

Is Completion Enough? Building Student Success Through Essential Employability Qualities

Kentucky EEQ Certification Initiative

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the **QA** commons

THE QUALITY ASSURANCE COMMONS
for HIGHER and POSTSECONDARY EDUCATION

The Quality Assurance Commons for Higher & Postsecondary Education

MISSION:

To bridge the gap between academic preparation and the employability skills and qualities required to meet the needs of learners, employers, and the larger society in a changing workplace.

OBJECTIVES:

To develop frameworks for employability through research and evidence-based development of Essential Employability Qualities (EEQs), EEQ Certification and capacity building at the program, institutional and system levels.



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Employment or Employability?

Employability is the ability to find, create and sustain work and learning across lengthening working lives and multiple work settings.

- <http://developingemployability.edu.au/about/>

Lifelong: Multiple jobs and careers

Lifewide Learning: Multidimensional learning and types of projects within higher education and workplace



What's Our Evidence?

Preparedness for the Workplace:

Gallup (2014) **98%** - **11%** (Provosts vs. Business Leaders)

Hart/AAC&U **23%** (Employers - ability of grads to apply knowledge in real world settings)

Recent Graduate Views:

40%-45% Would change majors, institution or not go to college at all for lack of career preparation and support

17% Who used career services found it helpful

40% - 45% are either underemployed or unemployed after graduation



EEQ Graduate Profile

Graduates of EEQ Certified Programs are:

- **Communicators**
- **Thinkers & Problem Solvers**
- **Inquirers**
- **Collaborators**
- **Adaptable**
- **Principled & Ethical**
- **Responsible & Professional**
- **Continuous Learners**

Entry level  Continuum of
Development





EEQ CERT – FIVE CRITERIA

1. Graduate Preparation
2. Career and Institutional Support Services
3. Employer Engagement
4. Student and Alumni Engagement
5. Public Information



QA Commons/CPE Employability Initiative Participating Programs

3 KCTCS Campuses

Bluegrass Community and Technical College

Gateway Community and Technical College

Jefferson Community and Technical College

- AAS in Computer and Information Technologies
- AAS in Industrial Maintenance Technology (Advanced Manufacturing Track)
- AAS in Medical Assisting

University of Kentucky

- BS in Accountancy
- BHS in Clinical Leadership and Management
- BS in Equine Science and Management

Kentucky State University

- BS in Nursing
- BA in Elementary Education
- BA in Business Administration
- BS in Computer Science

Murray State University

- BS in Construction Engineering Technology
- BS in Telecommunications Systems Management
- BS In Occupational Safety and Health



Stakeholder Advisory Committee

Employers

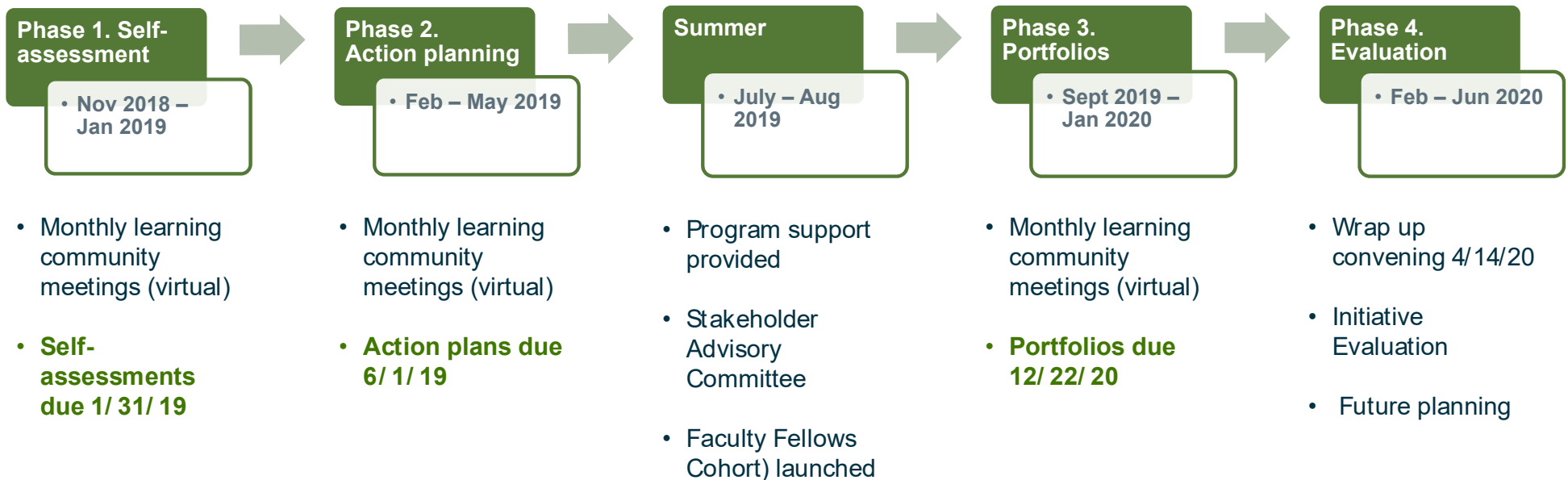
- **Brad Clark**, National Director, Economic Opportunity, Hope Street Group
- **Beth Davisson**, Executive Director, Workforce Center Kentucky Chamber of Commerce
- **Angie Mannino**, Chief People and Culture Officer, Baptist Health System
- **Kim Menke**, Manager, Community & Government Relations, Toyota Motor Engineering
- **Pat Murphy**, Workforce Development Manager, UPS (Chair)
- **Kevin Smith**, VP, Kentucky Beam Bourbon Affairs, Beam Suntory
- **Jeff Whitehead**, Executive Director, Eastern Kentucky CEP, Inc

2 Students

Provosts



KY EEQ Certification Initiative Timeline





Capacity Building Resources and Tools

- Self-assessment (short and long version)
- Action plan
- Rubric
- Evidence guide
- Portfolio portal
- Learning community
- The QA Commons' website

