

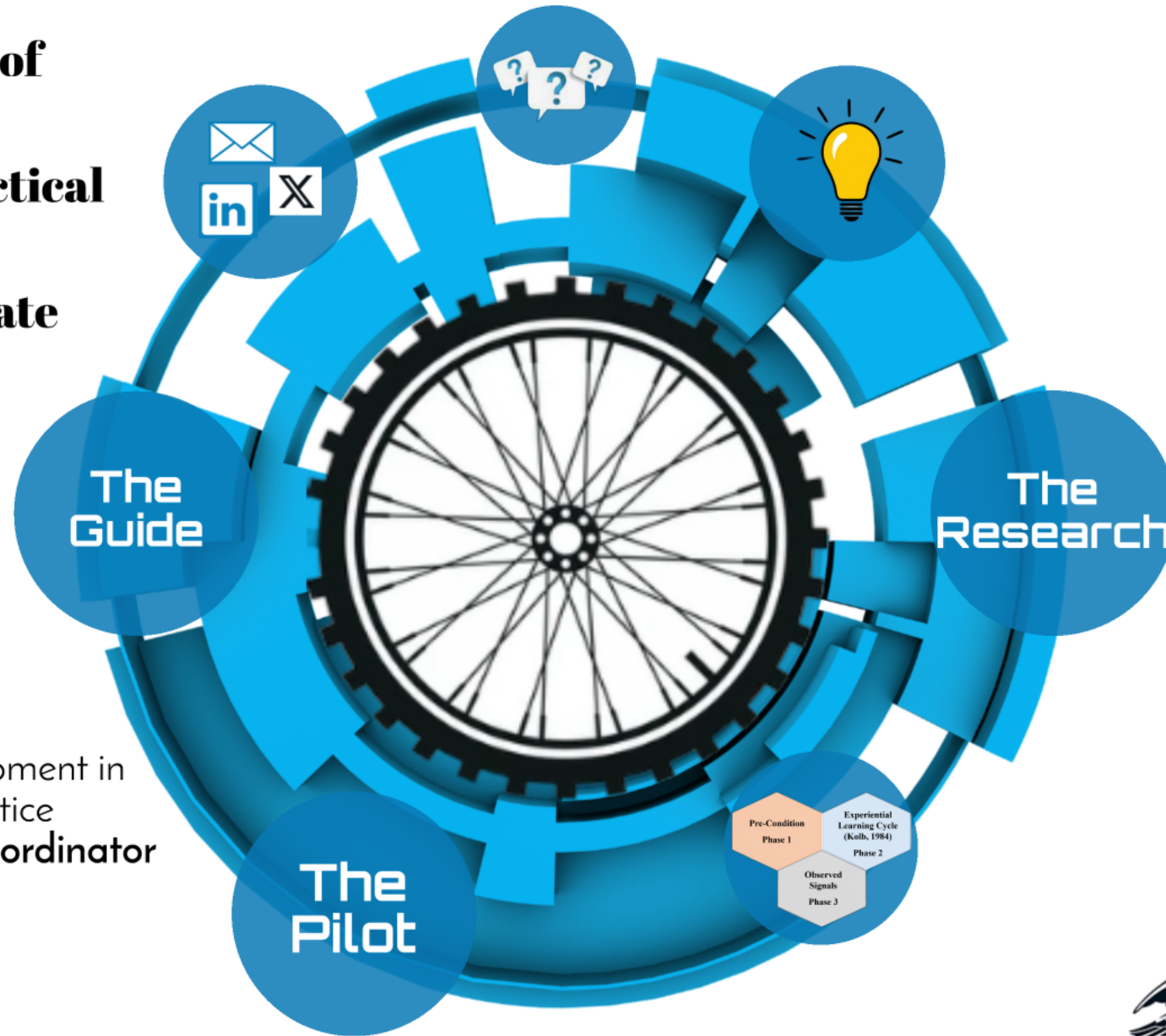
Pedalling the cycle of learning: the significance of practical experience to establishing graduate employability.

Dr. Mary Grant

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20/10/2023





Did you know?

The phonemic power of the human mind According to research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be in the right place.

The rest can be a total mess and you can still read it without a problem. This is because the human mind does not read every letter by itself, but the word as a whole.



