

MyCareerPath Supports Inclusive Employability for Learners

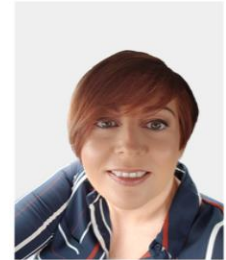
Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University

*BRIDIE KILLORAN
ATU Careers and Learning
Pathways Manager*



*MAURA FALLON
ATU Careers and Learning
Pathways Advisor*



 **AdvanceHE**

my 
careerpath

AGENDA



Project Overview



Rationale



Employability tool



Transversal Skills Micro-Credential



Impact



Demo



A Newton's cradle with five silver spheres. A hand is shown moving the rightmost sphere towards the others. The background is a blurred blue and white. The image is framed by a large orange circle with a dotted white border.

Overview

Atlantic Technological University



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University



EU  **GREEN**

EUROPEAN UNIVERSITIES ALLIANCE FOR SUSTAINABILITY:
RESPONSIBLE GROWTH, INCLUSIVE EDUCATION AND ENVIRONMENT

PROJECT OVERVIEW

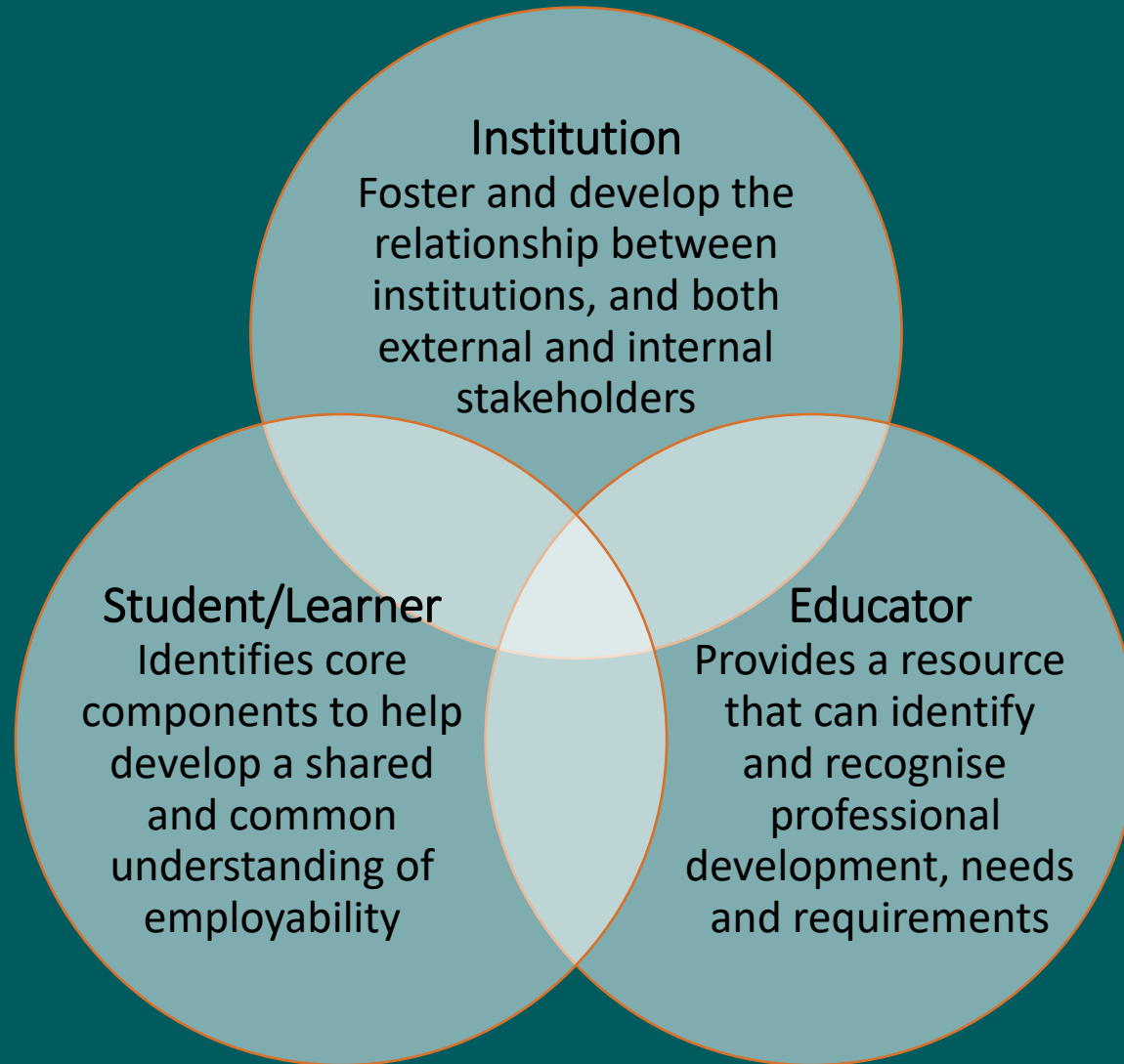
ATU Higher Ed 4.0 MyCareerPath, Careers and Recognition of Prior Learning (RPL), supporting lifelong learning, workforce upskilling, and career development.

