



Developing a Strategic Employability Framework: Empowering Learners' Experiences

Dr Dino Willox

Pronouns: they / them

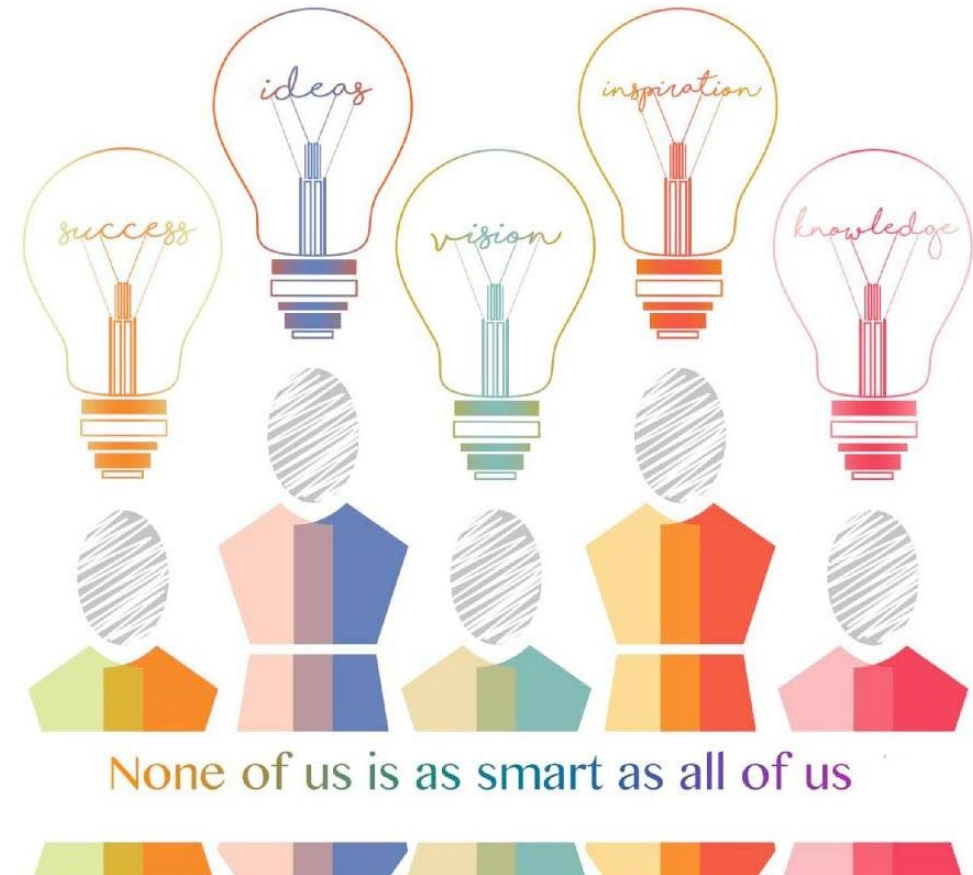
Overview

- Over a period of five years, the University has defined and framed employability, co-developed a University-wide framework for employability, and developed a suite of contextualised resources and supports that place learning as a core foundation of employability.
- This presentation will share the strategies implemented to create whole-of-institutional change in the employability agenda and how it became embedded as a central tenet of the University's key strategies.
- The presentation will also outline practical considerations concerning how to create and leverage authentic and meaningful partnerships to effect change within the University.

Basically, I'm going to tell you a story ...

