

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>

