



Embedding Employability in Higher Education

**Southern Cross
University**
Faculty of Health

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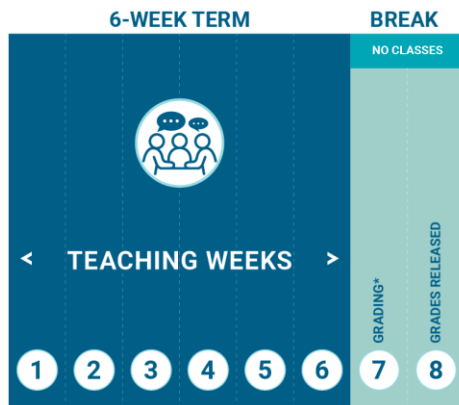
Associate Dean, T&L
Chair Accreditation Committee, SCU
PFHEA





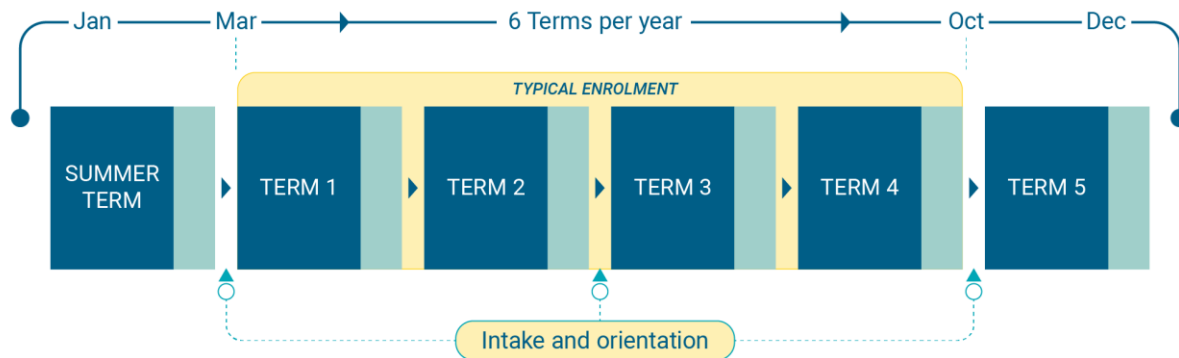
Southern Cross University

The Southern Cross Model



- Students can enrol in a maximum of 2 units per Term
- The standard full-time study load is 8 units over 4 Terms per year
- Students submit a maximum of 3 assessments per unit

* Some units may have assessment in Week 7



Roche et al., 2024; Wilson et al., 2024





Southern Cross
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Pedagogical principles for immersive block learning

Focused

Focus on what
students **need to
know**

Guided

Guide students
through the
curriculum

Active

Learning activities
are **media-rich**

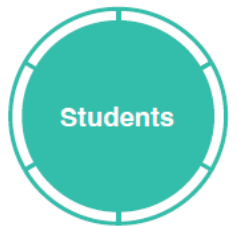
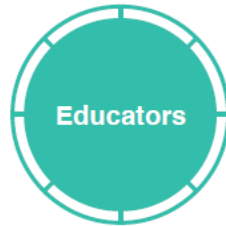
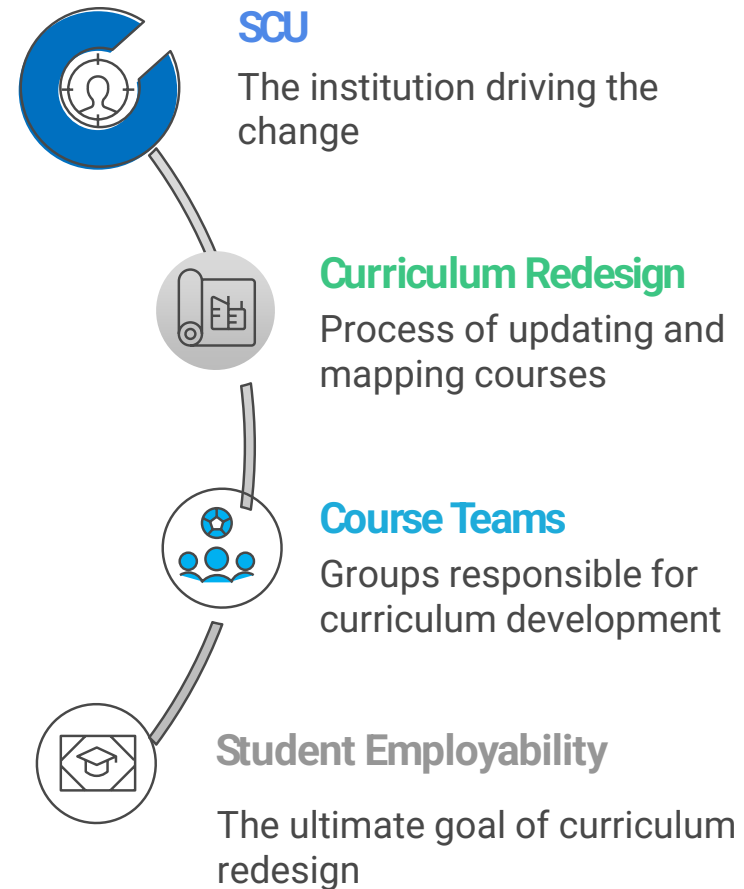
Signpost links in
the curriculum

