Institute of Art, Design + Technology Dún Laoghaire

Employability Statement

In IADT, we are committed to supporting and preparing our students for their future professional careers. We enhance and deepen their readiness for an increasingly competitive and evolving "world of work" by providing access to professional environments and experiences as part of their studies. An integral part of enhancing IADT graduates' employability is the emphasis placed on applied entrepreneurship and employability skills embedded into all of our programmes and supported across our student services.

Graduate Employability Attributes

The continuous development and redevelopment of a responsive, employment-focused curriculum which equips students with the knowledge and skills to prepare them for successful careers are central to IADT's goals.

Employability is understood as a set of achievements – skills, knowledge and understandings – that make IADT graduates more likely to gain employment and be successful in their chosen careers, to benefit themselves, the workforce, the community and the economy. The blending of entrepreneurship with employability recognises that "employability" is now much more, than simply gaining employment, or preparing for a future career. It is creating an IADT graduate with the resilience and the grounded competence to adapt to an uncertain future, to much more frequent career and role shifts, and a to world of work that will change beyond recognition in the years to come.

Programme Design & Preparedness for Work

At a programme level, we recognise the central role that employers play in the skills and knowledge transfer process and actively encourage employer involvement across a range of employability activities. Employers also provide input into programme design and review processes with regularity, thereby ensuring alignment with future business and industry needs. Explicit employability-related learning outcomes are articulated in respect of all programmes. This approach provides students with many opportunities to acquire and hone universal 'future-skills' so valued by employers such as; critical thinking, teamwork, communication, ethics, resilience, complex problem solving, numeracy, working under pressure report writing, adapting to new and disruptive technologies.

And of course, given our distinct specialisms **creativity and innovation** are central to the success and reputation of many of our courses.

Employer and Industry Engagement

Developing, maintaining and growing strategic relationships with industry, employers, awarding bodies and partner organisations to the benefit of all our learners is paramount. The worlds of academia and work must offer complementary opportunities for learning. The majority of our undergraduate courses have an accredited work placement module. We recognise the immense value of hands-on learning and collaboration with industry. We are working as a college to fulfil a strategic goal for all undergraduate courses to have a uniform 4-6 month work placement module by 2023. Work Placement, Internships, Part-Time Work, Entrepreneurships, Student Ambassadorships, Work-based projects, Guest speakers, International Erasmus exchanges, Conferences, Events, Start-up initiatives, Civic Engagement, are all actively encouraged and promoted within IADT for student enrichment and growth.

Career Supports

Employability modules are part of many courses that support students in understanding their abilities, interests, preferences, motivations, and impact on career-related decision-making. These inputs are supported by an IADT Careers and Employability Service which offers targeted employability programmes on topics such as professional development; building a career; skills and competencies for the world of work; development of e-portfolios and CVs; and planning for postgraduate study to both current students and graduates. The service works closely with the employer community through employer-led events and interventions such as;

- Career Boot-camps Media Cube - Enterprise Bootcamp
- Panel Discussions June/July Series - Employer-led Panel Discussions
- Interview marathons Twitter - IADT Enterprise Week - Mock Interview Marathon, Twitter - Interview Marathon
- Sector-specific mock interviews with target employers IADT Dragon's Den
- Targeted On-Campus Careers Fairs IADT - IT and Digital Careers Forum
- Alumni networking events Applied Psychology 10 Year Alumni Event
- Technical and whiteboard simulations
- Employer presentations Twitter - Employer Panel
- Skill- and competency-focused workshops Instagram - Employer-led Assessment Centres

This partnership approach to employer engagement plays a crucial role in developing graduate talent in IADT, supporting knowledge exchange, and driving innovation and industry growth. By working closely with the employer community, we have access to insights and knowledge that maximise our responsiveness to the changing needs and expectations of national and global industries. Employability development is central to IADT's role in preparing our graduates to succeed both professionally and personally and to contribute meaningfully to their community and society at large. The applied focus of our programmes and our staff's expertise in providing a wealth of opportunities for students to broaden their experience ensures the targeted fostering of high levels of graduate work-readiness and skill-relevance.