

Sub- Theme: Labour Market Demand and Supply Merchandise

Paper Title: An exploration of strategies of enhancing graduate employability as a way of promoting local talent: a case of Botswana University graduates

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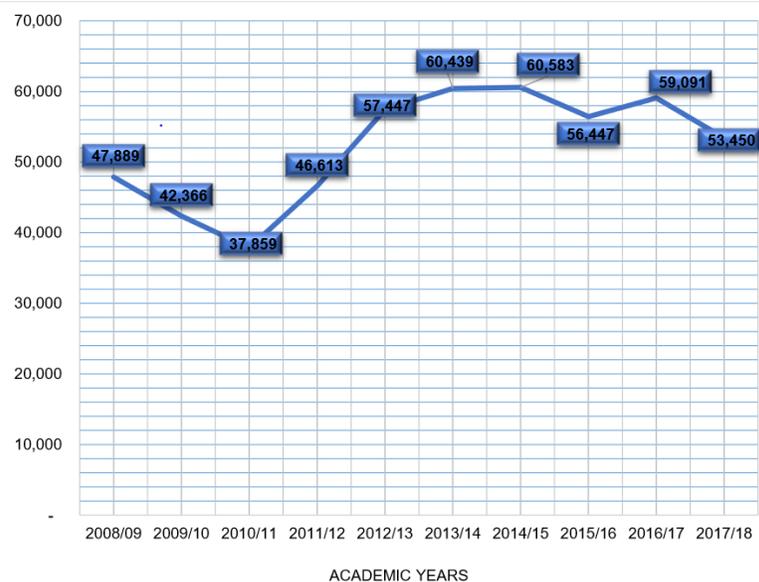
OVERVIEW

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- Background and significance
- Methodology
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- Conclusion
- Recommendations

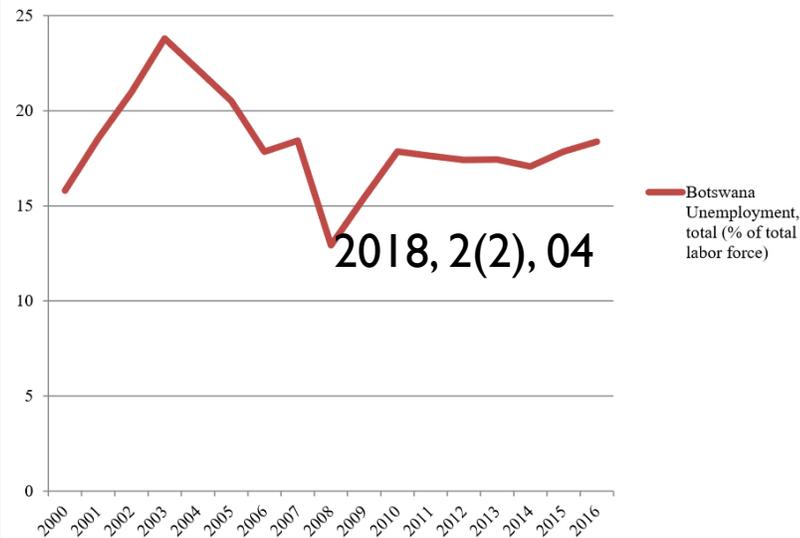
INTRODUCTION

An exploration of strategies of enhancing graduate employability as a way of promoting local talent: a case of Botswana University graduates.

