

REAL
GOOD
TEACHERS

TALK
ABOUT
...

TEACHING

EMPLOYABILITY SKILLS



EMPLOYABILITY SKILLS



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KUPU ARATAKI

INTRODUCTION

WHAT STRATEGIES CAN A TEACHER USE TO ENABLE OR ENCOURAGE EMPLOYABILITY SKILLS FOR THE LEARNER?

A recent project looked at how experienced teachers are currently integrating ways of enhancing employability of their students. The resulting Guidelines for teaching strategies of employability skills is available here: <https://sites.google.com/view/employabilityskills/>

Ten employability capabilities offer a range of practical, proven approaches for teachers to interpret easily and apply in their own context. The Guidelines have been designed for use by teachers of vocation-based programmes, especially those including work experience, work placement or internships.

TE MAHI

THINGS TO DO

- Observe your current teaching strategies. Consider ways to explicitly link learner activity to a particular skill or skills needed for the workplace.

TE RIRONGA

TAKE-AWAY

There are two kinds of teaching strategies for integrating employability skills:

Overt

Firstly, when we overtly refer to the workplace and are explicit to learners. Overt strategies are designed specifically to help learners develop employability skills.

Covert

Secondly, covert teaching strategies which are implicit will not be readily identified by the learner as linked to employment. Covert strategies are often short-term, regular strategies that enhance employability skills, but may be unconscious to the learner and the teacher. For example, asking students to work in teams.

Guidelines Online

Check out over 80 guidelines from the project for teaching strategies of employability skills here: <https://sites.google.com/view/employabilityskills>

All ten employability capabilities are featured. The web site offers a range of practical, proven approaches for teachers to interpret easily and apply in their own context. The Guidelines have been designed for use by teachers of vocation-oriented programmes, especially those including work experience, work placement or internships.

TEACHING

EMPLOYABILITY SKILLS

“ I MODEL CULTURAL COMPETENCE IN COMMUNICATION, ATTITUDE, CHOICE OF DIVERSE LEARNING ACTIVITIES AND RESOURCES. I INCLUDE COURSE CONTENT THAT REFLECTS CULTURAL DIVERSITY.” – an experienced teacher who prepares learners well for employability.

HOW TO TEACH DESIRABLE ATTRIBUTES NEEDED FOR LIFE AND WORK, NOW AND THE FUTURE

ATTRIBUTE	EXCELLENT TEACHERS ...	ATTRIBUTE	EXCELLENT TEACHERS ...
Positive attitude	... foster positive relationships with their learners inside and outside the classroom	Willingness to learn	... recognise motives may be externally imposed, e.g. “you need to learn this”. Or internal to the learner, e.g. “I want to learn this”.
Communication	... reinforce many communication strategies, such as repetition, and apply these concepts in practical situations	Thinking skills	... to try to tap into the transferable skills that their learners already have
Teamwork	... model collaboration, teamwork and build a team culture	Resilience	... encourage learners to work to their strengths and identify where they might need support and resources, and work out where to source these
Self-management	... provide structure and instructions to help learners self-manage	Entrepreneurship	... make new connections across subjects, relate to a wide range of topics and develop relevance and application of fresh ideas
Cultural competence	... make active links between diverse cultural perspectives and industry	Innovation	... provide opportunities for self-reflection, self-management, independence, applying theory to practice, feedback and recording progress

RAUEMI AKO – LEARNING RESOURCE

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Source: Employability Skills Framework (Careers NZ, 2017) and Ako Aotearoa Regional Hub funded project (2018).