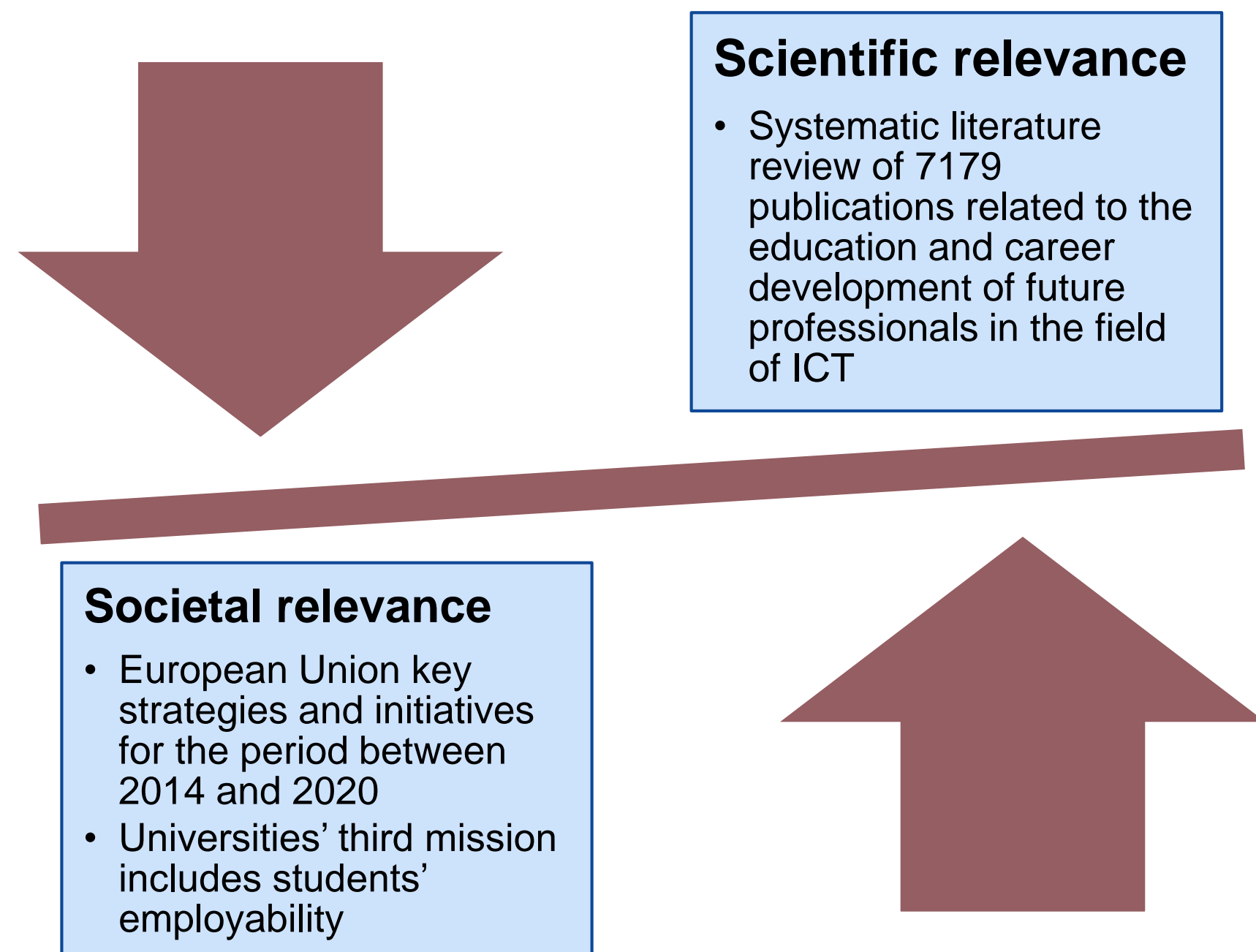


DEVELOPMENT OF STRATEGIC FRAMEWORK FOR SUPPORTING HIGHER EDUCATION GRADUATES' EARLY CAREERS

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A very low proportion of papers (16%) proposes the ways to improve the employability of graduates, although many authors (51%) point out the problems related to the employment of higher education graduates in the field of ICT.

Pressure on higher education institutions (HEIs) to provide graduates with employability skills → The capability of a higher education system to provide support services in early career development being highly mature and able to contribute to the better employment of graduates is of high importance.

