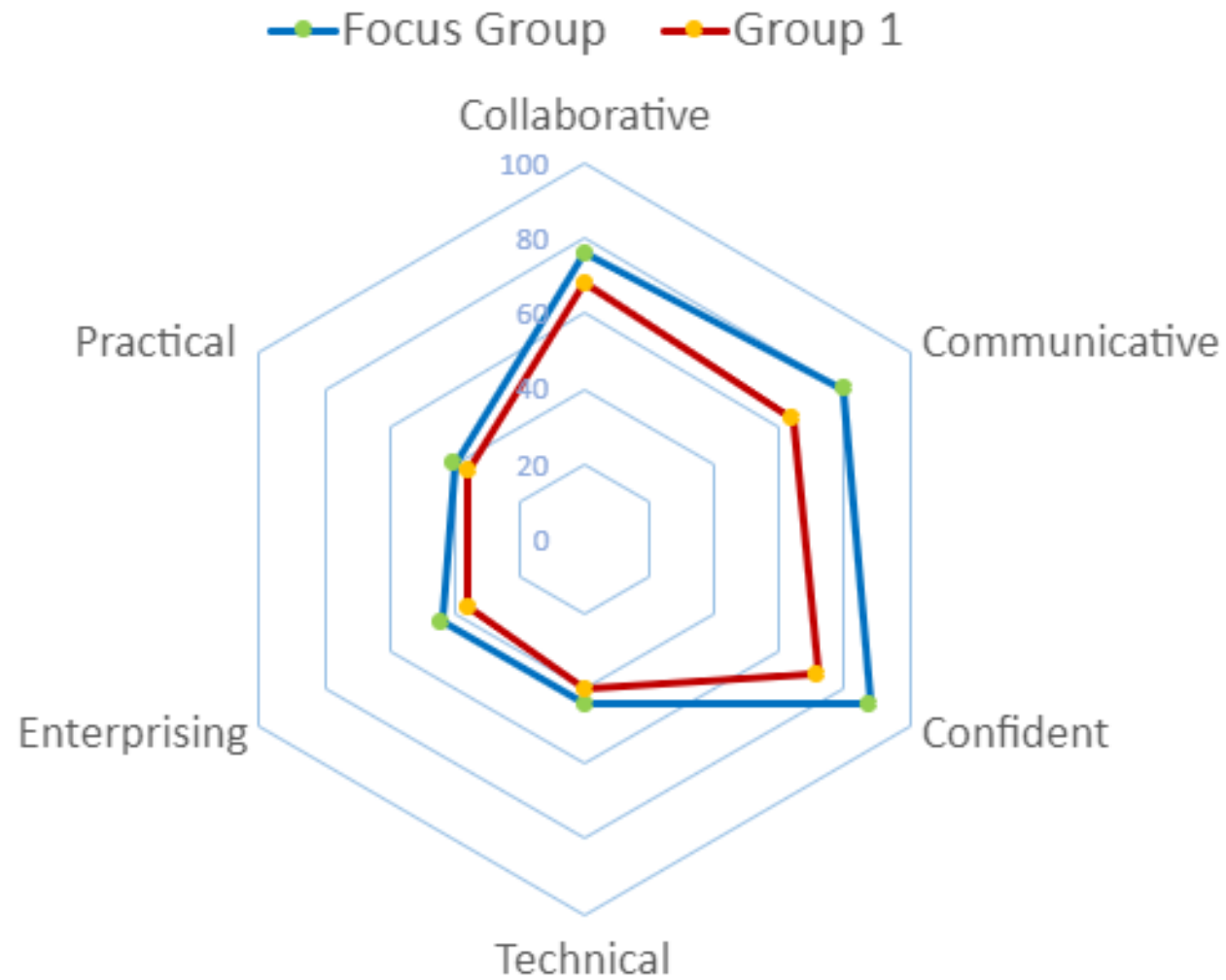
## Attribute Cataloguing

- What graduate attributes are mentioned and how many unique mentions were found?
- How many mentions relate to capstone graduate attributes?
- Are there any new capstone graduate attributes emerging?

