

Best practice strategies for improving graduate employability

Assoc Prof Linda Crane - Bond University (QLD)

What is

GRADUATE EMPLOYABILITY



To be employable once you have graduated from university means that you:

- Know yourself, your profile, your desired career path and be able to positively **present yourself**; and
- Leverage a developed **network** to connect you with career opportunities



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Our RESEARCH



700+
Surveys

4 Stakeholder Groups
Employers Educators
Graduates Students

8 States/Territories and some International

80+

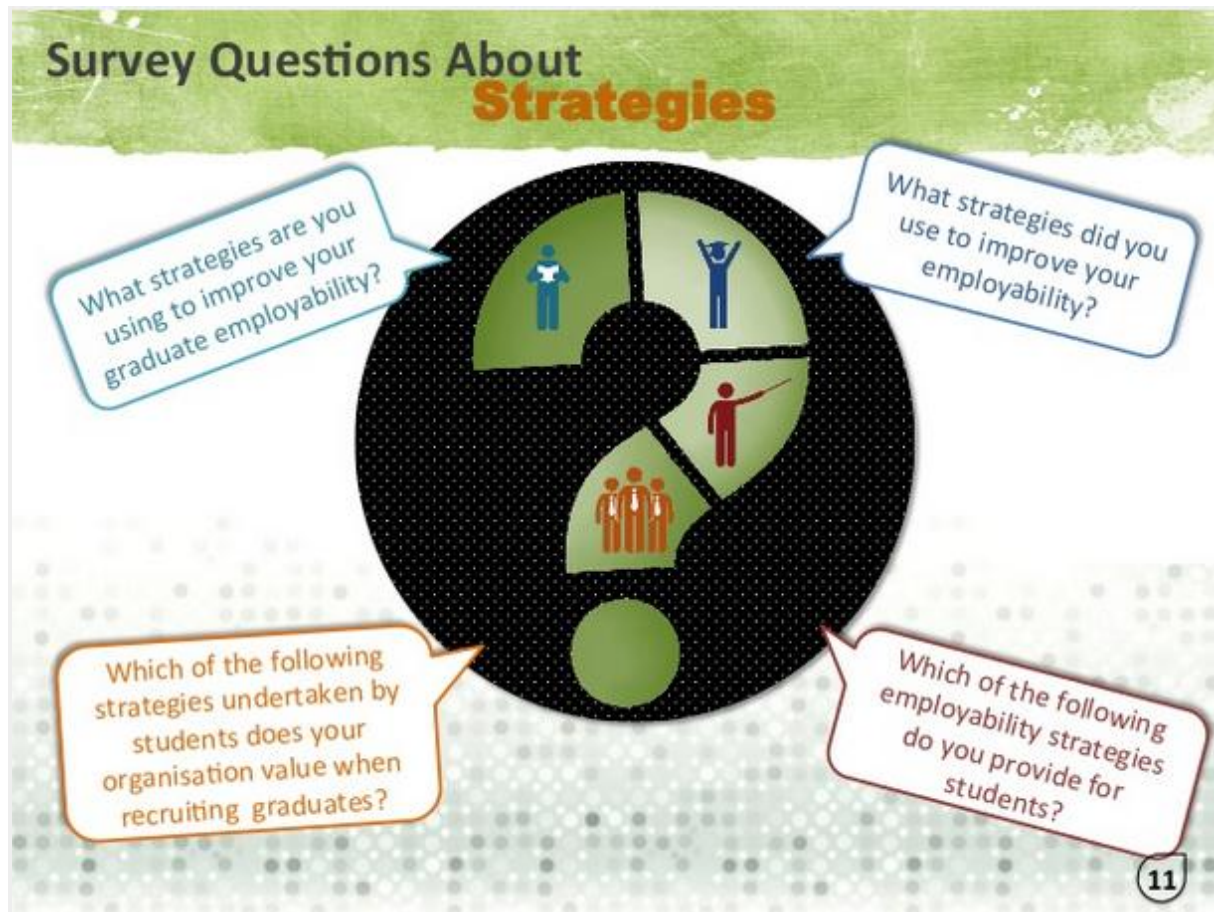
In-depth Interviews / Focus
Groups



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Strategies

Strategies	Students	Graduates	Educators	Employers
Capstone/Final semester project	9%	15%	45%	13%
Careers advice & employment skill development	59%	47%	64%	28%
Extra-curricular activities	48%	47%	65%	60%
International exchanges	16%	10%	30%	23%
Mentoring	28%	24%	48%	34%
Networking	49%	52%	51%	40%
Part-time employment	53%	53%	36%	38%
Portfolios, profiles & records of achievement	40%	40%	41%	25%
Professional association memberships/engagement	29%	37%	54%	34%
Social media/networks	33%	37%	40%	15%
Volunteering	47%	50%	48%	53%
Work experience/internships/placements	74%	74%	40%	87%

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The Overall

RESULT

- Graduate employability requires creativity, flexibility, innovation and collaboration
- The workplace is changing alongside emerging technologies and becoming more entrepreneurial
- The golden key to graduate employability is co-curricular activity; what students and educators do beyond the classroom

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for

STUDENTS

- Start early - in your first semester
- Participate in work experience, placements and internships
- Join extra-curricular (student societies, clubs, competitive sport)
- Do volunteer work (related to your career pathway)
- Get to know your professors and your career development centre personnel

Strategies

Strategies	Business	Healthcare	Education	Engineering
Academic excellence	8%	13%	45%	13%
Work-based & experiential learning	10%	4%	44%	20%
Self-directed learning	40%	47%	40%	40%
International exchange	2%	1%	10%	1%
Volunteering	10%	14%	10%	10%
Work-based placements	40%	52%	32%	40%
Academic excellence & work-based learning	10%	10%	10%	10%
International exchange & work-based learning	10%	1%	10%	10%
Work-based placements & work-based learning	10%	1%	10%	10%
Work-based placements & international exchange	10%	1%	10%	10%
Work-based placements & self-directed learning	10%	1%	10%	10%
Work-based placements & volunteering	10%	1%	10%	10%
Work-based placements & work-based learning & international exchange	10%	1%	10%	10%
Work-based placements & work-based learning & self-directed learning	10%	1%	10%	10%
Work-based placements & work-based learning & volunteering	10%	1%	10%	10%
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