
Gown Meets Town

**A presentation
delivered to the
Graduating Students of
Covenant University**

February 2018



Outline



- Introduction
 - Session Objectives
 - What is Employability skill?
 - Positioning yourself for the future:
 - *Capacity development*
 - *Steps to capacity development*
 - *Conclusion*
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Objectives



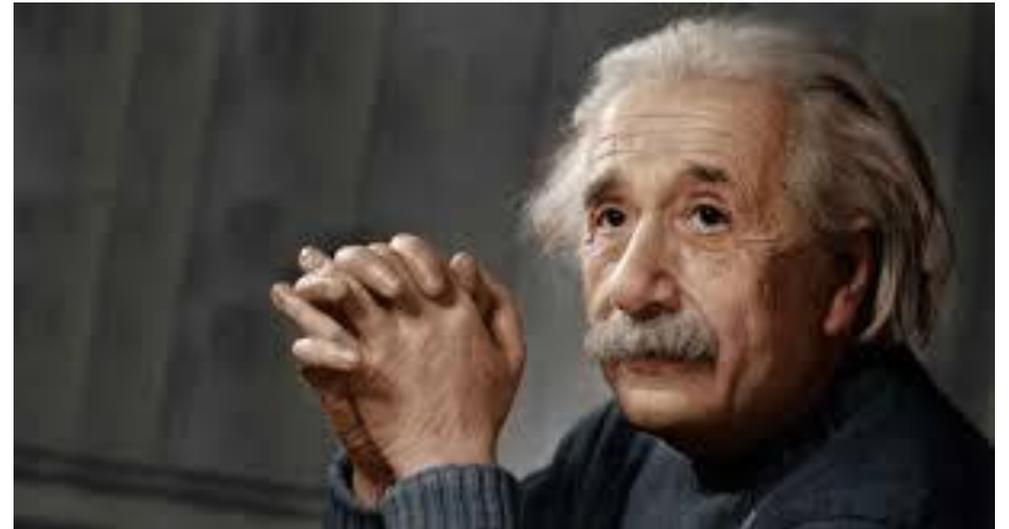
By the end of the presentation you will be able to:-

- Demonstrate an understanding of what employability skills mean
 - Identify the essentials and practices of being employable in the labour market
 - See for yourself the factors which make the difference between effective and average employee in the labour market
 - Conclusion
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Introduction

*Education is what remains
after one has forgotten
what one has learned in
school.*

Albert Einstein



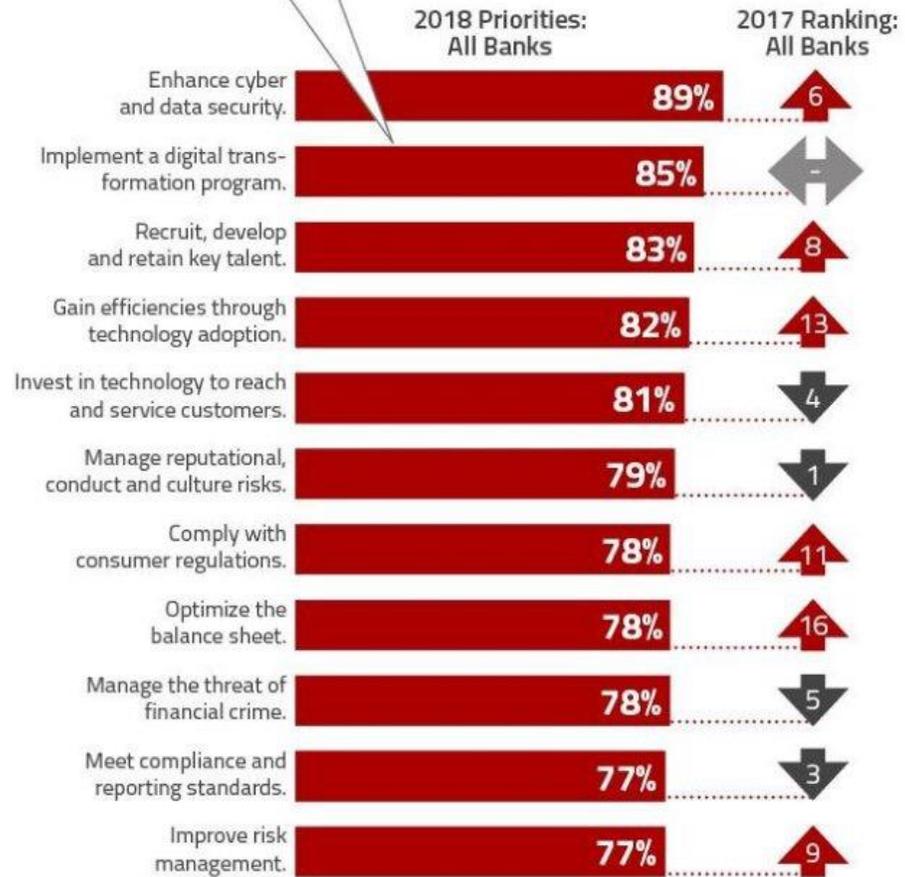
What is Employability?



