




CATÓLICA
UNIVERSIDADE CATÓLICA PORTUGUESA | PORTO
Faculdade de Economia e Gestão

Employability via competences and curricular innovation: a Portuguese account.

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Broad context

- The skills agenda
- Graduate employment and personal capital (Brown and Heskeths, 2004)
- Bologna as a catalyser of curricular innovation at the Faculty of Economics and Management

Curricular Innovation: Five Stages

Stage 1 – Market Valued Skills



Stage 2 – Curricular Deconstruction



Stage 3 – Curricular Redesign



Stage 4 – Mapping Transferable Skills



Stage 5 – Student's Individual Coaching



Curricular Innovation

Stage 1 - Market Value Skills

- From transferable skills towards a common understanding of employability
- Curricular rearrangements (4 to 3 years)



Curricular Innovation

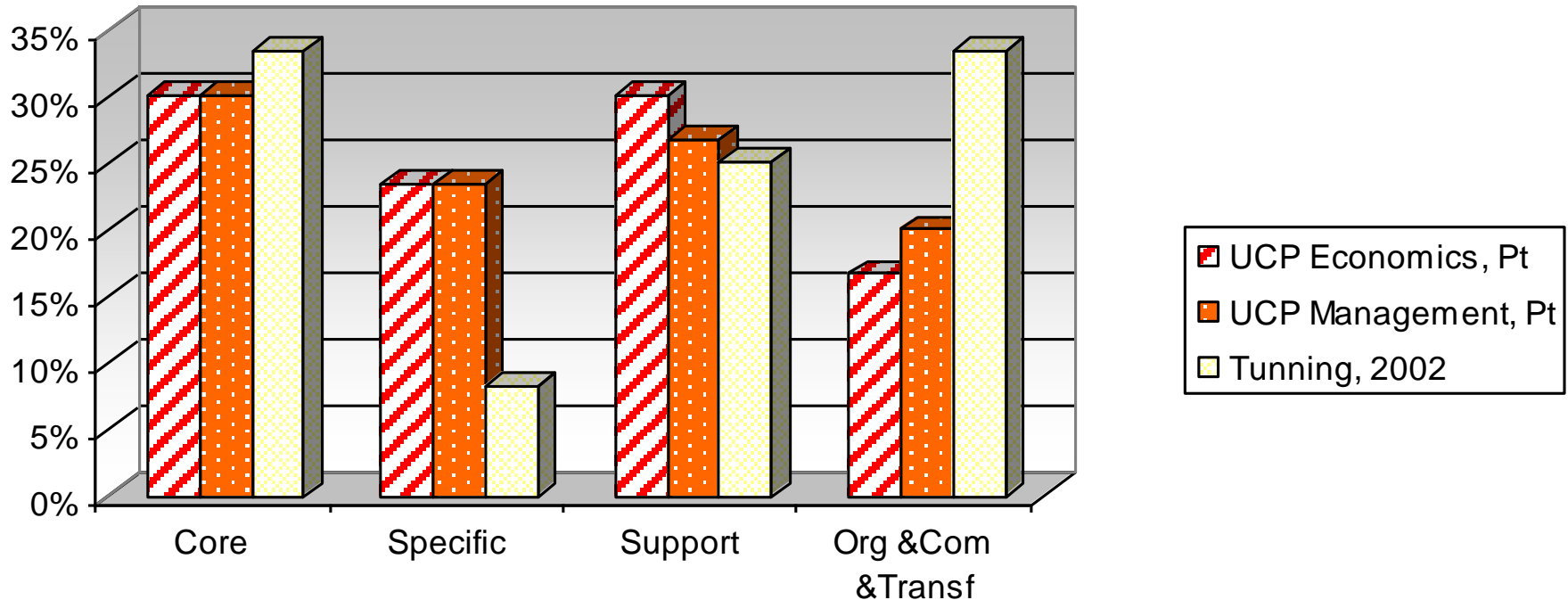
Stage 2 – Curricular Deconstruction

- General assumptions
 - Cosmopolitan world vision
 - Common set of subjects
 - Aims and learning outcomes
- Broadband first degree (180 ECTS)



