

The Graduate Capital Model

Thank you for completing the online employability survey! If you'd like, you can use this document to reflect on your responses and target areas for development using the UVic resources linked below.

The survey was based on the Graduate Capital Model, which groups your personal employability resources into five categories to help support your career development. The five Capitals are **Human, Social, Cultural, Identity** and **Psychological** and can be developed throughout your life.

[Capital Model Video](#)



Figure 1. The Graduate Capital Model. Source: <https://www.southampton.ac.uk/careers/staff/employability-exchange/index.page>

1. [Human Capital - Video](#)

It's important to have Human Capital because employers want to learn about you, your education and your skills and how you demonstrate their relevancy to a job. You also need to know how and when to apply for opportunities to move forward with confidence in your career.

Ideas for Action:

Use the UVic Careers' [build your skills](#) resources to assess your skills and competencies and learn how to market them to potential employers.

Find out more about the [career workshops and programs](#) offered by UVic to work on career-related skills, explore career possibilities or get help searching for work.

Regularly review, update and record your [competency development](#).

Follow [UVic Career Services events](#) and attend job fairs held on campus to find out first-hand what employers are looking for. Some events are targeted to undergrads, however there may still be relevant opportunities for you!

Develop your understanding of the job market by exploring [labour market information](#).

[Apply for jobs](#) resources can help you navigate the world of résumés, cover letters and interviews, portfolios and more to help your application stand out.

Attend a [drop-in session with a career educator](#) to review your résumé, cover letter or prepare for an [interview](#).

Exploring Your Employability

Reflect upon your learning at each stage of the recruitment process. What could you improve on for next time? Write down your thoughts and/or discuss them with a friend, colleague or UVic [career educator](#) at a drop-in session.

2. [Social Capital - Video](#)

Social Capital helps you to develop your networks in a professional and sensitive way, so you can be clearer about which career paths will suit you and successfully apply to your target employment. Networking can also help you to work out which organisations will suit you best.

Ideas for Action:

Browse [job postings](#) sites to research employers and positions that might fit your background and areas of interest.

Review UVic's [work search tips](#) to make a plan for your search and make use of the contacts you have.

Keep up to date with the [labour market](#) in sector(s) you are interested in through industry-based sources.

Meet employers to help you identify labour market trends through [UVic Career Services events and fairs](#). Some events are targeted to undergrads, however there may still be relevant opportunities for you!

Learn more about how to foster a helpful network of professional relationships through the UVic Career Services [networking guide](#).

Consider [volunteering](#) to broaden your experiences while bringing you into contact with new people and situations.

Follow [UVic Career Services events](#) and attend job fairs held on campus to meet potential employers and discuss what they are looking for.

Find out more about how to use social media such as [LinkedIn](#) to network and promote yourself.

Regularly review and update your plans to take account of the evolving labour market. Are there other opportunities you haven't explored?

Does the changing labour market mean that you may need to acquire new skills and knowledge for career role(s) you are interested in? Keep in touch with [Continuing Studies @ UVic](#) for future professional development needs.

3. [Cultural Capital - Video](#)

High levels of Cultural Capital can make you stand out from other candidates. Employers actively seek candidates with extra experiences gained through activities such as volunteering and involvement in other organisations. Cultural Capital can also help you to fully understand organisations and what they value so you are able to present yourself and your profile in a credible way to your chosen employers.

Ideas for action:

If you are located in Victoria, you can look for opportunities to join like-minded students and community members on the UVic Students' Society [clubs pages](#) or the [Volunteer Victoria](#) website.

In the online samples of [résumés and CVs](#), you can see how others have communicated the value of their extra-curricular experiences.

Researching job sectors and organisations will help you to understand your fit within the labour market. [Job posting sites](#) and resources such as [LinkedIn](#) also include industry guidance and company profiles to help you develop your understanding.

UVic Career Services also lists [subject-specific careers](#) for degree graduates. Many of these would also apply to professional program students in the same topic area.

Practice adapting your approach to different employers by attending a range of [UVic Career Services events](#). Some events are targeted to undergrads, however there may still be relevant opportunities for you!

Take advantage of opportunities to develop your [intercultural competencies](#).

4. [Psychological Capital - Video](#)

High levels of Psychological Capital can help you with the transitions you will face as you move from your current studies to future employment. It can also help you deal with the demands of work within a rapidly changing labour market. Employers **actively seek candidates with** high levels of resilience and **ability to manage change**.

Ideas for Action:

List the positive ways you deal with stressful situations and research new ways. You may wish to review the resources on the [workplace strategies for mental health](#) website for some ideas.

After interviews, ask for feedback and complete a [self-assessment](#) to prepare yourself for next time.

What extra-curricular activities are you involved in which help you combat the stress of academic study and university life? Consider ways to refer to these in your [résumé and CV](#) and [interview](#) demonstrate your resilience to employers.

Exploring Your Employability

When [attending interviews](#), plan your answers if you are asked questions about how you have managed change or dealt with stressful situations. Draw upon your experiences to provide an insight to your ability to adapt and cope with change.

Think about how you handled change when you began your studies. How did you adapt to changing routines and different people? What can you learn from this?

Employers seek those who will continue to work on their resilience and ability to manage and respond to change. How are you planning to continue your development in these areas?

5. [Identity Capital - Video](#)

Highly formed Identity Capital will make you feel comfortable about both choosing the right career path and making further choices as your career develops. Employers like candidates who can demonstrate clear reasons why they have chosen particular roles to apply to.

Ideas for action:

Feeling stuck or unsure about what career path to choose? A good starting place is to [Explore Career Options](#) or consider enrolling in UVic's [Horizons](#) program to go deeper.

Conducting some self-exploration to [understand your personality, your preferences and what motivates you](#) will assist your career decision-making.

Have you gained feedback from others about which roles and organisations might fit you best? Reach out to your network – this could include friends, family, instructors, career services or employer contacts.

Reflecting on what you have learned through education and experience is important to career planning and personal development. Do you regularly review your career motivations, values, skills and strengths? Have they changed at all? Are there implications for your career goals?

This handout is adapted from materials fully acknowledged as the Intellectual Property of the University of Southampton. The original concept being Dr Michael Tomlinson's (Tomlinson, M.B. (2017) 'Forms of graduate capital and their relationship to graduate employability', Education + Training Vol.59 Issue:4, pp338-352) and subsequent material including the Learning Outcomes and Career Readiness Test created by McCafferty and Port (2017). Linked resources are created by the University of Victoria Co-operative Education and Career Services © 2019.