

Assessing Employability Profiles Using AGRADES

Mr Jason Brown¹, Ms Jennifer Luke¹, Professor Peter McIlveen¹

¹University of Southern Queensland

Biography:

Jason Brown is a career development manager and PhD researcher with ACCELL, specialising in employability and career development programs. Jason is the recipient of the 2018 CDAA Excellence in Leadership Award. He has worked in a number of industry sectors including higher education, employment services, and community/not-for-profit.

Jennifer Luke is a PhD candidate and research member of ACCELL. With a background in employment services, vocational training and higher education, Jennifer's keen interest in age diversity and skills retention within the workforce led to award-winning Master of Education research into the motivation of retirees' seeking encore careers. This research is now being extended within her PhD to focus on the removal of barriers to workforce participation for retirees returning to the workforce, their adaptability and transference of skills to the younger generations.

Professor Peter McIlveen is Research Director of ACCELL at the University of Southern Queensland. His academic work is focused on the psychology of working and careers. He is a member of the Australian Psychological Society's College of Counselling Psychologists and a Fellow of CDAA. He serves on the editorial boards of the Journal of Vocational Behavior, Journal of Career Assessment, and The Career Development Quarterly.

At a simplistic level, employability is about the ability of an individual to obtain and maintain employment. As such, employability is central to career development practice, research, and policy in contexts of education, training, and workforce development. There are numerous factors that contribute to a person's success in the job market, including the volume of employment opportunities in the market, employers' demand for certain expertise and qualifications offered by prospective employees, demographic factors, and a person's social and psychological qualities that enhance their preparedness and engagement in the job market. In this session, we will introduce AGRADES, a free online career assessment tool which is based on psychological research into employability (Fugate & Kinicki, 2008). AGRADES is a specific set of questionnaires that measure a person's self-reports of their thoughts and behaviours associated with exploring the job market for work opportunities and actively engaging in those work opportunities. These questionnaires are known as the "core measures" of employability. Delegates will learn how to: administer the instrument to clients aged 16+; interpret the results; and generate ideas on effective interventions that will support development of employability and attainment of employment.