

OCTOBER 2022

# Monthly Update from **Employability.life**

## Quo Vadis, Employability.life?

The beginning of the journey of Employability.life could be mapped out as an extension of the knowledge and insight gained by the founding team from their **experience in Higher Education, EdTech, programme management and career services** over the past twenty years.

Moreover, it has been assembled during the pandemic, a time when the international higher education sector was put through an unprecedented survival test. In a moment of choice, whether to hibernate or face these challenges head-to-head, we have taken this as **an opportunity to re-think and restart, aiming to be ahead of the curve** and to shape the status of the sector in the 'new normal'.

Of course, even before the crisis, educators, media and policymakers were calling for **institutions to become more digitally savvy, learning to be more collaborative, and for practical experiences to be integrated** into the curriculum. The need for additional investment to bring about these changes limited what could be achieved within resource-starved institutions.

Driving product innovation from the outside and helping institutions achieve excellence in student engagement is the mission of the Employability.life team in the United Kingdom, Australia and later also in India. As **a product organization focused on collaboration and innovation within Higher Ed institutions**, we are committed to building market-leading products and experiential learning opportunities to **prepare learners for sustainable careers in the global digital economy**.

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Visit of the Western Sydney University senior leadership delegation to our office in the United Kingdom

**What have we learned so far, and where are we aiming to get?** We started an experiment – a career development service within our associate campuses. That way, we were able to test our assumptions about how such programmes should or could be delivered. This experience, acquired through the **hard work of our employer-engagement coordinators, lecturers and student ambassadors**, inspired us to create a **new mentor-led programme format**, closely aligned to the learners' priorities and structured to fit around their lives. What is more, online and onsite interaction has pushed us to ex-

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Explore themes such as collective competence and how to build a culture of self-development and responsibility.

Also, we are building on the impressive work of our team in India. We have so far **engaged up to date more than 50 educational institutions that account for over 140,000 learners across the country.** In the last edition of this newsletter, we spoke about our community of career-conscious learners, the Emplife CLUB, which has also started on a minor scale within our campus initiatives to create an organic way to receive input and feedback from our learners while they learn from each other.

Also, it has been established that the success of career development initiatives does not only depend on learners themselves but that we also must **engage with the institutional leadership and faculty** at the same time and **enable a complete transformation in terms of how the learners are viewed and treated.**

We have designed a **Senior Management programme** (half-day / 4 hours) focused on **changing workplace requirements**, and the opportunities and challenges in the higher education sector. A hybrid **Faculty Development and certification programme** for our strategic



Launch of the exclusive partnership with GL Bajaj Institute of Technology and Management in India

partners has also been designed to be delivered to all partner institutions. This is another important step in the Employability.life product development endeavour that will allow us to learn and grow together. To **aim for Higher Education institutions to become competitive, innovative, supportive and as relevant as possible** to their learners.



After the **first three sessions with the overall attendance of 1656 learners from our partner institutions**, we also held a contest on social media for the participants, asking what the one thing was they have learned so far. The winner for the best answer was Devyani from Rajiv Gandhi College of Engineering, Research and Technology (RCERT) who wrote on the topic of **Design Thinking for career preparation: "To be agile in nature, we should observe, network with people, and understand [the world around us]. Having a purpose in life is the most important thing in career and a driving force within ourselves."** To those learners who share their feedback we also provide a certificate which they can proudly display on their LinkedIn profiles.

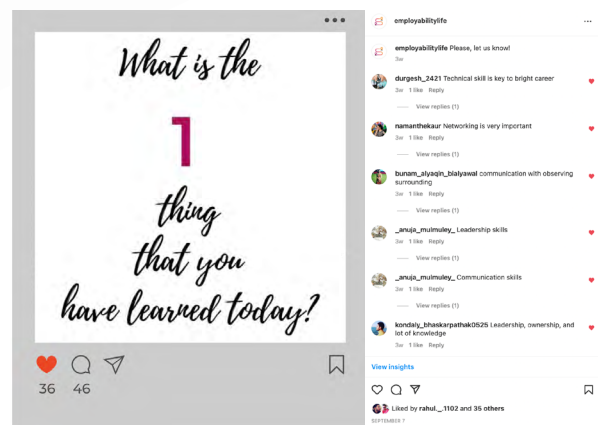
## October 2022 sessions:

### 12<sup>th</sup> October: Cyber CV: How to write a CV for the bots and yet remain human

Practices have changed, bots can now shortlist CVs before the human eye ever comes across them. You must write a list of keywords matched to the job description. Then also write lots of CVs for human consumption. Make sure you get ready to apply and do not disqualify yourself from an interview!

### 21<sup>st</sup> October: Zoom it: Digital body language

How to conduct yourself on an online call? Some of us may be shy in front of a camera. But today we can't be part of any job without using zoom or other online meeting tools to communicate with our employers and colleagues. This session will prepare learners for the best practices not only to get a job online but also to successfully conduct meetings and presentations.



# Student Testimonials



## Gallup's CliftonStrengths assessment & Coaching Mezjan Dallas, Convenor, Employability.life Industry Council



With Gallup's Clifton Strengths assessment and coaching, we enable students to take a career path that will not just maximise their chances of being world class professionals but also living meaningful inspired lives with purpose.

### About Gallup's Strengths Research

This strengths approach is grounded in over five decades of research. Multiple best-selling books such as "Now Discover your Strengths" and "Go put your Strengths to Work" have been published on their research. Plus, revered Institutions such as INSEAD, one of the best B Schools in Europe, use the CliftonStrengths assessment to develop leaders. In addition, top corporations around the world such as the likes of Accenture & Marriott employ the Strengths approach for development within their organizations. **Over 1.2 million people in approx. 49,000 business units across 45 countries and 7 Industries have taken the strengths assessment.**

### An illustrative example of the strengths approach

For a moment, let's imagine what would have happened, had Roger Federer's talent at tennis not been spotted and he'd taken up a career in cricket instead. No doubt he might have done very well there as well but would he have been one of the world's very best? Would he have become the legend he is?

### The approach

Aristotle said: "Where your talents & the needs of the world cross, there lies your vocation". The Strengths approach is well-proven and helps bring out the talents that we've been gifted with. **The paradigm of the Strengths approach looks to focus on what's right with the learner & the mentor and how to leverage that most rather than fixating on what's not.** Our approach doesn't just stop at an assessment that lies in a drawer collecting dust. We bring the assessment to life and enable day-to-day practical application of talents by way of strengths coaching in the context of the projects that students do with us.

### Value & Benefits of the strengths approach to development

With Strengths coaching, students, professors & institutions can expect the following value & benefits:

- Become aware of what they are naturally talented at
- Develop a customised learning & growth experience
- Increased self-confidence
- Enables a deeper understanding of the uniqueness of each student
- Improves ability to work in a team

If you would like to learn more about the CliftonStrengths assessment please don't hesitate to contact **MDallas@employability.life**