

Employability: The Institutional Perspective

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Synopsis

1. Employability – an institutional burden?
2. Universities of Applied Science in AT: an answer to our prayer?
3. FH Campus Wien UAS – a good example?
4. Key elements
 - 4.1 Program portfolio
 - 4.2 Program design
 - 4.3 Program delivery
5. Accompanying measures
6. Conclusions: Employability – an institutional opportunity!

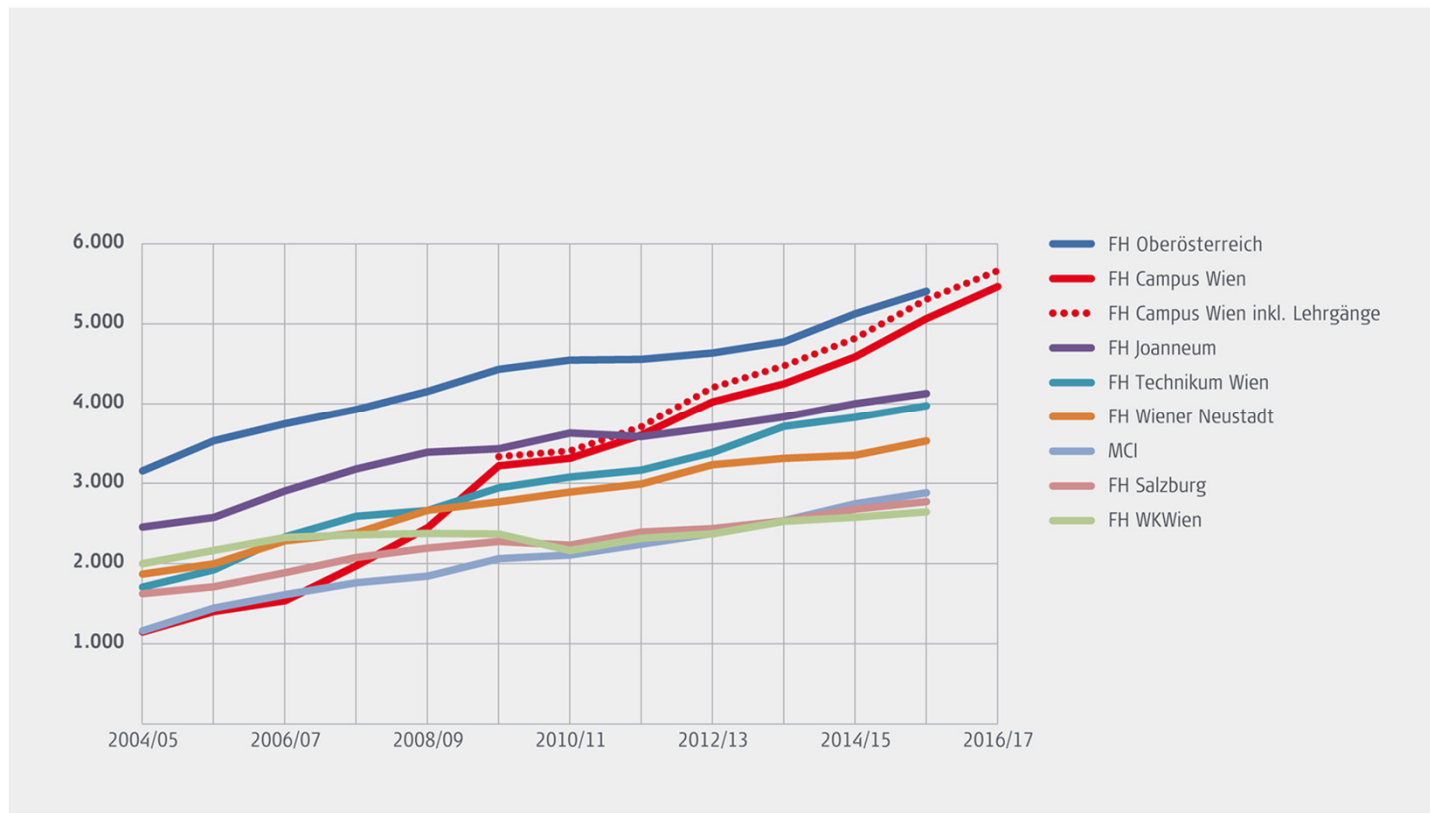
1. Employability

- WORKING GROUP ON EMPLOYABILITY, BOLOGNA CONFERENCE, LEUVEN/LOUVAIN-LA-NEUVE 28-29 APRIL 2009:
- the ability to gain initial meaningful employment, or to become self-employed, to maintain employment, and to be able to move around within the labour market. [Paragraph 13]
- The **main issues** identified by Group were: [Paragraphs 4 to 6]
 - I. employability of graduates at the **Bachelors level** is a particular problem for some countries, with a perception amongst some graduates and employers that the qualification is not adequate for employment;
 - II. **work experience** for graduates;
 - III. some employers do not think that universities are doing enough to prepare graduates for the world of work. Some universities query whether employability should be a part of their **mission** and purpose;
 - IV. Some employers and some higher education institutions have little practical experience of **engaging with each other**, especially in curriculum design focusing on improving employability.

2. Austrian UAS – an answer to our prayer?

- 1993 legal basis by FHStG – public law frame; 2017: 21
- Basically teaching-focused HEIs offering professionally oriented degree programs with a sound theoretical basis
- Bachelor, Master, NO PhD degrees
- mandatory career oriented professional work placements as integral parts of the degree programs
- Applied/application-oriented research
- Funding: per capita, mostly public, competitive
- QM: institutional accreditation, ex ante program accreditation