The Research

Purpose of study

"To examine the phases of student learning and development before, during and after undertaking workplace experiences that can contribute to graduate employability and signalling capability."

Gaps & literature

Industry requirements

- Increase in the professionalism of sport; increase in SM HE enrolments (Hoye et al., 2018; de Schepper & Sotiriadou, 2018)
- Increased range of SM employment opportunities (Dinning, 2017)
- No central SM job classification, standards (Smith et al., 2018)
- Undergraduate preparation; no defined SM industry landscape (DeLuca & Braunstein-Minkove, 2016)

Q1 – What job classifications of advertised graduate-entry sport management positions stipulate practical experience?

Graduate employability assessment

- How do employers assess a graduate applicant's employability? (Piopiunik et al., 2020)
- Ideally, employers need to assess during job recruitment and selection (Drover et al., 2018)
- Graduates need to signal their employability (Di Fabio, 2017; Rosenberg et al., 2012)

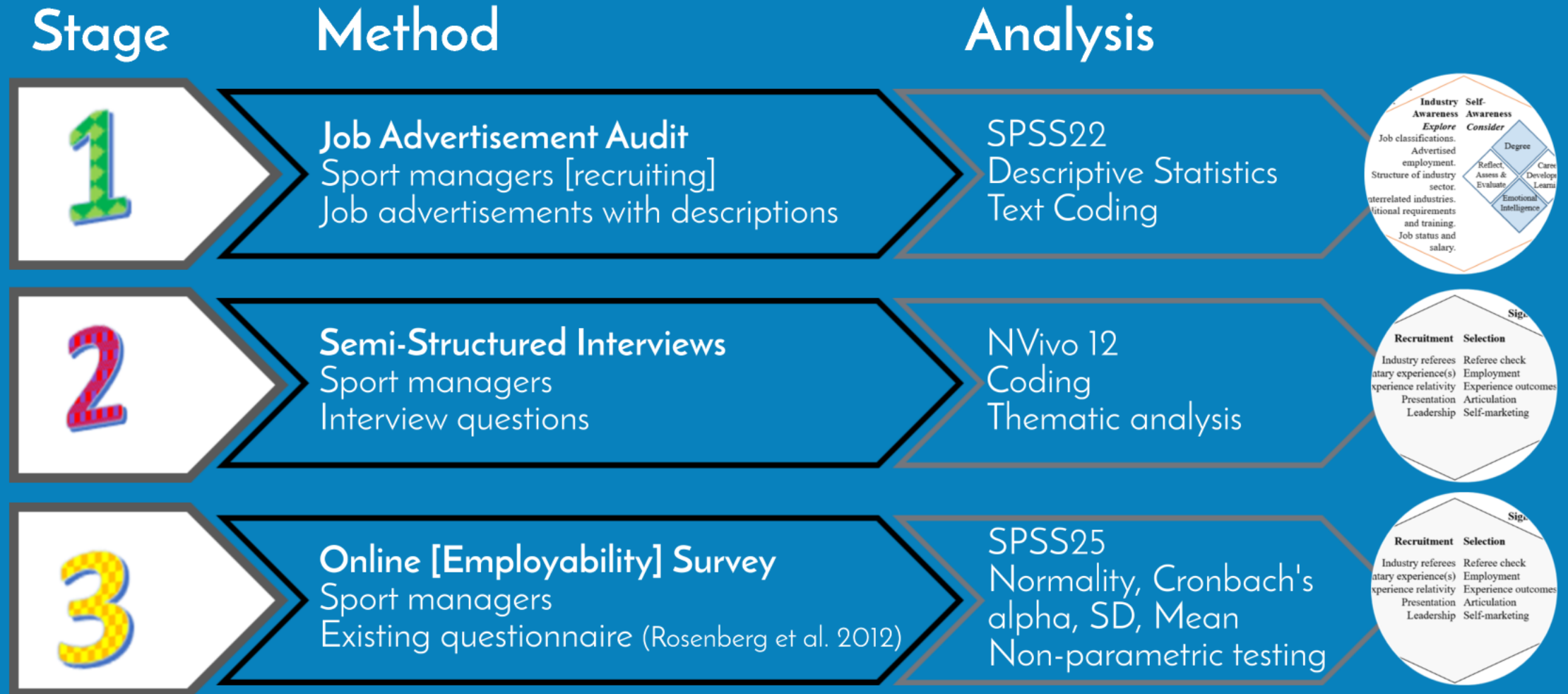
Q2 – What signals do sport management employers seek from graduate-entry job applicants during job recruitment and selection?