## Emerging Values Frameworks

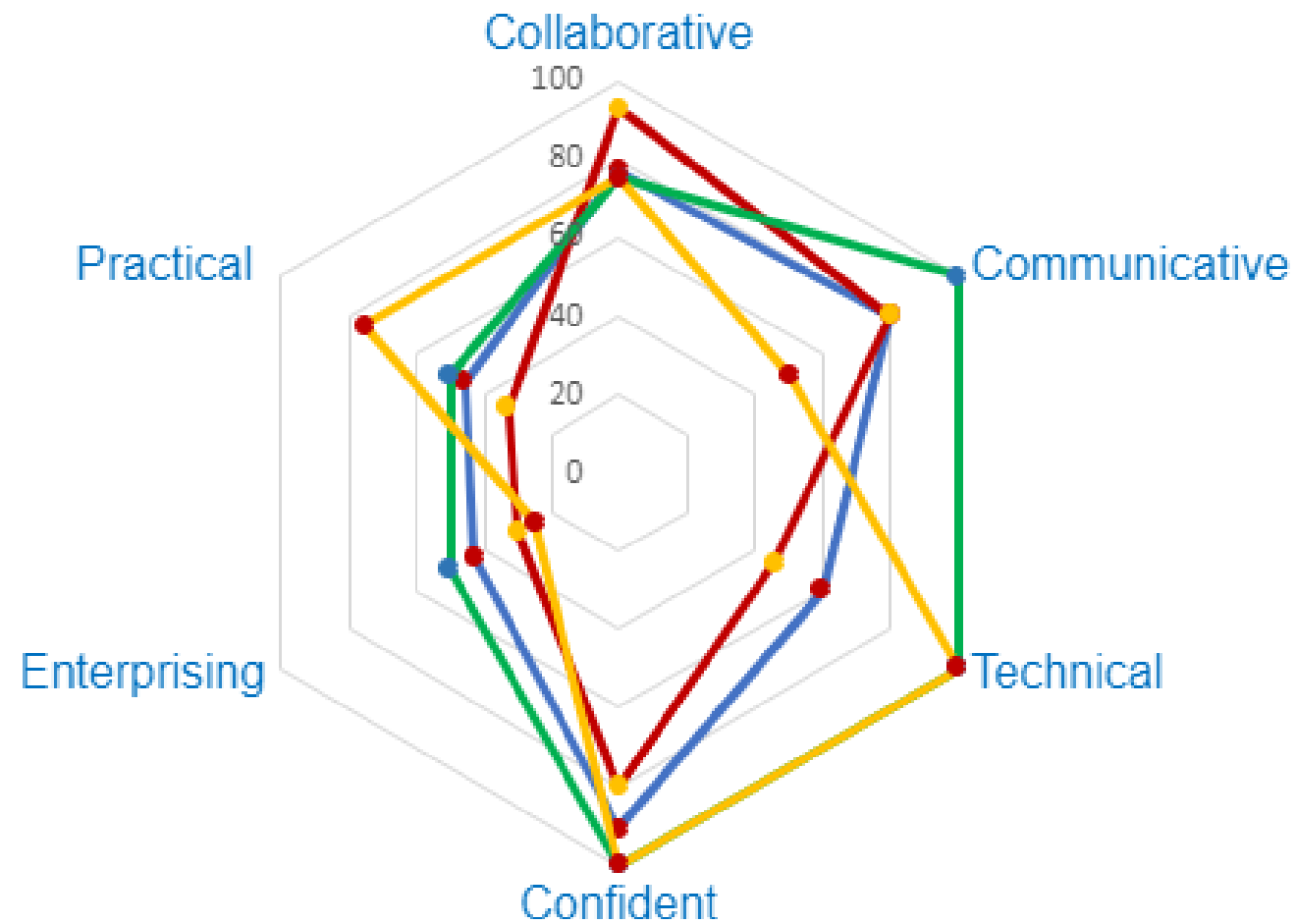
- Is there a Values piece emerging from the residual graduate attributes?

