

Employability.life makes a difference

- **By looking beyond 'just getting a job' and focusing on 'getting the right job':** we encourage candidates to think of themselves as a start-up and **to explore the right job to fit their aspirations.**
- **By focusing on 'getting ahead' over just 'getting in':** we enable candidates to progressively **acquire key skills and aptitudes critical for career progression.** At a time when only 5% of the workforce across OECD progresses to a higher level of work than the position they start in, this makes the all-important difference.
- **By accepting the obvious: that the workplaces will change,** become more global, and become more digital. What do we do when today's jobs disappear, and new ones emerge? That question is at the core of Employability.life. We combine **the latest thinking in behavioural economics, organisation behaviour, neuroscience, and the future of technology** to enable candidates to look ahead, balancing the immediate and projected needs of workplaces.
- **By understanding the future of work:** the core proposition of Employability.life is built around **collaborative work.** Moving away from the usual individual-oriented soft skills training, our programme emphasises the cross-functional and cross-cultural nature of 21st-century workplaces. By engaging our candidates, we think beyond just skills, and **focus on the values that make a successful professional.**

We provide a transparent evaluation tool to capture learners' progress and career readiness.

Companies that have engaged with us:



ORACLE®



telestax»

motherson



 **Employability.life**
Designing successful digital careers



What we do:

Unlike typical career services, **Employability.life goes beyond the tips and tricks of getting a CV through and landing an interview.**

Employability.life aims to realise candidates' full career potential.

Instead of getting the candidates just over the finish line – somehow landing any job, whether or not it's the right one – **Employability.life aims to realise candidates' full career potential.**

We focus on preparation for career progression. We offer online learning and project work, targeted counselling and industry mentoring **to prepare candidates for global and digital workplaces.**

Through local **Employability.life campus coordinators**, we combine the local and global. We bring together online learning and in-person activities, preparing candidates for the hybrid, cross-functional, and cross-cultural workplaces of the digital economy.



Career
Realising full potential by matching aspiration with career readiness



Online
Learning, project work, targeted counselling, and industry mentoring

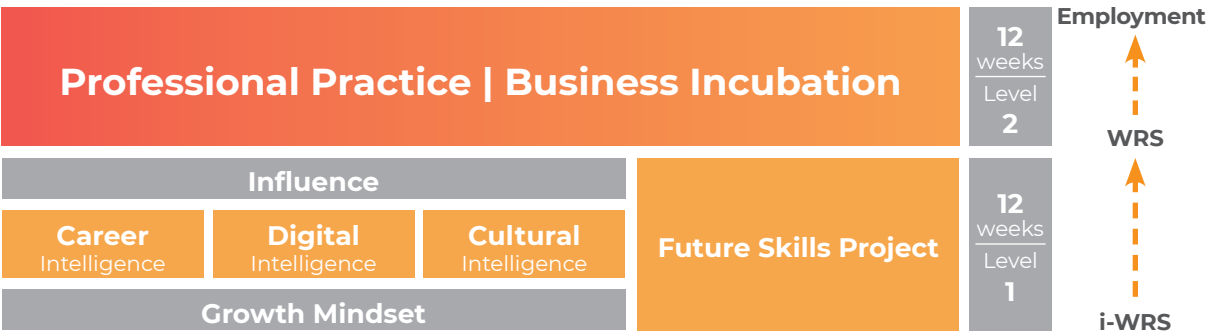


Campus
Hybrid cross-functional and cross-cultural workplaces

Our structure:

The Employability.life experience is delivered over 24 weeks, and is divided into two levels.

Potential candidates go through an application and assessment process that includes a **psychometric and a functional skills test**, as well as a **structured interview** to assess their Collaborative Work Aptitude (CWA). This process is used to establish each candidate's **initial Workplace Readiness Score (i-WRS)**.



Level 1

The 1st level of the Employability.life experience features developmental activities to instil a **Growth Mindset**, develop **Career, Digital and Cultural Intelligences**, and build **Influence**. These developmental activities include writing posts, creating videos, meeting with coaches and industry professionals, and group projects with peers.

Simultaneously, all candidates complete a **Future Skills Project**, which enhances their ability of **working collaboratively in global teams to develop real-life solutions**. They will work in cross-functional teams and are paired with coaches and customers to engage in project-based learning. This experience helps them to independently develop a working product and to prepare for today's global and digital workplaces.

After completing **Employability.life level 1** in 12 weeks, the candidates receive their final **Workplace Readiness Score (WRS)**, which combine customer, coach and peer feedback in one composite assessment. WRS scores are based on learners' participation, timeliness, levels of collaboration, performance, and the quality of the tasks that they complete.



Level 2

The 2nd level of Employability.life gives the candidates a choice to further develop their workplace readiness, either by building their **Professional Practice** or by entering the **Business Incubation Programme**.

Candidates choosing to develop their Professional Practice will **work with our industry partners to complete projects** and build the skills required for career success in contemporary workplaces. Otherwise, **at select Employability.life campuses**, candidates can participate in the **Business Incubation Programme** to acquire the skills and **guidance needed to build their own start-ups**.

These differ from internships, as the focus is on tasks and not time, with performance being team-based rather than individual.

This 2nd level, over 12 weeks, allows candidates to receive **360-degree feedback** and represents the final stage of professional preparation. All **Employability.life candidates receive a certificate** from the United Kingdom's **Institute of Leadership and Management (ILM)**, and qualify for entry to the ILM's professional membership.



How is it delivered?

Employability.life is offered through our partner campuses around the world. We prepare learners for career entry and progression in digital workplaces.

The programme is run by a global network of master coaches.

The programme is run by a global network of master coaches. At its heart, we are building a community of practice, connecting the coaches, candidates, and companies at the cutting-edge of technology and workplace experience. The candidates are also supported by a team of mentors and professional coaches, trained and certified to offer appropriate career advice. The candidate

experience is managed within an **ISO 9001 certified Quality Management framework** that emphasises design thinking and continuous improvement.

At the local level, each participating campus supports the candidates with **full-time Employability.life centre coordinators**. Local coordinators run weekly **Employability.life hours** on each campus: structured sessions for group work and to help complete assigned projects.



The last mile placement:

The Employability.life will approach learner placement at scale through three strategic initiatives:

- Partnerships with large corporations looking to recruit at scale
- Partnerships with sector-specific (such as IT) employment agencies in individual local markets
- Thought-leadership activities in explaining and validating the WRS as a faithful marker of a candidate's ability to perform and lead in a digital economy workplace

Key proposition

To move the conversation forward from opportunistic, one-off, and often ill-fitting 'placement' to a strategic whole-person approach towards career development.

The key indicator – WRS – would embed the academic and the professional abilities each candidate and enable them to launch their 'self-start up'.