Development of 8 largest UAS



3. FH Campus Wien UAS

Mid-1990ies start with programs in construction engineering

2004 established as UAS

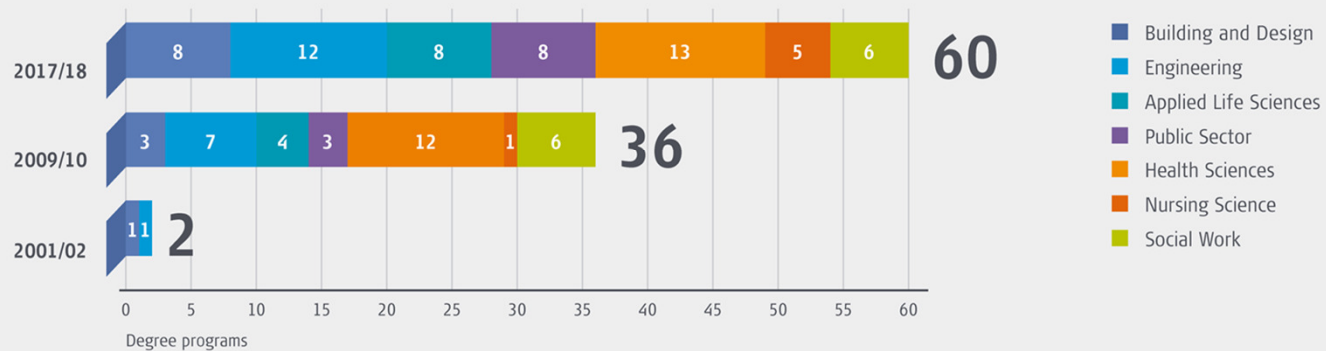
„owned“ by a non-profit association

Vision: FHCW is your partner in Lifelong Learning

Mission: Shaping the Future through Education

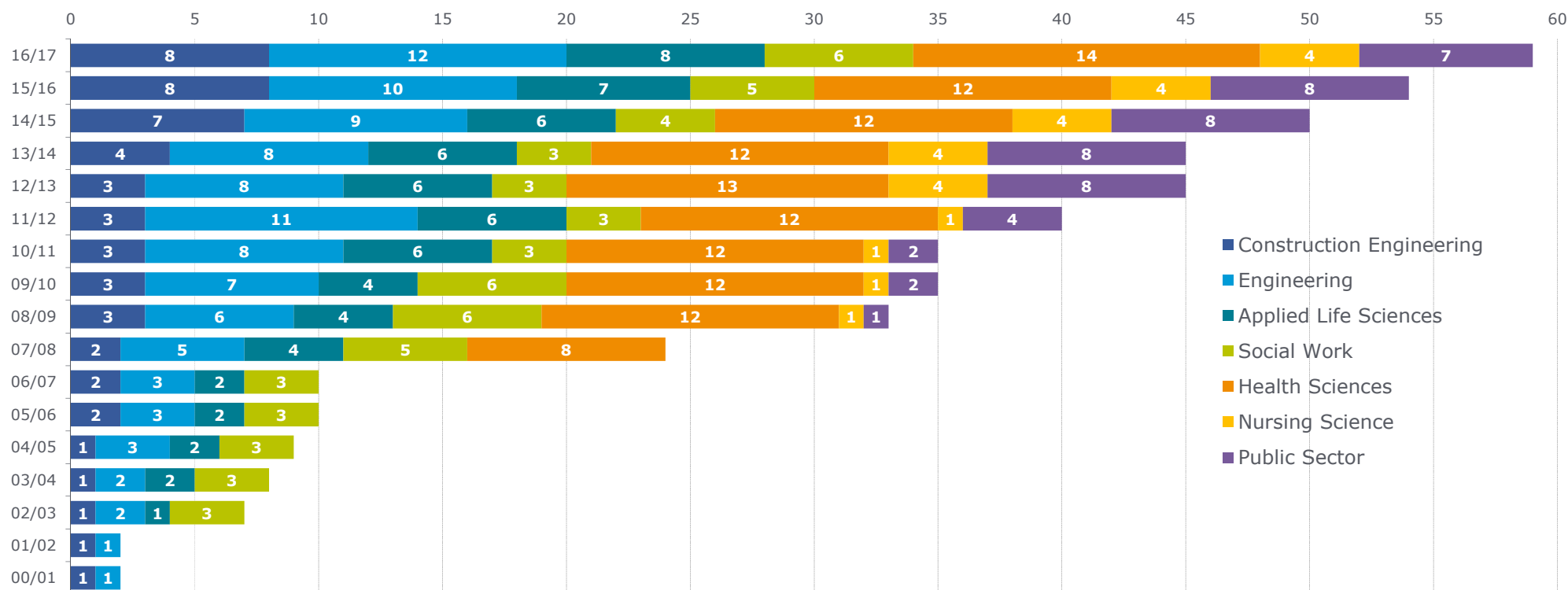


Development of degree programs

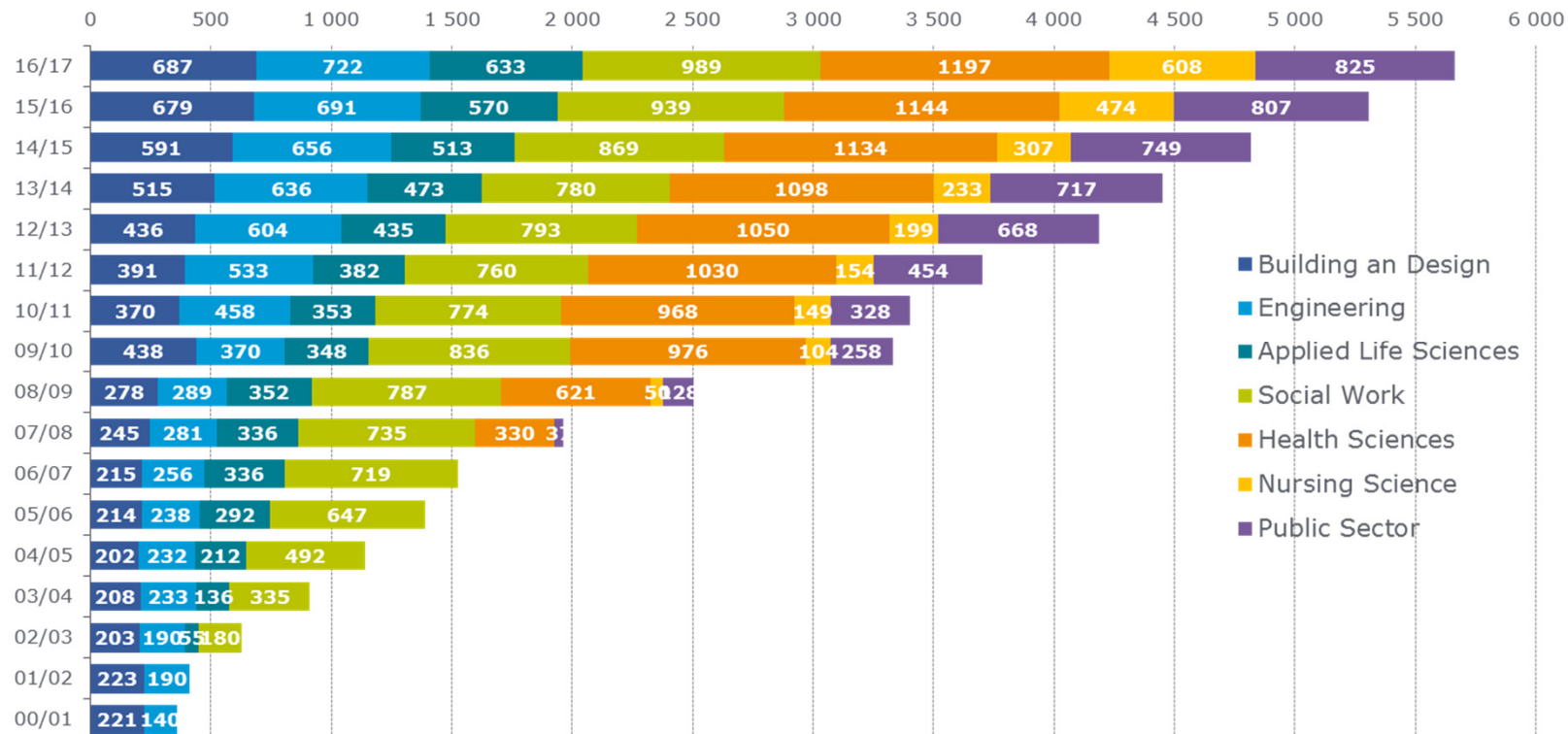


59 Degree Programs and LLL Courses

