

# Building your 21<sup>st</sup> century employability radar

Global Festival of Learning

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# Workshop Introduction

- Identify the skills that are important to graduate employers and how these are changing
- Consider a tool that can help individuals review their own skills; developing self-awareness and creating a SMART action plan for attainment of these skills.
- Showcase the experience of our students in using this tool and assess the importance of self-reflection

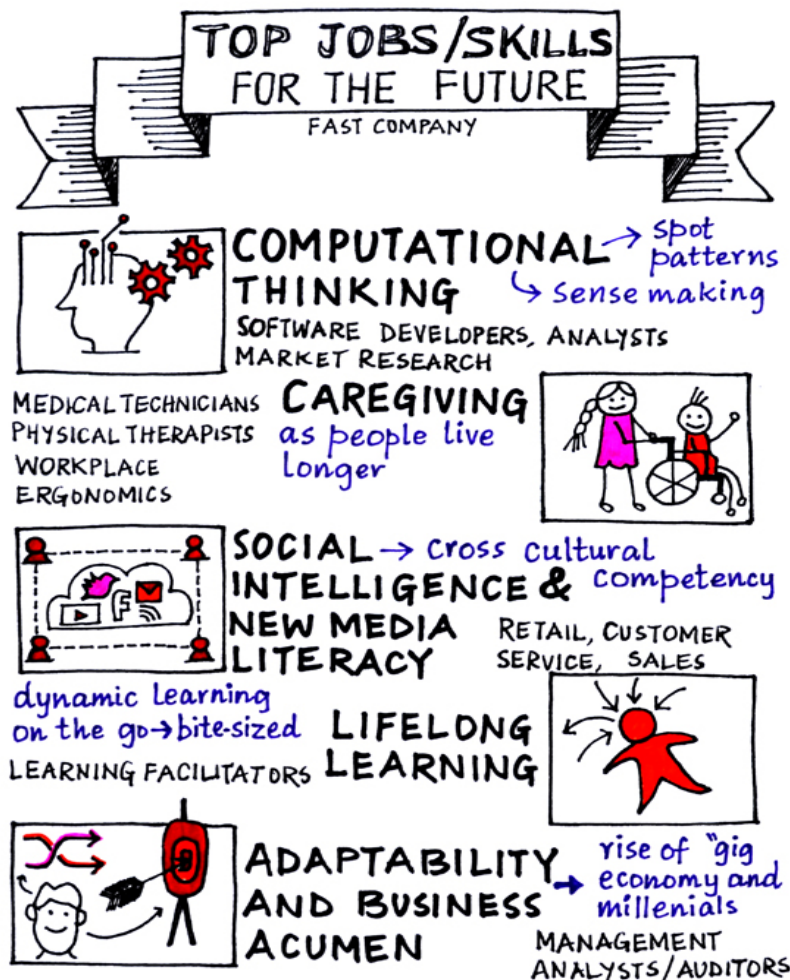
# Setting the context: 21<sup>st</sup> century employability

- More people studying at university than ever
- Globalization
- Increasingly competitive job market
- Technology advancements
- Digitization & robotics
- Entrepreneurship
- All impacting the nature of work

## Activity

- What skills or attributes do employers look for when hiring graduates?
- Write the things you think are most important onto your piece of paper, make a ball or aeroplane and throw it to the front of the room for Jade to collect!

# Thoughts from the research



Accessed from: <http://qaspiire.com/2015/08/31/skills-for-future-success-in-a-disruptive-world-of-work/>

# Top 10 skills

## in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility



## in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



The Future of Jobs Report: World Economic Forum



# 4<sup>th</sup> Industrial Revolution - Skills

## Abilities

### Cognitive Abilities

- » Cognitive Flexibility
- » Creativity
- » Logical Reasoning
- » Problem Sensitivity
- » Mathematical Reasoning
- » Visualization

### Physical Abilities

- » Physical Strength
- » Manual Dexterity and Precision

## Basic Skills

### Content Skills

- » Active Learning
- » Oral Expression
- » Reading Comprehension
- » Written Expression
- » ICT Literacy

### Process Skills

- » Active Listening
- » Critical Thinking
- » Monitoring Self and Others

## Cross-functional Skills

### Social Skills

- » Coordinating with Others
- » Emotional Intelligence
- » Negotiation
- » Persuasion
- » Service Orientation
- » Training and Teaching Others

