Building your 21st century employability radar

Global Festival of Learning

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Presented by Rebecca Hindley and Jade Robinson
• 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: 21st 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
• 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

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

4th 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

- Resource Management Skills
  - Management of Financial Resources
  - Management of Material Resources
  - People Management
  - Time Management

- Systems Skills
  - Judgement and Decision-making
  - Systems Analysis

- Complex Problem Solving Skills
  - Complex Problem Solving

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

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

### What action?

<table>
<thead>
<tr>
<th>I want to be able to effectively use resources better to enhance my learning</th>
</tr>
</thead>
<tbody>
<tr>
<td>I want to become more organised and self-disciplined</td>
</tr>
<tr>
<td>I would like to enhance my academic knowledge of marketing and business skills</td>
</tr>
</tbody>
</table>

### How? What support?

<table>
<thead>
<tr>
<th>I will use the library and myBU to be able to come to grips with all resources available to me</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
</tr>
<tr>
<td>By attending all lectures and seminars and reading up on and around the subjects in which we are studying</td>
</tr>
</tbody>
</table>

### When?

<table>
<thead>
<tr>
<th>By the end of the term, I would like be able to effectively use alternate resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>By the end of reading week</td>
</tr>
<tr>
<td>By the end of the term, I would like to have a richer understanding of all my modules and be able to revise successfully.</td>
</tr>
</tbody>
</table>
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
Thank you for coming!

• Any questions?