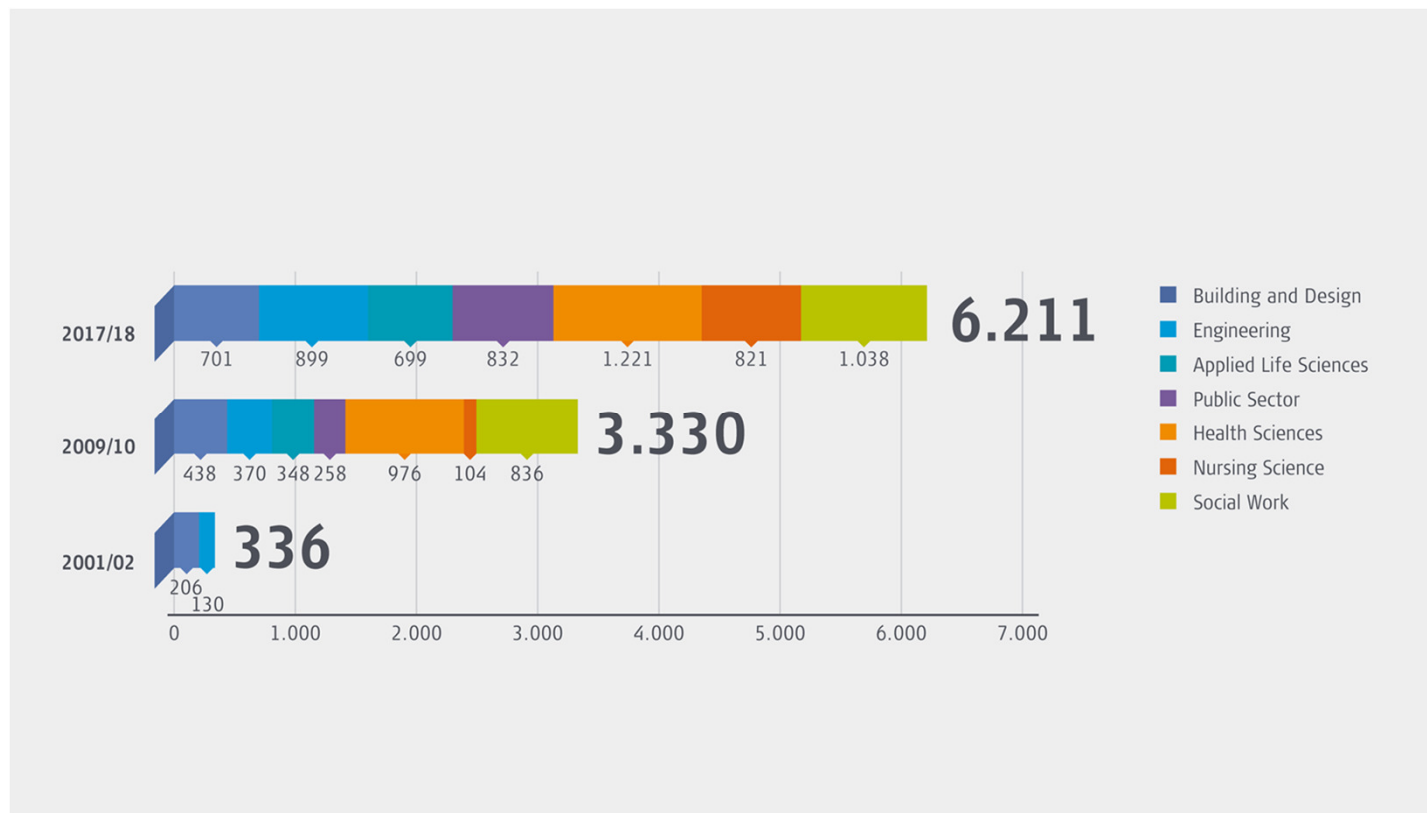
> As of October 2016



Approximately 5,700 Students > As of October 2016



Development of student numbers



Employability FHCW (Department Level)

| | Beschäftigungsquote AbsolventInnen - 2013/14 | Beschäftigungsquote AbsolventInnen - 2014/15 | Beschäftigungsquote AbsolventInnen - 2015/16 |
|--|---|---|---|
| Durchschnitt Applied Life Sciences | 97,11% | 96,85% | 97,15% |
| Durchschnitt Bauen und Gestalten | 98,10% | 98,18% | 98,15% |
| Durchschnitt Gesundheitswissenschaften | 97,69% | 98,24% | 98,41% |
| Durchschnitt Pflegewissenschaften | 97,40% | 98,63% | 98,52% |
| Durchschnitt Public Sector | 99,54% | 99,44% | 99,43% |
| Durchschnitt Soziales | 96,05% | 96,58% | 96,76% |
| Durchschnitt Technik | 97,51% | 97,60% | 97,84% |
| Durchschnitt FH Campus Wien | 97,62% | 97,91% | 98,06% |

4.1 Program Portfolio

- Congruent with institutional profile
- Profession-oriented, often regulated professions
- „Market-driven“
- Complementary to university programs
- Emerging academic professions

- Mandatory:
 - needs analysis
 - acceptance analysis
 - (state) funding

| | |
|--|--------------|
| Applications for 2016/17 | 9.980 |
| Applications per study place (Bachelor's program) 2016/17 | 6,18 |
| Students as of 15.11.2016 | 5.666 |
| Beginners as of 15.11.2016 | 2.287 |
| Graduates 2015/16 | 1.397 |
| | |

