

# Voicing Together a Graduate Attribute Framework

## Authors

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Embedding Employability Project @DkIT

## Aims

1. To develop a DkIT Graduate Attribute & Mindsets Framework
2. To evidence-base framework development with key stakeholder consultations

## Findings

### Graduate Attributes

- ❖ Via student, staff and employer consultation and survey we uncovered a bespoke framework for DkIT.

### DkIT's PCs Framework

- ❖ **4 Capstone Graduate Attributes:** *P - Practical, C - Communication Skills, C- Collaborative Skills, and C- Confidence.*
- ❖ Consensus across focus group stakeholders was evidenced. Practical was contested most but won out by survey popular vote.
- ❖ Our **Mindsets** act as vehicle for graduate attribute development, including a *P - Positive Attitude, A - Adaptability and R - Resilience.* Our graduate ambition for all to be on a *P-A-R* with the best competitors.
- ❖ See Visual for graduate attribute lists.

## Impact

### Stakeholder Engagement

- ❖ **Employability Champions:** Research & Graduate Studies, Lifelong Learning Centre, Library, Careers & Employability Services, Student Services, Student Union & Students, Employers, CELT (i.e., Centre for Learning & Teaching) & **All School Disciplines.**
- ❖ Best Practice Approaches now documented with shared responsibility for employability institute wide.

### Key Implementation

- ❖ Employability Steering Committee & Employability Champions Forum

### Next Steps

- ✓ **Policy:** Adoption by Academic Council
- ✓ Institute-Wide **Graduate Attribute Strategy**

## Graduate Attribute & Mindsets Framework

### DkIT Graduate Attribute Framework



## In Our Own Words...

*Our promise regarding the authentic set of aspirations possible for all who attend DkIT. We aim to embed attribute development within student experience, offer programmatic support to staff, and prepare our graduates to survive and thrive in the real world.*

## References

- O'Farrell, L. (2019). *Understanding and Enabling Student Success in Irish Higher Education*. National Forum for the Enhancement of Teaching and Learning in Higher Education. Dublin 2: Ireland.
- Staunton, C., Cowley-Cunningham, M., Hodgers, J. (2021). Developing a Graduate Attribute Framework for Higher Education. *Sociology of Education eJournal*, vol. 4, Issue 74, July, 2021.