



# **EHR101 WORK & EMPLOYABILITY**

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## Part D : Written Report

**“Issues faced by new graduates in seeking employment upon graduating from university and how they can be overcome”**

## **“Issues faced by new graduates in seeking employment upon graduating and how they can be overcome”**

Though studies show that graduates of higher education do experience increased employability (Graduate Careers Australia, 2013; Cai, 2013) further research on the topic reveals that employment outcomes of recent graduates are inextricably linked to a plethora of other competencies, virtues and soft skillsets not readily attributable to higher education and often less quantifiable skills (Rundle-Thiele et. al., 2005; Jackson, 2014; McArthur et. al., 2017).

### **Challenges that recent graduates face in a competitive labour market**

It may be suggested that job advertisements offer insight into the selection criteria employers exercise in selecting potential candidates. Though often explicitly requiring that a candidate possess a particular qualification and a given level of vocational experience, job advertisements regularly outline the need for attributes such as “developed communication skills, motivation, drive, IT skills, motivation and presentation skills” among many others (McArthur et. al., 2017). Aligning post graduate competencies with employer expectations presents a challenge for academia and students alike. It may be suggested that students with a clear inclination toward a particular position or a specific industry, thoroughly research these positions and industries to garner an understanding of employer expectations beyond tertiary qualifications. Building an understanding of the skillsets valued in the marketplace offers undergrad students the opportunity to begin growing skills in these areas and may increase competitiveness in the labour market.

As employment of a recent graduate by a firm can be considered as an investment with a degree of inherent risk, not only monetarily if the employee fails to perform satisfactorily but also in opportunity loss, reduced organisational efficiency and misappropriation of resources, mitigation of this risk by the employee may in fact lead to greater employment outcomes. Second to building skills valuable to the labour market outside the scope of academic

qualifications, clear evidence of these skills allows a prospective employee to reassure the employer that these skills are in fact at a standard that is expected and of value to the organisation.

### **Limitations of a CV and the emergence of the E-Portfolio to fill the voids**

Typically, a CV will provide a brief overview of the experiences of a prospective employee to the prospective employer and is commonly understood not to extend beyond a single page or two. The brevity of a typical CV offers little to no room for detailed explanations or examples of work. Allaying the potential concerns that an employer may have about the depth and competency of an employee's skills and relevance to the position applied for poses a challenge. Publicly accessible E-Portfolios offer graduates the ability to provide empirical evidence of competencies possessed and display this to the employer.

In addition to this, employers generally require testimonial evidence of character and previous employment history in the form of referees. E-Portfolios offer the capacity to display recommendations, letters of reference and testimonials from a variety of sources providing additional assurance to the prospective employer.

### **Conclusion**

Levels of competitiveness in the labour market undeniably necessitate that graduates possess a well-rounded set of evincible skills relevant to the industry and field they are entering. As research shows, job applicants are increasingly expected to possess skills that stretch beyond tertiary qualifications. Researching skills and competencies that are important post-graduation and constructing a plan to develop such skills inarguably adds to a graduate's employment prospects. In recognition of the limitations of tradition CVs, E-Portfolios provide justification of skills to the employer, enhancing a graduate's ability to secure employment post-graduation and adding to the degree of competitiveness a postgraduate enjoys in the labour market.

## Reference List

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