Priority Project: Employability

Employability resources and staff development

Mentor Sites: James Cook University
Scalability: High
Partner Institutions: Flinders, Murdoch, La Trobe, Charles Darwin, Griffith

OVERVIEW

The implementation of a scalable and effective institutional employability strategy requires it to be invested in the curriculum, in a manner that is evidenced based, supported by industry and implemented across the entire student lifecycle. Achieving this aim requires significant buy-in from across an institution and strong partnerships between the Careers Services and academic elements. The reality across most Australian Higher Education institutions is that Careers Services operate with a small staff base and a high requirement for student consultations. As such, it is impossible for a small Careers team to deliver tailored employability curriculum, at scale, across an institution. It is therefore increasingly important that staff are empowered and supported to design and deliver high-quality employability curriculum.

SCALABILITY

The collation and development of employability-based resources has the capacity to support the embedding of employability across all IRU members and significantly limit the duplication of work by academics and careers services. In addition, the opportunity to bring together a network of employability champions across the IRU to collaboratively share and develop resources and practice will see IRU members accelerate benefits to students.

PRACTICE

Significant work has taken place nationally and internationally to develop high-quality employability resources for staff and students. Unfortunately, accessing these resources can be time-consuming and often problematic. Across the IRU, we have a significant range of resources that have already been developed and as such, each member site is positioned to contribute and benefit from resource sharing. Additionally, we are fortunate that a number of committed and experienced staff are working across the IRU, to design and deliver employability resources and curriculum.

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Charles Darwin University // Flinders University // Griffith University // James Cook University // La Trobe University // Murdoch University

THE PROJECT

Phase one project design and implementation is scheduled for March 2017-July 2018 (Detailed Timeline in Table 3) and is designed across the following six stages of activity.

Stage 1: The collation and curation of career development resources
Stage 2: Development of cross institutional resources
Stage 3: Development of professional development program for academic staff
Stage 4: Implementation
Stage 5: Phase 1 evaluation and reporting

TIMELINE

	2017										2018				
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Stage 1: The collation and curation of career development resources															
Collation of career development modules/resources from across the IRU	■	■	■												
Collation of resources from OLT supported works		■	■												
Collation of resources from Higher Education Academy		■	■												
Collation of resources from freely available sources		■	■												
Identification of employability assessment exemplars drawn from best practice across the IRU	■	■	■												
Stage 2: Development of cross institutional resources															
Tailoring of online employability modules and resources from those identified during stage 1			■	■	■										
Development of additional online employability modules and resources that meet a need within the IRU context.				■	■	■									
Stage 3: Development of curriculum based employability resources															
Publication of employability assessment exemplars		■	■												
Collation of assessment outlines from exemplars.			■	■											
Development of customisable assessment templates.				■	■										
Stage 4: Development of professional development program for academic staff															
Assessment of academic challenges to embedding & assessing employability.						■	■								
Development of a suite of professional development workshops for staff								■	■	■					
Stage 5: Implementation															
Communication to students and staff							■	■	■	■					
Student and staff utilisation of resources							■	■	■	■					
Stage 6: Phase 1 evaluation and reporting															
Development of evaluation tools					■			■							
Evaluation						■	■			■	■			■	
Reporting														■	■

PROJECT WORKING GROUP

The success of this project will require collaboration across the IRU to ensure resources are fit for purpose and supportive of a broad range of students. It is proposed that each institution establish a priority project working group to lead implementation and report to the Student Success Liaison Group quarterly. Working group membership is suggested as follows.

- ☐ Careers and Employment Service representatives
- ☐ Learning and Teaching Unit representative
- ☐ Employability champions (academics)
- ☐ Student representative
- ☐ IRU Vice Chancellors' Fellow