Practical experiences

- Two years minimum experience required from [80-90%] SM employers (Bradbury et al., 2021; Emery et al., 2012)
- Practical experiences in HE allow application of knowledge and concepts in a workplace environment (Barnhill et al., 2018)
- Practical experiences related to the field are more desirable (Bradbury et al., 2021)

Q3 – What recommendations can be made to managers from the sport management industry sector and coordinators of undergraduate sport management programs on the signals employers seek from graduates to demonstrate employability from practical experience?

Method



Industry Awareness

Explore

Job classifications.
Advertised employment.
Structure of industry sector.
Interrelated industries.
Additional requirements and training.
Job status and salary.

Self-Awareness

Consider



Sign.

Recruitment

Selection

Industry referees
Voluntary experience(s)
Experience relativity

Referee check
Employment
Experience outcomes

Presentation

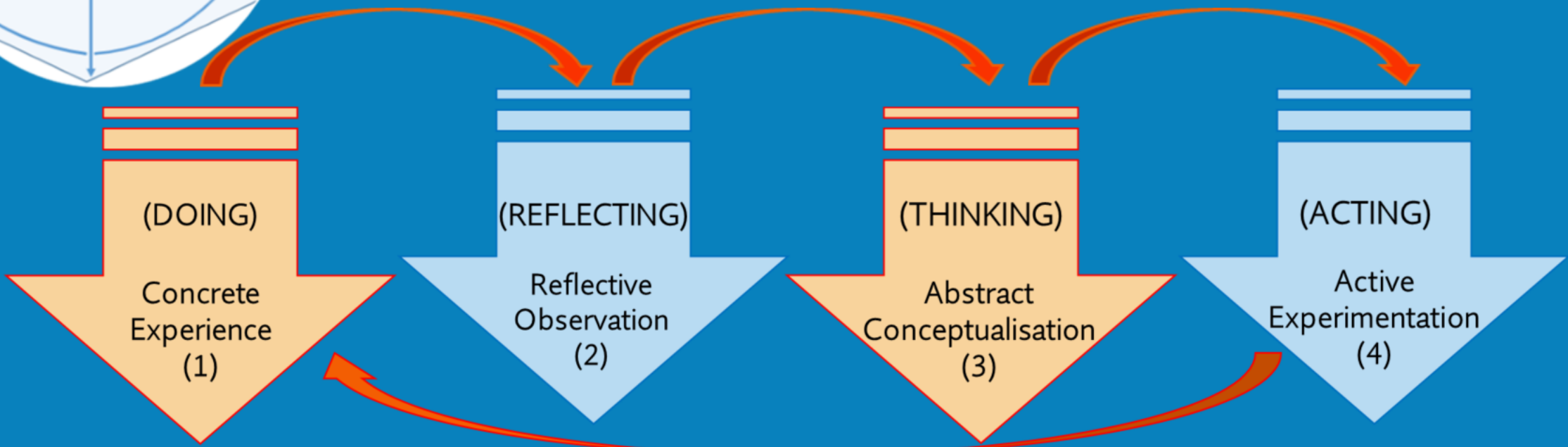
Articulation

Leadership

Self-marketing



Experiential Learning Cycle (Kolb, 1984)

