Graduate Capital Model Learning Outcomes

Human Capital

Graduates with well-developed Human Capital will be able to:
• Apply subject discipline knowledge and concepts
• Demonstrate transferable skills relevant to the graduate job market
• Interpret the labour market and search for opportunities
• Identify appropriate ways to apply for opportunities
• Write high quality applications and perform well in the recruitment process

Social Capital

Graduates with well-developed Social Capital will be able to:
• Identify a range of graduate-level roles
• Examine what is new or changing in the graduate job market
• Describe the key influencers in their field
• Recognise and capitalise on opportunities that arise
• Build a network of career contacts
• Create an effective online presence
• Demonstrate the confidence to talk to people they do not know

Cultural Capital

Graduates with well-developed Cultural Capital will be able to:
• Demonstrate that they have added value through extra-curricular activities
• Select and apply methods to present themselves in a professional and targeted manner (on paper, on-line and in person)
• Assess the culture of key organisations in their chosen sector
• Demonstrate an awareness and sensitivity to different cultural contexts and an increasingly internationalised labour market
Identity Capital

Graduates with well-developed Identity Capital will be able to:
• Identify their skills, attributes and experiences and evaluate gaps to be addressed
• Evaluate their self-concept, including their values and motivations
• Appraise their strengths and areas for development
• Test their ideas through work experience and insights
• Judge their fit for roles and opportunities
• Select an emerging or clear career path(s)
• Assess their progress, identifying and recording their learning

Psychological Capital

Graduates with well-developed Psychological Capital will be able to:
• Manage workplace uncertainty and when necessary generate plans to take measured risks
• Demonstrate the capacity to be adaptable, able to manage setbacks, changes and transitions
• Establish personal strategies to manage workplace stresses effectively
• Construct career contingency plan(s)

Source: Southampton University Employability Exchange:
https://www.southampton.ac.uk/careers/staff/employability-exchange.page