Learning activities
are **interactive** and
responsive

Learning activities
build a **community
of inquiry**

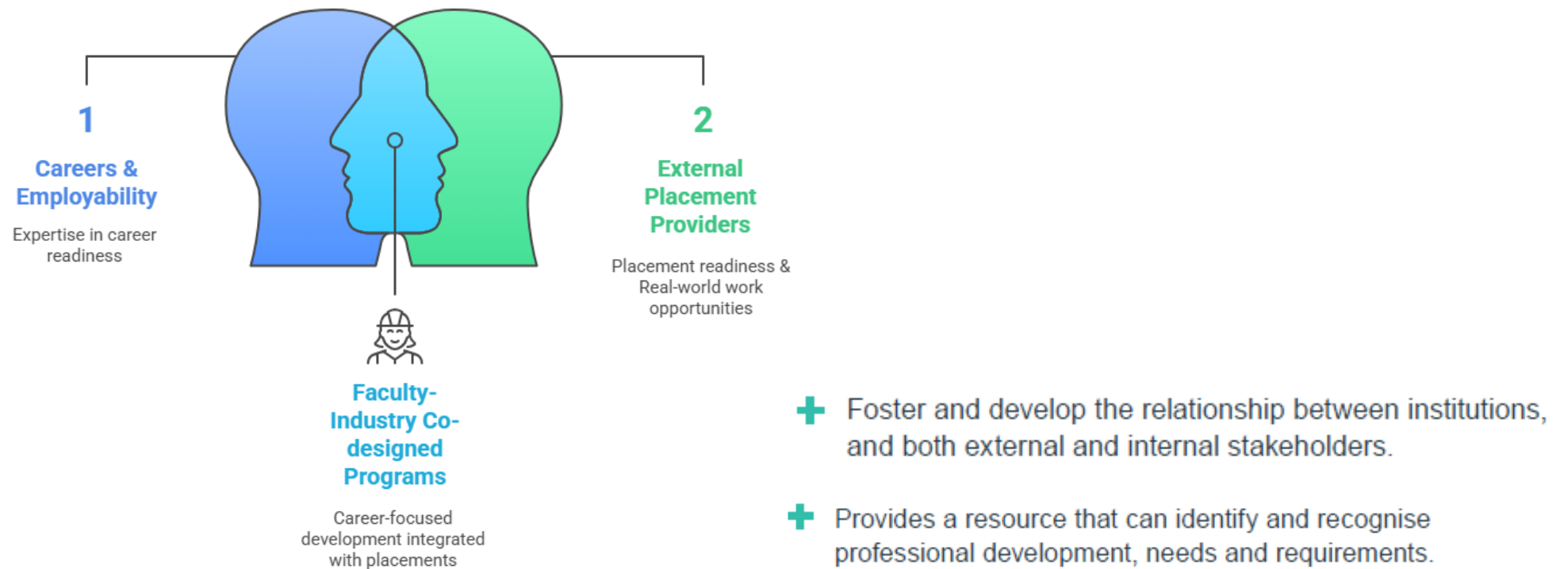
Enhancing Student Employability through Curriculum Redesign

- Transition enabled opportunity for course teams to purposefully redesign all curricular on every program at SCU
- Enabled careers and employability to be meaningfully scaffolded across all courses
- Goal to build student employability



