

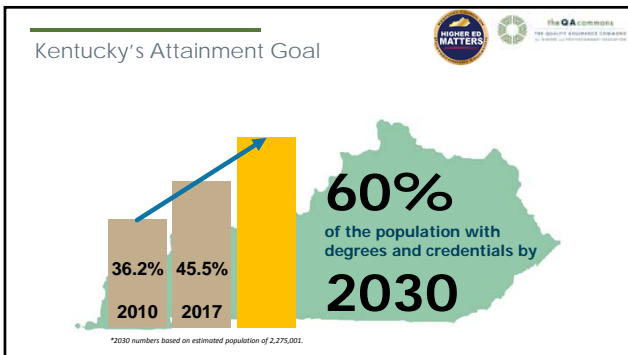
IS COMPLETION ENOUGH? BUILDING STUDENT SUCCESS THROUGH ESSENTIAL EMPLOYABILITY QUALITIES CERTIFICATION

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 **HIGHER ED MATTERS** Kentucky's Higher Education Priorities



 




 **#1 VALUE - Build broad understanding that higher education is the key to personal opportunity and Kentucky's economic growth.** 








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 **#2 Affordability - Make higher education affordable for all Kentuckians.** 



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Priority Three: Success  

-  Close achievement gaps.
-  Incentivize completion.
-  Welcome & support adult students.




Priority Four: Quality & Innovation



-  Revamp academic program review.
-  Implement QA Commons initiative.
-  Increase work-based learning.




The Quality Assurance Commons for Higher & Postsecondary Education



MISSION:
Ensuring that all graduates from all programs have the skills that will prepare them for the 21st Century Workforce

Funded by the Lumina Foundation

PROBLEM WE ARE ADDRESSING



- 75% of employers report difficulty hiring graduates with the “soft skills” they need. (*SHRM*)
- 93% of employers believe “soft skills” are as important as “hard skills” (*NACE*)
- 40% of recent graduates would have changed their major, their institution, or not gone to college at all for lack of career preparation and skill development (*Gallup, McGraw Hill*)


THE ESSENTIAL EMPLOYABILITY QUALITIES

EEQ Certified program graduates are:

- Communicators
- Thinkers & Problem Solvers
- Inquirers
- Collaborators
- Adaptable
- Principled & Ethical
- Responsible & Professional
- Learners


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The EEQ CERTIFICATION (EEQ CERT)


The five categories for certification provide a comprehensive and integrated framework:

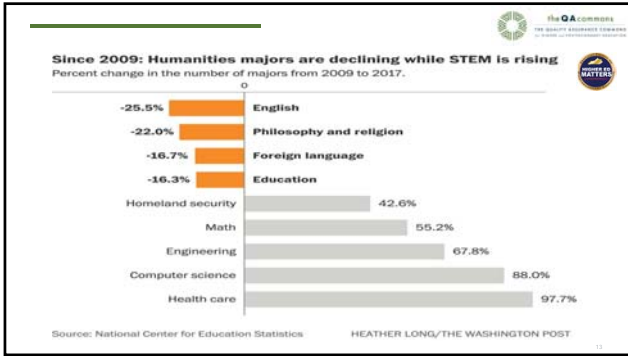
- EEQ Graduate Preparation (work-related outcomes)
- Career Services Integration
- Employer Engagement
- Student and Alumni Engagement
- Public Display of Career Information

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DISTINCTIVENESS OF THE EEQ CERT

- Focuses at the program level for impact
- Connects academic, technical and employability skills
- Contextualized to each discipline
- Addresses employability beyond first job
- Serves as a comprehensive and integrated framework


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Experience to Date

2017-18 Worked with 27 programs from 14 institutions to co-design and pilot the EEQ CERT process (Guttman and Denver Community Colleges).

2018-20 Partnering with Kentucky Council for Postsecondary Education for 19 programs at 6 institutions. Launched Faculty Employability Fellows Program with initial cohort of 14 Fellows.

2020-21 Launch of a year-long Employability Academy for institutional teams to build a culture of employability across disciplines and units.

LESSONS LEARNED – FIVE CRITERIA


1. Graduate Preparation

- Lack of clear graduate proficiencies
- Not work related
- Not scaffolded from entry level to deeper skills

2. Career Support Services

- Too little too, too late
- Disconnected from other services/academic programs
- Little support for humanities and social science majors

LESSONS LEARNED – FIVE CRITERIA



3. Employer Engagement


- Too often promotional
- Little connection to taught curriculum/assignments
- Increasingly frustrated, seeking other approaches

4. Student and Alumni Engagement

- Little engagement beyond course evaluation
- Lack of adaptation to adult students
- Little attention to alumni feedback, mentoring

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LESSONS LEARNED – FIVE CRITERIA



5. Public Information

- Career pathways graduates have taken not identified
- Lack of completion or salary and other information
- Lack of disaggregation of data

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FIRST PROGRAMS AWARDED EEQ CERT



- Bluegrass Community and Technical College Medical Assisting Program
- Murray State University Occupational Health and Safety
- Murray State University Construction Management

16 more will be reviewed in winter 2019-20

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NEW INITIATIVES –



Fall 2019 - Faculty Employability Fellows 14 Fellows from 7 institutions undertaking campus scans, interviews with employers and impact projects for developing campus cultures supporting employability.

Fall 2020 – Employability Academy Campus teams from 4-6 KCTCS institutions for one year of 15 participants from each, organized around employability skills assessments, program support and institutional capacity building supporting the five categories. Will develop toolkits and resource guides.

KCTCS is Statewide



Our Unique Mission

To improve the quality of lives and employability of Kentuckians by serving as the primary provider of:

College and workforce readiness

Transfer education

Workforce education and training



Workforce Training by the Numbers

Award **98%** of all short-term certificates in Kentucky

Train **82%** of Kentucky's skilled trades workers

Award **66%** of Kentucky's nursing and allied health credentials



How Can We work Together With You?



- Interested in the Readiness Review/EEQ CERT?
- Use the EEQ CERT framework for your QEP?
- Consultation on integrating EEQs with Program Review?
- Revising General Education to include employability skills and qualities?

"HIGHER EDUCATION MATTERS"



60% of future jobs will require postsecondary education (*Lumina*)

80% of future jobs haven't been created yet (*Education Commission for the States*)

Thank You

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theQAcommons
THE QUALITY ASSURANCE COMMONS
for HIGHER and POSTSECONDARY EDUCATION