Curricular Innovation

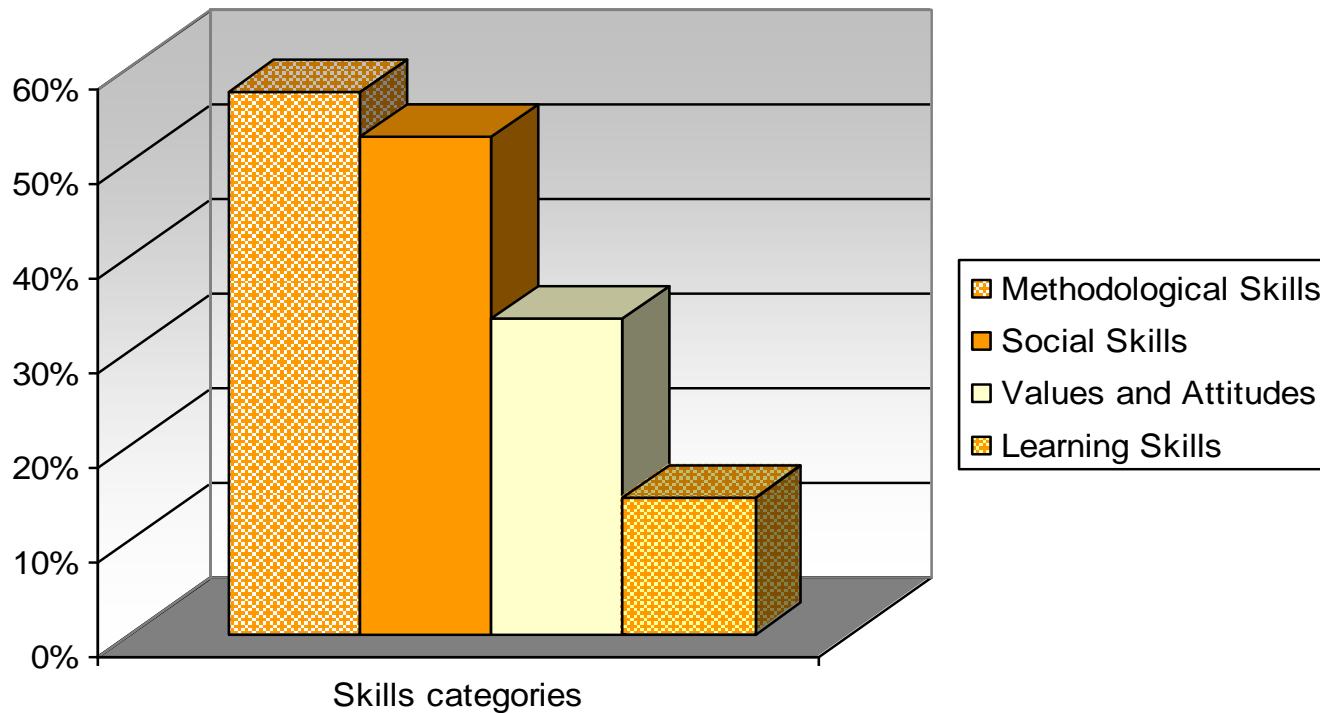
Stage 3 – Curriculum redesign



Curricular Innovation

Stage 4 – Mapping Transferable Skills

% of courses which assess and develop skills



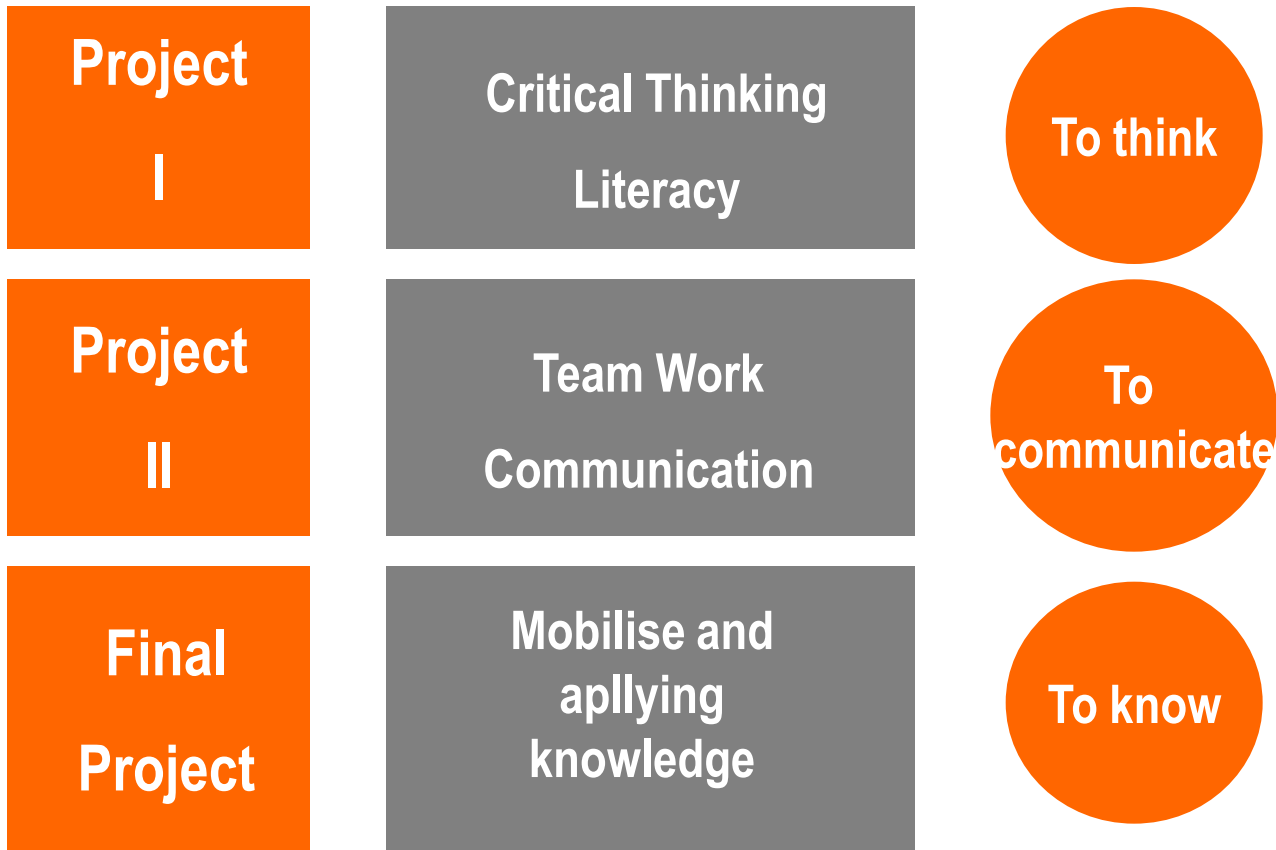
Curricular Innovation

Stage 5 – Individual Coaching

- On-line self-assessment questionnaire
- Individual's self-assessment report
- Uncovering students expectations
- Exploring other experiences
- Identifying skills to be further developed
- Developing an action plan

Curricular Innovation

The three-year intervention



Closing Remarks

- Intervention's assessment in January 2010
- Positive outcomes
 - 37 business organizations involved
 - 21 interships for best performers
- Arriving at a learning competence-based model: skills' embeddedness