

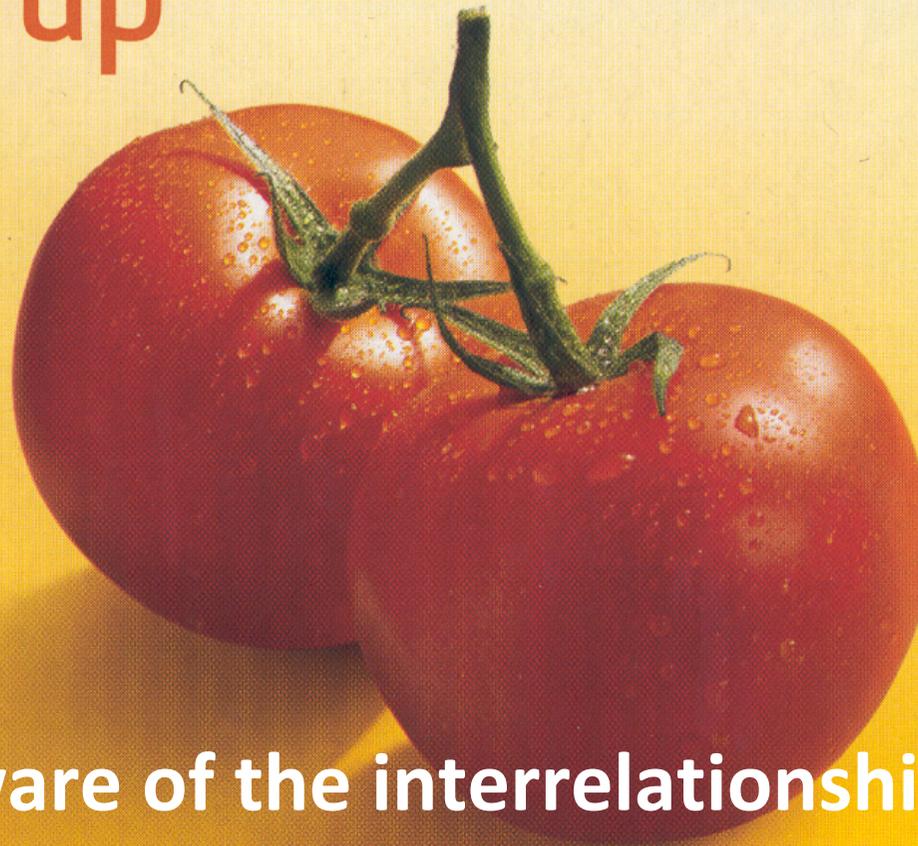
BOOSTING EMPLOYABILITY THROUGH TRANSPARENCY

**Knowing learners' qualifications and
competences**

ASEM University-Business Forum
Destination Employment
Bonn, Nov 10-11 2022

We need (to)

catch up



And: Be aware of the interrelationship



www.austrian.com

Bologna and Copenhagen stand for

OPTIONS

- from the viewpoint of
 - Students
 - Staff
 - Employers
 - Institutions
 - Stakeholders...
- Requirement to make use of them:

TRANSPARENCY

How to get there?