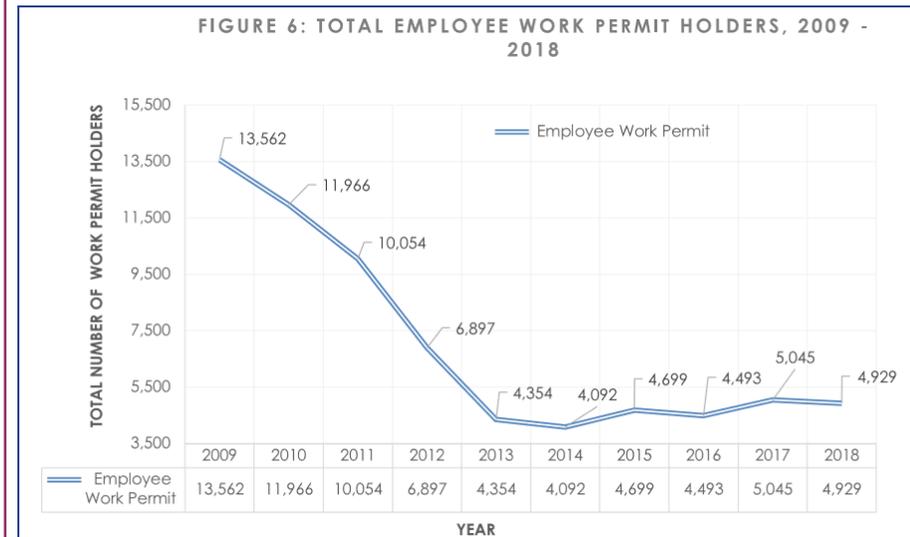
BOTSWANA'S UNEMPLOYMENT HISTORY



Source: HRDC Tertiary Education Statistics 2018



Source: Dutch Journal of Finance and Management 2018, 2(2), 04



Work Permits Holders – Fourth Quarter 2018

Source: Statistics Botswana Work Permits Holders Fourth Quarter 2018

BACKGROUND

- Employability is about the ability to gain, maintain, excel in the job and advance from one job to another when the need arises.
- The concept of employability - origins traceable to as early as 1909.
- According to Gazier, 1998, cited in Mcgrath, (2015), concept has gone through seven stages over the past century:
 - Dichotomy employability
 - Socio-medical employability
 - Manpower policy employability
 - Flow employability
 - Labour market performance employability
 - Initiative employability
 - Interactive employability

SIGNIFICANCE

- This paper explores the strategies that can be applied in enhancing employability of university graduates in Botswana as a way of reducing employers tendencies of over relying on foreign nationals, thereby shunning the local graduates.
- It also propose a possible framework for equipping graduates with employability skills that will enable them to not only exploit employment opportunities in the local labour market but also to prepare them to successfully compete with their international counterparts in the job market
 - Policy makers
 - Educational institutions
 - Employers (All sectors)
 - The Learners/students

METHODOLOGY

- The study utilised qualitative desktop research design which belongs to interpretivism research philosophy
- Utilised existing data from previous studies to explore the concept of employability and the strategies of enhancing graduate employability in Botswana.
- The analysis of these articles formed the basis for the study to conclude and to recommend possible strategies of enhancing employability of graduates on Botswana.
- The study analysed purposefully selected articles from a wide selection of studies in Botswana and other countries with the aim of getting diverse views on the phenomenon.

FINDINGS

The concept of employability has been viewed in various ways by different scholars ;

Employability is about the ability to gain, maintain, excel in the job and advance from one job to another when the need arises.

FINDINGS CONT..

- Educators should be academically proficient with an in-depth knowledge of the industry
- Higher education institutions develop support service for post-graduation and professional learning initiatives as an extension of their core business
- Integrating employability into the curriculum to facilitate students' acquisition of employability skills
- Extensive collaboration and partnership between educators and employers

FINDINGS CONT..

- Embed employability into the curriculum
- Collaboration among stakeholders like educators, the government, the industry
- Work based learning which emphasise practical more than theoretical approach
- University to work closely with industry until they become industry incubators and also for industry to be loosely involved in the curriculum design.

CONCLUSIONS

- Employability is concerned about the ability to gain, maintain, excel in the job and advance from one job to another when the need arises.
- Almost all studies are acknowledging the existence of deficiencies in today's graduate employability and the need for strategies to address the problem of employability.
 - Integration of work based education and entrepreneurship education in the curriculum
 - Collaboration among stakeholders such as educators, the government & the industry
 - Work based learning which emphasise practical more than theoretical approach

QUESTION & ANSWERS

