

THE GRIFFITH EMPLOYABILITY AND CAREER SUCCESS FRAMEWORK

Partnering for success across the lifecycle

<div>Lifecycle Stage: Transition Towards</div> <div>As a future student your goal is to ‘make the best choice you can’ based on the information and experience you have available to you. You will have explored your career opportunities and degree options that will build on your strengths and aspirations. You will have started to learn what it takes to be successful in your chosen study program and how your career goals will be achieved through your degree. Doing this will mean you will have a broad sense where your career and program is heading, feel confident that it’s a good match for you and that you are likely to be successful both during and after your program. You will start your chosen degree with a sense of commitment that you have ‘made a good choice’ and a sense of confidence that ‘you can do it’.</div>		
Curriculum Enabled	Industry Engaged	Student Enacted
<div>You will be <i>valued as a future partner in your own learning</i> and can expect to be a member of an educational environment which respects your aspirations, values your potential and actively fosters your future success.</div> <div>You can <i>expect</i> to have access to resources, information and activities to help you clarify your strengths, interests and aspirations as well as to identify suitable degree programs and the career pathways that lead from them. You’ll be encouraged and supported to develop a <i>Career Plan</i> to help you evaluate that your chosen degree is a good match for you.</div> <div>Depending on your circumstances, you may be engaged in transition-enabling and <i>pathway programs</i> that build your educational foundations and aspirations in preparation for degree programs of interest to you.</div>	<div>As you prepare for and choose your degree program, you can expect to engage with Griffith academics, current students and alumni. You will have access to a range of rich digital resources developed with our industry partners that will provide you with rich insights into careers and employment in areas of interest to you.</div> <div>You can also <i>expect</i> that the programs you are considering have been developed with input from industry leaders and role models and that you will have substantial engagement with industry during your program.</div>	<div>You will be <i>valued as an active partner</i> in clarifying and choosing the degree program that best fits your life and career goals.</div> <div>You will be <i>provided</i> with a range of opportunities, conversations and digital resources that will help you to clarify your strengths, interests and aspirations and to identify and research the degree programs that are of particular interest to you and the career pathways that lead from them. You will be given the opportunity to complete a <i>Career Plan</i> which will help you organize your thinking and make confident and informed choices.</div> <div>You can <i>increase your success</i> by completing work experience, volunteering, work shadowing and/or meetings with professionals in your field of interest. Obtaining a casual position will also start to build your employability even before you commence your degree.</div>
<div>Lifecycle Stage: Transition In</div> <div>As a commencing student your goal is to ‘get off to a good start’ and ‘work for early success’ in your chosen program of study. You will have explored your strengths, motivations and purpose as well as the opportunities leading from your degree. You will learn what it takes to be successful in your chosen field and will commence building and recording these capabilities and experiences in a career ePortfolio, a lifelong tool to underpin your career success. Doing this will mean you will better understand where your career and study program is heading, feel confident that it’s a good match for you and that you are making real progress towards achieving your career goals through your degree program.</div>		
<div>You will <i>be valued as an active partner and contributor</i> to your degree program and will be encouraged and provided with opportunities to share your aspirations and experiences with your fellow students and staff</div> <div>Your <i>foundation studies</i> will be intentionally designed to facilitate your early success towards your career goals, equip you with skills that are applicable in any industry and help you understand the reasons for and meaning of what you are studying. You can expect to actively participate in collaborative peer learning to build your communication teamwork skills, use digital tools and media to progress your learning, and undertake applied projects and authentic assessment that engage and challenge you and foster your professional aspirations and sense of purpose.</div> <div>You can <i>expect</i> through your study to further recognize and profile your strengths, achievements, motivations and the contributions you want to make in your life and career. You will be provided with opportunities to research potential career pathways in your chosen field. You will assess yourself against the requirements of the field and map how your program will help you develop the skills you will need for a successful career. Based on this assessment, you’ll develop an informed <i>Career and Employability Action Plan</i>. You’ll document your career plans and progress in an ePortfolio and develop your digital career literacy with platforms like LinkedIn</div>	<div>You can expect that your degree program has a <i>dynamic working partnership with industry and employers</i>. You will have a range of opportunities to engage with and learn from industry, recent and experienced alumni and current senior students.</div> <div>You’ll particularly benefit from the experience of industry role models and mentors who have guided the development of your program and assessment.</div> <div>Depending on your program, your engagement and learning will be enriched through a <i>well-designed combination of experiential and reflective learning activities appropriate your beginning stage of development</i>: guest presentations, practical projects, field research, tiered mentoring programs and authentic assessment. You may be involved in simulations that enable you to hone your skills on campus prior to real world placements As you progress through your first year you can expect to build your industry awareness, develop useful networks and strengthen your career aspirations.</div>	<div>You will be <i>valued as a motivated and responsible learner</i> and an active partner in your own professional development.</div> <div>You will be <i>expected to be an active partner in your future success</i>. You will contribute to your future success by documenting, through your ePortfolio and LinkedIn Profile, your career goals, action plans and achievements. You will continue to develop these professional resources throughout your program and later career.</div> <div>You will be <i>encouraged</i> to discuss your aspirations with your fellow students and to listen and learn from these developing professional peer conversations.</div> <div>You can <i>increase your chances of career success and employability</i> by getting involved in extra-curricular activities, interacting with professionals in the field and <i>gaining valuable work experience through a paid employment with Unitemps</i>, and recording in these in your ePortfolio.</div>

