CORK INSTITUTE OF TECHNOLOGY

INSTITIÚID TEICNEOLAÍOCHTA CHORCAÍ

Employability & Employment

Guide
2018-2020

The Cork Institute of Technology Employability & Employment Guide outlines the Institute's overall approach to employability and the supports available to students to assist in the transition to employment.

Cork Institute of Technology (CIT)

is a leading higher education institution comprising of four campuses: Bishopstown, Crawford College of Art and Design (CCAD), Cork School of Music (CSM) and the National Maritime College of Ireland (NMCI) offering a wide range of full-time and part-time higher education courses, at all levels up to and including PhD, in art and design, business, engineering, humanities, music, maritime studies, science and information technology.

circa **12,500** registered students

1,425 staff members of which **824** are academic staff

approximately **2,300** new entrants year on year

awarded the Sunday Times Institute of Technology of the Year in 2007, 2010 & 2016

Why study at CIT?

https://www.youtube.com/user/cit

https://www.youtube.com/watch?v=QNDaLM3eb7k

CIT prides itself on its applied approach to learning, with an emphasis on developing practical skills and 'learning by doing' to support preparedness for the workplace and the future among students and graduates. Employability education includes both curriculum-embedded programmes and opportunities outside of the core curriculum. Students can engage in multiple employability development activities during their time in CIT including:

- Group project work
- Cross discipline competitions
- Research assignments (individual and team-based)
- Practical lab work (individual and team-based)
- Work placement
- Academic awards & competitions
- Entrepreneurship initiatives

- Employer engagement on campus & site visits
- Student representation opportunities
- Development programmes
- Engagement with arts & culture
- Extra-curricular activities and/or volunteering in CIT sports clubs & societies.

The Institute also encourages engagement in the community and additional work opportunities for the overall benefit of the individuals' personal and professional development.

CIT leverages the strengths of the region to foster an employability ecosystem within the Institute and enable opportunities for students and graduates.

Cork has the highest share of IDA-supported jobs, per member of the labour force in Ireland (Ref: Ibec).

Cork has the third highest share of EI-supported jobs, per member of the labour force in Ireland (Ref: Ibec).

96% of CIT graduates are either in employment or undertaking further study. (Ref: CIT 2017 Graduate Outcomes Survey).

STEM areas feature at the top of the list in this context and provide good quality employment opportunities for both STEM and non-STEM graduates alike.

94% of employed CIT graduates work in Ireland, 78% of these in Cork. (Ref: CIT 2017 Graduate Outcomes Survey).

Cork is a vibrant region featuring extensive and high quality employment opportunities. CIT and its graduates have made a major contribution to the development of this region, particularly through its STEM graduates, upskilling opportunities for employees, support for large multi-national organisations, SMEs and start-ups, as well as its research and innovation work. The Institute's openness to engage has facilitated the achievements of CIT and its graduates in the wider society.

The impact of technology on work and in every industry requires students to have the skills to adapt to ongoing change and learn quickly. In recognition of this reality, CIT is promoting a lifelong learning and portfolio career mindset among students. This is achieved by developing students' ability to self-reflect on project work and also while on work placement. In addition, many students have the opportunity and support to complete self-directed final year projects in partnership with relevant employers on real time issues.
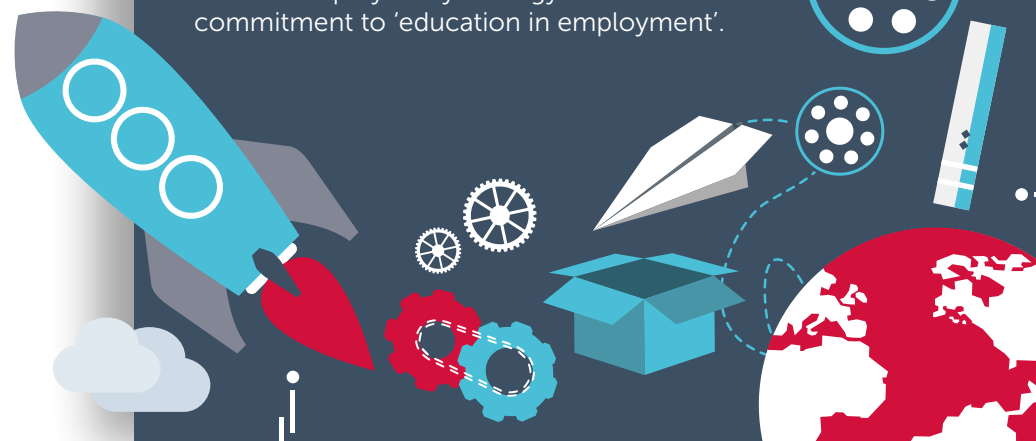
CIT has a broad offering of part-time, evening and distance learning programmes. Participants on such programmes remain in employment and return to education to upskill or to achieve a formal qualification related to their work. This is a key strand of CIT's employability strategy and its commitment to 'education in employment'.

