



Employability skills

What are they?

Where do they fit in IT?

PCP?



Research: OLT Grant

Developing graduate employability
through partnerships with industry
and professional associations

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MONASH University



UNIVERSITY
OF SOUTHERN
QUEENSLAND

OLT Employability Grant



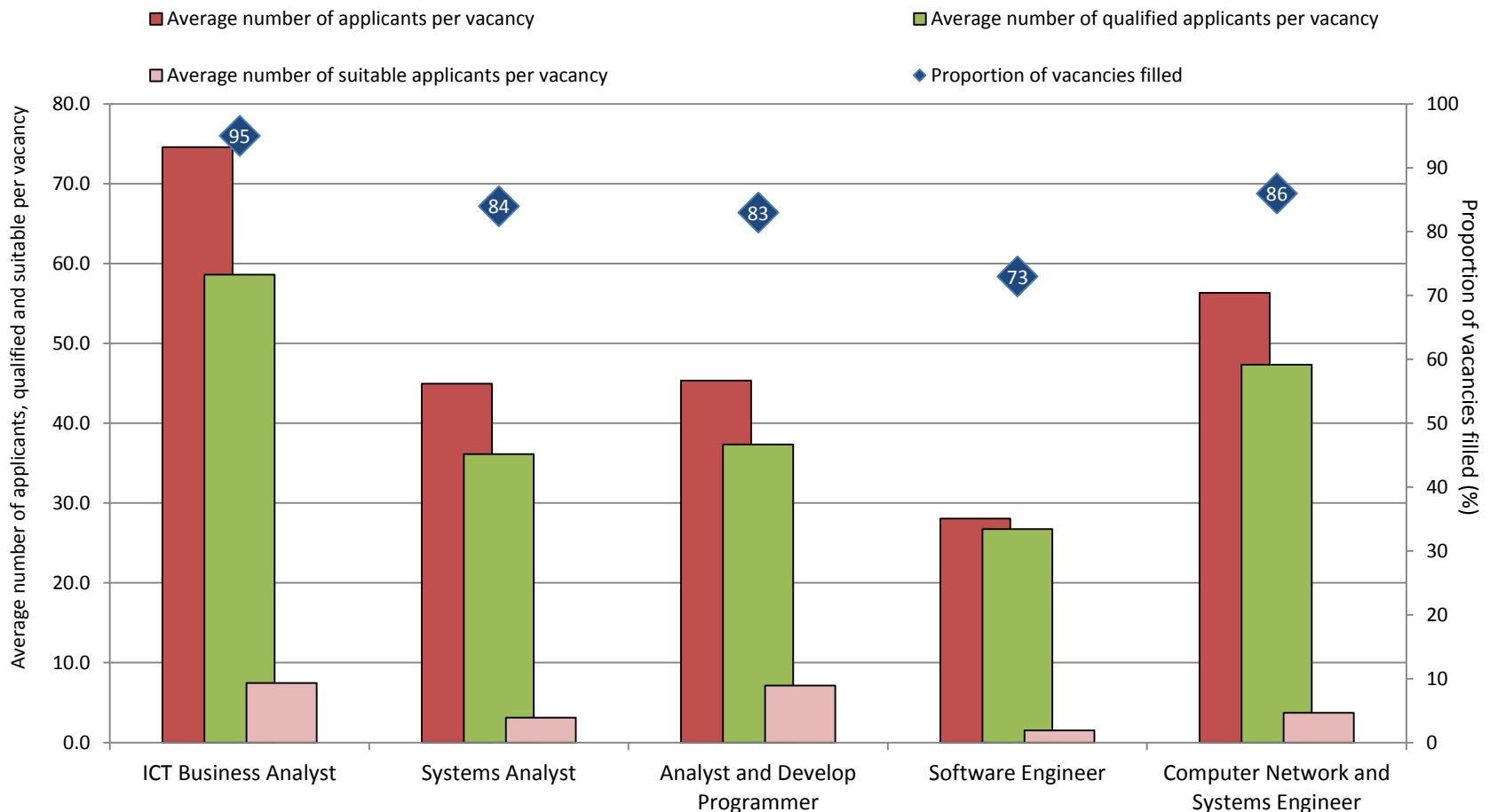
To ***align expectations*** of employers, professional bodies, academic staff, graduates and students from diverse disciplines, to develop an ***employability framework***, and to identify good practice curriculum that promotes ***graduate employability***.