Lifecycle Stage: Transition Through As a continuing student your goal is to ‘build on your early success’, start to ‘raise your game’ and ‘see your future’ more clearly. You’ll have an emerging sense of the professional you’re becoming through better understanding your discipline, professional field and purpose and recognizing the relevant capabilities and insights you’re developing. You’ll be building networks within your field and acquiring (and recording) evidence of your employability through industry-relevant and active learning experiences which link your current studies with future career opportunities. As a result by final year, you’ll be ready and confident to find and secure future opportunities through contacts who may already be in your developing network.		
<p>You will be <i>valued as an active partner and contributor</i> to your degree program and encouraged to share your developing knowledge and sense of purpose with your peers and earlier year students.</p> <p>Your <i>advanced and specialist studies</i> will be intentionally designed to integrate theory and practice, focus and deepen your capabilities in particular areas and provide you with more opportunities to strengthen your sense of professional purpose and direction. You will be <i>engaged</i> in learning and assessment activities that will provide you with a realistic preview of your field and the opportunities within it. You'll continue to learn from real work challenges while further developing your skills in professional communication, team work, innovative and creative critical judgement and social responsibility. You'll learn about and apply global, cross-cultural and digital world literacies to prepare you for the new world of work.</p> <p>You can <i>expect</i> through your study to further develop your career competencies through curricular opportunities to develop professional skills in networking (digitally and in-person) and writing CVs, a LinkedIn profile and applications that ‘pitch your skills’ and showcase your emerging talents and experiences.</p>	<p>You can expect the <i>dynamic partnership between your degree program and industry</i> to provide you with even more stimulating and challenging opportunities to learn about the world of work and your place in it.</p> <p>Expect to be challenged by being involved in engaging and relevant industry activities. Depending on your program, you will deepen your engagement with industry through a <i>well-designed combination of experiential and reflective learning activities appropriate your intermediate stage of development</i>: field visits; work companioning processes; case studies; project based learning; mentoring programs; authentic assessment items; volunteering; international mobility experiences; externships; and, internships. You may be involved in simulations that enable you to hone your skills on campus prior to real world placements. All designed to develop your industry awareness, capabilities and global networks as well as build confidence in your growing capabilities.</p>	<p>You will be <i>valued as a maturing learner and future professional</i> and encouraged to see yourself as actively managing your future career.</p> <p>You will be <i>expected to focus on developing and documenting your professional profile</i>. You will continue to enrich your career ePortfolio and LinkedIn profile by mapping your development of the skills and experiences required for success in your fields of interest. You will also be expected to prepare a professional CV in readiness to apply for internships and final year opportunities.</p> <p>You will be <i>encouraged</i> to discuss your developing aspirations and the ‘options you are considering’ and the ‘difference you want to make’ with your fellow students and alumni.</p> <p>You <i>will increase your employability</i> by getting involved with your field via volunteering, contributing as a student mentor or leader, and participating in student or professional associations. <i>You can continue to gain valuable work experience, increase your employability and enrich your CV with employment through Unitemps</i>. Recording these experiences in your ePortfolio will provide evidence of your capabilities for future graduate job applications.</p>