Transparent learning outcomes

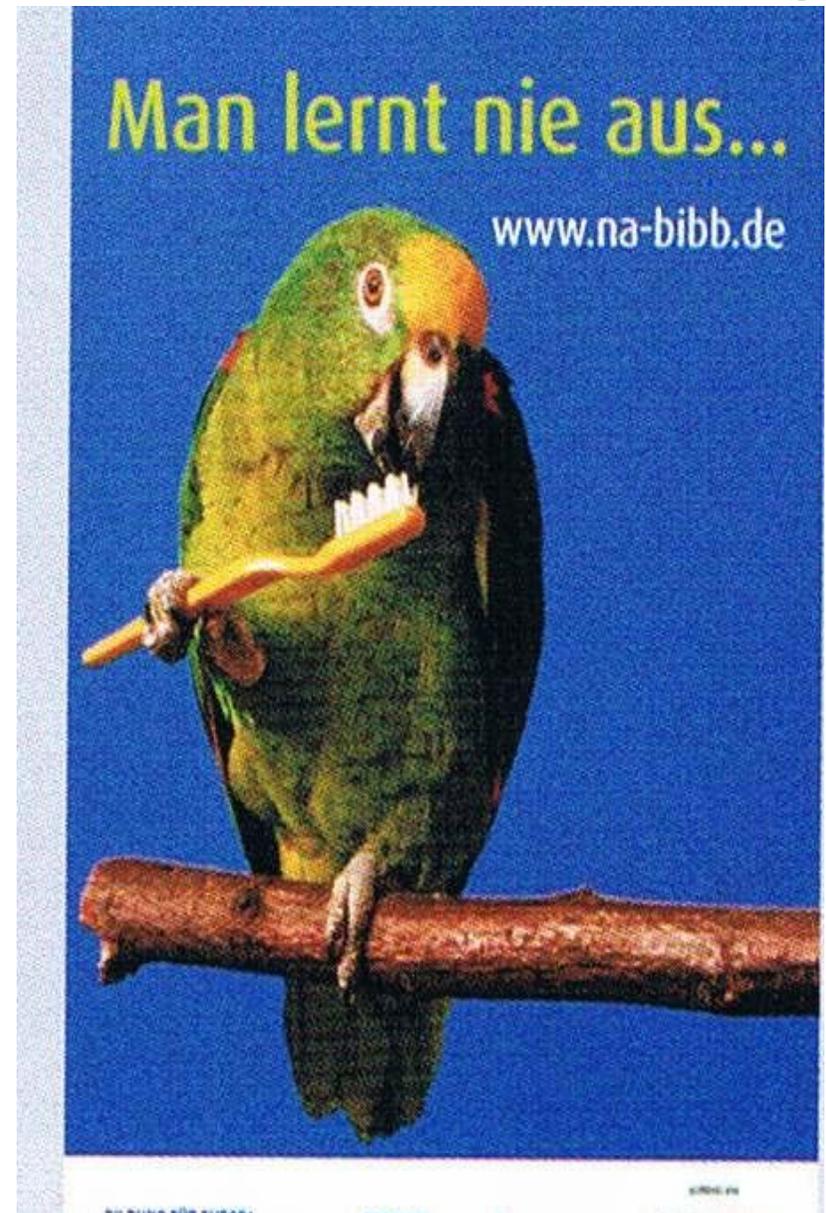
In outcome-based education the educational outcomes are clearly and unambiguously specified.

These determine the curriculum content and its organisation, the teaching methods and strategies, the courses offered, the assessment process, the educational environment and the curriculum timetable.

They also provide a framework for curriculum evaluation.

How do
we know
what
the learner
should know
and
be able to do
to be employable?

You never stop learning



LO	Intended quality characteristics of the higher education degrees in Germany			
Knowledge	Knowledge broadening	Broad subject oriented knowledge: 87%		
	Knowledge deepening	Knowledge about the enterprise – Leadership etc.: 68-78%		
Ability to do	Knowledge Acquisition / Development	Comprises:		
		Instrumental	Can analyse: 88%	
		communicative	Can communicate – work in groups – adapt: 99%	
		Systemic LO	Can solve problems, learn to learn: 97%	

First Set of Guidelines

- Learning outcomes
- Transparency
- Framework

Imagine you travelled in England by car
You are already puzzled
because you have to drive on the wrong side of the road...
Then you see the following signpost:



And ask yourself what does that mean ?
And a few seconds later you learn ...