### Systems Skills

- » Judgement and Decision-making
- » Systems Analysis

### Complex Problem Solving Skills

- » Complex Problem Solving

### Resource Management Skills

- » Management of Financial Resources
- » Management of Material Resources
- » People Management
- » Time Management

### Technical Skills

- » Equipment Maintenance and Repair
- » Equipment Operation and Control
- » Programming
- » Quality Control
- » Technology and User Experience Design
- » Troubleshooting

The Future of Jobs, Employment, Skills and Workforce Strategy for the Fourth Industrial Revolution: <https://www.weforum.org/reports/the-future-of-jobs>

# From SOAR to Employability Radar

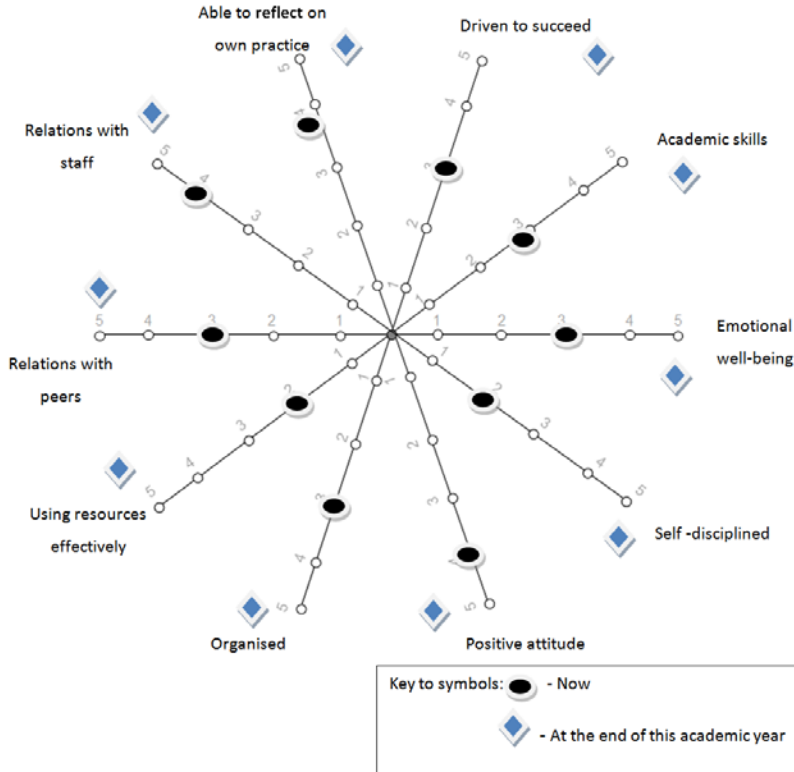
- The SOAR  
(Strengths/Opportunities/Aspirations/Results)  
First Year Business Studies Undergraduate  
unit Developing Management Competencies.
- Developed into an Employability Radar  
through the incorporation and consideration of  
personal & professional development planning  
(PPDP).