RATIONALE

- Challenges of regional development, talent shortages and sustained organisational growth.
- Embedding employability. Highlighting how employability can help learners develop future-focused skills.
- External stakeholders and professionals - upskill, reskill, and reconnect with higher education.



Framework for Embedding Employability



Value of Embedding Employability- CareerEDGE Model -Dacre Pool Sewell 2007

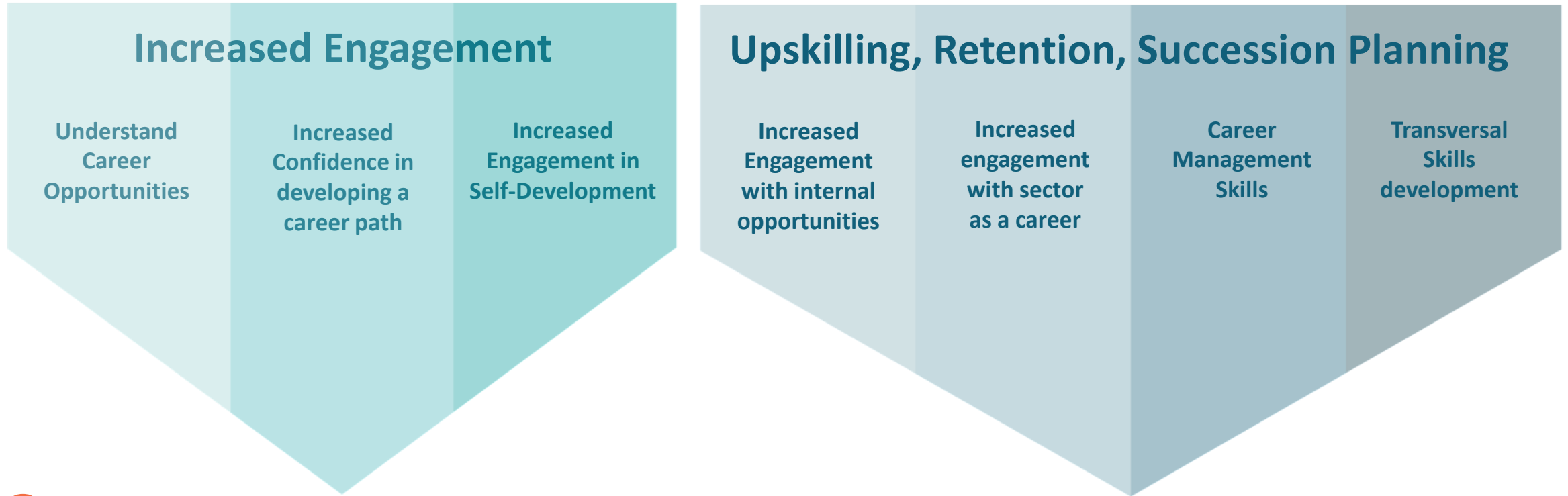
Open Mindset to Learning
Awareness of knowledge, skills,
experiences
Self-esteem, self-efficacy