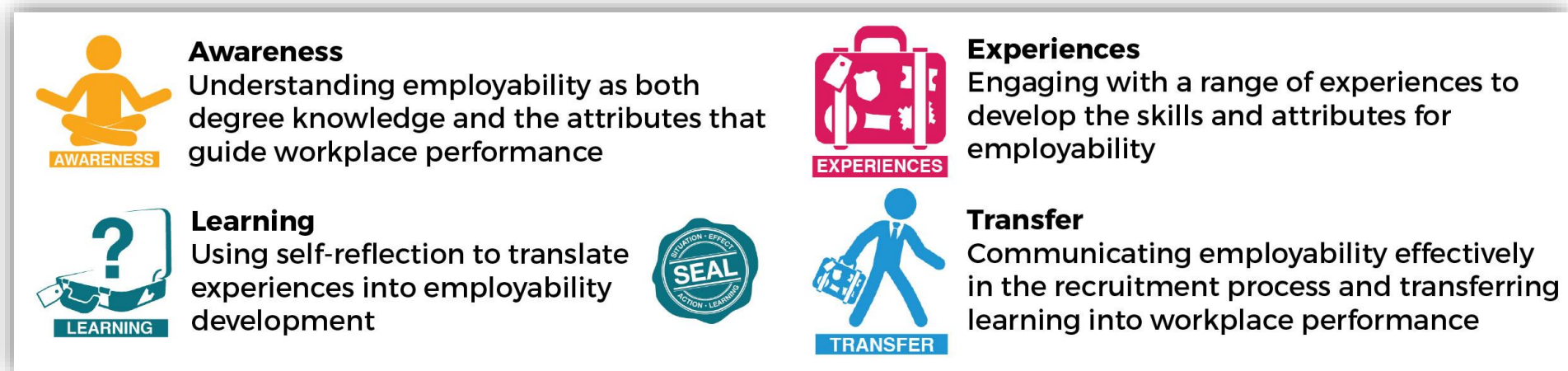
2014: Scoping Employability

- Analysis of research and evidence base to define vision
- Employer interviews across a range of industries and sectors
- National and international benchmarking
- Student interviews and focus groups



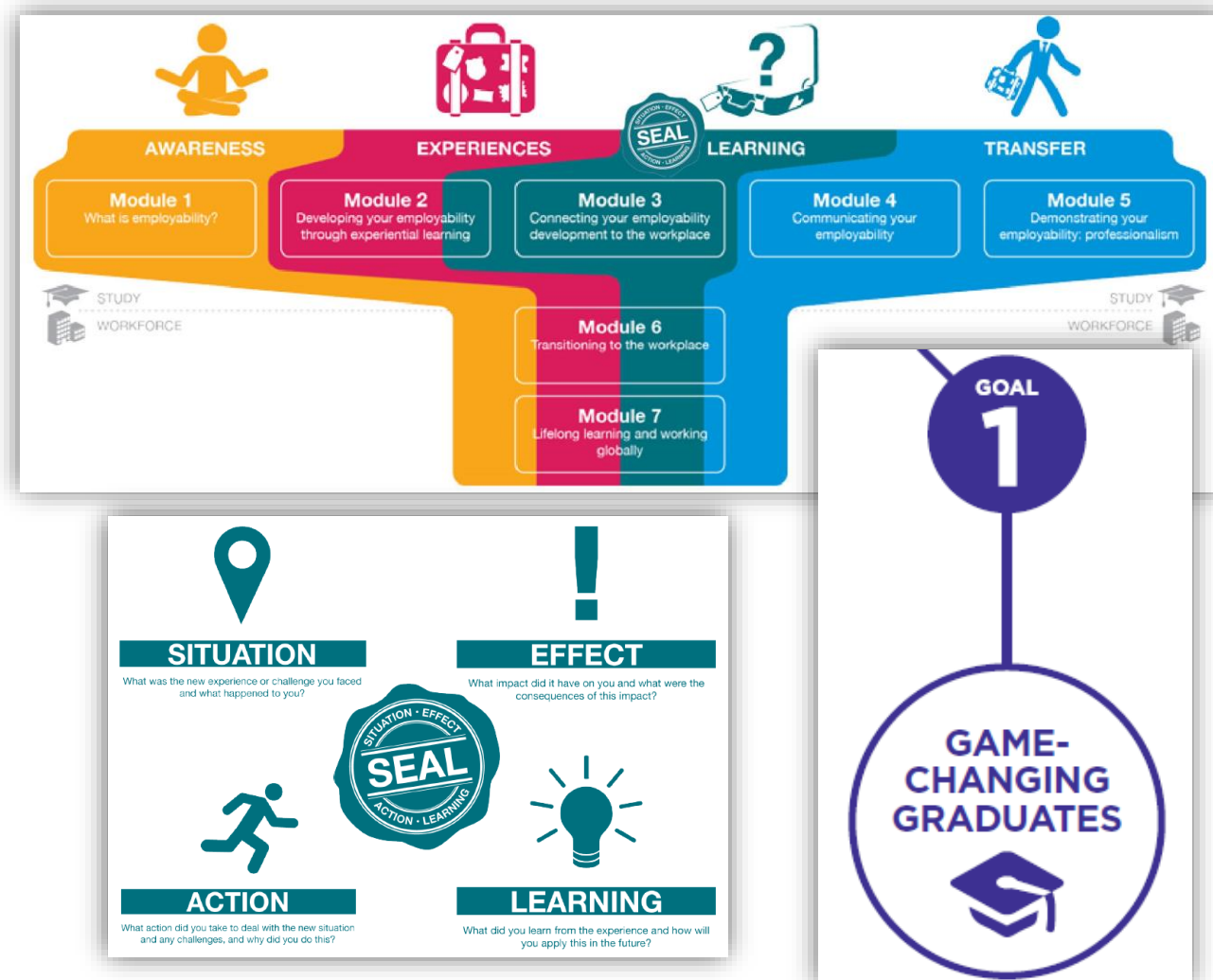
2015: Defining and Framing Employability

