

Employability and Enterprise Development

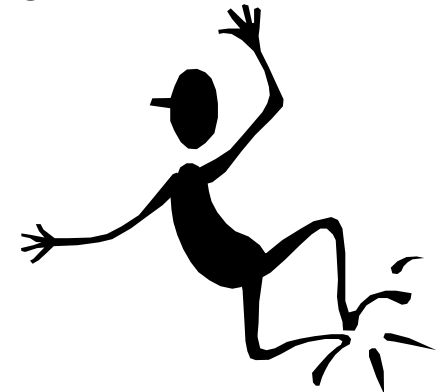
presented by

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Passionate about helping people create and live fulfilling, purposeful
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Competencies

Definitions:

- Underlying **characteristics** of a person which result in **effective and/or superior performance**.

Klemp, 1980

- Names for **bundles of like behaviours**.
- Summaries of behaviour.

Wood & Payne, 1998

History of Competencies

The Competent Manager: A model for effective performance (Boyatzis, 1982)

He focussed on both:

external observable behaviour (**skills**) and
internal characteristics (**thinking and attitudes**)

Attitudes are habits of mind, often absorbed from others.
(Boyatzis)

Employability Skills (competencies) Framework

SKILLS (*external observable behaviour*)

Communication

Team work

Problem solving

Self Management

Planning and organising

Technology

Learning

Initiative and enterprise

PERSONAL ATTRIBUTES (*internal attitudes and thinking*)

Loyalty, commitment, honesty and integrity, enthusiasm, reliability, personal presentation, common sense, positive self esteem, a sense of humour, a balanced attitude to work and home life, an ability to deal with pressure, motivation, adaptability

Framework developed by Chamber of Commerce & Industry, 2002

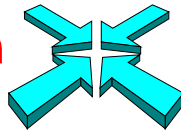
Employability Principles

L Learning



continuously broaden & deepen self understanding, and skill sets (and learn to learn quickly)

I Integration



combine and transfer unique skill sets and personal attributes to different settings and teams

F Flexibility



willing to quickly adapt (and thrive in an environment of changing opportunities and realities)

E Exploration



continually explore and create work/learning and life style opportunities

Context - Current World of Work

- Rapid change - rapid learning
- Knowledge and technology integration
- Global and local influences (economic, social, environmental)
- Increased work, learning and life style diversity and flexibility
- Progression through demonstrated competency (merit) and values and organisation culture fit
- Employers of choice (offer work satisfiers, learning, lifestyle flexibility)
- Workers of choice (adaptable, multiple transferable skill sets that add value, ability to work in changing self managed teams)
- Employability & enterprise provides security
- Self managed careers/wealth creation

Work Satisfiers/Sources of Work Satisfaction



Sense of achievement/contribution



Sense of being valued/appreciated



Challenge/new learning



Social interactions



Flexibility of work time/location/mode



Financial or other extrinsic rewards

Enterprise Development

Enterprise Education/Development

Enterprise education (development) is learning directed towards developing ... those skills, competencies, understandings, and attributes which equip them to be innovative, and to identify, create, initiate, and successfully manage personal, community, business, and work opportunities, including working for themselves.

(definition being considered by MCEETYA, 2003)

Enterprise Skill Development Strategies

- Ask creative, generative **questions** What does it hope to achieve?
What is the relevance - now/future? What belief is the rule/practice based upon?
- **Harvest unintended outcomes** (reframe problems into opportunity goals)
- Look for **unsolved problems/frustrations** (and find ways to fix them)
- Divide the problem/goal into **smaller parts**
- **Work backwards** from the goal
- **Separate function and form**
- Find **other ways, other uses** (exploit under-used potential and resources)
- **Work the interfaces**
- Brainstorm different **combinations**



Creativity Development Strategies

- Avoid limits
- Encourage application of principles, concepts, skills to new situations
- Respect unusual questions and ideas
- Provide opportunities for self-initiated learning and give credit for it
- Reduce pressure - opportunities for non-evaluated practice/learning
- Time for reflection
- Respect individual differences
- Request creative ideas and tolerate disorder
- Model creative behaviour
- Use creativity enhancing techniques: analogies, brainstorming, metaphors, lateral thinking, flexibility, originality exercises