Career Readiness
Sustainable employability
Future-focused skills

Lifelong learning
Professional growth



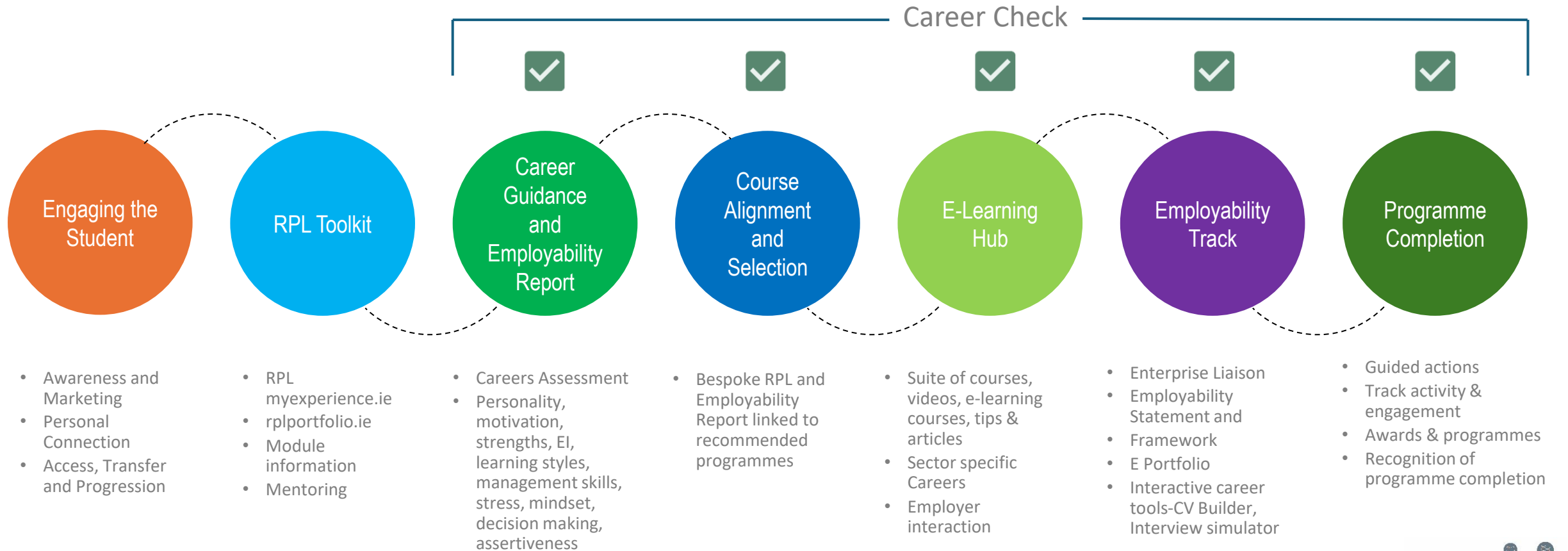
Customised Pathways



Outcomes



THE BEGINNING - STUDENT PATHWAYS



3 Elements to Service

1



MyCareerPath

Online career consultancy, career assessments, 1-to-1 Career Advice

2



Recognition of Prior Learning

Making prior experience and learning count toward access to Higher Education

3



Micro credentials

Short, specialised programmes to support upskilling and internal progression

Five Key Points

01 Attracting Learners

02 Recognition of Prior Learning

03 Dual Approach

04 Flexibility of Offerings

05 Systematic Approach



Starting Blocks

REFLECTIVE SPACE

- **Exploring:** Strengths, education, experience
- **Reflecting:** Career assessments, strengths profile, learning styles
- **Supporting:** Advice and direction. Identify or clarify gaps (skills, education, experience).

On Your Marks

RESEARCH SPACE

- E-learning courses (e.g. career planning, IT skills and digital literacy)
- ATU courses
- Personalised career support

Get Set

PREPARATION PHASE

- Supported Career Action Plan
- ATU supports: academic, personal, financial
- RPL (e-portfolio)

Go

TAKING ACTION

- Submit Applications (courses, RPL, job)
- Move towards your goals
- Celebrate your achievements

Pathway 2: Career Accelerator (Early Career)



Who am I?:

Graduate (recent or completed degree some time ago), employee with significant experience (needs qualification to progress).

What I bring:

Experience, knowledge and skills. Sense of fulfilment and achievement. Confident, energised and engaged in career activities.

What I need:

Support in gaining employment or promotion, exploring career directions, finding a postgraduate course.

MyCareerPath.ie

Supports:

Personalised career advice. Self-exploration tools. Information and advice on courses, Recognition of Prior Learning (RPL), CVs, applications, work-based learning.



1 2 3 4 5



Starting Blocks Reflective Space

- **Exploring:** Strengths, education, experience, achievements, possibilities.
- **Reflecting:** Career Edge+ report. Career assessments: strengths profile, workplace culture, management skills.
- **Supporting:** Advice and direction. Reflect on what to bring forward into career. Identify or clarify gaps (skills, education, experience).

