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Supporting graduate employability: From generalist disciplines through employer and private institution collaboration

Kinash, Shelley; Crane, Linda H; Schulz, Mark

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Supporting graduate employability: From generalist disciplines through employer and private institution collaboration

Shelley Kinash

Bond University, shelle.kinash@gmail.com

Linda Crane

Bond University, Linda_Crane@bond.edu.au

Mark Schulz

Bond University, Mark_Schulz@bond.edu.au

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Australian Government



www.graduateemployability.com
Funded by the Australian Office for Learning and Teaching

Dr Shelley Kinash
Dr Linda Crane
Mr Mark Schulz



skinash@bond.edu.au
lcrane@bond.edu.au
mschulz@bond.edu.au

Supporting Graduate Employability

from generalist disciplines through employer and private institution collaboration

Project Aim:

This graduate employability project, led by Bond University and funded by the Australian Office for Learning and Teaching, is a 360 review of the strategies used by students, alumni, employers and higher education providers to achieve employability success.

The distinctive features of this project are that it includes both public and private higher education, it seeks the perspective of all stakeholders and global input, and it addresses the question of employability from generalist degrees such as humanities and liberal arts.

The outcome will be case studies, recommendations and strategies shared at a symposium and online through www.graduateemployability.com

Help us support graduate career success!

By completing a quick survey, you'll be able to tell us as employers, what you are seeking in new graduates. We will benefit from your views on how education institutions should be preparing graduates for career success. We thank you for your time and valuable feedback.

The project is running in three phases covering key activities of:

1. **Widespread data collection**
2. **Analysis of initial data and development of case studies**
3. **Formulation of strategies deriving from case studies and dissemination**

Relationship with G20 Summit:

The results of this research will be included in a report presented to the G20 through the B20 Human Capital Task Force. The goal of the Task Force is to develop practical, actionable and measurable recommendations on behalf of the business community to assist the G20 in achieving its target of lifting global collective gross domestic product by 2% over the next 5 years. The data from the survey you are being asked to complete will be actively used to develop these recommendations.

www.g20.org



Graduate Employability Strategies:

Work experience, internships, placements ; Career advice and employment skill development; Developing graduate portfolios, profiles and records of achievement; Mentoring; Attending networking or industry information events; Engaging in extra-curricular activities; Professional association, membership, engagement; Volunteering, community engagement; Part-time employment; Social media networks; International exchange; Capstone, final semester project

Research Team and Reference Group Members:

Dr Shelley Kinash, **Bond**; Dr Linda Crane, **Bond**; Mr Mark Schulz, **Bond**; Ms. Kirsty Mitchell, **Bond**; Professor Sally Kift, **JCU**; Dr Cecily Knight, **JCU**; Professor David Dowling, **USQ**; Mr Matthew McLean, **Australian Public Service** | Ms. Meghan Hopper, **Monash**; Dr Sara Booth, **UTAS**; Ms. Teigan Margetts, **Ericsson**; Mr Christopher Smith, **GE Corporate**; Martin Smith, **UOW**



Global Survey Responses ●
Project open from mid-January to late November 2014
500+ Employability Surveys completed to date

Conference Research Presenters:

Mr Mark Schulz

Asian Conference on Technology in the Classroom (ACTC2014)
17-20 April 2014
Osaka, Japan ●

Dr Shelley Kinash

Ireland International Conference on Education (IICE-2014)
28-30 April 2014
Dublin, Ireland ●

Dr Linda Crane

IREG Observatory Conference on Employability and Academic Rankings
14-16 May 2014
London, United Kingdom ●



International Conference Research Presentations: Osaka, Japan 17-20 April <http://actc.iafor.org/> | Dublin, Ireland 28-30 April <http://www.iicedu.org/> | London, United Kingdom 14-16 May <http://www.ireg-observatory.org/>

Bond Symposium: 17-18 October 2014
http://works.bepress.com/shelley_kinash/





Australian Government



Office for Learning & Teaching



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Dr Shelley Kinash
Dr Linda Crane
Mr Mark Schulz



skinash@bond.edu.au
lcrane@bond.edu.au
mschulz@bond.edu.au

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Project Quick Facts Did you know that:

535 survey respondents to date

4 stakeholder groups:

1. Students 61%
2. Educators 16%
3. Graduates (Alumni) 15%
4. Employers 8%

16 countries represented in survey completion

20 higher education institutions represented in survey completion

60+% of students indicated that they plan to use all listed strategies to increase their employability

-20% of educators stated that they offer eleven of the strategies

22% of educators stated that they offer capstone or final semester projects that ask students to apply their full set of skills and knowledge across the program

10% or less of the graduates (alumni) indicated that they use any of the 12 listed strategies

10% or less of the employers indicated that they value any of the 12 listed strategies when they see them listed on resumes

More Quick Facts Have you heard that:

13% of employers indicated that they would hire graduates from computer science or life sciences

17% of employers indicated that they would hire humanities graduates

57% of employers indicated that they would hire from specific degrees such as accounting, law, education or physiotherapy

76% of employers stated that jobs are directly related to the discipline of study

When asked what distinguishes a top-performing graduate from the average, employers wrote comments about:

- Skills and Willingness to learn
- Well-rounded life experiences
- Thinking abilities
- Goodness of fit
- Social support
- Initiative
- Real world experience
- Social media image (no incriminating digital footprint)

Notably, none of the employers wrote comments about grades or marks, and when asked for success stories, one employer wrote "it's not all about marks"



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