Disciplines:

- Engineering
- Computer Science
- Life Science
- Media and Communication
- Psychology



SERA Results, ICT Professions, Australia (Survey Employers who Recently Advertised)





Australian Government Department of Employment, 2014, report states:

“Employers recruiting for workers face some difficulties. This is particularly evident for software engineers.”

“ ... nearly all vacancies attracted qualified applicants, with an average of 41.1 qualified applicants per vacancy. The vast majority, however, were not considered by employers to be suitable.”

What do employers want?

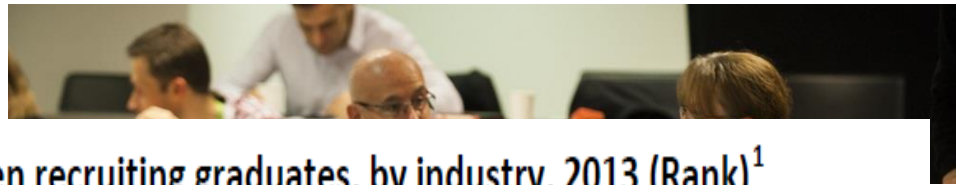


Table 7: Most important selection criteria when recruiting graduates, by industry, 2013 (Rank)¹

Selection Criteria	G/D/H	C/M/E	A/F	L/PS	M	C/T/U	All
Interpersonal and communication skills (written and oral)	1	1	1	1	2	1	1
Passion/Knowledge of industry/Drive/Commitment/Attitude	2	2	3	2	2	1	2
Critical reasoning and analytical skills/Problem solving/Lateral thinking/Technical skills	3	4	2	4	1	3	3
Calibre of academic results	5	5	5	3	7	4	4
Work experience	5	3	7	6	5	6	5
Cultural alignment / Values fit	8	5	4	6	8	7	6
Emotional intelligence (incl. self-awareness, strength of character, confidence, motivation)	4	8	5	4	4	8	7
Teamwork skills	5	5	8	8	8	5	8
Activities (incl. intra and extra curricular)	10	9	9	8	8	8	9
Leadership skills	9	10	10	10	5	10	10

¹ G/D/H = Government/Defence/Health, C/M/E = Construction/Mining/Engineering, A/F = Accounting/Finance, L/PS = Legal/Professional Services, M = Manufacturing, C/T/U = Communication/Technology/Utilities.

Breakfast with ICT Employers



Skill classification	No. of comments	List of comments on post-it notes
Communication skills	9	<ul style="list-style-type: none"> - Strong written skills - Presentation/oral skills - Communication (verbal and written)
Teamwork	5	<ul style="list-style-type: none"> - Team player - Interacting with others - Team work
Problem solving	4	<ul style="list-style-type: none"> - Structured problem solving ability - Critical thinking - Analysing and problem solving
Business acumen	4	<ul style="list-style-type: none"> - Must have business acumen - Commercial awareness - Link technology to business (impact)
Technical ability	4	<ul style="list-style-type: none"> - Demonstrate IT aptitude - Relevant technical abilities ie. R, C++ - Comp Sci / Programming skills
Leadership	3	<ul style="list-style-type: none"> - Demonstrate leadership skills - Influences others - Influencing skills
Work experience	3	<ul style="list-style-type: none"> - Any work experience, can be part-time, doesn't have to be relevant - Industry based learning is a clear advantage - Industry knowledge
Project management	2	<ul style="list-style-type: none"> - Time management - Prioritising
Relationships	2	<ul style="list-style-type: none"> - Client focused - Good networker
Company knowledge	1	<ul style="list-style-type: none"> - Research into company and specific role

Student view of generic skills: big gaps!