This is a circling miracle !
Thousands of roundabouts all in one



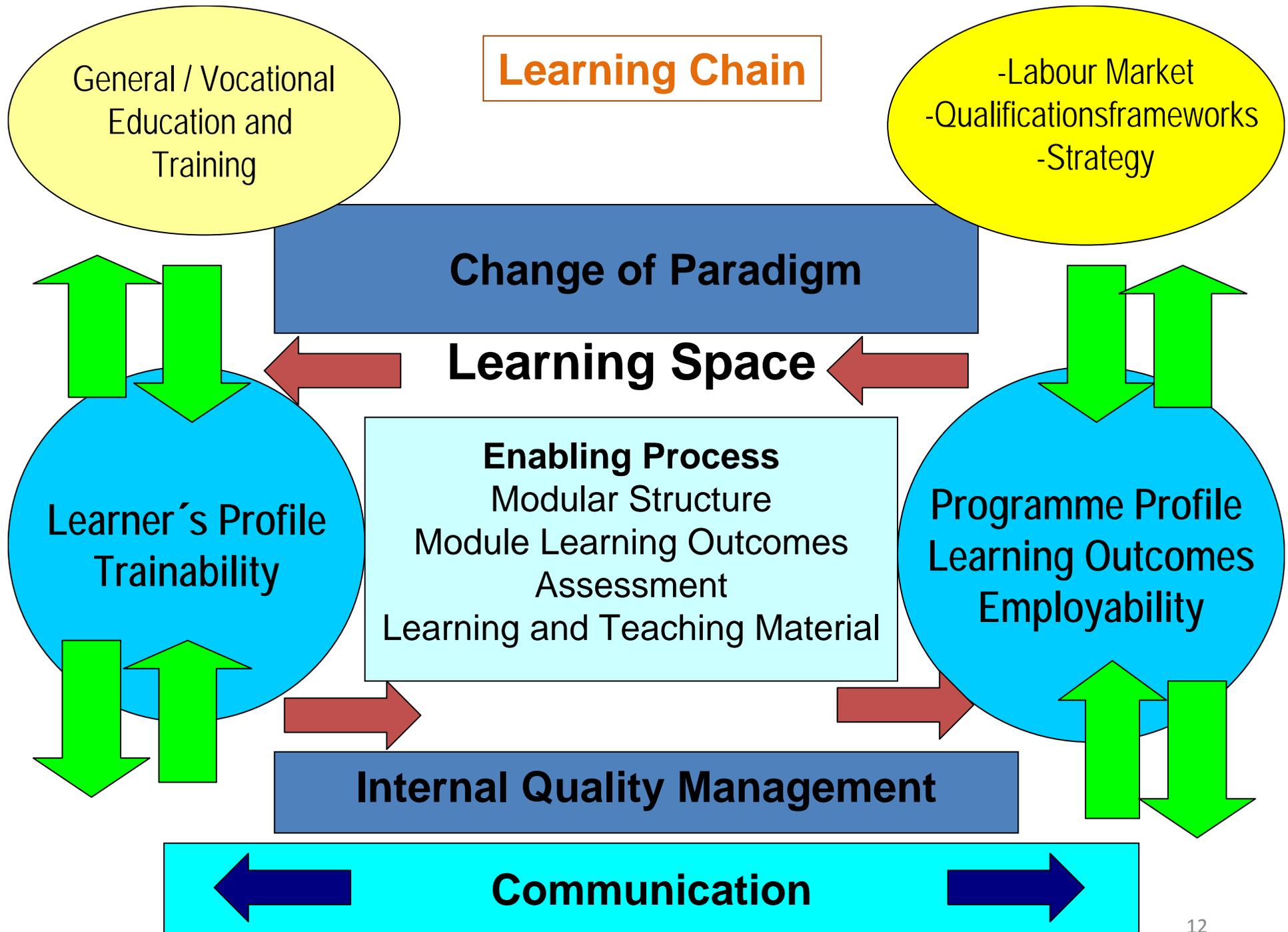
Any relationship to the
Transparency and Employability??

