Transform EDU: An explorative case study into understanding and implementing Transformative Learning and GRADUATE EMPLOYABILITY at TU Dublin.

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Aims and Objectives

To study the current embeddedness of transformative learning and graduate employability in the TU Dublin curriculum. Achieved by documentary analysis and focus groups with lecturers from a purposeful sample of undergraduate programmes. Thematic analysis will indicate recommendations how to further embed an employability focus using transformative learning.

Methodology & Experimental

Purposeful selection of level 8 undergraduate programmes was performed. Sample maintains a representative sample of ten ISCED disciplines[1] and 3:1:1 (C:B:T) campus spread. Thematic analysis was used on book of modules and *verbatim* focus group transcripts, focusing on employability and transformative skills.
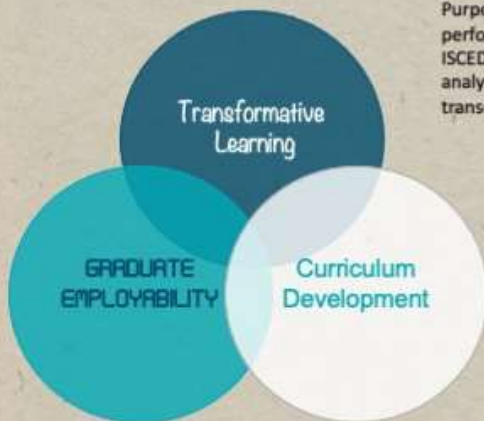
Preliminary Results

Transformative learning and employability skills, are present in the books of modules. There is discipline specificity around certain skills, and a relation to the maturity of the students is suggested. Most lecturers in the focus groups were not familiar with the term transformative learning.

Figure 1: A Venn diagram of the overlapping topics of research.

Skills

Employability skills were based on comparison of TU Dublin graduate attributes[2], Tenets of Transformative Learning[3], CareerEDGE skills[4], and STLR competencies[5]. Transformative Skills are based on the definition by Mezirow[6], and later by Merriam and Baumgartner[7], see *Figure 2*.

Figure 2: Model of skills and teaching methods that foster self knowledge to improve graduate employability, based on CareerEDGE[4].

Conclusions & Recommendations

Transformative learning can be further implemented in the curriculum. The terminology should be defined and widely communicated. The current teaching practices that foster graduate employability should be highlighted. Knowledge can be spread by small scale workshops within the disciplines using local expertise, using the unique practice of each lecturer.

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