- Employability defined: *a set of achievements – skills, understandings and personal attributes – that make graduates more likely to attain lifelong employment success, have impact in organisations, create enterprising opportunities for themselves and others, and effect positive change throughout all stages of their careers to the benefit of themselves, the workforce, the community, and the economy.*
- Employability strategy and framework, endorsed by Deputy Vice Chancellor Academic.
- Pilot of post-experience reflective workshops with groups of students
- Development of *EMPLOY101x MOOC*



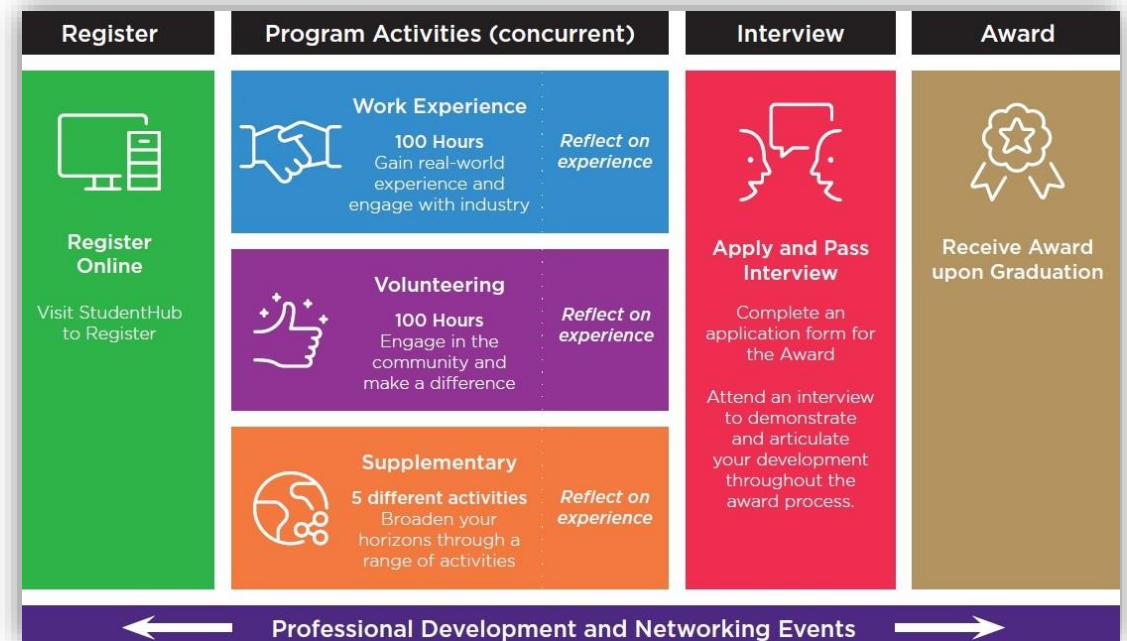
2016: Establishing Employability

- Creation of Student Employability Centre
- *EMPLOY101x – Unlocking your Employability* (24,200 learners in first run)
- Student Strategy released, establishing student employability as fundamental to achieving *Goal 1: Game Changing Graduates*
- Definition and typology of Work Integrated Learning (WIL) embedded in learning management and student record systems
- Integration of UQ's Employability Framework into the curriculum commences
- Expansion of post-experience workshops to more experiential learning activities