SCU Approach to Employability – Partnerships between stakeholders

- Core was the partnership between careers & employability, external placement providers and course teams to co-create meaningful learning
- To maximise impact employability was embedded in both units and/or modules



Unit Example: EARTH2004 Career Development & Professional Practice



Module 1: A systems approach to professional identity

[View](#)



Module 2: From trends to opportunities: Navigating the workforce in a dynamic labour market

[View](#)



Module 3: Design your life

[View](#)



Module 4: Developing a professional portfolio

[View](#)



Module 5: Professionalism in the workplace

[View](#)




Module 6: Connecting with industry

[View](#)

Module within a capstone unit

- LinkedIn Profiles

 Activity: Build or enhance your LinkedIn profile

- **If you don't have a LinkedIn profile:** Create one using the tips provided in this section. Focus on adding a professional photo, a compelling headline, and an engaging 'About' section.
- **If you already have a LinkedIn profile:** Review and update it. Ensure your photo, headline, and 'About' section reflect your current skills and goals. Add any recent achievements, projects, or certifications.
- **Bonus:** Add a piece of multimedia content (e.g., a project, presentation, or article) to your 'Featured' section.

- Resumes

Step 2: Tailor your resume for each role

A one-size-fits-all resume won't make the cut in today's competitive job market. Tailoring your resume means highlighting the skills and experiences most relevant to the job you're applying for.

- **Review example resumes for your discipline**

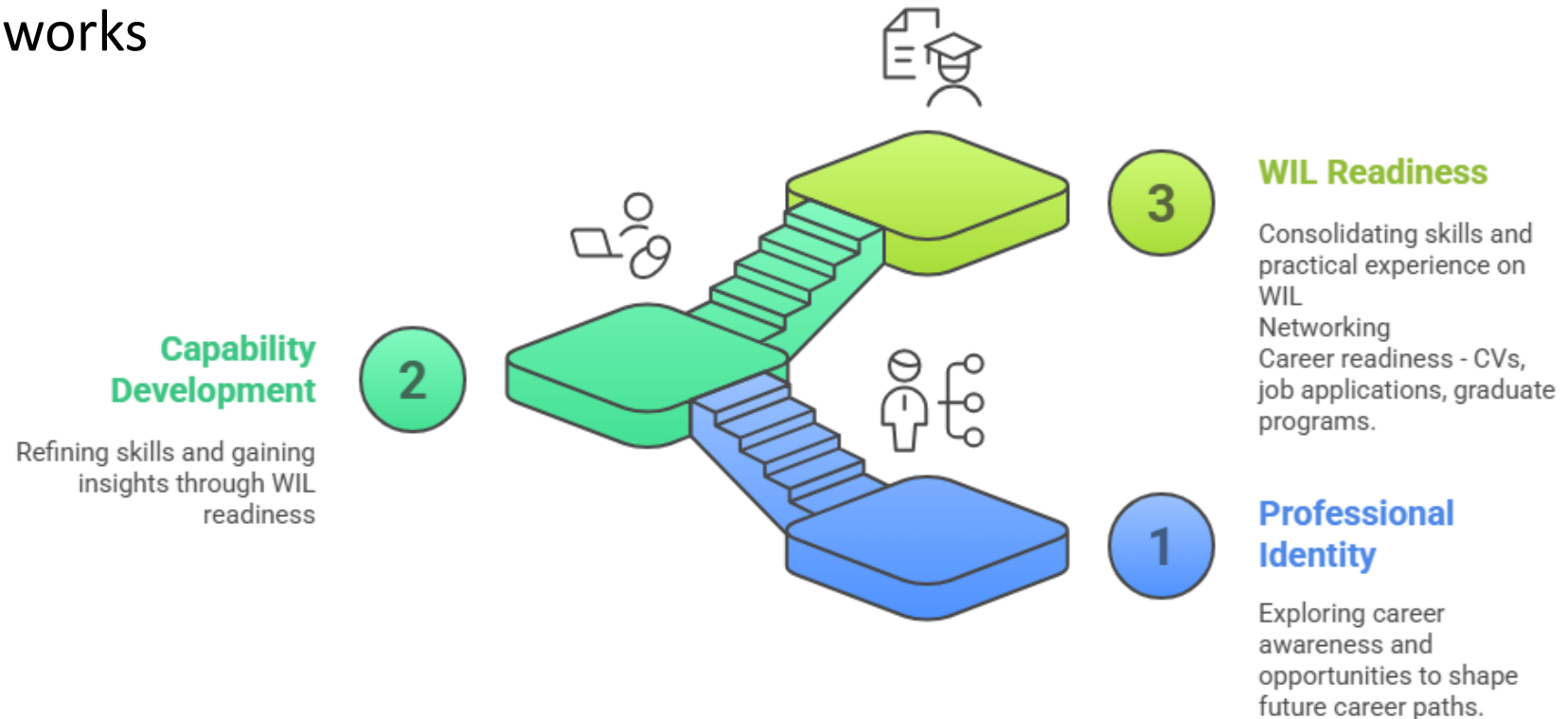
Check out the examples on the '[Application Document Support](#)' page. Select your discipline to see what a polished, targeted resume looks like in your field.