What is Employability?

The term 'employability' is used to describe the skills, attributes and achievements that make individuals more likely to gain employment, retain employment, and achieve success in their chosen career. This may be in a full-time role, self-employment, research, academic or portfolio career.

Employability is an important facet of higher education in the 21st century to ensure that graduates are prepared for, and able to contribute to the economy and wider society.

Employability skills enable employees to communicate appropriately and work effectively with colleagues, make important decisions, manage challenging situations, and represent an organisation in a professional manner in local and global organisations.

Recruiters look for evidence of graduates' employability skills during recruitment and selection processes to ensure candidates are well prepared for the workplace and will adapt successfully to future changes.

Examples of Employability Definitions

"A concurrence of: capability, preparedness for employment, and the relevance of these to the current job market."

Stella Cottrell, University of East London (2015)

"A set of achievements – skills, knowledge and personal attributes - that enable individuals to fulfil their potential, gain employment, be effective in the workplace and successful in their chosen occupations, which benefits the individual, the employer, the community and the economy."

Ibec Smarter World, Smarter Work (2018)

Employability in CIT

CIT recognises employability as the appropriate use of knowledge, universal and technical skills, and competencies to acquire and sustain fulfilling work throughout life. CIT continues to foster an openness to lifelong learning and continuing professional development to support the employability of students and graduates.

In the Recognition of Prior Learning (www.cit.ie/rpl), CIT gives formal recognition for all relevant learning gained prior to registering for a programme or module which can used for non-standard or advanced entry, module exemptions and full academic awards. The use of innovation and technology are also important aspects of the learning environment in CIT, promoting accessibility to, and flexibility within courses, ultimately for the benefit of employability development among students.

Employability isn't just about getting a job. Employability takes a longer-term view of the graduate's ability to find and fulfil the requirements of roles, potentially in multiple careers.

Employers want graduates that can adapt to the rapidly evolving workplace. Organisations seek a mix of relevant subject skills, knowledge and understanding in graduates, in addition to requiring them to be well-rounded individuals with a set of personal skills that equip them to adapt well, work effectively with others, learn on the job, and participate and contribute in a valuable way to the organisation.

In CIT, we view external organisations and employers as key partners in graduate formation. The CIT Extended Campus **(https://extendedcampus.cit.ie)** is responsible for stimulating and supporting interactions which span three main pillars of engagement. This model has also been adopted by the Department of Education and Skills for inclusion in Ireland's National Skills Strategy 2025.

Graduate Formation

- Programmatic review
- Curriculum inputs
- Work placement
- Guest lectures
- Employability & entrepreneurship
- Work-based projects
- Site visits
- Sponsorship
- Shared governance

Workforce Development

- Recruitment
- Part-time courses
- Customised & on-site learning opportunities
- Recognition of Prior Learning (RPL)
- Work-based learning
- Special Purpose Awards

Research & Innovation

- Consultancy
- Use of equipment & facilities
- Contract & collaborative research
- Innovation vouchers & innovation partnerships
- Licensing & patents
- Commercialisation
- Incubation supports

In CIT, our approach ensures that from the very early stages of course proposal through to the teaching, learning and assessment, our curriculum is informed by and intrinsically linked to the workplace domain and learning benefits being applied in practical settings.

Our relationships with companies includes industry-based case studies, site visits, guest lecturers and adjunct faculty from the forefront of industry as well as practical placement opportunities. Our lifelong learning offerings

often result in specialised courses customised for a particular organisation or sector. We work with companies to ensure that flexible and responsive approaches to continuing professional development keep learning current and relevant for their employees for maintaining employability throughout a changing career. This flexibility includes the recognition of work-based and workplace learning within the context and content of academic programmes.

Students are continuously developing useful and marketable skills through the management of college work, assignments and projects, engaging

in employment, work experience, internships and part-time jobs, performance in art and music, involvement in sports, personal interests and extracurricular activities, and volunteering.

However, the student or graduate often needs support in effectively articulating their range of skills and competencies. This can be achieved by engaging with the CIT Careers Service **(www.mycit.ie/careers)**, and through additional supportive employability interventions, both facilitated and self-directed. CIT is committed to providing development opportunities to all students.

For more in-depth information about Employability in CIT, please refer to the broader
CIT Employability & Employment Guide
2018-2020

https://www.cit.ie/contentfiles/PDFs/CIT_Employability_Employment_Guide_2018-2020.pdf

021 432 6100

info@cit.ie

www.cit.ie