## % of Capstone Mentions Per Focus Group Total and Focus Group 1



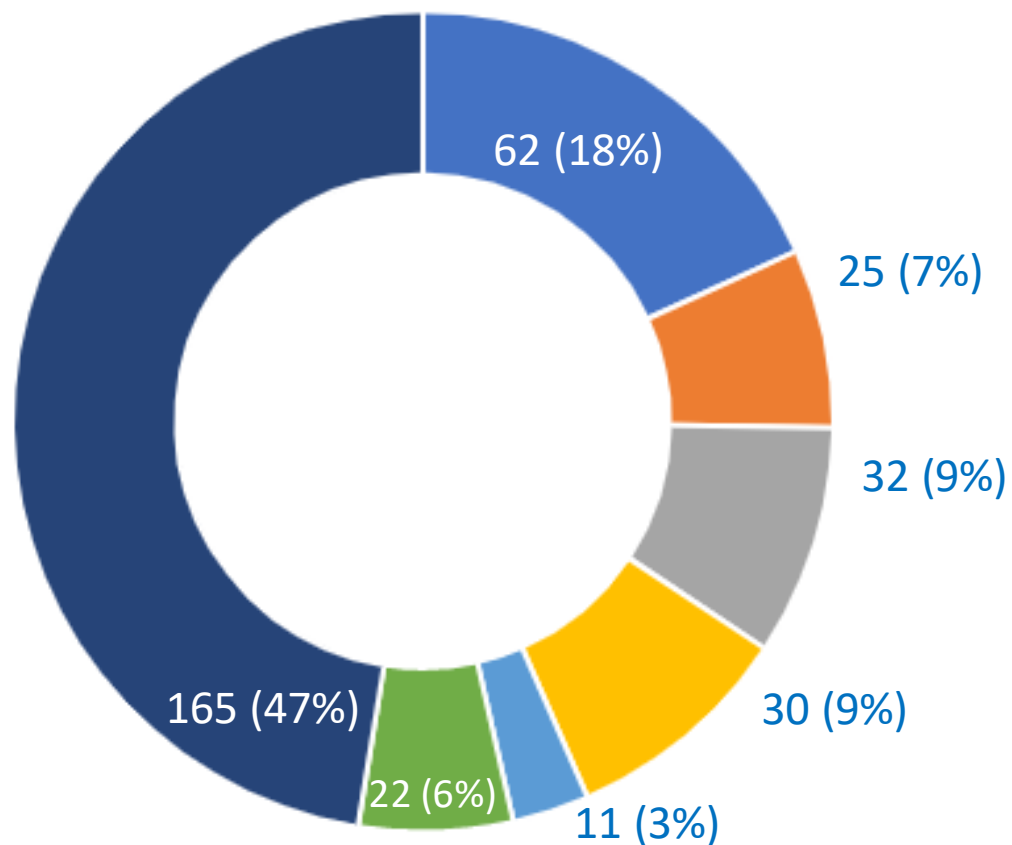
## % of Unique Mentions per Capstone per Participant

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



## Capstone Mention % of the Total Number of Graduate Attribute Mentions

■ Confident      ■ Technical      ■ Communicative      ■ Collaborative  
■ Practical      ■ Enterprising      ■ Personal Attributes



\*Rounding up will take place when count ceases...

(n = 347)