Employability Skills can be defined as the transferable skills needed by an individual to make them 'employable'. Along with good technical understanding and subject knowledge, employers often outline a set of skills that they want from an employee.

- Hard Skill
 - Soft Skill
 - Transferrable Skill
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Business priorities for banking in 2018



SOURCE: Ernst & Young © January 2018 The Financial Brand

POSITIONING YOURSELF FOR THE FUTURE

Capacity development

It is the process through which individuals, organizations and societies obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time.

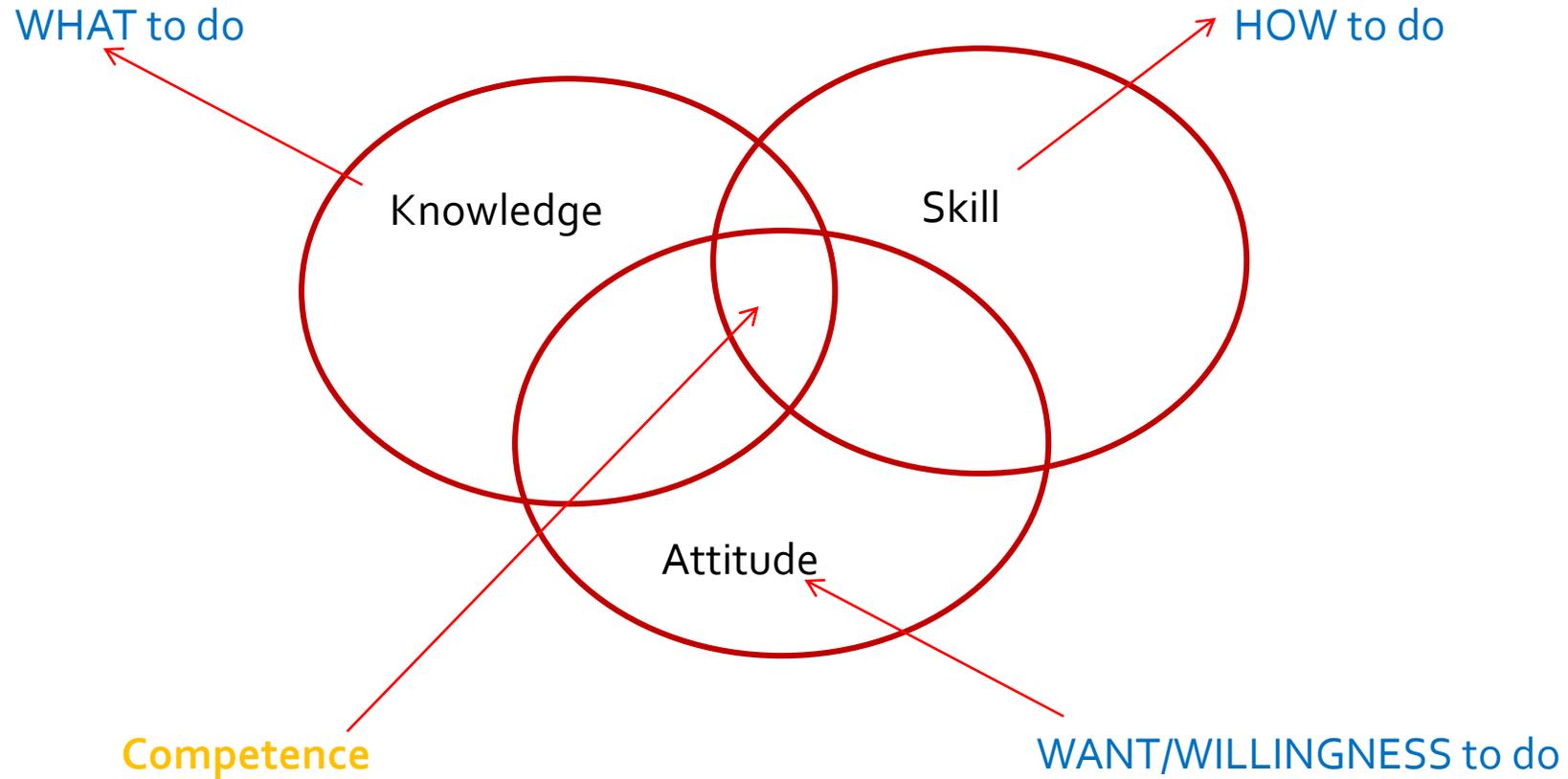
Capacity is about growth: growth of the individual in knowledge, skills and experience.