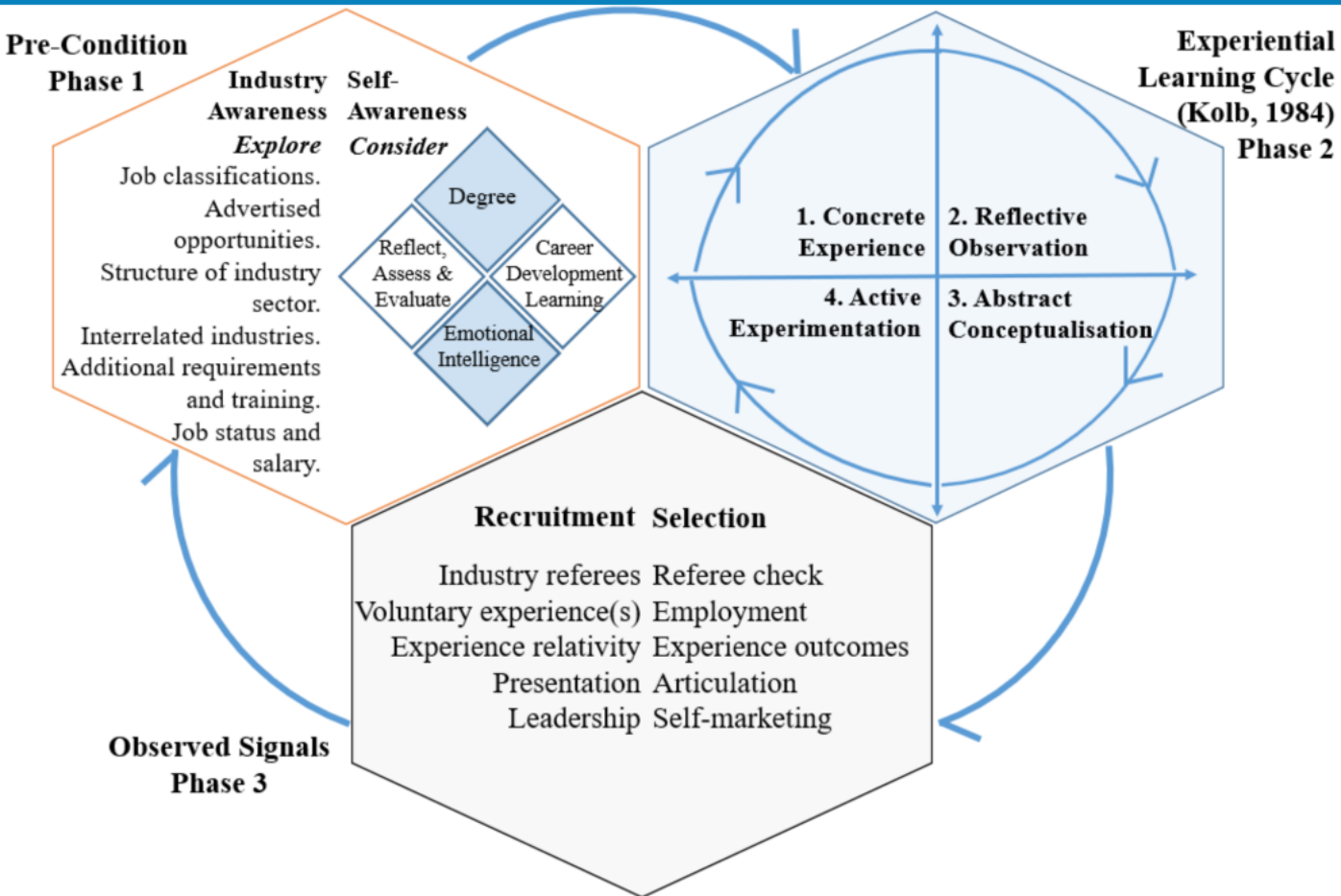


Practical experiences outcomes

Identified where Employability Dimensions (Rosenberget al., 2012) are developed

Determined Observed Signals indicators and where these are developed

Graduate Employability Cycle of Learning



- 3 phases
- Phases 1 & 3 from study
- Represent before (Phase 1), during (Phase 2) and after practical experience (Phase 3)
- Cycle form to depict the progression/development of graduate employability

Pre-Condition

Phase 1

Industry Awareness

Self-Awareness

Explore

Consider

Job classifications.