Bootcamp



On Your Marks Research Space

- Research possibilities to help bridge gaps (skills, education, experience).
- E-learning courses (e.g. career planning, setting objectives, leadership and management skills, creativity, innovation).
- ATU micro-credentials and professional badges.
- Other ATU courses.
- Network: talk to friends, family, employers, HR manager, colleagues.
- Personalised career support.

Go Taking Action

- Submit Applications (courses, RPL, job).
- Commence e-learning, micro-credentials, professional badge.
- Move towards your goals.
- Celebrate your achievements.

Get Set Preparation Phase

- Supported Career and Learning Pathway Plan.
- ATU supports: academic, personal, financial.
- RPL (e-portfolio).
- CV and interview preparation.

Our Assessments – Starting Blocks

Career Edge – Employability Review

The Career Edge report measures employees performance on the 5 main areas of employability and provides feedback on areas for improvement.



Transversal Skills Identification & Development

Rate your level of professional competency in transversal skills and complete a personalised auto-generated action plan for development.



Strengths Assessment

The Strengths and Motivation assessments help employees understand their key driving forces and how to leverage them to maximum effect.



Transversal Skills

Transversal Skills are incredibly valuable in today's marketplace where agility is the key to a successful career change.



mycareerpath.ie

STEP 1

Rate Yourself



Check your career pulse at mycareerpath.ie to identify your personal workplace based transversal skills and rate your level of professional competence.

To Do:

- Generate Report

STEP 2

Reflect



What were your strengths & weaknesses? Reflecting on your **Report**, Select **3 Skills** to develop throughout the rest of this course.

To Do:

- Submit your **3 Skills Reflection**

STEP 3

Explore your Pathways



Which **3 Skills** did you choose? Explore your Skill's **Pathway** and...

To Do:

- Complete the tools and resources along each Pathway

Also Investigate

- Setting SMART Goals
- Setting SMART Objectives
- Setting Objectives

STEP 4

Action Plan!



Now that you understand your **3 Skills** better, create a **Personal Development Action Plan** to improve upon them.

To Do:

- Submit Action Plan

STEP 5

Position yourself for Success



Engage with the **STARR** technique, **CV Builder**, **CV 360** and **Interview 360 Tools** to position yourself for the next step in your Career path.

To Do:

Explore Tools:

