

Chapter 14


Nursing Graduate Employability Skills: A Foundation for Success

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ABSTRACT

Employers are increasingly seeking candidates who possess a wide range of the personal attributes and skills that are deemed essential for success in every role. While nurses should be equipped with the knowledge, skills and correct attitudes required to enable them to perform nursing care with dedication and compassion in line with their scope of practice, it has been observed that some newly qualified nursing graduates lack these skills and attitudes and are unable to perform nursing care with the dedication it requires. The aim of this chapter is to equip readers with the tools and strategies necessary to excel in today's professional landscape. Higher education institutions could use the content of this chapter to develop appropriate targeted interventions and ongoing strategies to optimally prepare their graduates not only for the world of work but also to make an impact on society.

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INTRODUCTION

Graduate employability skills refer to a collection of accomplishments, abilities, understandings and character traits that increases graduates' chances of landing a job and succeeding in their chosen fields, which benefits them, the workforce, the community and the economy (Guàrdia et al., 2021). While different scholars have varied definitions of employability, at its core employability can be defined as the collection of qualities, competencies and abilities required to raise a person's chances of landing a job after finishing a course of study or training (Mehroliya et al., 2019). Employability is therefore related to employment, but it is neither a means nor a guarantee of employment. Rather, employability is a trait or attribute that characterises a person's capacity to enter the labour force, remain in one position and change careers (Varghese et al. 2021). Employability characteristics, abilities and competences evolve with changing societal needs. This is especially true for technological and cultural advances. As technology and perspectives evolve, there is a constant need for new skills, mindsets and information. When assessing employability, it is important to consider technology and cultural change (Mushi, 2020).

Employability evaluates students' preparation for entering the workforce in meaningful and practical ways. It also shows how well universities prepare students to transition from theory to practice in the workplace (Clarke et al., 2017). Employers, governments and community members value graduates' abilities to create economic and social opportunities by applying the adaptable, innovative and current skill sets and mindsets gained during their studies. Employability is a result of deliberate collaboration among employers, institutions and governments to analyse and integrate the changing demands and values of each sector into educational programmes (Huong Lan, 2022). Therefore, improving and assessing students' employability helps stakeholders recognise the benefits of collaboration.

REVIEW OF RELATED LITERATURE

The term “employability” has become a common term among educators, researchers and employers. It refers to the knowledge, skills and abilities required to look for work and continue successfully in a career (Maree, 2017). Employability is important because it has significant implications for individuals, employers, educational institutions and society as a whole. Employability benefits graduates by increasing career options, employment happiness and personal fulfilment. It provides organisations with a consistent supply of talented and flexible people who can drive innovation and productivity. Focusing on employability benefits institutions by matching educational outputs to labour market needs, improving their reputation

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