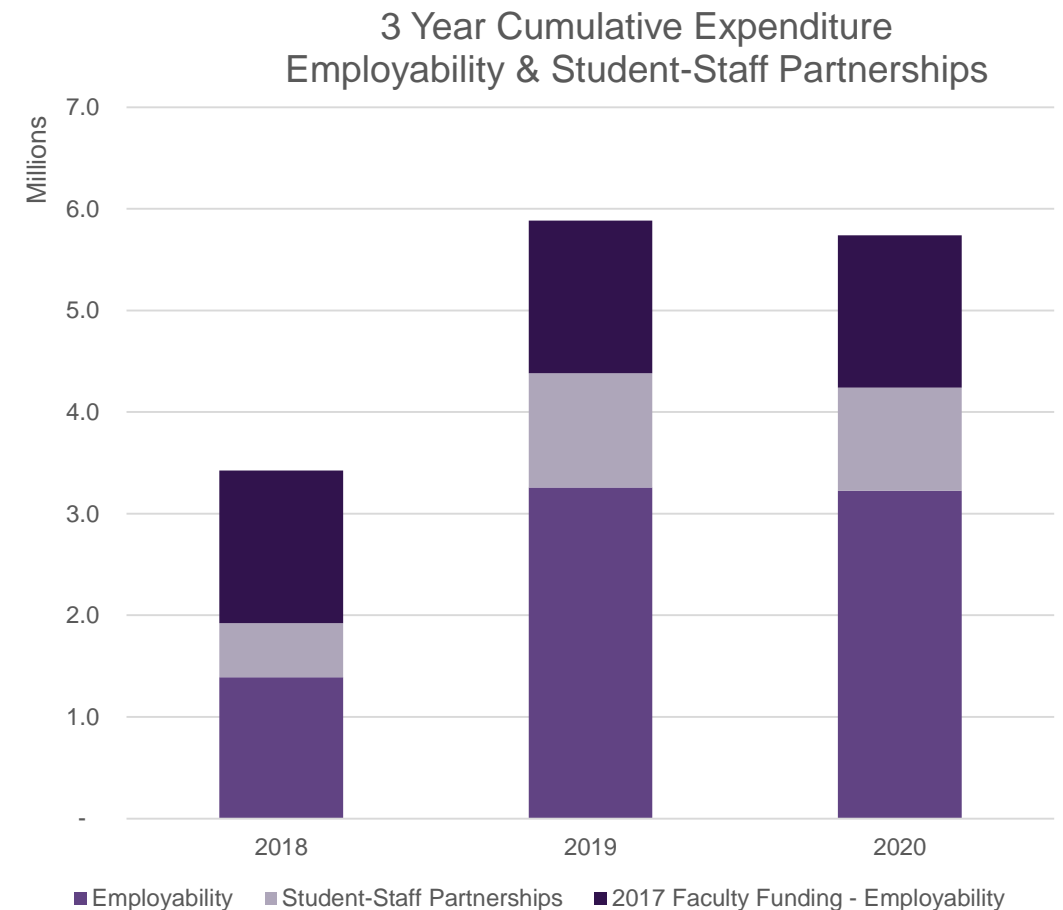
2017: Embedding Employability

- Launch of Employability Award, incorporating SEAL self-reflective process
- 2nd run of *EMPLOY101x* (10,450 learners)
- Further integration of Framework into the curriculum (learning resources)
- Staff development course 'Embedding Employability' commences
- Baseline number of WIL courses and students engagement captured
- Investment in employability system infrastructure (Placements and ePortfolio)
- Investment in Faculties (\$300k) to engage in employability activities