(Fitts and Posner)

Enterprise Attitudes and Thinking



- Optimism, energy, positive attitude
- Curiosity
- Creativity, initiative, resourcefulness
- Flexibility, adaptability
- Can do attitude (if not through, try over, under, or around)
- Outcome/achievement focussed
- Perseverance
- Co-operation

Enterprise & Employability Attitude Development through application of Lifelong Learning Principles



Suspend assumptions/judgements



Take risks – be willing to make mistakes



Be willing to admit you don't know everything



Be curious – ask questions – try new experiences



Apply what you learn



Persevere with optimism, despite setbacks

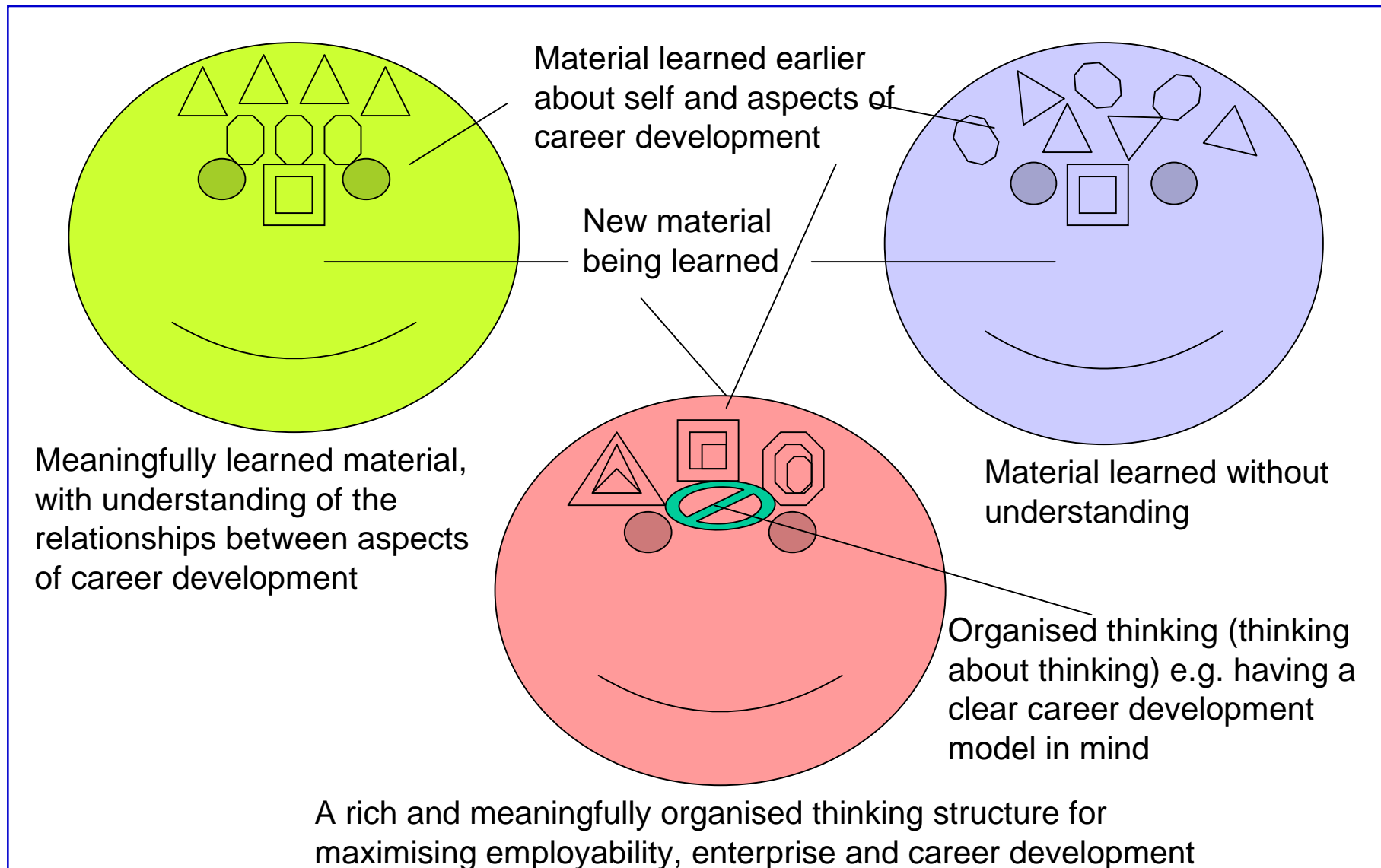


Frequently remind yourself of strengths and preferences

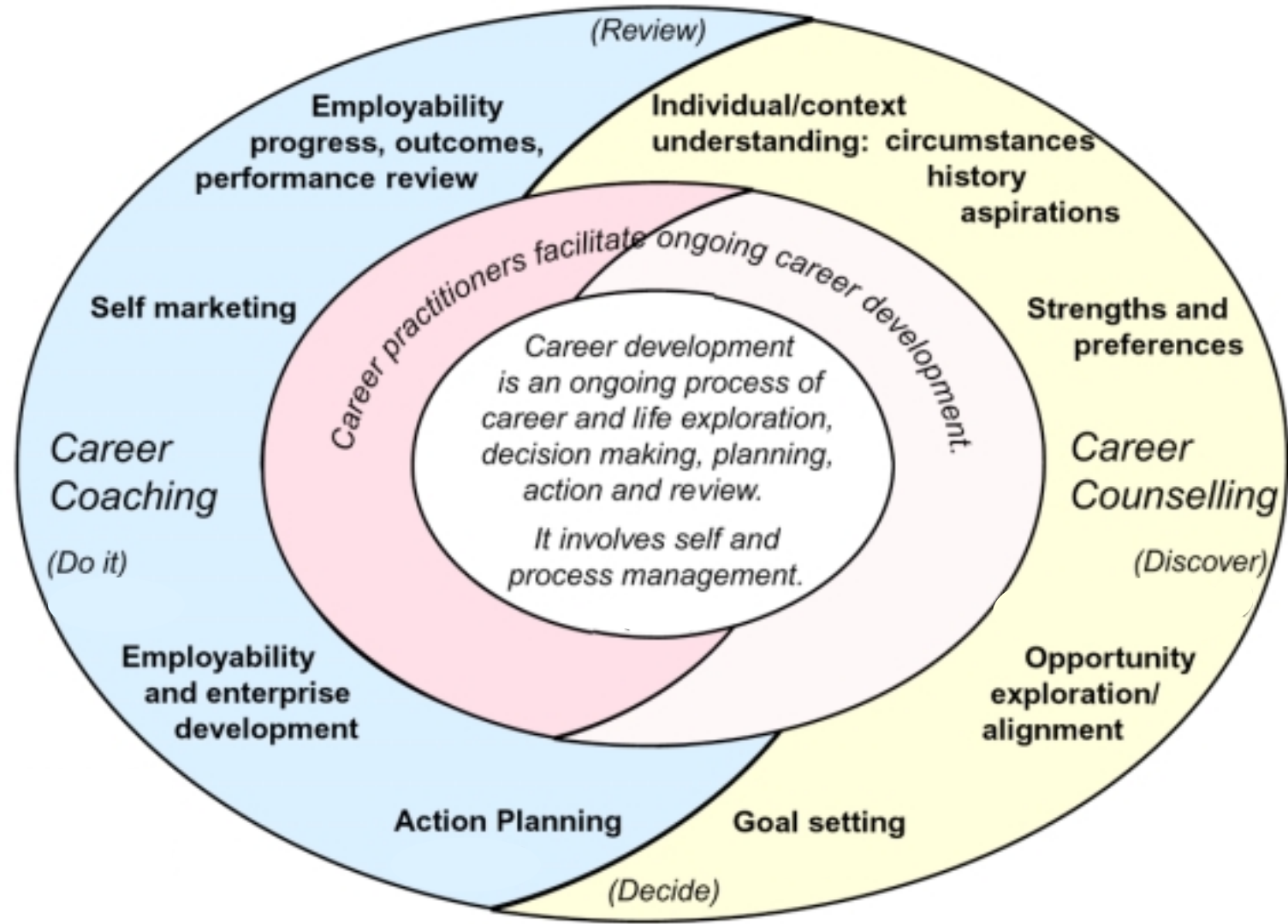
Be kind and patient with yourself while you learn.

