

# Employability

noun | em·ploy·a·bi·li·ty | \im-ˌplɔɪ-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.

# 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