Generic Skills

	ICT	Media & Comms	Engineering	Life Science	Psych
Creativity	☹				
Life long learning	😊	😊			
Working autonomously			☹		
Teamwork	😊		😊		
Manage others					
Work under pressure	☹				☹
Communication skills	😊	☹	😊		😊
Numeracy					
Attention to detail					
Time management			☹	☹	
Making decisions					
Planning					
Ability to use new technologies					
Entrepreneurship					
Leadership	☹		☹		

What do Employers not want to see?



Attitude classification	No. of comments	List of unique comments on post-it notes
Inflexibility	5	<ul style="list-style-type: none">- Unwilling to be flexible- Inflexible, unwilling to compromise
Unprofessionalism	2	<ul style="list-style-type: none">- Lack of professionalism (business sense); includes tardiness, dress attire, inappropriate conversation- Poor workplace behaviour - not in line with values
Poor Communication	2	<ul style="list-style-type: none">- Poor communication - eye contact, ask questions- Inability to listen/absorb
Under-preparation	2	<ul style="list-style-type: none">- Lack of preparation - not doing their research prior to coming through process- Lack of career direction or organisational knowledge
Arrogance	2	<ul style="list-style-type: none">- Arrogance, too cocky- Arrogance (expectation that everything will be handed on a plate)
Lack of Initiative	2	<ul style="list-style-type: none">- Don't wait for instructions - be inquisitive- Lack of self awareness
Lack of Confidence	2	<ul style="list-style-type: none">- Apprehensive, fear to speak up
Lack of Trust	1	<ul style="list-style-type: none">- Ability to trust the individual - do they have their own agenda?

Recommendation



- embed employability skills into curriculum throughout their whole degree.

From the very first day of first year for all students, there are various different industry people who could work with academics to deliver the curriculum. In this way the students gain an understanding of why particular skills are necessary and an insight into how they are used in industry, whether the workplace be for an entrepreneur, small business or large enterprise.

4. How do employers assess employability skills?



- Provide a job description of work they need done
- Ask for Resume
- Provide Key selection criteria
- Interview
- *Is process the same for everyone? SME, larger corporations, multinationals?*

COLES



- **6 Graduate positions - 1000 applicants**
- **Step 1:** check resumes, psychometric tests, code which graduate applicants complete and submit online - **600 applicants**
- **Step 2:** come for interview day, interviewed in groups of 25-30, select 0,1 or 2 from group - **100 applicants**
- **Step 3:** afternoon groups of 5-10 interview and select 0,1 or 2 from group – **10 applicants**
- **Step 4:** come back next day for panel interview – 4 or 5 employer people to 1 applicant – they **select their 6.**

PCP



- Personality tests
- Job selection
- Resume writing
- Interviews
- 3 minute elevator pitches

Interview techniques of today



- Telstra, Deutsche Bank and KPMG have started including the following in graduate recruitment process
 - A video interview
 - 5-6 questions asked
 - 1-2 minutes per question
 - Create the video and upload
 - Success rate among IT graduates low with this round of interview
 - What is hard about this round?

Guest Speaker:



Reham Fouda

Senior Consultant for IBM, Energy Australia, AGL, Nuclear Industry and more.

Supply and Demand *and your Brand!*



Guest Speaker:
Reham Fouda
Senior Consultant



The Job Market is a Supply and Demand Market

- The Brand is **YOU!**
- Your CV is your Advertisement!
- Your Technical Skills are your Feature Assets!
- Your Interpersonal and Communication Skills are your Deal Maker or Breaker!
- Your Professional Career is your Return on Investment (ROI)!