**Employability**

**noun | em·ploy·a·bi·li·ty | \im-, plōi-ə-'bi-lə-tē\**

*Definition*: A set of achievements – skills, understandings and personal attributes – that make graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy.

Yorke (2004)
Employability is...

• A combination of knowledge, skills, behaviors, attributes and attitudes enabling success in life and citizenship—not just in employment

• Applicable to all students—across institution types, degree levels, majors, or mode of study

• Rooted in jointly designed qualifications frameworks

• Aligned and integrated with the aims of liberal education

• Made explicit to students to support their reflection and lifelong learning

• A university-wide priority and responsibility

• Supported by effective policies, programs and practices—institutional, system and public
Employability is not...

• Just about employment and wages (e.g., College Scorecard)

• Quantified by any single measure

• Just skill or workforce training

• A reduction of academic rigor and standards

• Primarily the responsibility of Career Services

• Relegated to non-academic staff

• Confined to the period just before graduation