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DEVELOPING GRADUATE ATTRIBUTES TO AID WORKPLACE TRANSFORMATION

Leana Diedericks


CONTEXT

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- EE legislation promotes workplace transformation- duty on employers to advance “suitably qualified” persons from designated previously disadvantaged groups
 - CEE reports reveal slow progress of workplace transformation
 - Employers note that non-compliance is due to lack of suitably qualified candidates
 - HE regarded as an important contributor in broadening the pool of suitably qualified candidates through the delivery of skilled and employable graduates
 - Highlights relevance of focus on developing graduate attributes in a South African context

REFLECTIONS: STUDENT PERSPECTIVE

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- Recruitment drive for employment of graduates
 - Initial selection based on academic performance
 - Unsuccessful- “not a good fit” – failure to maintain eye contact (communication and social skills)
 - Opportunity for growth, but also feelings of let down – towards who?

REFLECTIONS: ACADEMIC PERSPECTIVE

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Key points:

1. Traditional academic performance does not necessarily reflect other attributes
2. Intentional integration of graduate attributes
3. Employer expectations – demand from practice: client empathy
4. How do I incorporate the attributes into teaching? cultural nuances*
5. Implied that I possess these attributes - self-reflection
6. Acknowledge scope of my role- idea is not to replace workplace training

CONCLUSION

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- Transformation is a constitutional imperative- requires a concerted effort
 - Statements on graduate attributes are contested
 - Need for engagement in continuous dialogue



THANK YOU
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RE ALEBOGA
DANKIE