



GMIT

INSTITIÚID TEICNEOLAÍOCHTA NA GAILLIMHE-MAIGH EO
GALWAY-MAYO INSTITUTE OF TECHNOLOGY

Employability Statement



Employability Statement

GMIT has been serving industry and advancing the skills of the workforce since it was founded in 1972. It is stated in GMIT's vision that our graduates will fully contribute to the social, economic and cultural betterment of society. GMIT will provide our students with an education that will open up new and previously unconsidered possibilities and opportunities for graduates over their lifetime enhancing their readiness for the future world.

GMIT has one overarching goal: employability of our graduates through equipping them with the knowledge, skills, personal attributes and confidence to reach their career aspirations whilst ensuring we meet the needs of our industry partners. Using a well-established employability framework (below), GMIT has set out the ways in which it gives opportunities to students to develop their employability skills so that they will become the best prepared graduates in the region.

EMPLOYABILITY FRAMEWORK

The five employability elements underpinning the GMIT employability framework align strongly with a well-established model (Dacre-Pool, L. and Sewell, P. 2007)

These are:

- Career Development Learning;
- Experience (Work and Life);
- Degree Subject Knowledge, Understanding & Skills;
- Generic Skills; and
- Emotional Intelligence (self- confidence, self-esteem)

The following framework illustrates the employability elements that make up the broad student experience in GMIT. It displays examples of opportunities provided to students to develop their employability through their programme and other activities driven by the lecturers and by students themselves. Our belief is that this broad approach is key to the development of transferrable skills which are effective in study, the workplace and life in general.

EMPLOYABILITY GMIT MODEL



CAREER DEVELOPMENT LEARNING

Employer Engagement

Careers Fairs
Company presentations
Mock/ Video Interviews
CV Clinics
Assessment Centres
Networking

Employability Module

Career Planning
Self-Awareness
Employability Toolkit
Labour Market Intelligence
In the workplace & beyond

Programme Planning and Advice

Progression Planning
Study Option Advice
Advertising jobs and work
experience opportunities



EXPERIENCE

Work Experience

Work Placement/ Internships
Professional Practice
Volunteering
Part time work
Entrepreneurship
Student ambassador

Employers

Work based projects
Guest Speakers

International

Erasmus & Cultural exchanges

GMIT Engagement

Student Union Meetings
GMIT Board Meetings
Clubs & Societies
PASS leadership

External Engagement

Conferences & Events
Start Up Initiatives
Civic Engagement



DEGREE SUBJECT KNOWLEDGE

Curriculum

Choice of modules
Applied programmes
Technology modules
High quality programmes
Industry led curriculum
Language Studies

Teaching and Learning Strategies, including:

Research, Portfolios, eTivities,
Role Play, Projects, Blogs,
Networking, Showcases,
Mentoring, Reflective practice,
Case studies, Problem based
learning.

Learning Environment:

Face to face, online and blended.



GENERIC SKILLS

Presentation Skills

Written & Oral Communication
Research
Digital Skills

Problem Solving

Negotiating
Critical Thinking

Organisational

Time Management
Email Etiquette
Working under pressure
Planning

Teamwork

Group Work
Teaching Others
Collaboration
Leadership

Creativity

Entrepreneurship
Innovation
Brainstorming
Change Orientation



EMOTIONAL INTELLIGENCE

Self-Perception

Lecturer feedback

Interpersonal

Group Projects
Class Presentations
Networking with employers
Peer mentoring

Self expression

Confidence and assertiveness
development
Cultural & diversity awareness

Stress Management

Adhering to college deadlines
Resilience
Understanding your own and
others needs

Decision Making

Problem Solving
Analysing Information

REFLECTION

A broad experience founded on student-staff interaction and
variety of opportunity.

SELF EFFICACY

SELF ESTEEM

SELF CONFIDENCE

EMPLOYABILITY

How do we develop employability in our graduates?

There are five key factors which contribute to the high levels of performance and success of our graduates. These are shown below along with some examples of how we address them in GMIT.

CAREER DEVELOPMENT LEARNING



Career Development Learning assists the learner to plan for and achieve their career goals.

Career Planning & Development: At GMIT, we guide the student towards their future career from the first day they join us. Our comprehensive careers and enterprise advice and information helps our students to develop and improve their job seeking and career planning skills and explore their career options, including support with CVs, LinkedIn profiles, job applications, interviews and assessment centres.

A range of career supports such as interest inventories and psychometric tests are available to students and graduates. Individual one to one sessions are available in addition to classroom presentations and workshops. The careers service hosts numerous employers; facilitates employer led workshops and advertises hundreds of job vacancies on its website.



Preparing for a long-term career, as well as for the immediate future.



Employability Modules: The GMIT award winning Careers Module develops the student both professionally and personally and equips them with the skills and knowledge to enable them to plan for and achieve their career goals. The module is assessed by 100% continuous assessment which includes a recruitment portfolio (CV & branding, LinkedIn profile, elevator pitch, video CV, personal development plan & portfolio development, mock assessment centre, skills & competencies, emotional intelligence, alumni and employer mentoring, postgraduate options, etc.), a mock recruitment interview (with industry representation on the interview panel) and an informational interview and reflection.

Programme Advice: This is a service for students seeking guidance when deciding subject combinations, optional modules and electives.