Note: These examples represent best practices and may include more advanced experiences than you currently have—and that's perfectly fine! They're designed to inspire you and show how you can build your skills over time. The key takeaway? Your resume should reflect *your* unique experiences and be tailored to the specific role.

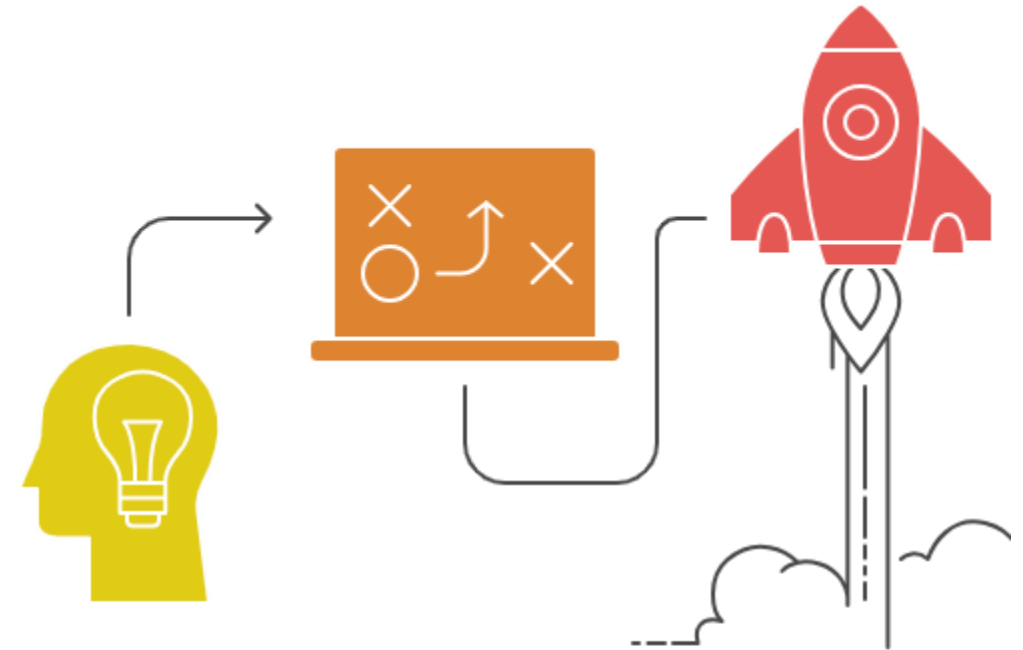
Scaffolding employability

- **Stage 1:** Professional Identity, career awareness and opportunities, connection to future careers
- **Stage 2:** Developing and showcasing capability, WIL readiness integration
- **Stage 3:** WIL, consolidating skills, practical experience
- CVs, job applications, graduate programs, opportunities to enhance employment prospects and networks



Stage 1: Early Career and Employability

- The early stage guides students to reflect on themselves and how they fit in to their potential profession
- develop a connection to their peers and the profession.
- A day in a life – career awareness



Exploration

Self-reflection and fit within the profession

Career Options

Exploring various career pathways & options

Career Planning

Engaging in career management

Early career development modules

Scope of practice

Understanding the boundaries and responsibilities of a profession.



Day in the life

Exploring the typical activities and routines of a job.



Career planning

Strategizing and setting goals for professional development.



Self-assessment

Quick personal evaluation of skills and interests.



