

# Information Literacy and Graduate Employability: Hacettepe University Example

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# Information Literacy in the Workplace: A Conceptual Approach (ex-title)

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- Hacettepe University Example (Administrative Staff of HU)

# The Problem Statements

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- What is the level of information literacy skills of undergraduate students who are expecting to be graduated in 2017-18 academic year? Will these students have the employability skills that meets the employers needs when they graduate from Hacettepe University.

## How does graduate students' information literacy abilities change according to:

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- Demographic profile of students who are candidates for graduation
    - Age
    - Education level of their family
    - the place they have grown up (city/village)
  - Subject area (science, social sciences, engineering, medicine, Information Management etc)
    - Courses taken (IL taken or not)

# Do the students meet the employers' needs? (Competencies)

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- Self-management
- Teamworking
- Business and customer awareness
- Problem solving
- Communication and literacy
- Application of numeracy
- Application of information technology

# Self-management

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- Being ready to accept responsibility, flexibility, resilience, self-starting, time management, ready to improve performance based on feedback

# Teamworking

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- Respecting others
- Co-operating
- Persuading/negotiating
- Contributing to discussion
- Awareness of interdependence with others

# Problem Solving

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- Analysing facts and situations
- Applying creative thinking to develop appropriate solutions



# Communication and Literacy

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- Application of literacy, ability to produce clear, structured written work and oral literacy including listening and questioning

# Application of Numeracy

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- Manipulation of numbers, general mathematical awareness and its application in practical contexts (for example. Measuring weighing, estimating, applying formulas)

# Business and Customer Awareness

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- Basic understanding of key drivers for business success
- Understanding the importance of innovation and taking calculated risks
- Understanding the need to provide customer satisfaction and build customer loyalty

# Application of Information Technology

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- Basic IT skills, including familiarity with Word processing, spreadsheets, file management, use of internet search engines

# Research methods

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- Questionnaire about having the ability to get employed
- Sample selection for the questionnaire: Applying survey to the ones who will graduate in 2017-18.
- 40 students from each faculty answer the survey
- There are 14 faculties at Hacettepe University  
(Information Management Department offers IL only)

# Faculties at Hacettepe University

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- Faculty of Education, Faculty of Letters, Faculty of Engineering, Faculty of Law, Faculty of Health Sciences, Faculty of Medicine, Faculty of Sports, Faculty of Dentistry, Faculty of Economics, Faculty of Sciences, Faculty of Nursing, Faculty of Pharmacy, Faculty of Fine Arts, Faculty of Communication.

# Methodology

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The model – combination of existing models

- A Graduate Employability Lens for the SCONUL Seven Pillars of Information Literacy (Goldstein, 2015)
- CareerEDGE - A metaphorical model of employability (Pool and Sewel, 2007)

# Purpose of the study

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- to explore the information literacy skills and employability capabilities of Hacettepe University's undergraduate students who will probably graduate in 2017-18 academic year
- to fill the gap in Turkish literature about information literacy skills and graduate employability
- to identify the courses offered at Hacettepe University which help students develop information literacy skills and gain the capabilities for being employed after graduation.



# Career EDGE Model (Pool and Sewel, 2007)– Degree Subject Model

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- Career
  - Experience (work and life)
  - Degree Subject Knowledge, Understanding and Skills
  - Generic skills (imagination, flexibility, ability to manage others, good oral communication, teamworking, planning, coordinating, willingness to learn, etc.)
  - Emotional Intelligence (to enhance thinking ability to accurately perceive emotions, to access and generate emotions to assist thought, understand others emotions) Emotional intelligence doesn't come at birth, it can be learned especially at Higher Education.

# Five main themes characterise the Employability Lens for SCONUL

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- Business and customer awareness
- Coping with workplace complexities
- Analytical skills and problem solving
- Ability to work socially
- Career management and lifelong learning capacity

# A graduate employability lens for the SCONUL Seven Pillars of Information Literacy

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- Provides an opportunity to investigate the expectations and needs of employers
- Explains information literacy relates to these needs

## **A graduate employability lens for the SCONUL Seven Pillars of Information Literacy**

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- Defines the employability
- Reviews selected sources on how employability attributes are perceived by employers including their expectations of how Higher Education Institutes could help prepare students for future employment.
- Overviews how employability attributes are viewed in a perspective that is broader than the immediate requirements of employers, and how these attributes might be affected by longer-term developments in working practices and behaviours

## A graduate employability lens for the SCONUL Seven Pillars of Information Literacy

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- Explains information literacy in the workplace
  - Reviews how universities consider employability

# Employability of graduate students abroad?

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- Being multi-lingual
- Double degree

Double degree students's chance to get employed

Students with second language chance to get employed

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# Thank You For Listening

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