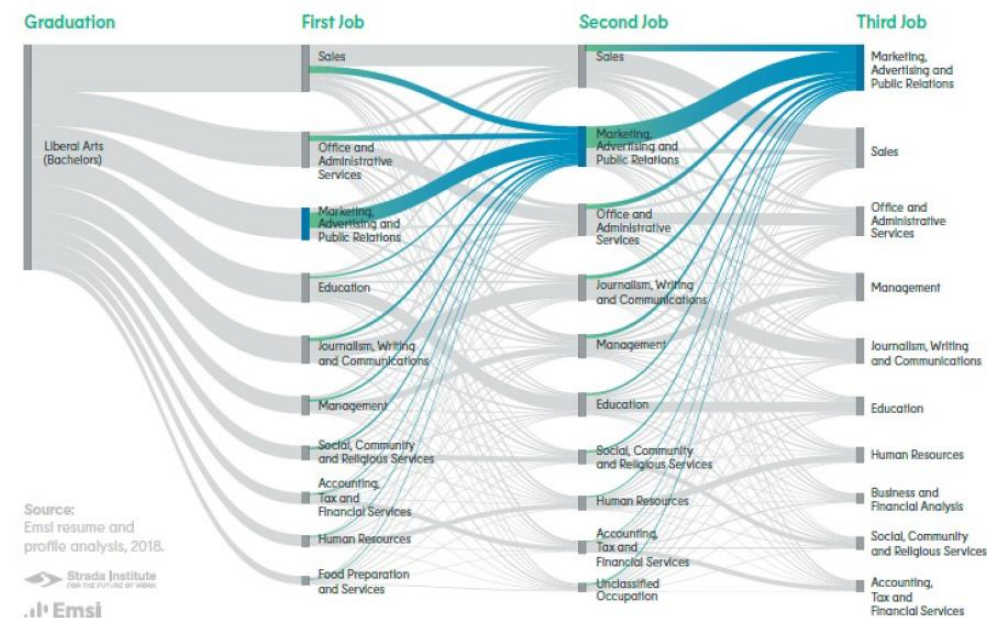
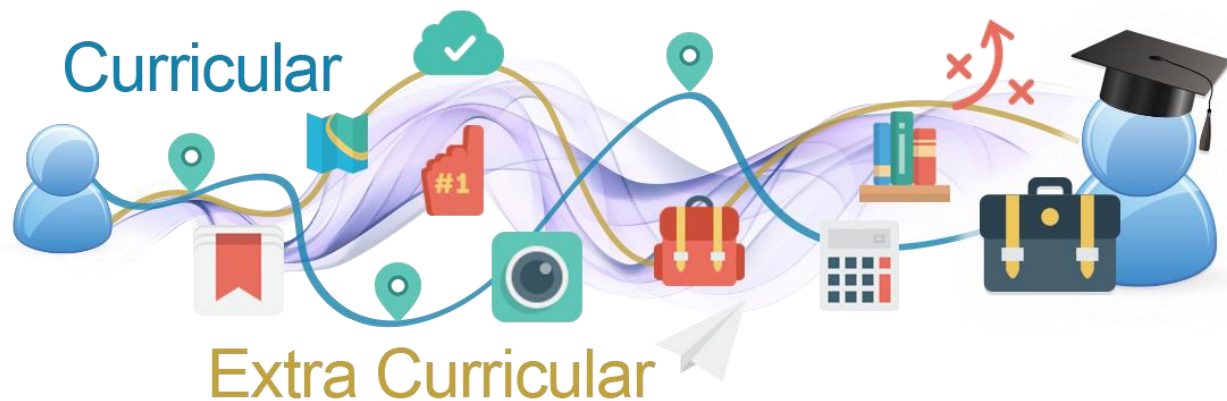
2018: Investing in Employability

- Student Strategy funding provided to Student Employability Centre to:
 - create collaborative embedded service delivery model
 - expand faculty employability teams
 - support continued development of WIL
 - expand global mobility opportunities for students
 - establish Student Staff Partnership Projects, Representation, and Voice
- 3rd run of EMPLOY101x (12,350 learners)



2019: Future of Employability

- Collaborative learning agreements with Faculties and Central Divisions established
- 4th run of EMPLOY101x
- Development of High School MOOC
- Co-creation of Career Development Learning ePortfolio module with students
- Establishment of KPIs and creation of UQ Employability Dashboard
- Research into measures of success: longitudinal studies



Reflections

Critical Success Factors

- Context – power dynamics, structures, and institutional maturity
- Method – viral approach
- Language – stakeholder communication
- Serendipity – seize moments

Evidence

- External KPIs
- Performance measures (inputs)
- Advance HE Audit – best practice case studies
- Qualitative feedback

“No enterprise is more likely to succeed than one concealed ... until it is ripe for execution”
Niccolo Machiavelli



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OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Thank you

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