# The student view

## SOAR Academically

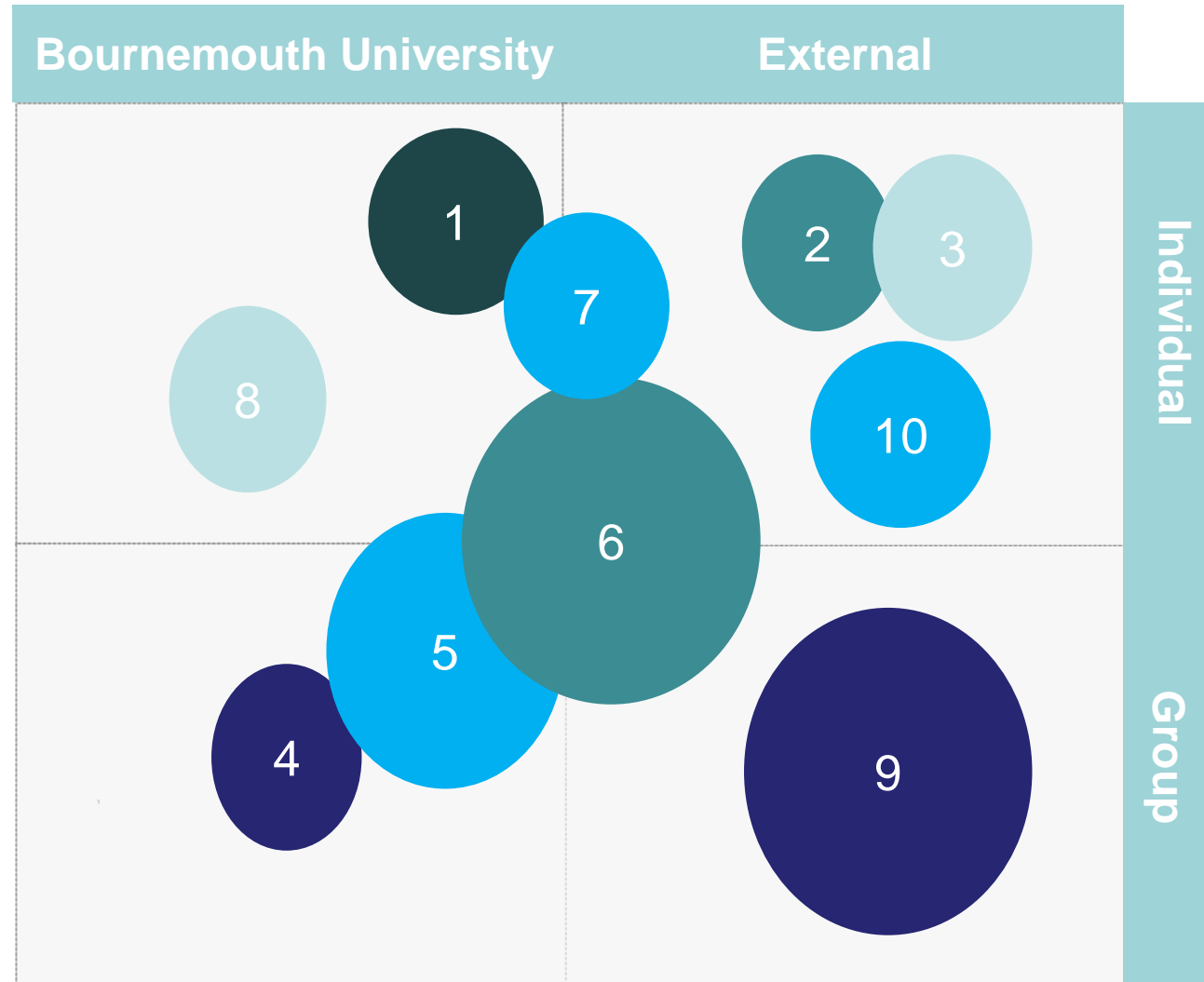
(Strengths, Opportunities, Aspirations/Action plan and Results)



What action?	How? What support?	When?
I want to be able to effectively use resources better to enhance my learning	I will use the library and myBU to be able to come to grips with all resources available to me	By the end of the term, I would like to be able to effectively use alternate resources
I would like to become more organised and self-disciplined	I will make use of tools such as to-do lists to ensure that I can motivate myself to stay on top of all the work and enable to push me to take part in more extra work or activities	By the end of reading week
I would like to enhance my academic knowledge of marketing and business skills	By attending all lectures and seminars and reading up on and around the subjects in which we are studying	By the end of the term, I would like to have a richer understanding of all my modules and be able to revise successfully.

# Student experience

- 1) IT Classes
- 2) MOS Excel
- 3) Spanish
- 4) University Business Challenge
- 5) Erasmus Exchange
- 6) Global Talent Award
- 7) Meet the Entrepreneur
- 8) Skills Workshops
- 9) Bootcamp
- 10) Placement



## Next steps – the RADAR

- Identify the skills important to the career you are hoping to enter
- Enter these on the Employability Radar
- Rate yourself out of 5 (5 = expert)
- Consider opportunities to improve skills
- Create a detailed action plan (SMART)  
Specific, Measurable, Attainable,  
Relevant, Time Based

# Next steps – the Action Plan

- Consider opportunities to improve strengths
- Recognise any weaknesses that may impact your career choice and identify opportunities to develop your capability in these areas
- Regularly review

Image: [cognology.com.au](http://cognology.com.au)



Thank you for coming!

- Any questions?