# Emerging Mindsets

## Consensus on Qualities

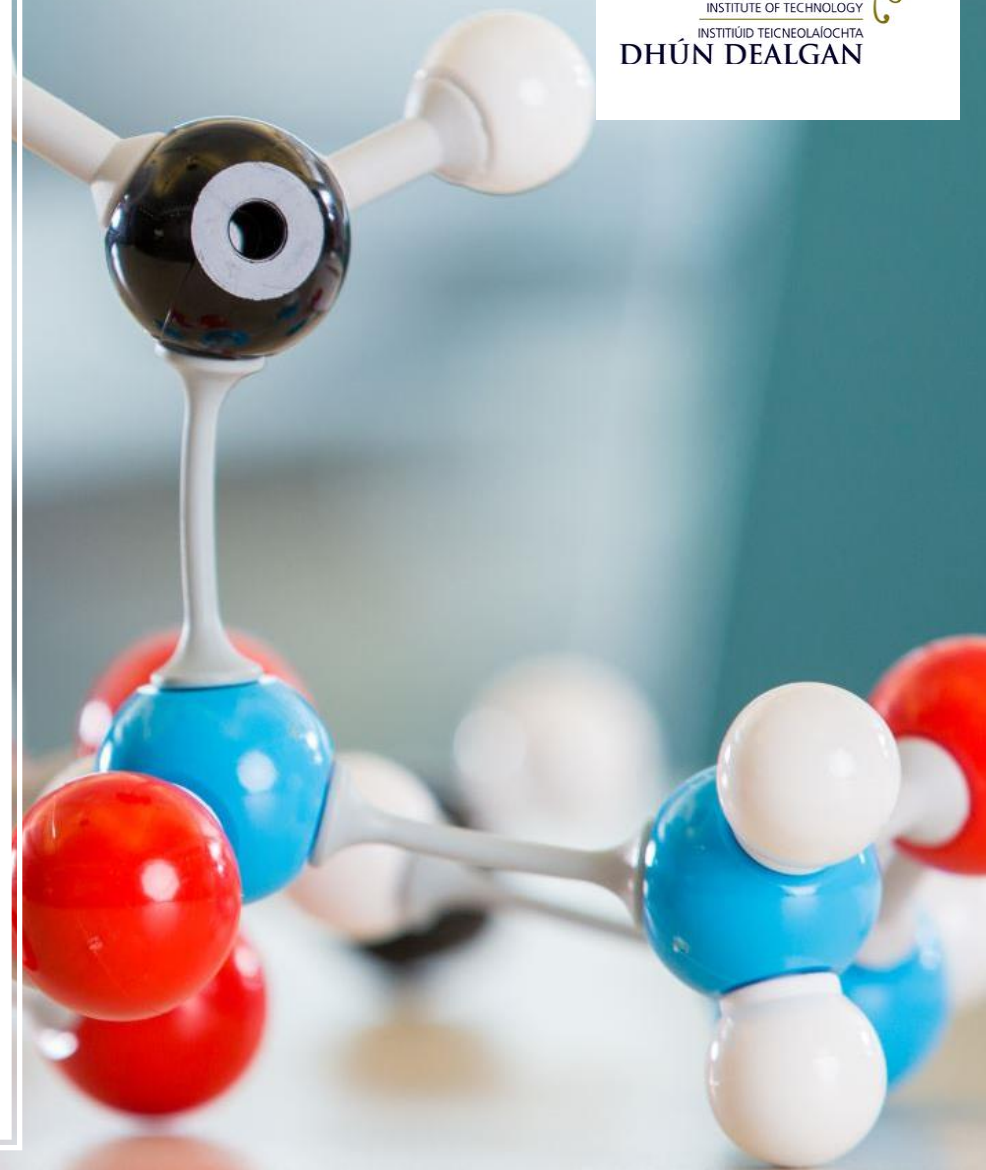
### PAR

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+)





# Graduate Attributes – Starting Hypotheses

## Wireframe CTCC or CTCC



### Confident

- Professional Confidence
- Adaptable/Flexible/Resilient
- Work Readiness
- Lifelong Learning
- Critical Thinking

### Communicative

- Digital Fluency
- Technology-Enhanced Learning
- Impactful Communicating

BEFORE

### Technical

- Analytical Thinking
- Data Fluency
- Operationally Savvy
- Ethical in Technology