- STARR technique
- CV Builder
- CV & Interview 360



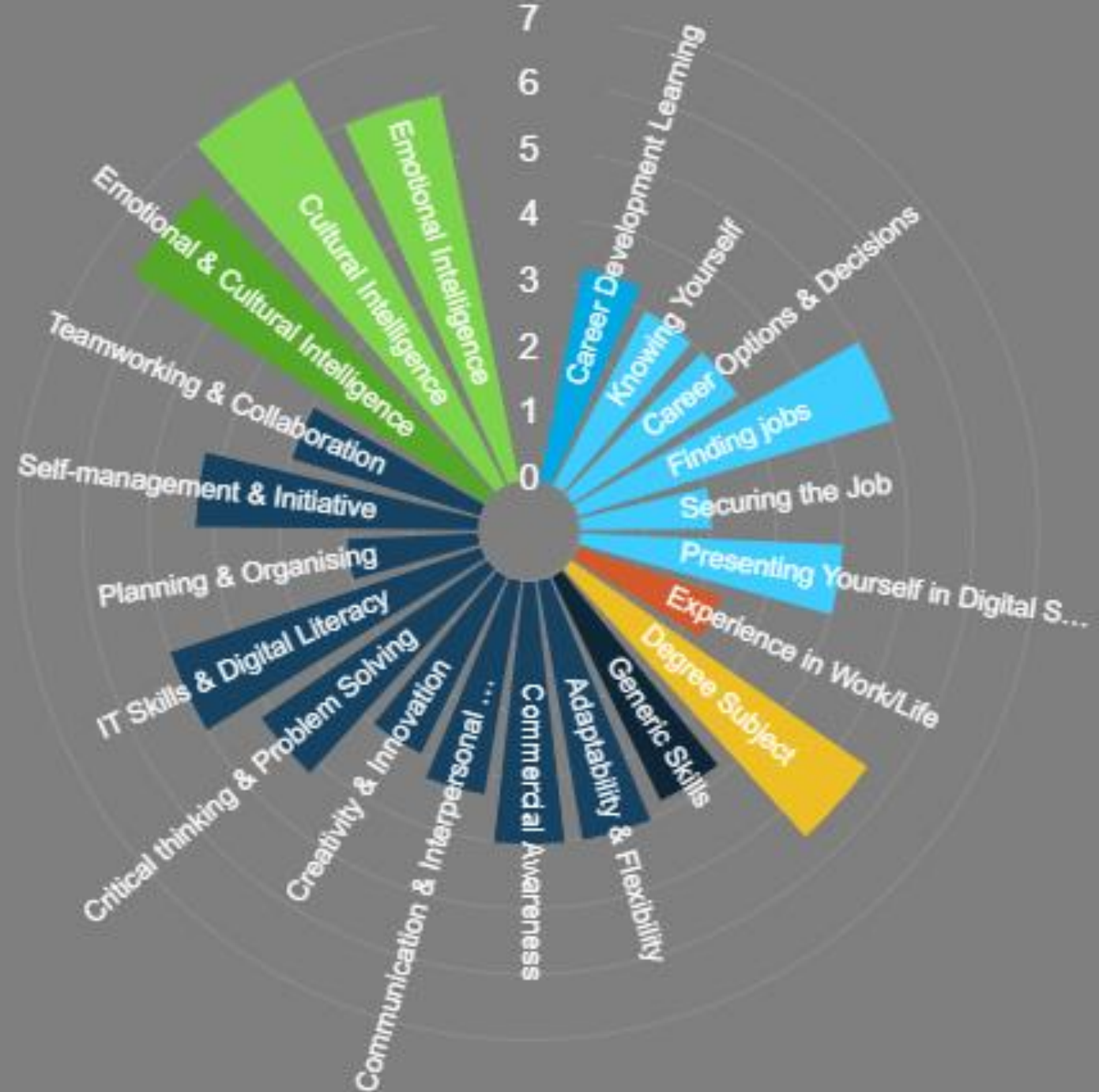
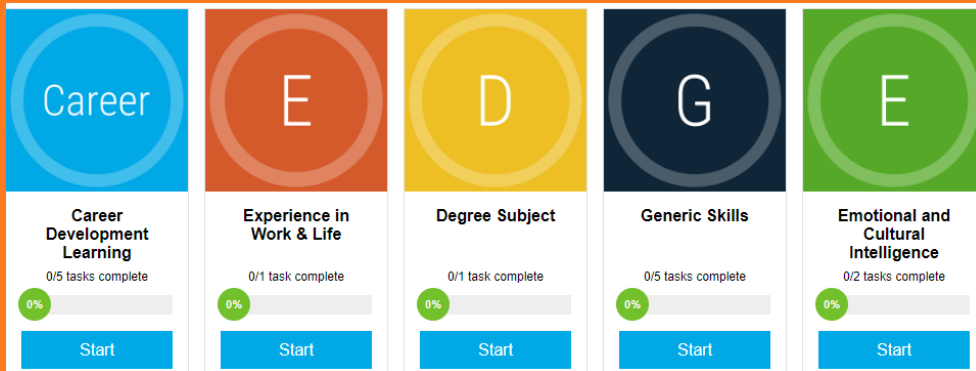
Rate your employability!

- Self Assessment in Five Key Areas
- Employability Report with Learning Priorities
- Generated Programmes of Activities
- Retake Pulse
- Analytic real-time reports overall employability reports

KEY COMPETENCIES & SKILLS



MEASURING EMPLOYABILITY USING AI



Transversal Skills

- Adaptability & Flexibility
- Commercial Awareness
- Communication & Interpersonal skills
- Creativity & Innovation
- Critical Thinking & Problem Solving
- IT Skills & Digital Literacy
- Planning & Organisation
- Self-Management & Initiative
- Teamworking and Collaboration
- Cultural Intelligence
- Emotional Intelligence

EMPLOYABILITY PILLARS



Cultural & Emotional Intelligence

Intercultural understanding - Building on one's own cultural values and knowledge to communicate/work effectively with individuals of diverse backgrounds.

