



Learning for the Future The Future of Learning

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IFC EMPLOYABILITY TOOL: BRIDGING EDUCATION TO EMPLOYABILITY

Why focus on employability?

1. Employability signals quality:

- Drives sustainability of the institution by attracting talented students, faculty and staff
- Positions the institution as relevant to the national and local economic agenda (jobs and skills)

2. Good employability outcomes improve competitiveness, reputation and branding:

- Makes a strong 'return on investment' case for students and families investing in education
- Creates an innovative and dynamic image: market-oriented curriculum, digital skills and development of 'EQ' align with 21st century education and changing nature of work

3. Positive cost-benefit :

- High impact on reputation from investment in employability ecosystem
- IFC employability assessment is a learning tool, designed to introduce management to good practices and new approaches

What is the Employability Tool? Survey-based diagnostic

1 Online data collection

INSTITUTIONAL SELF-ASSESSMENT

STUDENT SURVEY

ALUMNI SURVEY

2 Qualitative interviews

STRUCTURED INTERVIEWS WITH FACULTY & MANAGEMENT

STAKEHOLDER FOCUS GROUPS

EMPLOYER INTERVIEWS

3 Management debrief & report

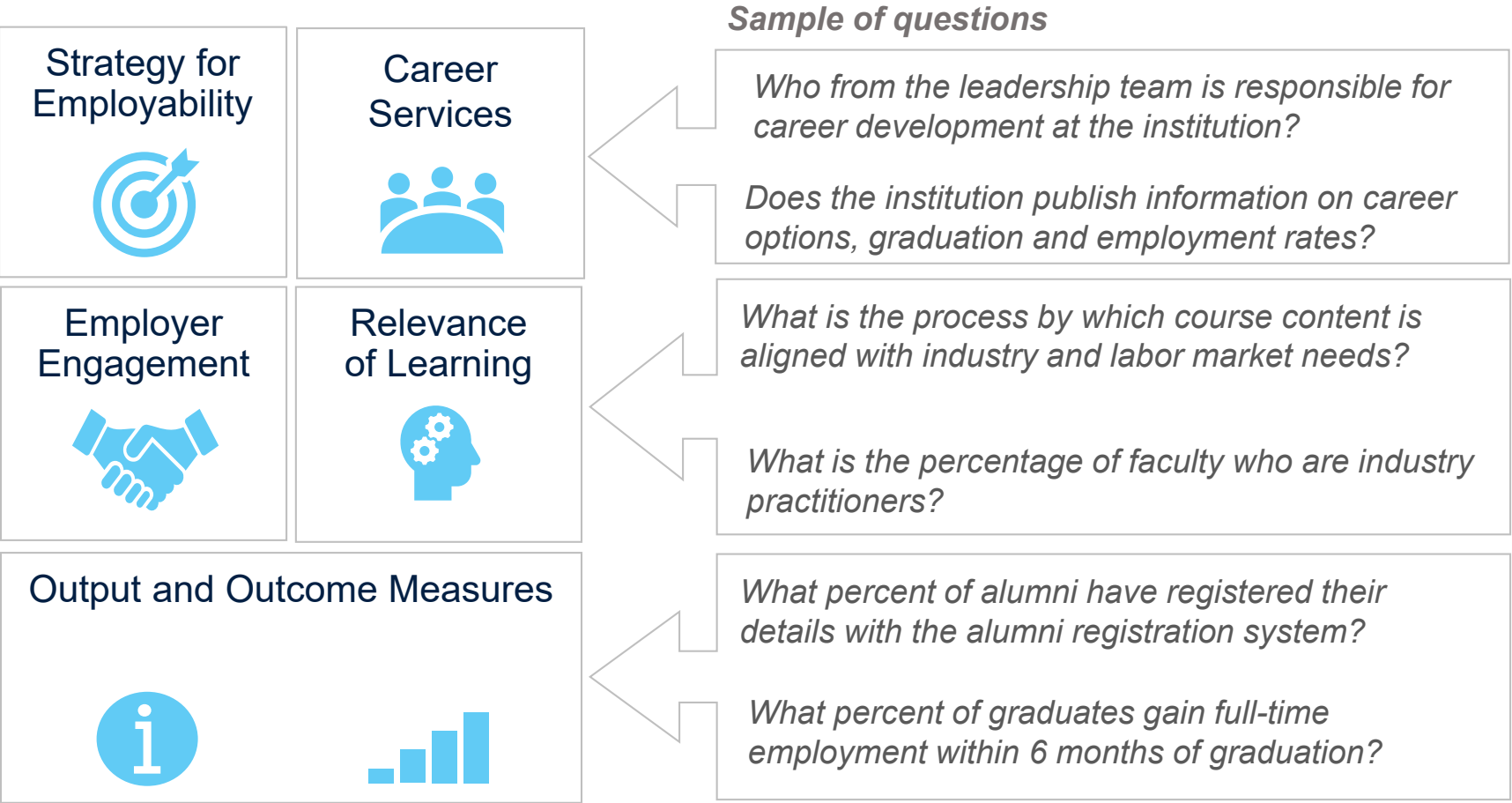
EMPLOYABILITY REPORT

- Benchmark employability score
- Diagnostic of practices and processes
- Strengths and weaknesses analysis
- Bespoke recommendations

- Based on IFC's knowledge of best practices in employability from work with >100 institutions worldwide
- Data-driven methodology to provide a benchmark and identify specific strengths and weaknesses
- Learning tool analyzes the processes in place for employability, and provides actionable recommendations
- Clients can request IFC advisory support to provide advice post Assessment
- Institutional level results are confidential to the client

Benchmark your institutional processes and learn best practices in employability

70 questions across 5 dimensions of self assessment, with rated responses



IFC Employability Tool: process walk-through

4 weeks

Step 1: Agreement. IFC and institution sign engagement agreement.

Step 2: Institutional data. Institution completes self-assessment online at www.ifcemployability.org. This takes 5-10 days depending on amount of information ready in advance.