»zeitenwechsel«

Framework: Uncertainty avoidance

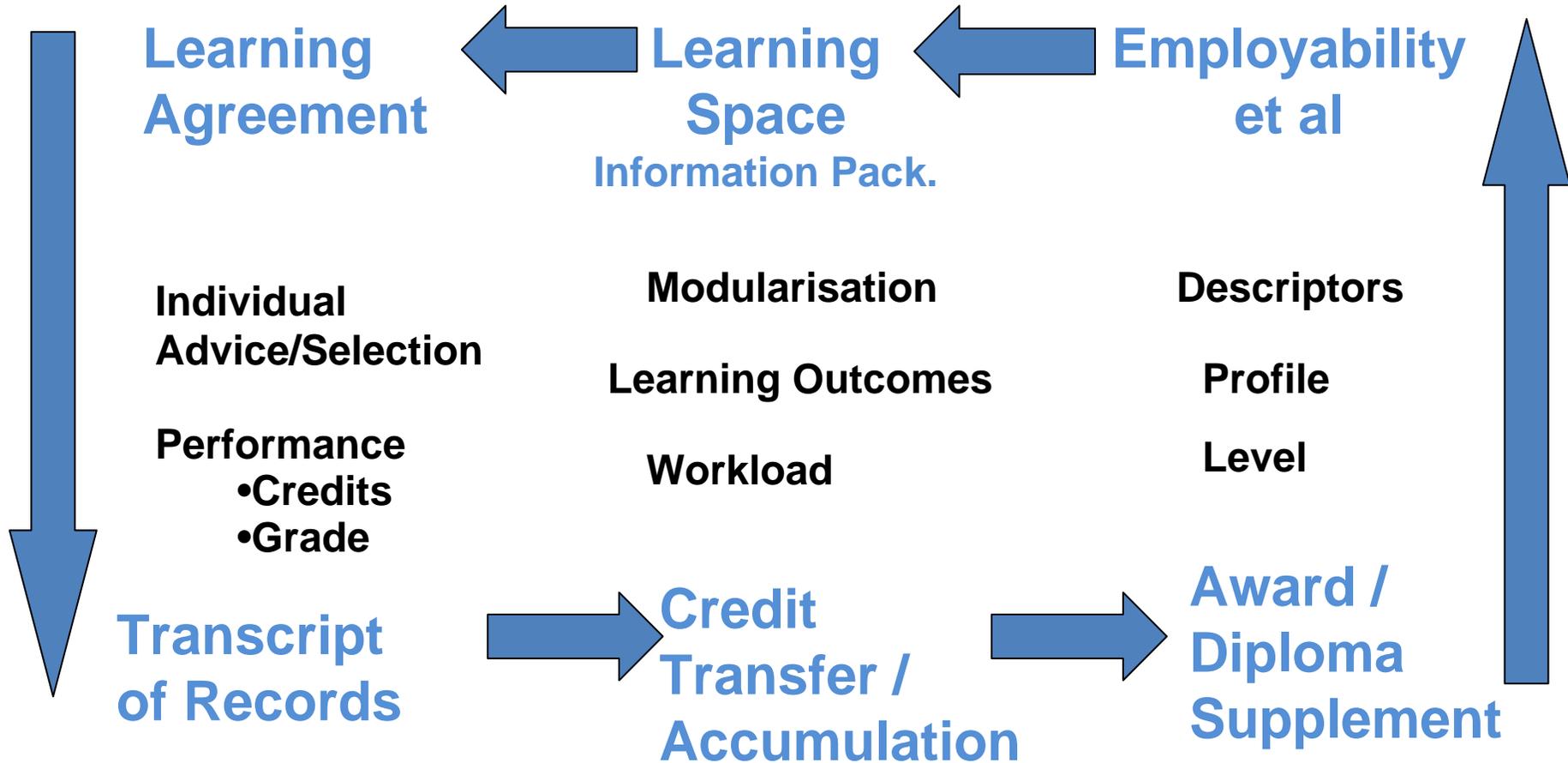


You always know what the time is



Principles in Practice

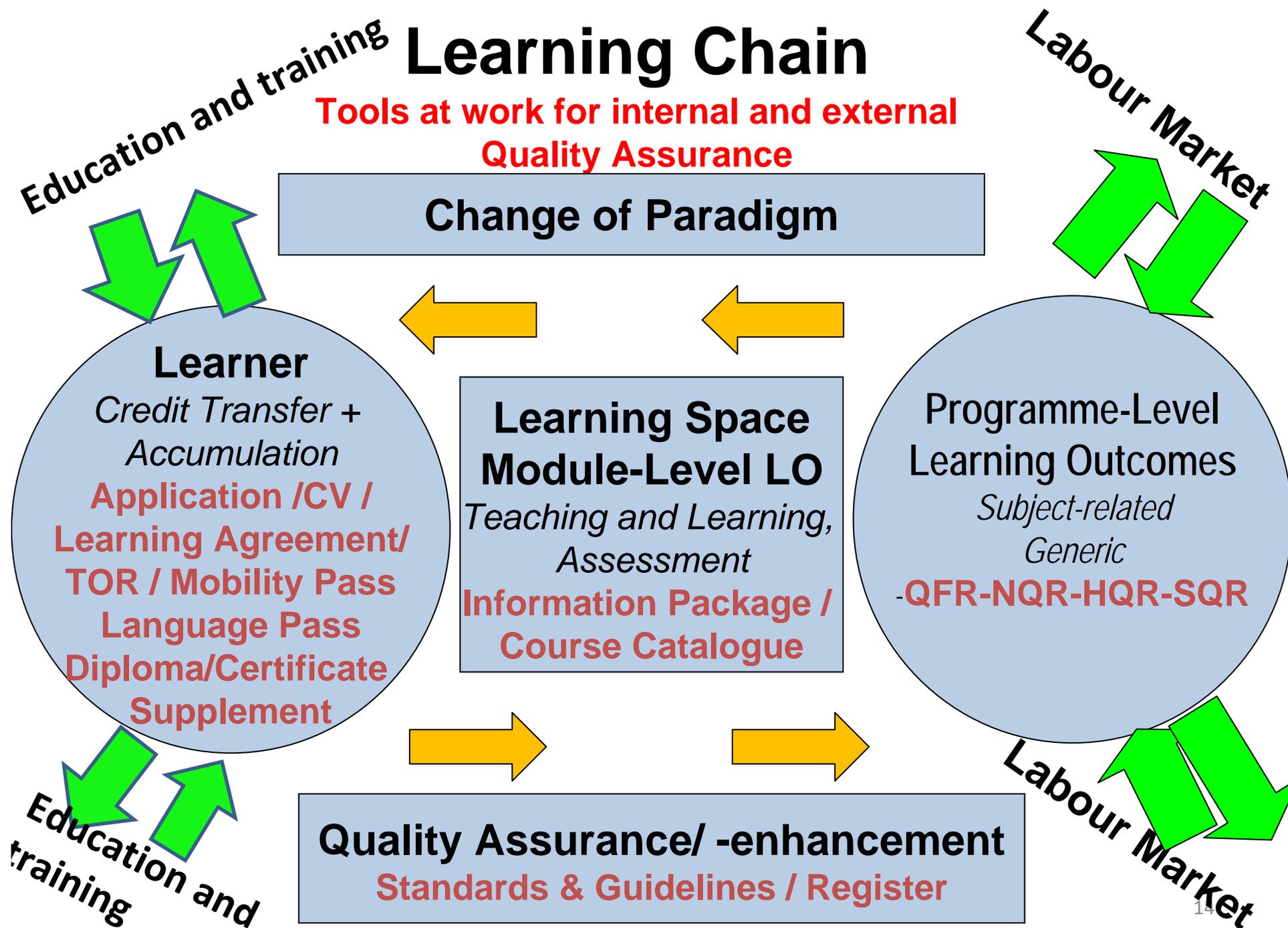
Information, Consultation, Analysis processes



Information, Consultation, Analysis processes

Learning Chain

Tools at work for internal and external
Quality Assurance



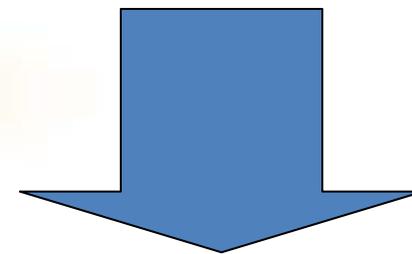
**That's not too
(heavy) difficult
– or?**