Emotional Intelligence - The ability to identify and regulate emotions, to recognise the emotions of other people and feel empathy and build healthy, productive relationships with others

- Self-Awareness
- Self-Regulation
- Motivation
- Empathy
- Social Skills

Degree Subject Knowledge

- Understand degree subject knowledge and skills.
- Understand the importance of grades and the ability to achieve career goals
- Understand the qualifications and grades required for future career

Experience & Networks

- Understand the value of life experiences and relevant skills gained
- Building and reflecting on both work and life experiences
- Enhancing skills, adapting to market changes, fostering networking opportunities

Career Planning & Decision Making

- Engage in career planning and navigate career professional journeys
- Knowing oneself
- Finding Jobs
- Career options and decisions
- Securing Jobs
- Presenting yourself in digital spaces

Transversal Skills Micro Credential

MyCareerPath and a Micro Credential on Transversal Skills for Industry

12 Transversal Skills



Skills Checker

Areas to Focus on ⓘ

- 1 Leadership & People Management
- 2 Creativity & Innovation
- 3 Commercial Awareness

Questionnaire to rank level of transversal skills – improve skills through eLearning and retake to show progression

- 5 ECTS Credits
- NFQ Level 8
- 15-week module (1 semester)
- Department of Enterprise and Technology
- Digital Badge



Impact



RECENT SURVEY RESULTS

Recent insights from participants 12-24 months after completing the programme highlight its long-term benefits for both individuals and organisations:

Key Outcomes

- **Improved Retention:** 85% of participants reported increased satisfaction and loyalty, showing the programme's effectiveness in retaining engaged employees.
- **Stronger Leadership Pipelines:** Over 70% progressed into new roles or leadership positions, supporting succession planning and reducing reliance on external recruitment.
- **Increased Productivity:** 80% gained confidence and motivation, enabling them to take on challenges, lead initiatives, and improve team performance.

Completed Case Study Outcomes

Medtronic

Empowered employees with the skills, knowledge, and awareness of opportunities to succeed in current and future roles, enhancing overall job satisfaction.



Motivated employees to take control of their career development and lifelong learning, enabling increased engagement, retention, and alignment with organisational goals.

REGENERON

Inspired employees to unlock their full potential, developed skills and knowledge to contribute to organisational success and growth, supporting 'the Regeneron Way'



Developed skills for agility, adaptability, and confidence – supported employees to recognise their full potential and growth opportunities within Siro.

Testimonials

"The personalised advice provided by the Career and Learning Pathways advisors is second to none, giving our employees clarity and motivation to pursue further education and training."

Mary Kearns, L&D Consultant

"The service provided by mycareerpath.ie was excellent and supported Merit employees in their career development conversations, resulting in clarity around strengths and career planning, and confidence in options available for further education."

Laura Gray HRBP (L&D)

"The career learning pathway provided an engaging and interactive framework that helps participants identify their strengths and make informed career choices with the support of career guidance professionals."

Lloyd Whyte, Associate Director HR

"The tools and personalised expertise of mycareerpath.ie have been a missing link in our career development work, helping our employees better focus on next learning steps."