Step 3: Alumni and student surveys. Institution distributes 2 electronic stakeholder surveys on the IFC platform for alumni (graduated last 3 years) and students (final year). Surveys open for 3 weeks.

Step 4: IFC 'site visit'. IFC team conducts qualitative interviews with faculty, administrative staff and management, as well as focus groups with students, alumni, and in depth interviews with employers selected by the institution. Site visit can be conducted remotely or on campus.

Step 5: Debrief. IFC and management team discuss the results of the self-assessment, final scoring, key recommendations and implementation roadmap.

Step 6: Final report and next steps. IFC develops and shares the summary report with the client. Institution management team can request IFC advisory support for implementation of recommendations.

4 weeks

Client Feedback



Access to global and regional good practices in employability



Reflect on own strengths and weaknesses, create a common language on employability within the institution, and identify roadmap for significant improvement in employability services



Strengthen linkages with employers through placement and mechanisms to improve curriculum relevance to labor market



Link alumni management to employability services for lifelong learning



Leverage placement track record to enhance brand and reputation



IFC Employability Advisory: 3 areas of support for clients

Employability Assessment and Benchmarking

- Online quantitative data collection
- Qualitative data collection through interviews and focus groups
- Benchmark employability score
- Analysis of strengths and weaknesses
- Bespoke recommendations for improvement

Customized Advisory Support

- Develop Implementation Roadmap for the institution
- Enhance employer engagement and curriculum alignment with labor market needs
- Set up Career & Alumni services
- Align strategy and governance with employability and KPIs to track employability outcomes
- Access IFC's Employability Toolkit

Promotion of Best Practices

- Online Employability portal to disseminate knowledge and track country and global trends (available January 2021)
- How-to webinars and toolkits to share experiences amongst IFC network of institutions
- Events to promote employability and digital skills agenda at country level