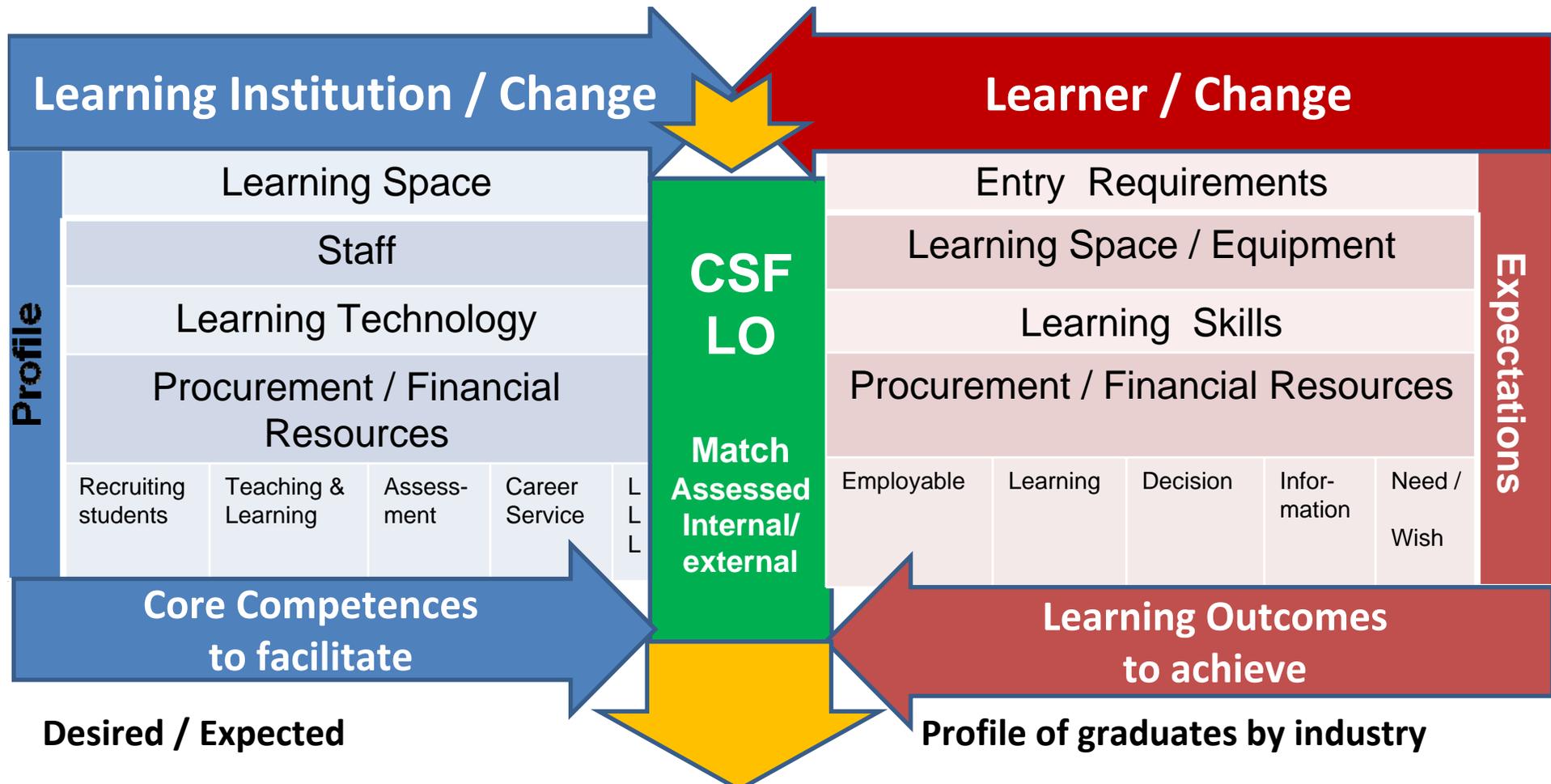
Can we do it?





Evidence?





Communication / Ability to work in teams	99%	Can analyse	88%
Problem solving	97%	Broad subject related knowledge	87% (Academics 1)
Learn to learn	97%	Knowledge about the EN	78%
Independent working	96%	Managerial competence	70%
Adaptability	96%	Specialisation	68%

Second Set of Guidelines

- Learning (value) chain
- Tools
- Value chain network
- Critical success factors
 - Respecting
 - Suitability
 - Acceptability
 - Feasibility
 - Sustainability

But changing education and training is a slow process! It may take more than a life-time

