**Written Report - Worksheet**

Please complete the **Written Report** worksheet and include it in the Portfolio section of your ePortfolio)

Topic:“Discuss some of the things that you could do to enhance your employability when you graduate from University.”

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| How can graduates succeed in todays labor market? Why do they succeed? And what are the most important qualifications graduates can possess to enhance their employability? This discussion has dominated the last years research on the field of higher education (Tomlinson, 2017). It is widely known that graduates who acquire the most desirable levels of skills are the most aspired ones in the labor market when it comes to employability. Surprisingly, research has shown that graduate employability is much more extensive and complicated than we first thought (Jackson, 2016). So what does the word employable means? “Broadly defined, to make oneself employable means to develop the personal and professional capacity to maximize one’s employment potential” (Smith, 2010, p. 280). We already know that enhancing employability can be done in many different ways. The three aspects I found most important include internships, networking and skills which will be further evaluated.Internships are a great way to allow people to “develop human, cultural and social capital – … and an opportunity to ‘prove’ that they are high-quality workers” (Smith, 2010, p.292). Ruth Brooks and Judie Kay state that learning from work experience and internships are valuable attributes and that some real life skills cannot be achieved at University (Brooks & Kay, 2014). Internships are an excellent way to improve applying theories in the real world and to really understand what you are learning. The best part about internships are being surrounded by the people in the business and to connect with people of the same profession (Wintle, 2018), which opens up to the next point: networking. Networking can be defined as the “Age-old practice of building and nurturing personal and professional links with a variety of people to create a bank of resources, including contacts, information and support” (Batistic & Tymon, 2017). Networking can be assessed in various contexts but the overall purpose is the benefits networking causes. LinkedIn is one of the biggest networking platforms, where one can build connections with both people and companies. As social media and online marketing becomes more and more popular in society today, it is important for companies to keep up with that trend (Uski & Lampinen, 2014). LinkedIn is a platform where one can attach resumes, work experience, volunteer work, skills, qualifications and other essential details which makes it easier to network with others. Another condition in the enhancement of graduate employability is the improvement of soft and career management skills. The key soft skills that companies value in looking for graduates are learning orientation, emotional intelligence, flexibility and teamwork, which relate to personality, behavior and attitude. These skills can be achieved through learning, developing and experience. Communicating, problem-solving, patience and creativity are all skills that are developed at one point in life, which can later be applied in other contexts. These skills relate to career planning and career management skills. Matsouka and Mihail (2016) state that these skills are of much significance cause “They enable people to organize, adapt and strategically apply their specific skills to new situations and circumstances” (Matsouka & Mihail, 2016, p. 321).The labor market becomes more and more competitive. Hence, it is very importance for graduates to stand out from the crowd. As stated above, there are many different ways to become more employable. Students are encouraged to take an internship, network and develop certain kind of skills to reach the expectations of the employers. **References**Batistic, S. & Tymon, A. (2017). Networking behaviour, graduate employability: A social capital perspective. *Emerald Insight 59*(4), 374-388. doi: 10.1108/ET-06-2016-0100 Brooks, R. & Kay, J. (2014) Enhancing employability through placements in higher education. *Emerald Insight* *4*(3). doi: 10.1108/HESWBL-08-2014-0042Jackson, D. (2016). Re-conceptualising graduate employability: The importance of pre-professional identity*. Higher Education Research & Development* *35*(5), 925-939. doi: 10.1080/ 07294360.2016.1139551Matsouka, K. & Mihail, D. M. (2016). Graduates’ employability: What do graduates and  employers think?. *Industry and Higher Education 30*(5), 321–326. doi: 10.1177/0950422216663719 Smith, V. (2010). 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