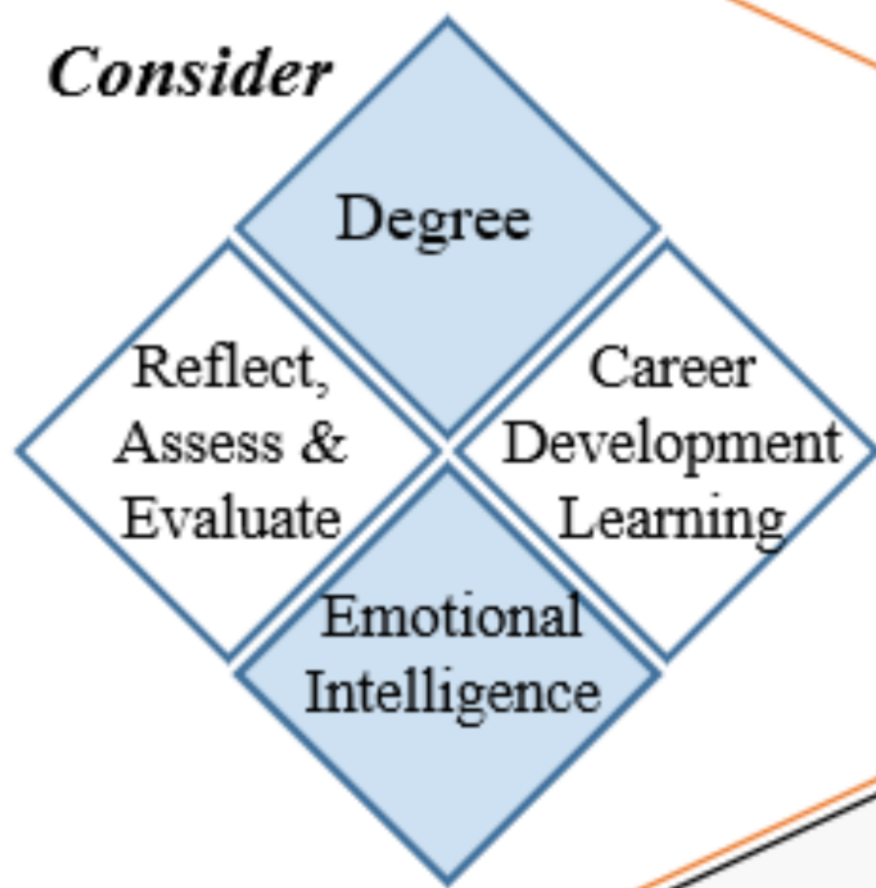
Advertised opportunities.

Structure of industry sector.

Interrelated industries.

Additional requirements and training.

Job status and salary.



**1. Conc
Experie**

4. Ac

Experimenta

Job status and salary.

Recruitment Selection

Industry referees	Referee check
Voluntary experience(s)	Employment
Experience relativity	Experience outcomes
Presentation	Articulation
Leadership	Self-marketing

Observed Signals
Phase 3

or

The Pilot

The Aims

- Strengthen the process of graduate employability development.
- Strengthen collaborations between higher education and industry disciplines.
- Provide higher education course mapping resources.
- Support higher education and industry with an *Implementation Guide* with:
 - methodology, mapping templates, surveys, resources, suggested tools and activities, and recommendations to support implementation of the Graduate Employability Cycle of Learning.

The Pilot

- Implement the Graduate Employability Cycle of Learning
- Examine the phases of student learning and development
- Original context was in sport management
- Participants: course disciplines of prosthetics and orthotics (allied health school) and business and human resources (business school), La Trobe University

In a nutshell...

- Course subjects will be **mapped** (template provided) against the 3-phase cycle
- Following, the course discipline will receive an employability performance indicator (score)
- Activities, tools and recommendations provided
- **Online employability survey** for faculty and respective industry and students to gauge their employability perceptions:
 - industry expectations
 - satisfying careers
 - organisation fit



The Guide

The Implementation Guide

The resource provides:

- Instructions to course disciplines against the Graduate Employability Cycle of Learning.
- Mapping resources and survey to set up and distribute online.
- An indication of what is being done well, potential improvements, and employability perceptions, and 'work ready' and employable students.
- Suggested activities and tools to assist with implementation.
- Recommendations on how course discipline staff and industry can collaborate to enhance graduate employability.
- The plan is to make available for other universities to adopt.

Essentially...

The Graduate Employability Cycle of Learning pilot will explore what it means to be an employable graduate, literally and practically, through the eyes of the education provider, the industry discipline and from a student perspective.

