“Employability is having a set of skills, knowledge, understanding and personal attributes that make a person more likely to choose, secure and retain occupations in which they can be satisfied and successful.”

- Dacre Pool & Sewell 2007; 2012

Whether or not a student finds employment can be impacted by factors both inside and outside the model (i.e. a downturn in the market, selection of major/degree or the range and quality of experiences gained by the student.)

Employability

Self-efficacy:
One’s belief in one’s own ability to successfully perform the tasks required to achieve specific goals.

Self-esteem:
One’s sense of self worth.

Self-confidence:
One’s strength of belief in their overall aptitude for success - a general sense of self-assurance. (Self-efficacy plays an important part in determining self-confidence.)

Reflection, Integration & Evaluation

Career Planning

Student understands career development process and establishes a structured plan for active, self-driven participation in career development activities to include self assessment, workplace exploration and job search preparation.

Relationships

Student strategically establishes network by developing relationships with university faculty and staff, academic advisors, career coaches, alumni, mentors and practitioners. Student establishes appropriate online presence and connections (i.e. LinkedIn).

Experience (Life & Work)

Student actively participates in high impact, experiential practices such as part-time employment, internships, co-operative education, study abroad, service learning, and research in order to develop technical knowledge related to various career paths.

Academic Subject Knowledge, Skills & Understanding

Student demonstrates mastery of both their academic program (major/degree) requirements and the Carolina Core (general education) requirements through successful academic performance and degree attainment.

Transferable Skills
(list below taken from NACE Job Outlook Spring 2015)

- Student is able to:
  1) Work in team structure;
  2) Make decisions & solve problems;
  3) Communicate verbally;
  4) Plan, organize & prioritize work;
  5) Obtain & process information;
  6) Analyze quantitative data;
  7) Demonstrate technical knowledge related to job;
  8) Demonstrate proficiency w/ computer software programs;
  9) Create/edit written reports;
  10) Influence others (leadership).

Emotional Intelligence

Student develops emotional literacy (the ability to monitor and appropriately label both their own and other's emotions and apply emotional information to guide thinking and behavior), through exposure to emotional intelligence theory and exercises.