



Student Employability Development Through Experiential Learning

Andrea Reid and Anna Richards, *The University of Queensland*

In today's competitive labour market, employability is an important issue on the higher education agenda. An employable graduate is someone who possesses the knowledge and skills of their chosen field but also the capabilities, personal attributes and mindset to navigate the complexities of the workplace and contribute meaningfully to organisations and to society and to the economy. Employability is best developed through experience but not just from experience alone - reflection is a key part of the learning process. The University of Queensland (UQ) has developed an approach to student employability development that focuses on experiential learning. This approach is founded on the SEAL process of self-reflection which offers students a strategy for translating learning from a range of experiences into employability and provides the foundation for students to consider how they will articulate their employability in the recruitment process. The SEAL process provides scaffolding for students to realise the learning gained from a range of experiences and how this learning may be translated into practice in the workplace.

The workshop will outline UQ's approach to employability and will step participants through the SEAL process of self-reflection. Participants will have the opportunity to practise using SEAL to evaluate one of their own experiences to determine how it may contribute to their development. Data from student evaluations of the SEAL process from 2014-2016 will be presented which will highlight the value of the structured self-reflective process for student employability development.