Is Completion Enough? Building Student Success Through Essential Employability Qualities

Kentucky EEQ Certification Initiative

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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.


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 Davison, 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

**Phase 1. Self-assessment**
- Nov 2018 – Jan 2019
- Monthly learning community meetings (virtual)
- Self-assessments due 1/31/19

**Phase 2. Action planning**
- Feb – May 2019
- Monthly learning community meetings (virtual)
- Action plans due 6/1/19

**Summer**
- July – Aug 2019
- Program support provided
- Stakeholder Advisory Committee
- Faculty Fellows Cohort launched

**Phase 3. Portfolios**
- Sept 2019 – Jan 2020
- Monthly learning community meetings (virtual)
- Portfolios due 12/22/20

**Phase 4. Evaluation**
- Feb – Jun 2020
- Wrap up convening 4/14/20
- Initiative Evaluation
- Future planning
Capacity Building Resources and Tools

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