Lifecycle Stage: Transition Out As a completing student your goal is to ‘focus your future success’ and ‘launch into the career you want’. You’ll have a sense of mastery gained through industry relevant experience and your ability to articulate and evidence your professional skills, experiences, achievements and purpose. You’ll be connected to your profession/industry community and able to manage your brand in person and digitally. You’ll have confidence in where your career is heading and your ability to independently manage your career into the future. By the end of your degree, you’ll be well prepared for your graduate career and future proofed for tomorrow’s rapidly changing world of work.		
<p>You will be valued as an <i>senior partner and contributor</i> to your degree program and will be expected to take a leadership role through sharing your industry insights with your peers and earlier year students and partnering with staff to enhance the learning potential of your degree program</p> <p>Your <i>final year studies</i> will be intentionally designed to both ‘bring it all together’ and ‘launch you into the workplace’. Your courses will integrate learning achieved across your program through capstone and industry engaged courses that deepen your ability to transfer knowledge, skills and cultural awareness to the workplace. Expect also to be involved in learning and assessment tasks that develop your professional mastery of key capabilities, your capacity to integrate theory and practice at a high level and your ability to work enterprisingly and creatively in the face of novel challenges and opportunities.</p> <p>By learning <i>entrepreneurial skills and digital personal brand management</i> you'll be well prepared for emerging opportunities in the new world of work. Most importantly, you will be well-equipped for the new world of work by learning the career management and resilience skills that will help you thrive and re-position yourself in a dynamic workplace.</p>	<p>You can expect the <i>dynamic partnership between your degree program and industry</i> to provide you with opportunities to apply and contribute your knowledge, skills and leadership to solving real life issues in industry and the community.</p> <p>Depending on your program, you may actively participate in a <i>well-designed combination of experiential and reflective learning activities appropriate to your advanced stage of development</i>: interactive workshops with industry representatives, research or intervention projects with presentations to industry leaders, extensive internships, global mobility experiences, tiered mentoring programs and community or professional association partnerships. You also may develop your enterprising and entrepreneurial skills through independent projects and business or social enterprise incubator experiences.</p>	<p>You will be <i>valued as a future professional and current student leader</i> and contributor.</p> <p>You will be <i>expected to focus on preparing to make the transition to the world of work</i>. You will refine and deepen your employability and career profile by further articulating the industry relevance of your strengths, skills, experiences and achievements within your career ePortfolio, LinkedIn profile, CV/applications and funding opportunities to establish your own venture. You will commence a proactive and targeted campaign to secure a graduate role or your own venture. You'll prepare for application and interview processes and develop your network towards specific fields of interest. You'll be expected to develop an ongoing career management and professional development plan as you transition out of university or into further study.</p> <p>You will be <i>encouraged</i> to further clarify and discuss your developing personal and professional story about the ‘contribution you want to make’ and the ‘professional you want to become’.</p> <p>You can <i>increase your chances of career success</i> by continuing active involvement in your field, paid roles through <i>Unitemps</i>, seeking leadership roles (on and off campus) and building a digital profile in your field.</p>