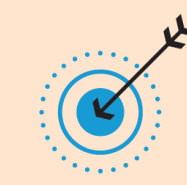
Research question

HE system support mechanisms for early career development of graduates



Research goal

To develop strategic framework and maturity model for supporting HE graduates' early careers



Application

To apply the model to the education of future ICT professionals



Environment

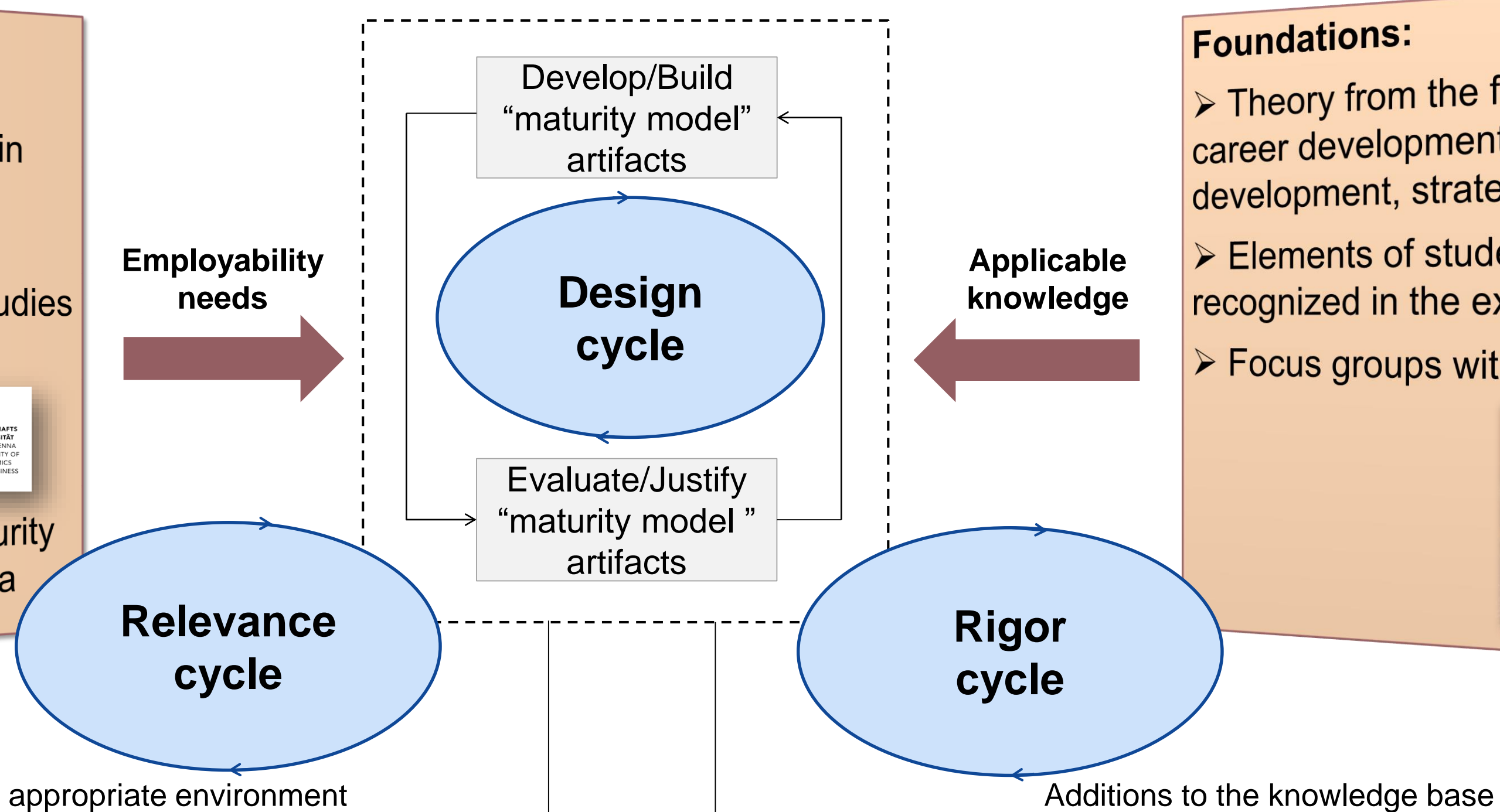
Application domain:

- The critical need for better employability of graduates stressed in strategic documents
- Existing modes of student support elements at European HEI - case studies at several universities:

