CAREERS IN GOVERNMENT
Northern Territory Government jobs are advertised online. You can find information on current jobs at www.nt.gov.au/jobs or call 1300 659 247 for more information.

6 steps to be job ready
Graduates may have the skills but need the experience

TOO many universities are too academically focused, which does not give students all the skills they need to succeed in the workforce.

So says Dr Brendan Moloney, founder of education service provider Darlo Higher Education, who believes many students may be ready to graduate, but are not job-ready.

“Maximising your chances of securing employment once you graduate is of high importance, and often looking to private higher education providers that are closely aligned to relevant and growing industries is the best way,” he says.

“Don’t be afraid to enrol in courses that are new or innovative. These courses may just well provide the training but also the hands-on lessons you need to compete.”

1 BIGGER IS NOT ALWAYS BETTER

“Private providers are continually focusing on the individual, as their smaller size allows for a more nurturing learning environment,” Moloney says.

He says universities often have preconceived ideas that may not be important to an employer.

2 CONSIDER WHAT’S NEXT

Recognise that many new jobs are yet to be created.

“There are plenty of cutting-edge courses and classes at providers such as those in the creative arts,” Moloney says. “Think about what you are passionate about and look for courses where you can be active and a participant in.”

3 DON’T SIT BACK

Do your research on courses and ask providers for information about the courses, the teaching staff and other types of students,” Moloney says. “Also, do not discount a course based on if it is online or run face-to-face, as there are positives to both.”

4 SHOP AROUND

Don’t stress about the right or wrong courses. “There are plenty to choose from and if you don’t like a course, maybe it’s not the right one for you,” he says.

5 PRACTICE MAKES PERFECT

“Experience is trumping qualifications in today’s job market,” he says. “Look for established providers who offer placements and internships. An internship is often the first step to employment.”

6 BE FLEXIBLE

The ability to learn is a worker’s top asset.

“Many employers today are looking for staff who have a great attitude and ability to learn,” Moloney says. “Technical skills are important but it is harder to find candidates who can demonstrate learning ability and are flexible.”

“Having multiple qualifications can be a huge asset. These days it is becoming the norm. Accept lifelong learning and continually reinvest in skills.

OUTSOURCING YOUR CHANCES OF WORK

WORKERS who want to progress their career, increase their pay or improve their job security should consider upskilling.

This is the message from Outsource Institute chief executive Jenny Townend. “Experience counts, particularly when it’s formally recognised,” she says.

“We encourage individuals to consider upskilling, reskilling or adding specialist qualifications to their existing credentials. Benefits received by the individual can include increased competitive edge in the job market, career advancement, improved remuneration, transferability of skills across industry sectors and job roles, greater employment security. (and) help in maintaining current industry standards, professional registration or licensing requirements.”

Townend says employers also benefit across the board from upskilling their staff.

A more skilled workforce reduces labour and recruitment costs, increases tender opportunities, promotes innovation, aids in workforce and strategic human resources planning, and benchmarks existing workforce skills against current industry standards. We believe both life and work experience are forms of education,” Townend says.

“Tackle being put out of a job with an alternative suggestion. Following the “Dancing with the Stars” phenomenon, a demonstration could be a huge asset. These days it is becoming the norm. Accept lifelong learning and continually reinvest in skills.”

“THE REDUNDANCY

If children were made aware of STEM careers, and STEM-related learning experiences were implemented earlier, it could inspire an interest in those subjects and careers,” he says.

“Engaging children at secondary school is too late. At this age children are already choosing elective subjects.”

For this reason we use tools such as a training needs analysis to identify and bridge gaps in an individual’s educational gaps.

“This verification process allows Outsource Institute to identify the transferability of an individual’s work and life experience to a nationally recognised qualification.”

GAP YEARS CAN BE AN OPPORTUNITY

Gap years can be an opportunity for students to gain a demonstrated maturity and a desire to grow problem solving and risk taking.

“Don’t sit back, look for established providers who offer placements and internships,” Moloney says. “An internship is often the first step to employment.”

Similarly, an MPCD will work through these stages and accept lifelong learning and continually reinvest in skills.

“No worker is immune from redundancy in today’s workforce changing.”

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