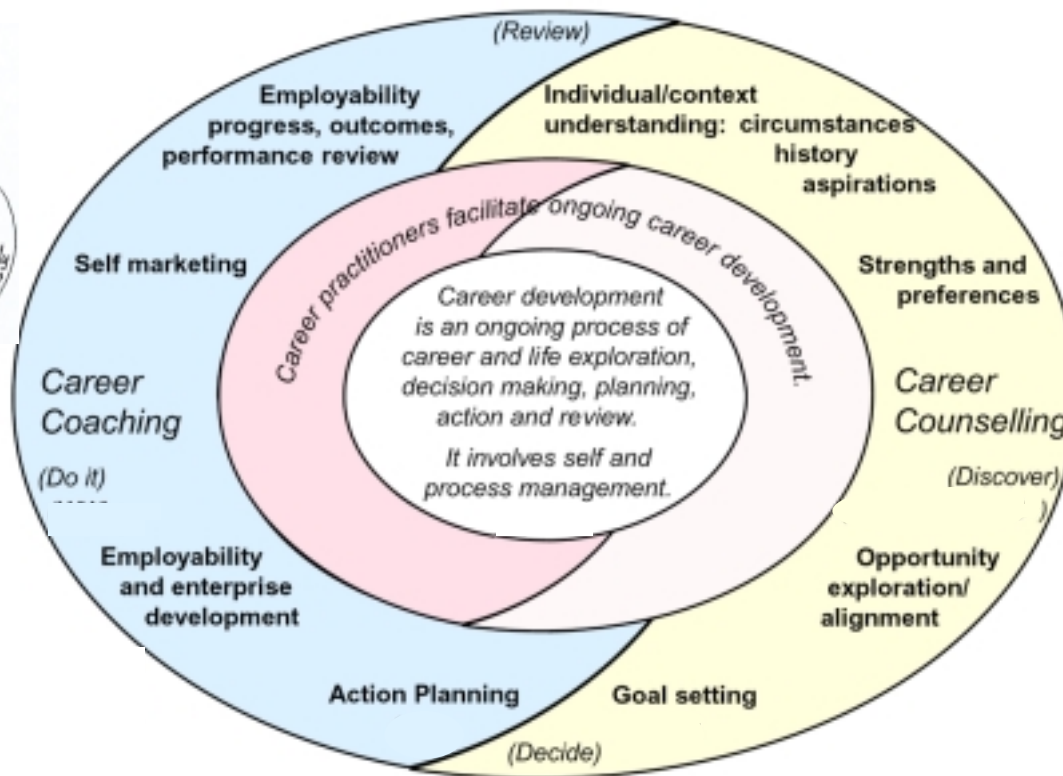
Develop and maintain a support network

Meaningful Employability & Enterprise Learning



Career Development Model





Career Coaching

Researching specific opportunities
 Training/skill development
 Self marketing
 Mentoring/advocacy
 Progress review



Decision making
 Goal Setting
 Action planning

Career Counselling

Self/context understanding
 Identify strengths and preferences
 Work/learning exploration/alignment
 Identify themes/meaning/combinations
 Work/personal/relationship balance

Employability and Enterprise Development

Employability and Enterprise **skills** are usually associated with the career coaching side of the career development model.

However, Employability and Enterprise **attitudes and thinking** maximise opportunities in every part of the career development model and process.