- Assessment: Me in a minute



1. Who are you, why did you choose this degree?
2. Where do you see yourself heading at completion of this degree?
3. Communicate clearly why you have chosen this direction, how it suits your skill set and what skills set you plan to develop over the course of the degree to enhance your employability profile.
4. Show your enthusiasm and personality.
5. Practice. Write a script so it is short, punchy and to the point. Practice it but retain some spontaneity.

Stage 2: Middle Career and Employability

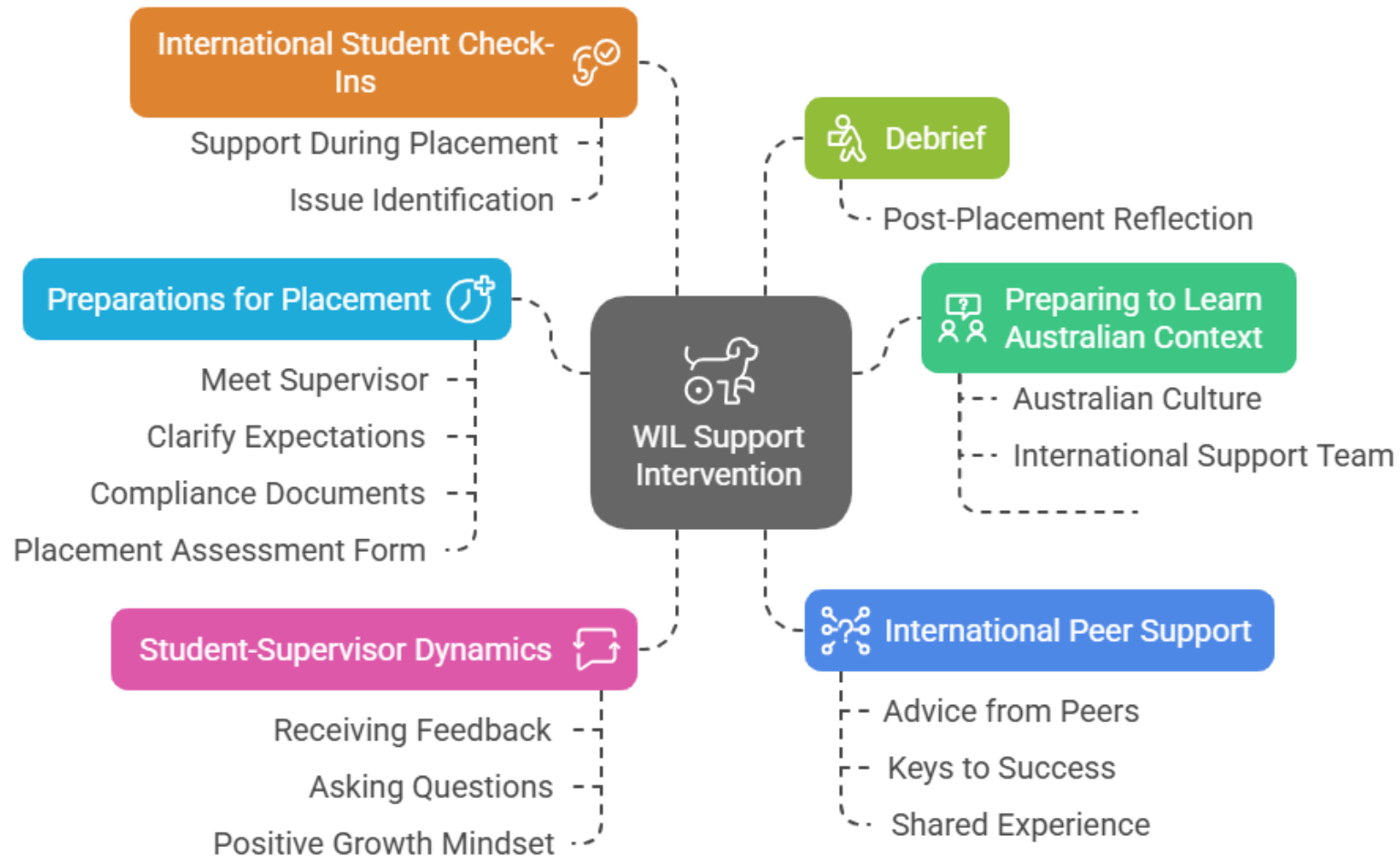
- The middle stage - students to continue to explore career options, mature career planning and management
- Consolidate skills for work environment
- Workshops to value add skills
- Readiness for WIL