Contact

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Publications from study:

1. **Grant, M. T., Hanlon, C., & Young, J. A. (2023). An employable graduate: essential awareness factors to the preparation of sport management practical experiences.** Industry and Higher Education, 37(4), 574-586. (focus: Pre-Condition Phase 1)
2. **Final stages:** manuscript focus: Observed Signals Phase 3
3. **2024:** manuscript focus: the Graduate Employability of Learning Cycle



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*"One of the greatest challenges in life
is being yourself,
in a world that is trying to make you
like everyone else."*

- Anonymous

Thank you :)



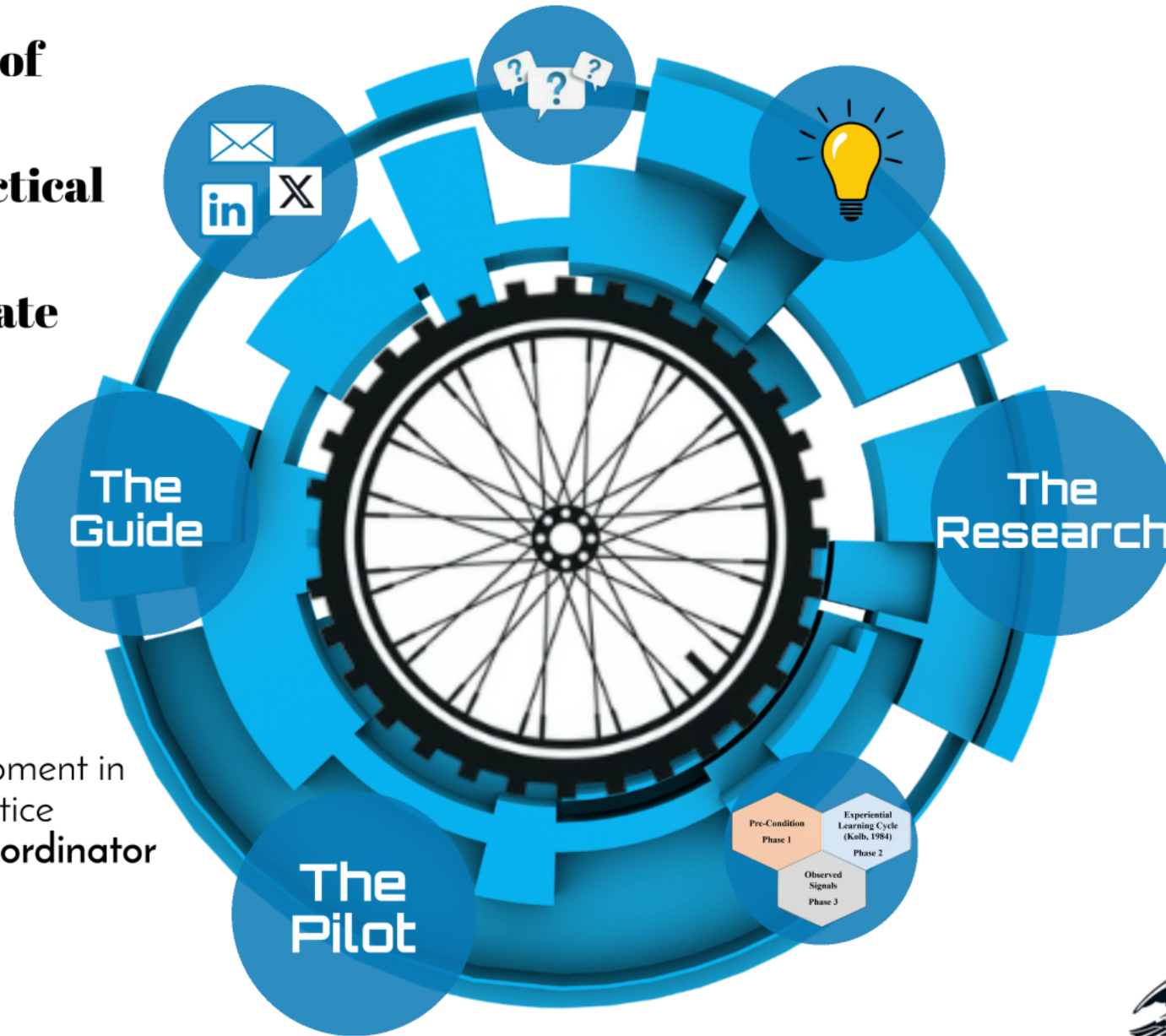
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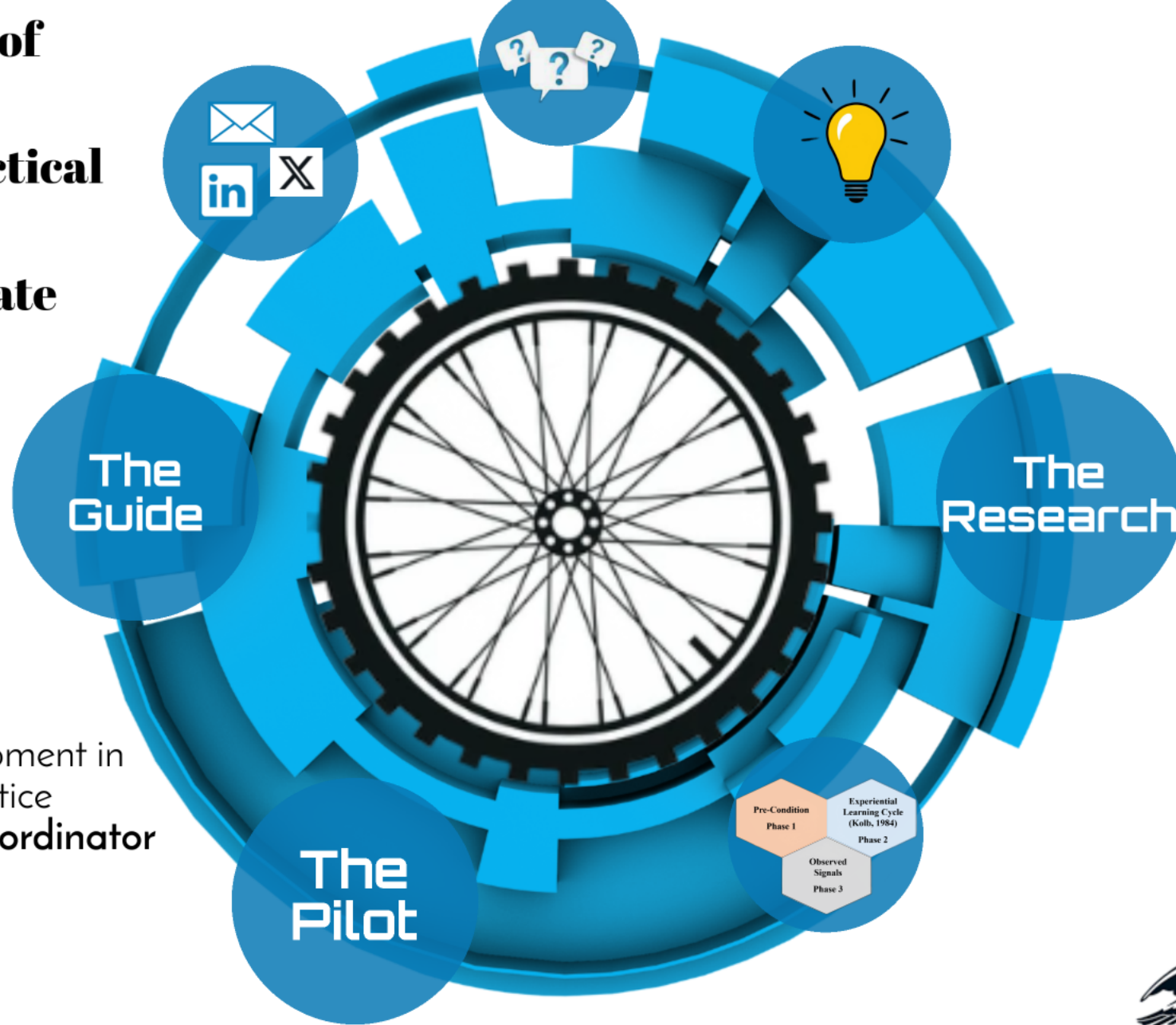
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