Human Capital is asserted to be the most important element of success in business today and organizations are ready to compete to get and retain the best of them.

SO HOW DO YOU DEVELOP AND BUILD YOUR CAPACITY??



Competence



STEPS TO CAPACITY DEVELOPMENT



STEPS TO CAPACITY DEVELOPMENT

Self Evaluation



This requires taking a critical look at your current skill level against what is required to be at the level of capacity required. Some of these include:

Educational qualification: Degrees, diplomas, acquired whether by full-time study or part-time in the home country or abroad

Professional certifications: This is a designation earned by a person to assure qualification to perform a job or task.

Leadership skills: Need to show potential to motivate teams and other colleagues that may work with you

Interpersonal & Communication skills: Ability to interact with others properly and to get along with others while getting the job done. Verbal and written communication, as well as listening. It's about being clear, concise and focused in your interactions

Creativity: ability to perceive things in new ways, to find hidden patterns, to make connections between seemingly unrelated things, and generate solutions.

STEPS TO CAPACITY DEVELOPMENT

Self Evaluation



This requires taking a critical look at your current skill level against what is required to be at the level of capacity required. Some of the priority skills required will include:

Global awareness: Understanding of global and cultural perspectives including social, political and economic knowledge

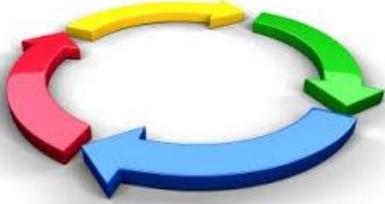
IT skills: Being technology savvy as well effective utilization of Social media tools

Problem solving skills: You need to display an ability to take a logical and analytical approach to solving problems and resolving issues

Business acumen: Showing that you have an understanding of what an organisation wants to achieve through its products and services, and how it competes in its marketplace.

STEPS TO CAPACITY DEVELOPMENT

Capacity Building Channels



This is where you begin to divide your skills inventory and then determine how you will achieve them. There are various channels to consider in building required capacity

Training courses: This is about developing yourself in areas that relate to specific skills, knowledge or competencies; via classroom, Online, Books etc.

Seminars: Just as this one you are attending.

Job volunteer programs : You can decide to do this in order to acquire desired skills without being paid

Mentor: Develop relationship with more experienced or knowledgeable persons for guidance

STEPS TO CAPACITY DEVELOPMENT

Create Action Plan



This is a detailed sequence of steps outlining actions needed to achieve desired outcome and turn visions into reality,

Define your goals: The first step is to define goals that are really important to you. It can be something directly related to your career, but also something that will enrich or improve your personal life (like lose weight, start a new hobby/activity, or learn a new language). **YOU HAVE TO WRITE THEM DOWN**

Prioritize: Out of all the goals you wrote down, which one is the most important? And the one after that, all the way to the least. This gives room for you to **focus**.

Set a deadline: If you have a goal but don't know when you want to achieve it, chances are it will never happen. Instead of focusing on problems and obstacles that could happen, think about how great you will feel when it's done

Understand your strengths: Everyone in the world is good at something and has above average skills/strengths in some specific areas. What are your key strengths? If you are not sure about the answer, then ask your friends and family.

STEPS TO CAPACITY DEVELOPMENT

Create Action Plan



This is a detailed sequence of steps outlining actions needed to achieve desired outcome and turn visions into reality,

Recognize opportunities and threats. Your current behaviors and habits can either support or not support you to achieve your goal. Which of yours habits or actions are threats to your goal achievement?

Get support: Who can help you to achieve your goals faster?

Measure Progress: The best motivator to stay persistent in achieving goals is your own progress. Even if it is a little progress, it is still something. It is important to recognize that you are moving forward and to write down things that you are doing well.

STEPS TO CAPACITY DEVELOPMENT

Re-evaluation,
Continuous
learning



An Essential Strategy
for your Personal
Success

Continuous Learning is all learning activity undertaken throughout life, with the aim of improving knowledge, skills and competencies within a personal, civic, social and/or employment-related perspective.

You need to constantly re-evaluate your capacity level because:

- ❖ We are in a fast paced world
- ❖ There is need to always take initiative. Proactively equipping yourself is key
- ❖ Knowledge is becoming more obsolete, Technology and human behaviour is changing the world

CONCLUSION

For everything you want in life, there is a price you must pay, in full and in advance; measured in terms of: sacrifice, time, effort, and personal discipline. Decide what it is and start paying that price today.

You need to be prepared for opportunity when it comes knocking.

Remember, to achieve something you've never achieved before, you must do something you have never done before. You must become someone whom you have never been before.

.....(Brian Tracy)

