

Monthly **employability.life** update



The Employability.life approach: Three key differences



Employability.life goes beyond traditional placement and internship services. Here are **three ways** we do this:

First, Employability.life applies **design thinking principles** (see page two) to career preparation. We accept constant changes in technology, workplace practices and business environment as given and prepare for them. We encourage learners to think in terms of prototype careers and test their assumptions out.

Second, we follow a **whole-life approach** to career planning. While other career services focus on somehow getting the learners through a door - any door - we make them find the right door, to get in to stay there and be able to climb the stairs.

Third, we go beyond the tips and tricks of job-finding and take a **whole-person** view. Our **5 Digital Economy Capabilities (5DEC)** model equips the learners with **Career, Digital** and **Cultural** intelligences to shape their own career agenda, and to always remain ahead of the curve through **Growth Mindset** and **Influence**.

This flexible, strategic, rounded engagement is aimed at enabling the learners with **agency, aspiration** and **advantage** in the face of rapid workplace changes and emerging new career opportunities. We combine the flexibility of online learning with in-person care, and send our learners on journeys to write their own career odyssey.



Career Design over Career Planning

It is often the case that things in life don't go as planned.

Planning a career is no different: how can you predict what is going to happen within personal **five or ten-year plans**? Setting career goals and a timeline to “success” is **only a good way to set yourself up for disappointment**. With the world rapidly changing, it is difficult to gauge **how the workplace will look in the next few years**, let alone the next decade.

By applying **Design Thinking** to one's career, you can have **much more flexibility across career paths, practices, and fields**. Being mobile and able to quickly adapt is a much more **fluid approach to**

success. To understand and adapt to the **needs of workplaces**, define the issues, **imagine solutions, develop** them, and **test** until you find your own answers that work – that way you'll be able to develop much more success in your desired career.

This career fluidity takes after aspects of the scientific method:

testing hypotheses under different conditions or controls until **something starts to work out**. On top of this, creating an identity surrounding your professional self, and **constantly growing it is another critical aspect**. Being able to imagine yourself in a certain place or position, and then being able to **flexibly**

navigate the ever-changing conditions is now **more important than a perfect CV, LinkedIn, or acing an interview**.

Applying Design Thinking to careers is also getting implemented at prestigious institutions **including Stanford University** through their **Design Your Life** courses. It is the most popular course at the university, and **many students attribute it to their success**. We aim to create a culture on our campuses where students will be encouraged to aspire and take charge of their future. By getting the right tools through our employability model, **we are confident they will succeed**.



Digital Intelligence

Ashok Selladurai, Master Coach



As human beings, we have always had the habit of getting distracted and worrying about things. Digital tools and gadgets have taken these habits to the next level.

Furthermore, it is the impulse to develop, use and integrate more technology into more areas of our lives.

So **how can we avoid distractions and become healthier and mindful technology users**, or in other words, how can we form better technology habits?

The Digital Intelligence course touches on this by introducing the five vital digital skills one must possess: **Attention, Participation, Collaboration, Critical Content Consumption, and being Net Smart**.

In the interim, why not try out a Bored and Brilliant challenge? Take up a weeklong program that encourages better technology habits with challenges each day.

Try the **“SPACE” App**, which I use to find my phone/life balance!





Welcome to the Employability.life team!

 **Melbourne**

Employer Engagement Coordinator

Employability.life wants to extend a hearty welcome to our new **Employer Engagement Coordinator, Tabinda Khan!** With extensive experience working as a lecturer, **career counsellor**, course advisor, and project coordinator in **IT solutions**. Tabinda is incredibly passionate about **helping students find success on their career paths**. As our Employer Engagement Coordinator, Tabinda will help us make **industry and professional connections** who are looking to recruit students to help our learners get their feet into doors and start their career journeys! The first step is **to connect and organise events** that will welcome employers and entrepreneurs on campus or online to engage with learners to allow them to hear directly from them what skills they are looking for.



Tabinda Khan

 **Sydney**

Employability.life Centre Coordinator

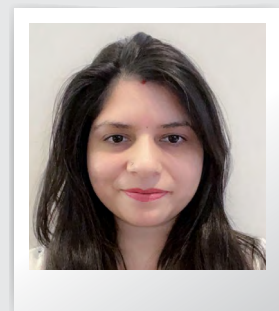


Dr. Elizabeth D. Nain

We are pleased to introduce our new Employability.life **Coordinator for the Sydney campus – Dr. Elizabeth D. Nain!** Dr. Nain is a long-time academic who has over a decade's worth of **experience** in delivering **IT Services**, and **Project Management** for companies such as Nokia. She is joining the Employability.life team to utilise her skill set to empower learners and prepare them for **professional success**. She hopes to guide and inspire her students towards academic and career excellence. We are delighted to welcome Dr. Nain to the Employability.life team!

Professional Year student success

At ATMC group we pride ourselves on jump-starting our learner's careers. We are very proud of one of our **Professional Year students, Pallavi Malhorta**, for not just landing an accounting internship – but also turning that into a full-time position for her to start out of university! She says that it could not have been possible without the support of her consultant **Vivi Aditania, Internship Placement Consultant** and ATMC for helping her land her ideal job! Also, big thank you to one of the **PY trainers Adrian White** who put all the hard work and leadership skills in place to make sure Pallavi is ready!



Pallavi Malhorta

Book recommendations:



The Nowhere Office: Reinventing Work and the Workplace of the Future, by Julia Hobsbawm

published February 17th, 2022, from Basic Books

In *The Nowhere Office: Reinventing Work and the Workplace of the Future*, writer and entrepreneur Julia Hobsbawm writes about how **working from home (WFH) has become the norm, rather than the exception in the age and wake of COVID-19**. She talks about WFH is a tool that can be utilised by both managers and employees alike to be more productive, open new possibilities to

collaborate, and provide people with a better work/life balance. She argues how WFH builds more meaningful work, create stronger work communities, and add greater purpose to different kinds of jobs to flip the endemic stagnation of productivity and stress crises on its head. Reading throughout, Hobsbawm makes excellent arguments about how we can all utilise our digital intelligence to be

more productive remotely. A great read for managers, executives, and employees alike!



The Work of the Future: Building Better Jobs in an Age of Intelligent Machines, by David Autor and David Mindell

published January 25th, 2022, from MIT Press

The future of work is a frightening prospect for many workers. As wages decoupled from productivity in the United States throughout the 80s, 90s, noughties, and 2010s, the country has lagged behind in sharing the benefits reaped from innovation. On top of that, **automation threatens massive swathes of the working population out of their only livelihoods**. Professors in economics and engineering respectively, David Autor and David Mindell explore why the U.S. has too many low-paid, low-quality

jobs that almost always have no benefits attached –and how we can fix that by more equitably sharing the rewards of innovation. The Davids writes that **technology is neither the main issue nor the sole solution to these problems**. Instead, they focus on what institutions can do to build better jobs and **support their employees through long cycles of technological transformation**.

Following further development of the ideas and findings explored in the original report published in 2020, the authors explore how **automation, AI, and robots can, and should, help** the average American

worker. The book argues that **companies, services, and institutions can develop solutions such as skills programmes that emphasise work-based and hybrid learning to empower workers** (or, in our case, learners and candidates) to remain productive and adapt to an evolving workplace. They advocate for career development programmes and explore how we can best prepare people for the workplace of tomorrow.