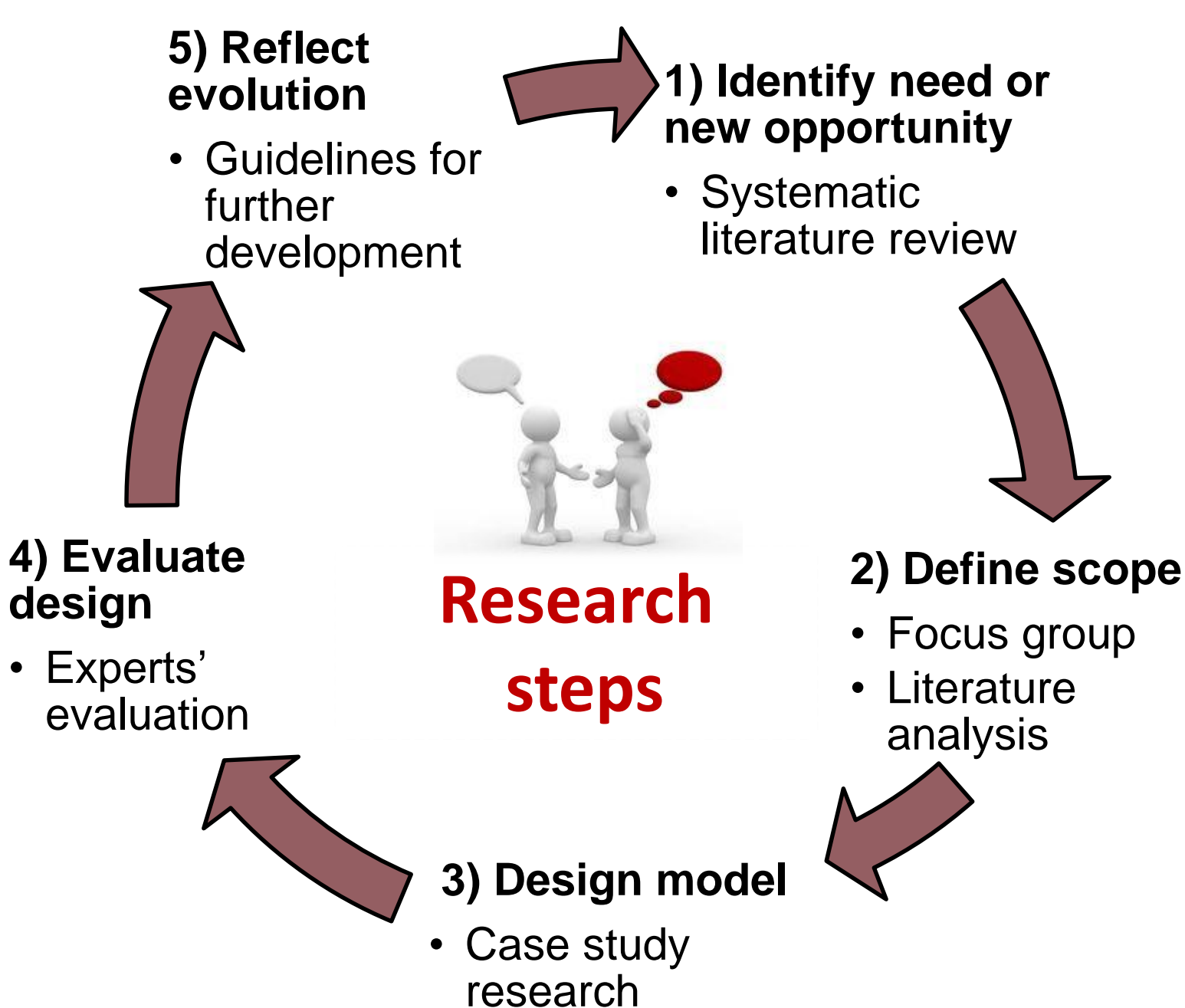


- Guidelines for enhancing the maturity of higher education system in Croatia

Design science methodology



Adapted from: A. R. Hevner, S. T. March, J. Park, and S. Ram, *Design Science in Information System Research*, MIS Quarterly, vol. 28, no. 1, pp. 75–105, 2004.



Adapted from: T. Mettler, *Thinking in terms of design decisions when developing maturity models*, International Journal of Strategic Decision Sciences, vol. 1, no. 4, 2010.

Maturity model

Strategic Framework

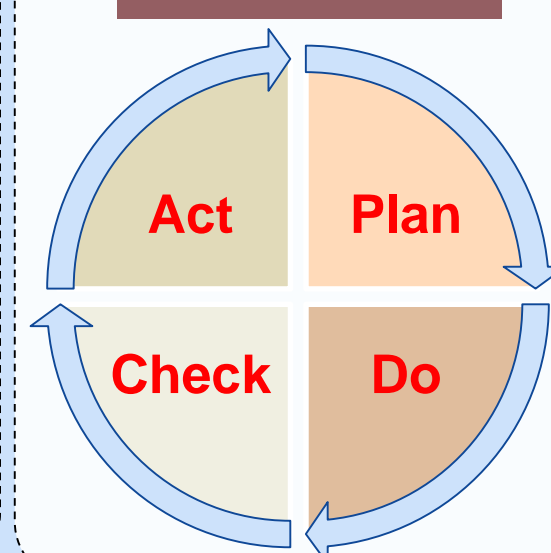
Key process areas

Strategy
Curriculum
Support Services
Alumni Relationships
Quality Assurance
Teachers
Research & Development
Infrastructure
Extracurricular activities

Practices



Capability dimensions



Capability assessment criteria

1. Not assessed
2. Not practiced
3. Partially adequate
4. Largely adequate
5. Fully adequate