



# There's no such thing as a part-time PhD

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# Toward an integrative pedagogy of careers and employability learning in higher education

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## Graduate employability as a professional proto-jurisdiction in higher education

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### Abstract

Much research into how universities seek to support their students' graduate employability has focused on academic strategies such as graduate attributes and work-integrated learning, or the employability benefits of part-time work, volunteering, and extracurricular activities. However, the work of the professional staff who support these strategies is seldom addressed. In this article, we report findings from our documentary analysis of 376 Australian university job advertisements for professional roles directly responsible for graduate employability programs and services. We characterise employability as a proto-jurisdiction: an ecology of distinct forms of professional expertise and responsibility with ambiguous, elastic, and porous boundaries. We argue that despite the importance of graduate employability to institutions' strategic and students' individual goals, it is as yet an inchoate field of professional practice, consisting of a diverse range of work tasks, functions, and projects. We discuss implications in relation to quality, coherence, and the strategic resourcing of employability support in higher education.

**Keywords** Graduate employability · Career development · Higher education professionals · Higher education student affairs

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**Graduate employability as a professional proto-jurisdiction in higher education.**

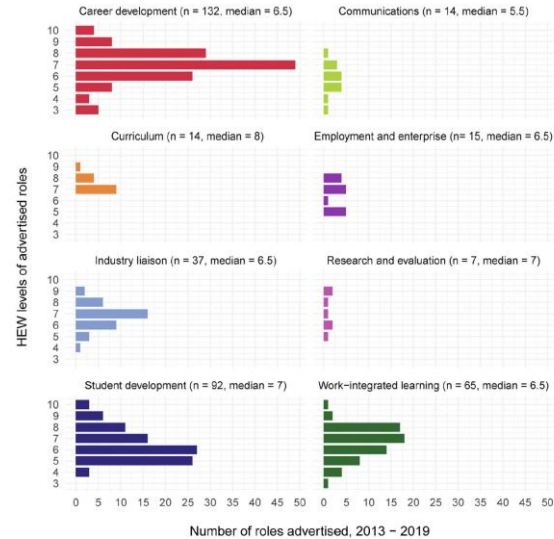
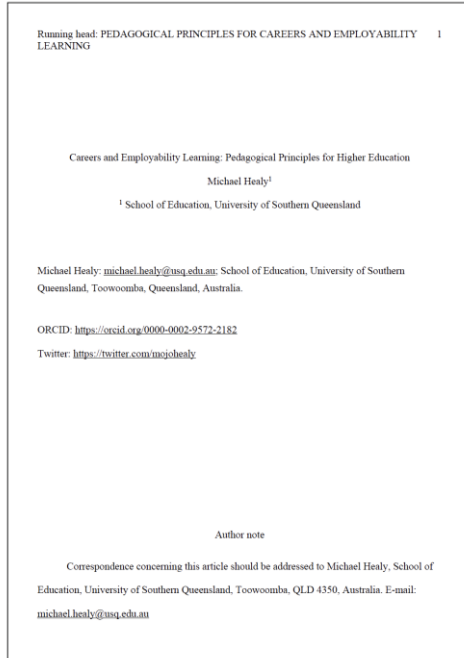


Figure 1 Frequency of advertised roles at each HEW level, by specialisation.

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## Careers and employability learning: Pedagogical principles for higher education

- Careers and employability learning is a psycho-social process, not an outcome
- Careers and employability learning is contextual
- Careers and employability learning is ubiquitous
- Careers and employability learning is relational, dialogical, and narrative
- Careers and employability learning can be traumatic
- Careers and employability learning can be emancipatory

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# Part-time practitioner research



## Do...

- **Work out loud**
- **Job craft and advocate**
- **Consider the politics**
- **Care for yourself**
- **Be strategic and efficient**



## Don't...

- **Chisel plans in stone**
- **Take the easy options**
- **Assume impact**
- **Play by academic rules if you don't need to**



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