EXPERIENCE

Work experience is accepted as a hugely valuable asset for students.

Work Experience and Placements: We have a well-established track record of successful working relationships with industry, including student work placements, insight and projects. It also gives students an opportunity to reflect on their experience. We aim to enhance this further through the development of strategic partnerships and collaboration with industry.

Entrepreneurship: GMIT values self-employment and enterprise skills, and aims to incorporate the principles of entrepreneurship into our programmes. For the student who is keen to start up in business or become freelance, we aim to help. We provide activities aimed at nurturing our students' enterprising skills with expert business advice and mentoring through various entrepreneurship modules. The modules can help make a business a reality through the provision of creativity and innovative techniques as well as helping the student to plan their business model. In short, we help the student to get started and thrive in the world of business.



Emphasising conceptual understanding, business and organisational awareness, applied knowledge in diverse contexts



DEGREE SUBJECT KNOWLEDGE

Core disciplinary knowledge strongly underpins GMIT programme development and delivery.

Curriculum: We offer a comprehensive range of subject choices so that students can customise their own programmes in line with their interests and abilities. We continue to work with our industry partners and other stakeholders to design and deliver constructive and challenging programmes of education. Our



A basis for understanding and questioning current practice in a critical and constructive way.



programmes develop students' knowledge, skills and competence in their chosen discipline. All programmes have industry representation at design, approval and review stages.

Teaching and Learning Development: Our teaching and learning environment allows all our students to have the opportunity to flourish through our student-centred learning experience. Teaching quality is paramount to what we do. To ensure this, our staff engage in continuous professional development in order to maintain their academic currency.

Undergraduate Research Opportunities:

Our programmes and teaching is informed by research. Undergraduate students have opportunities to undertake research projects with our research centres, industry or through our Innovation Centres (iHub).

Graduate and Professional Development: The institute offers a series of postgraduate programmes specifically designed to enhance graduates' career development. GMIT's new Centre for Graduate and Professional Development aims to further enhance employability of our students through the development of key programmes focused on industry needs, such as Industry 4.0 and beyond. The Centre builds on GMIT's reputation as serving industry whilst advancing the skills of working people through the development of programmes which are co-produced by academic experts, industry partners and our students themselves, making them contemporary, interdisciplinary and relevant to the world of work. Many of our programmes are accredited by industry or professional bodies in order to further enhance our graduates' employability.

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To solve a problem, we must first recognise and understand its context.
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To change and shape the world, we must first know and understand it.
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GENERIC SKILLS

As well as subject specific skills, employers also seek skills that will transfer readily to a range of contexts in the workplace.

Generic Skills: Programmes feature many opportunities for students to acquire and hone generic skills valued by employers such as teamwork, communication, ethics, resilience, problem solving, numeracy, working under pressure, report writing, adapting to new technology, creativity and so on. These are acquired through a variety of methods such as project work, team assignments and making presentations.

Diversity: GMIT is home to a diverse community of students from different backgrounds and levels of education. We value this diversity and are committed to providing all our students with a fulfilling experience. This prepares our graduates so that they can take their place in a modern, multicultural and diverse work environment.

Projects: GMIT is renowned for supporting the development of generic skills through project based learning. We have placed a strong emphasis on applied project work for individuals and teams to develop both generic skills, discipline and specific knowledge. Projects give an ideal opportunity to apply the learning on the programme to practical situations including problems set by enterprise.

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Seeking to combine academic rigour with an applications orientation.
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EMOTIONAL INTELLIGENCE



Monitoring Employability in GMIT

People with high levels of emotional intelligence motivate themselves and others to achieve more. They also tend to enjoy more career success

GMIT Student Experience: We have placed student experience at the heart of our vision and it is important to encourage students to recognise the part that their activities plays in enhancing their employability. Our students are provided with opportunities inside and outside the curriculum to develop their emotional intelligence and learn to confidently convey employability attributes to potential employers. Emotional intelligence is fostered and improved through strategies such as agreeing action plans with students to work on areas which will improve self expression, self perception, interpersonal aspects, stress management, and decision making.

The world of work will change beyond recognition in the years to come. Jobs for life will be in the minority and future generations will change roles and careers much more frequently than current workers. As a GMIT graduate you will be equipped with the competencies required to adopt to this uncertain future.

A GMIT education is built on a strong tradition of excellent student-staff interaction, the applied focus of our programmes and the expertise of our staff in providing a wealth of opportunities for students to broaden their experience. We provide a strong foundation for our graduates to take their place in a dynamic, knowledge economy where communication skills, leadership, teamwork, ethics, resilience and change orientation are required. The Institute's employability framework ensures our students not only undergo a rigorous educational experience, but their student experience will contribute meaningfully to their personal and professional development.

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Providing students with ways
of looking, ways of seeing,
ways of thinking.
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Building an authentic partnership
and mutual respect.
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The trends in our graduate employability show that:

- 92% of graduates had gained employment or gone on to further study and over the last number of years, on average 69% of those employed were working in Connacht region.
- We have increasing numbers of students undertaking placement and professional practice each year.
- Employers from a vast range of sectors visit our campus each year to recruit students and graduates.
- We use data from the national student survey to benchmark employability in GMIT with other Irish HEIs.

