

# Enhancing Curricula with Work Readiness Competencies for Graduate Employability

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# INTRODUCTION

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## ***Summary of Project***

The project has resulted in providing a structured mainstreaming employability University and consequently shared learnings to the Educollab.

## ***Background / Problem***

Africa has over 60% population below 25 years old (Mo Ibrahim, 2019) which provides an opportunity or a catastrophe (DAAD, 2021) whose solution is through a structured graduate employability programme to skill students leading to increased employability (The Australian Catholic University 2015; Romeela 2019).

# OBJECTIVES

1

To establish a fully-fledged work- readiness programme

2

To align RU Curriculum with labour market needs in collaboration with industry stakeholders

3

To measure employability programmes consequently providing data for decision making

01

## GRANT TYPE

Post Convening Grant

02

## DURATION

1 year

03

## TARGET GROUP

Students, Alumni and Faculty

## METHODS

Baseline survey, document analysis, focus group discussion, questionnaire and Interview

## Inputs / Resources

Financial: USD5000;  
stationery; logistical; time  
dedicated to the project; ICT  
resources; venue; Skilled  
manpower

## Outputs

Report; Minutes; Resolutions;  
policy declarations; convening  
dissemination briefs; tracer  
study reports; MOUs; training  
manual; curriculum guide; M&E  
Reports

**1. Inclusion of work readiness interventions in the university curricula originating from inputs from the industry, community and other stakeholders of the University**

**5. Feedback reports of the programme for sharing with The Education Collaborative and other stakeholders**

**OUTCOME /  
SUCCESS STORIES  
/ MILESTONE**

**4. Enhanced teaching and learning spaces at RU to provide exceptional and experiential education and training for sustained transformation of individual students**

**2. Deeper collaborations and partnerships between the university and other stakeholders (industry, community, employers, government, among others) in preparing employable graduates for the continent.**

**3. Employable graduates who are ethical, entrepreneurial and with the relevant soft and hard skills being sought by the world of work**

# IMPACT (Social, Economic, Environmental)

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Employable graduates; collaboration between university and industry; competent faculty able to produce employable graduates; attractiveness of university for outstanding graduate employability; Model University in graduate employability

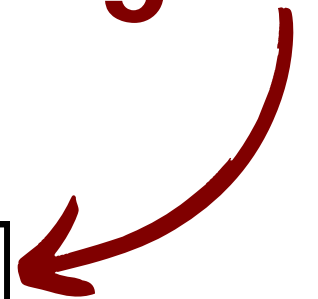
# CONCLUSION

## Lessons learnt



- Conscious investment in graduate employability significantly improves opportunities for employment or entrepreneurial engagement

## Challenges



- Resource limitation
- Lack of policy integration
- Lack of dedicated staff to concentrate on the project without other commitments
- Time Constraints

# RECOMMENDATIONS

- Education collaborative grants to consider including a % provision for staff remuneration for time spent on the project which is provision in most donor funded projects.



## Contact

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