### Collaborative

- Teamworking
- Networking
- Solutions-Driven
- Innovative

# Graduate Attribute Framework 'T and 3Cs'

## **T**echnology-Driven

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

## **C**ollaborative

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

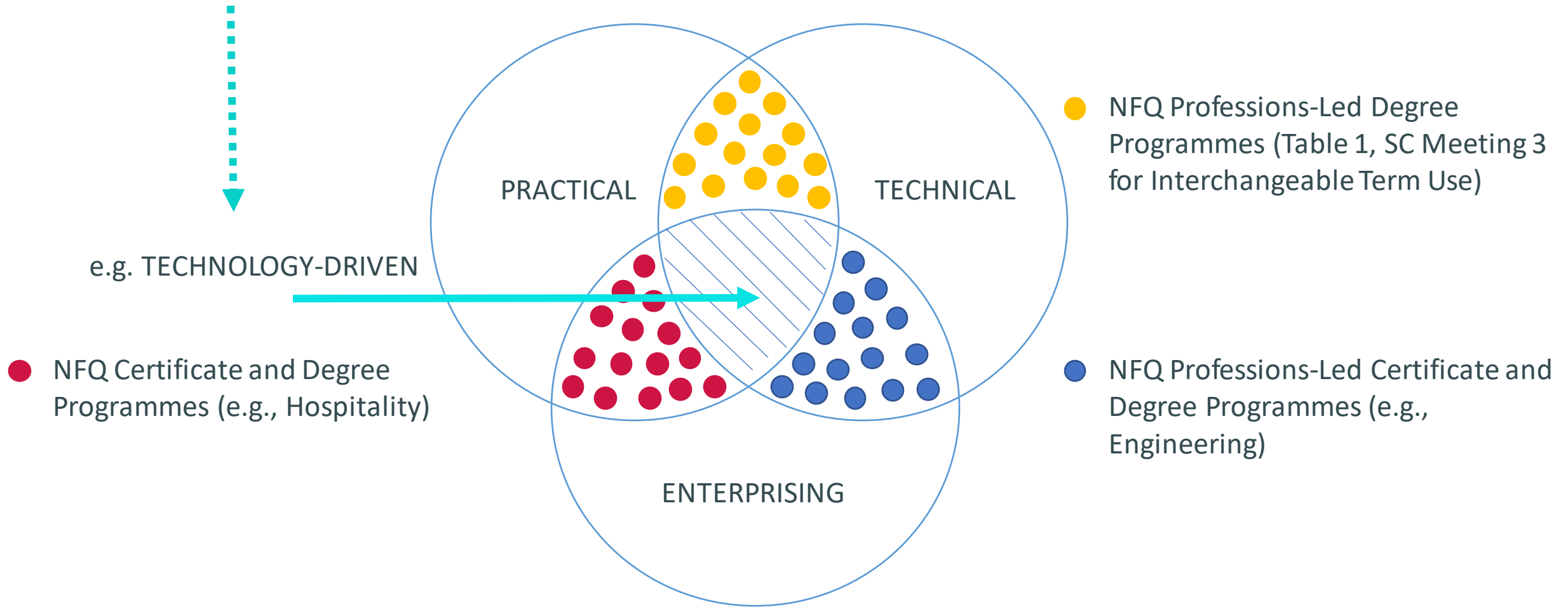
## **C**ommunicative

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

## **C**onfident

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

# 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.









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 

## Overlapping and Distinct Sub-Attributes Options

- Technology-Driven [Add Competitor Capstone 'Enterprising' and 'Practical' as Sub-Attributes]

Nominal and Proportionate  
Threshold Counts per Capstone  
and Sub-Attributes

A molecular model of a water molecule (H2O) is the central focus, featuring a black sphere with a stylized white eye on the oxygen atom, connected to two white spheres representing hydrogen atoms. It is surrounded by other molecular models, including one with yellow and black spheres and another with red and blue spheres, all set against a blurred laboratory background with a green chalkboard.

Our DkIT 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.



# Best Practice Examples

- Industry-Partnered Assessment
- DELTA Awards
- Guest Speaker Reflective Practice Assignments
- Mandatory Placements with Industry Partners
- CA includes a LinkedIn profile, revisited regularly
- Students work on a project for employers
- Students research employers they'd like to work for
- A life-skills and well-being module

Click [here](#) for Proofing Tabulation.





# Embedding Employability in the Curriculum – Working Ideas

## **Employability in Curriculum**

- 10\*/dot/tick Employability Matrix

## **One-Stop Accessible Resource**

- Best Practice Exemplars
- Toolkit Piece or Staff Workshops

## **Tutorials** - Suite of Content

- Delivery: Careers Services

## **Module or Award...**



# Embedding Employability Survey

May 2021



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# 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/Head Count Vote

52% = Aggregate of other 3 Capstones

## Survey Preference Vote

1st Place = Practical

2nd Place = Technical

3rd Place = Enterprising

4th Place = Technology-Driven





# Conclusion

## **What sort of Graduates?**

- T & 3Cs
- Collaborative, Communicative, Confident and Technology-Driven

## **What kind of Changemakers?**

The 'implementers' rather than 'philosophers'

## **Our Graduates' Employability...**

- A Local to Global Lens

## **Next Steps**

- Our Employability Survey – Institute Wide and to all Stakeholders





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Recording via Teams for Stream