Maastricht University

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LES for fostering students' employability:

Representatives from the professional field acting as professional coaches

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Theoretical framework

Given rapid changes in job markets, graduates need to exhibit a high-level of **employability** competences: expertise, flexibility, team working skills etc. *(Van der Heijde & Van der Heijden, 2006)*

Currently, universities offer a wide variety of activities for students to develop these employability competences.

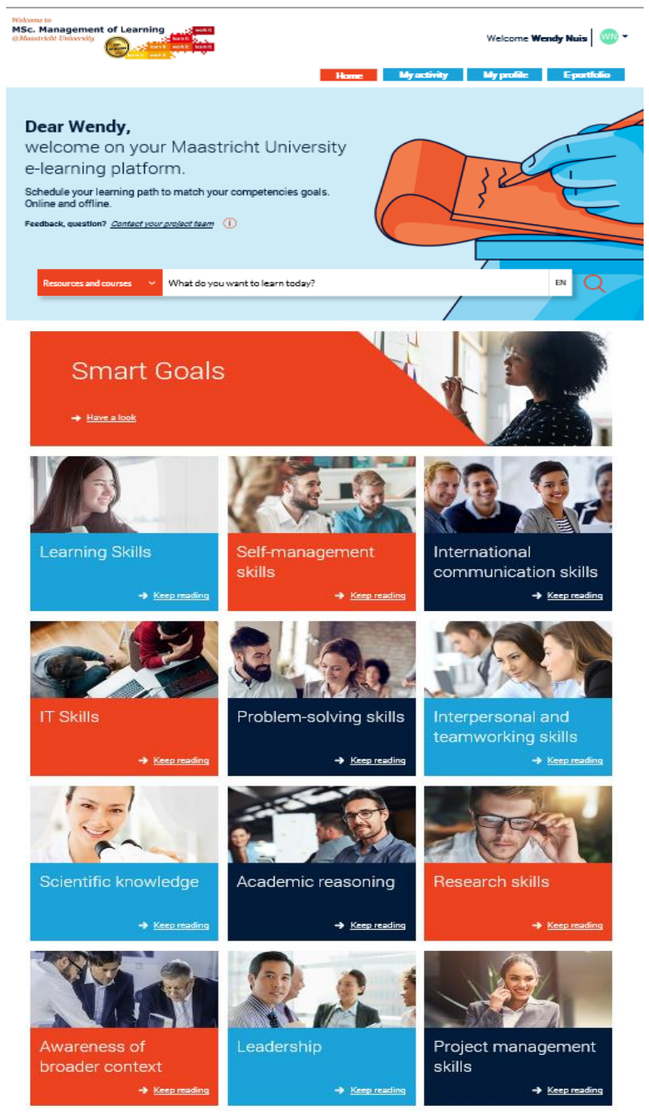
Also, it is known that regular **reflection** combined with **feedback** are necessary scaffolds to stimulate the development of employability competences *(Carnell et al., 2006)*

Online Learning Experience Systems (LES) have been developed to support students' learning processes by including guided reflection and feedback cycles.

Moreover, a **coach** who fosters and guides reflection and feedback-seeking is a necessary support.

In line with research, the **inclusion of professionals** from the relevant labour market to take up the role of coach is very valuable. *(Froehlich, 2015; Gerken, 2016)*

Learning Experience System



Research model



Research question

Do students with an internal coach and professional coach gain higher employability competences than students with an internal coach only, through making use of a learning experience system?

Methods & Measures

Employability:
- questionnaire *(Scoupe et al., in preparation)*

Reflection:
- questionnaire *(Beausaert et al., 2011)*
- summative assessment
- portfolio analysis

Feedback (coaches):
- questionnaire *(Beausaert et al., 2011)*
- portfolio analysis
- focusgroups

Motivational support:
- questionnaire *(Beausaert et al., 2011)*

Sample & Design

- Students MSc. Management of Learning
  2017-2018 (N = 40; no alumni coach)
  2018-2019 (N = 40; alumni coach)
- Students MSc. Business Intelligence & Smart Services
  2018-2019 (N = 40; no alumni coach)

		t1	t2	
Experimental group	MoL	X	X	y1
	BISS	X	X	
Control group	MoL	X	X	y2
	BISS			

Wider relevance

The project aims to show and evidence a best practice in how to foster student's employability competences, which can be used to inspire many higher education institutes.

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