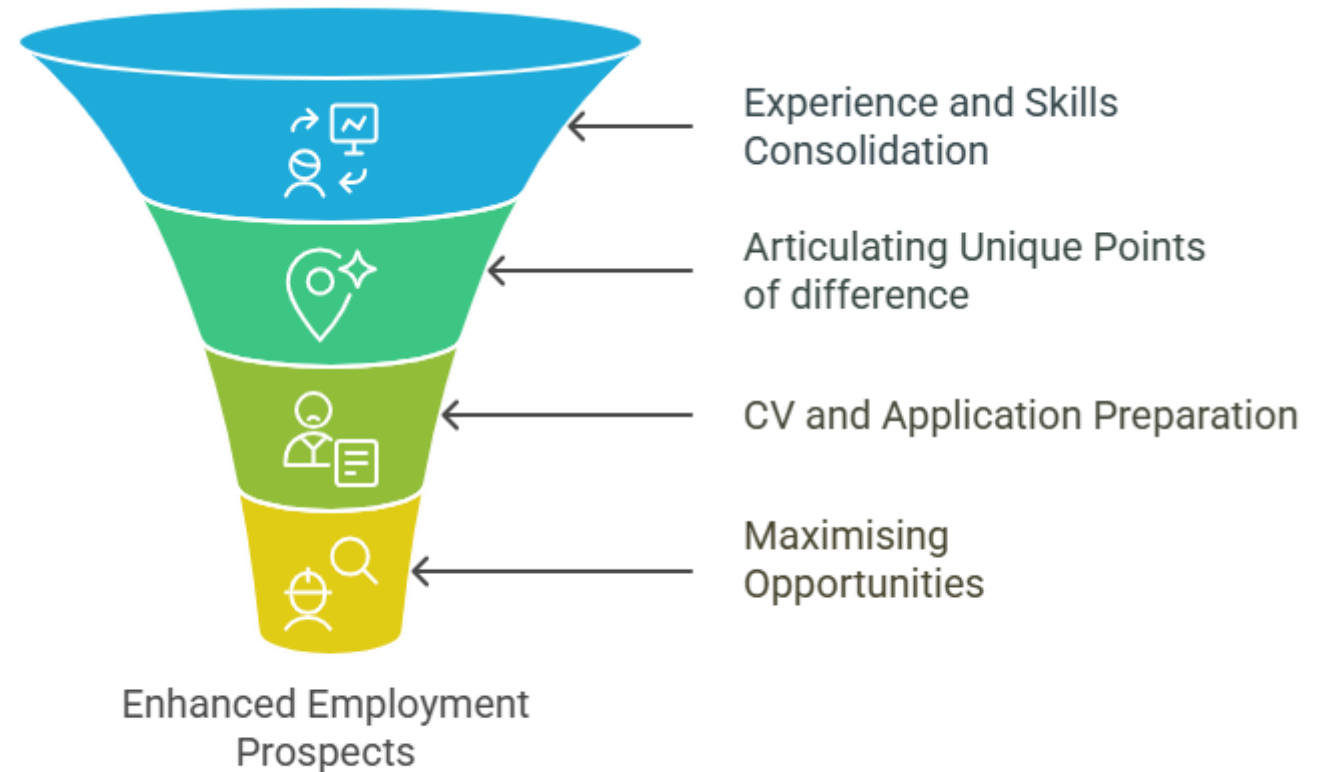
International student readiness program

- Surveyed student experience to codesign a placement support program



Stage 3: Readiness for work

- The later stage of the scaffolding is to refine and consolidate their career vision
- engage in opportunities to gain additional experience to support employability and articulate unique points of difference to employers.
- CVs, job applications, graduate programs, opportunities to enhance employment prospects and networks



Programmatic Assessment

Transitioning to Programmatic Assessment

Transition to Programmatic Assessment

Initiating a shift to
viewing assessment
across a program

Employability Folder in ePortfolio

Establishing a
dedicated section
for employability

Students Gather Artefacts

Students collect and
compile
employability-related
materials

Showcase Readiness for Graduation

Presenting collected
artefacts to
demonstrate
graduation
readiness