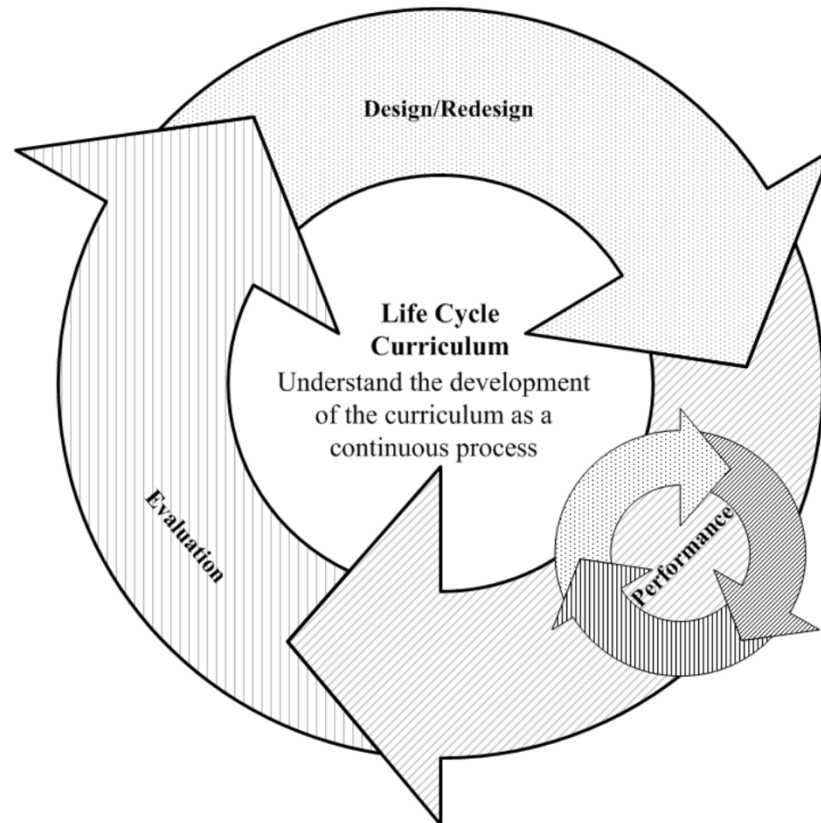
4.2 Program design

Legal requirements for **accreditation** (external via AQAustria):

- Development Team with 2 professors from universities
+ representatives with professional experience
- External review team, on-site visit, Decision by Board

Re-accreditation (**internal**, every 5 - 7 years)

- part of internal QM-system
- involvement of persons with professional experience,
partner institutions
- involvement of alumni/ae



Legend:

Design Develop the degree program ("plan")

Performance Implement the degree program ("do")

Evaluation Evaluation the implementation of the degree program ("check")

Redesign Make improvements ("act")

4.3 Program Delivery

Staff

- Full-time (internal) teaching and research staff: 233 (2016/17)
- Part-time (external) teaching staff: 1851 (2016/17)

Support

- Teaching Philosophy
- E-Learning Strategy
- Web-based methodological toolkit
- Handbook on teaching methodologies

5. **Accompanying Measures**

- Start up Center
free working space for students and graduates
„elevator pitching“
- „WWW – Wiener Wissens Welt“
web-based tool for two-way communication with SMEs
in the Vienna region

Research Fields 2016/17

| Applied Life Sciences | Engineering | Building and Design | Health Sciences | Nursing Science | Social Work | Public Sector |
|-------------------------|----------------------------------|------------------------|---|--|---|-----------------------------------|
| Allergy Research | Manufacturing and Automation | Construction Economy | Evidence Based Practice | Evidence Based Practice in Health Care and Nursing | Research on Childhood, Youth and Families | Accounting and Taxes |
| Biotech Research | Security and Safety | Smart Buildings | Health Care Research | Health Promotion and Prevention in Nursing | Social Policies and Social Economy | Effect-oriented Public Management |
| Cell Based Test Systems | Smart and Green Technologies | Structural Engineering | Laboratory Diagnostics, Medical Imaging and Radiation Therapy | Nursing Educational Research | Social Work Research | Secure Societies |
| | Active and Assisted Living (AAL) | | | | | |

6. Conclusions: Employability - an institutional opportunity!

- Necessity of congruence with HEI's profile
- Institutionalized cooperation with professional fields in
 - development of degree programs
 - delivery of programs
- Student/alumni tracking for feedback
- Institutional openness