Blanaid O'Regan, Director of People & Culture

Value expressed from Learners



3,552
Users



25,984
Logins



110,870
Activities



References

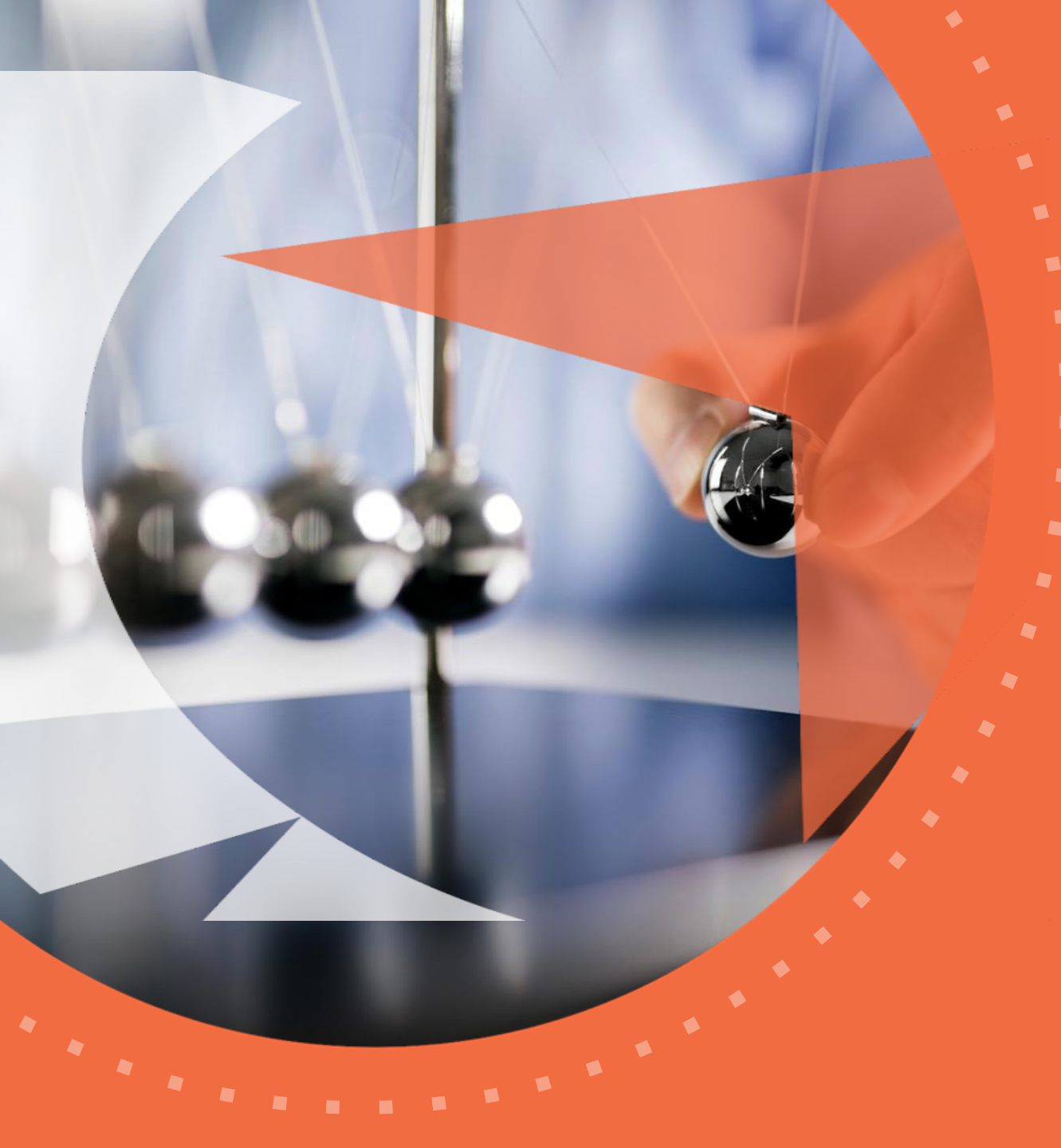
References



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University

- Dacre Pool, L., & Sewell, P. (2007). The key to employability: developing a practical model of graduate employability. *Education and Training*, 49(4), 227-289
- MyCareerPath.ie website - <https://mycareerpath.ie/>
- Strengths PATH Programme Promo Video - <https://youtu.be/E7basMvH1gI?si=XQHxRQIZYctErVUg>
- Ireland's Industry 4.0 Strategy 2020-2025. <https://www.gov.ie/en/campaigns/09022006-project-ireland-2040/>
- https://www.ahecs.ie/wp-content/uploads/2020/10/AHECS_GMS_2020-final-soft-copy.pdf
- Covid-19 having a significant but disparate impact on the Irish economy <https://www.esri.ie/news/covid-19-having-a-significant-but-disparate-impact-on-the-irish-economy>
- Association of Higher Education Career Services in Ireland research during Covid-19 with Graduate Employers: https://www.ahecs.ie/wp-content/uploads/2020/10/AHECS_GMS_2020-final-soft-copy.pdf
- Enterprise 2025 Renewed: Building resilience in the face of global challenges, Department of Business, Enterprise and Innovation. <https://enterprise.gov.ie/en/Publications/Enterprise-2025-Renewed.html>
- Future Jobs Ireland 2019: <https://www.enterprise.gov.ie/en/Publications/Publication-files/Future-Jobs-Ireland-2019.pdf>
- ICT Skills Action Plan, 2014-2018, Department of Education and Skills and Department of Jobs, Enterprise and Innovation, 2014. <https://enterprise.gov.ie/en/Publications/ICT-Skills-Action-Plan.html>
- Technology Skills 2022, Ireland's Third ICT Skills Action Plan, Government, the Higher & Further Education and Training Sector and Industry working together to meet Ireland's high-level ICT skills needs, 2019. <https://www.gov.ie/en/publication/554904-technology-skills-2022/>



Demo



Thank you