Griffith’s Employability Framework was developed by the Careers and Employment Service, Griffith University. Development was funded by a Griffith Grant for Learning and Teaching - Strategic University Wide Grant. The Employability Framework is based on Professor Alf Lizzio’s Student Life Cycle Integrative Framework and the Employability Framework Project benefited greatly from the wise and generous support of Alf, the Deans Learning and Teaching and many other staff and students at the University.

This document may be cited as follows: Careers and Employment Service, Griffith University. (2015). Employability: Linking scholarly learning with industry connections and student engagement. <http://www.griffith.edu.au/careers-employment/for-staff>

Lifecycle Stage: Transition Up and Back

As a graduate and alumni your goal is ‘going for success’ and we will want to continue to ‘partner with you in your success’. You’ll have a developing sense of proficiency and confidence gained through industry experience and workplace learning in your professional role. You’re able to independently manage your career into the future, respond well to the rapidly changing world of work and apply strategies for ongoing wellbeing and resilience. You’ll be contributing confidently to your profession and industry and have a sense of progression as you further develop and expand your sense of mastery and step-up into leadership roles.

You will be valued as a *career-long graduate partner and contributor* to your degree program and the University. You will be invited to take a leadership role through sharing your industry insights with students and staff as well as partnering with staff to enhance the learning potential of Griffith’s degree programs.

Expect to be both challenged and stimulated as you become established in your new graduate role and industry. As you gain more experience, insights and expertise in the field, you will become more resilient and confident, your sense of contribution and leadership will deepen as will your connections with the profession and industry community. When the time is right you will advance your career and professional development utilizing opportunities within your workplace, profession and industry. You may undertake formal postgraduate studies to facilitate ‘going to the next level’ in your career.

Likewise, consider how you can contribute to your industry, provide leadership and support newcomers and students to enter the field. Implement strategies for maintaining your wellbeing and resilience into the future.

You know the new world of work is dynamic and rapidly changing and you continue to develop advanced digital career literacy. This enables you broaden your employability, impact and contribution as a global professional and grow and expand your professional profile, networks and opportunities.

You will be a *valued member of the professional industry network* linked to your degree program and a member of the Griffith learning community throughout your career.

Within industry you’ll have opportunities for learning on the job, via workplace development structures (e.g., mentoring, performance management systems, etc), profession/industry association membership and professional leadership. You may also re-engage with Griffith for your professional development learning needs such as through industry workshops and postgraduate degree programs.

As a valued Griffith alumni and member of industry, you will be warmly encouraged to continue your working relationship with Griffith and the network of Griffith alumni from your degree. These partnerships are important for a number of reasons: offer the potential for collaborations that advance the field and industry, maintain supportive peer relationships and networks, provide opportunities to develop future students and professionals and enable the University to maintain the currency of its degree programs through the advice and contributions of our graduates.

Strategic partnerships between our Schools and their graduates is an exciting and dynamic way to ‘partner for success’. As the University engages with challenging global social, scientific and industry agendas active partnership with our global graduates will be an increasingly important strategy for ‘making an impact’, ‘being influential’ and creating ‘rich learning environments’.

You will be *valued as a Griffith Graduate Partner* as you progress through your career. The University will want to know about and celebrate your achievements and contributions, offer you strategic opportunities for collaboration, postgraduate and continuing development and seek your advice in developing the next generation of professionals.

You are, of course, *committed to managing your own career success*, and using the skills and attitudes you developed at Griffith, you continue to update your career ePortfolio, resume, LinkedIn and other social media channels. You regularly revise and renew your career development plans, complete ongoing professional learning and continue to grow and maintain your professional networks. You understand and apply the principles of resilience and well-being, cultural sensitivity and socially responsible leadership in your work and how your represent yourself as a Griffith Graduate.

You seek ways to *make a contribution and provide leadership* within your professional field through activities such as: membership of professional associations, conference presentations; contributing to and leading discussions within professional groups; collaborations and projects with colleagues.

You value *your continuing association with Griffith* and are open to mutually-beneficial activities that acknowledge your leadership role in developing the next generation of professionals in your field. As a respected *Griffith Graduate Partner* you may be involved in coaching or mentoring students, making guest presentations, being a role model to highlight career paths and opportunities leading from Griffith degrees, fostering the introduction of students and graduates to the field and partnering with Griffith on program development and learning activities.