Appendix 1
Employability Skills Grid Level 4

Level 4 is about starting to 'identify, and know' a discipline. By the end of Level 4, the aim is that the following knowledge, skills and attributes will be obtained. All units, through the various activities start to equip learners with an 'identifying and knowing' foundation.

Employability Skills	Education	Research	Professional Practice
Knowledge	Identify and know: • Basics of the discipline • Subject areas within the discipline • Locating the discipline within its local, national, industry and global contexts • The foundations of critical thinking • The language of the discipline	Identify and know: • Key theories and concepts of the discipline • How to problem solve within the discipline • The basic methods of solving problems • How to evaluate appropriate resources for research/ independent study within the discipline	Identify and know: • Identify discipline in practice and instil professional behaviour • An awareness of how discipline specific language is used in a professional context • Explore the discipline within the global context
Skills	Identify and know: • Basic discipline specific skills (e.g. IT) • Communication skills • Academic study skills • Digital skills • Start group working • Start activity of developing listening skills • Develop adaptability skills through group work and independent learning	Identify and know: • How to comprehend and process data • The value of research • The ethics of research • Understand and differentiate between academic and industry facing research • Discipline problem solving research skills	Identify and know: • Professional ethics and behaviours • Core IT and digital skills • How to work in groups in professional practice • How to build a professional presence
Attributes	Develop: • Resilience in study passion for the discipline • Exposure to compassion, global citizenship, awareness and tolerance within the context of the discipline	Develop: • Importance of morality in using the research • Introduction to understanding the ambiguity of research	Develop: • A passion and understanding of the discipline • resilience • Develop a profession identity • Independence and personal responsibility

Employability Skills Grid Level 5

Level 5 is about 'understanding and applying' a discipline and putting into practice what has been understood in Level 4. Level 5 is about building on the skills knowledge and attributes achieved in Level 4 through understanding and applying. All units, through the various activities, start the learning journey of equipping learners with an 'understanding and applying' foundation whilst enabling them to develop their skills, knowledge and attributes.

Employability Skills	Education	Research	Professional Practice
Knowledge	Understand and apply: • Established principles of the discipline • The components of the discipline • Theories and concepts to case studies • Critical thinking • Global cultural awareness within the discipline and expand knowledge.	Understand and apply: • Research methodologies and philosophy • More complex problem solving within the discipline • Methods of enquiry within the discipline • Intermediate level research/ independent study within the discipline	Understand and apply: • Discipline knowledge to professional practice • Discipline specific language in a professional context • Discipline context and knowledge within the global context
Skills	Understand and apply: • Knowledge built on in Level 4 • Intermediate study and digital skills • Communication and listening skills • Critical thinking • Effective team working	Understand and apply: • Intermediate level discipline research skills • Analysis of research findings • Research group based projects • Different forms of research for different purpose • Ability to decipher knowledge	Understand and apply: • The implications of professional ethics • The specific of requirements of professional practice • Deciphering industry research application • Employability skills
Attributes	Develop and enhance: • Resilience in study • Critical appreciation for the discipline • Scholarly attributes • Compassion, global citizenship, awareness and tolerance within the context of the discipline	Develop and enhance: • Cultural and global awareness within the discipline • Integrity in research activities • Tolerance for the limitations of research	Develop and enhance: • A professional identity • Reflection on the skills developed through study and professional activity • Professional resilience • Independence and personal responsibility

Employability Skills Grid Level 6

Level 6 is about 'critiquing, enhancing and implementing' a discipline and demonstrating the qualities and transferability of knowledge and skills for employment and employability within their discipline and beyond. All units, through the various activities will enable independent, reflective learners to acquire coherent and detailed global knowledge informed by the defined aspects of the discipline, as well as analyse, enquire and have an appreciation of the uncertainty, ambiguity and limits of knowledge. Upon completion of the programme, students will be fused practitioners who see the transferability of all areas of education, research and professional practice so that no area of the matrix is seen to be discrete or operate in isolation.

Employability Skills	Education	Research	Professional Practice
Knowledge	Critique, enhance and implement: • Discipline knowledge • Specialised knowledge • Theories and concepts to increasingly complex cases studies • Global awareness and activity • Innovation and entrepreneurship	Critique, enhance and implement: • Research methodologies and philosophy • Complex problem solving • Appropriate methods of enquiry within the discipline • Advanced level research	Critique, enhance and implement: • Reflective professional practice • Appropriate language in professional contexts • Specialist practitioner knowledge and understanding • Global professional practice
Skills	Critique, enhance and implement: • High quality critical thinking skills • Advanced study and digital skills • High level communication and listening skills • Collaboration • Application of cultural, diverse and global understanding	Critique, enhance and implement: • High level collaborative and independent research and data analysis • Research findings and assess the impact	Critique, enhance and implement: • Leadership skills within the profession • Global business skills • Forward thinking that predicts and shapes the future of the profession • Professional ethics • Industry research
Attributes	Develop advanced: • Resilience and agility • A critical appreciation for the discipline • Scholarly attributes • Curiosity, creativity and innovation • Compassion, global citizenship, awareness, inclusivity and tolerance • Openness to and appreciation of global opportunities	Develop advanced: • Ethics and integrity • Tolerance and resilience with research • Acceptance of uncertainty and limits of knowledge • Independence	Develop advanced: • Critical and reflective practice • Active, independent learning skills required for continuing professional development • Global professional awareness • Creative • Mindfulness of community and sustainable practice

Employability Skills Grid Level 7

Level 7, be it for conversion or progression programmes, is about 'mastering' a discipline, demonstrating systematic understanding that is at or informed by the forefront of the discipline, critical awareness of complex problems, and developing new and original insights to solve those problems within a discipline and beyond. All units, through the various activities will enable learners to be advanced, fused practitioners that use their initiative and personal responsibility within the professional community. Upon completion of the programme, students will be fused practitioners who see the transferability of all areas of education, research and professional practice so that no area of the matrix is seen to be discrete or operate in isolation.

Employability Skills	Education	Research	Professional Practice
Knowledge	Mastering: • Systematic and critical understanding of relevant knowledge • Current and complex knowledge of issues and developments within the discipline • Advanced scholarship and application of theories and concepts • Comprehensive understanding of the global context • Creativity, innovation and entrepreneurship	Mastering: • Research methodologies and philosophy • Complex problem solving • A range of appropriate methods of enquiry to complex and unpredictable problems • Critique of research methodology and methods • Advanced level analysis of research findings to develop new insights	Mastering: • Reflective, critical professional practice • Appropriate language and its integration in multiple professional contexts • Specialist practitioner knowledge and understanding • And driving global professional practice
Skills	Mastering: • High quality critical thinking skills • Study and digital skills • High level communication and listening skills • collaboration • Application of appropriate cultural, diverse and global understanding	Mastering: • High level collaborative and independent research and data analysis • Originality in the critical application of knowledge • The ability to make sound judgments in the absence of complete data • Communication of research findings to diverse audiences • Assessment of the impact of research	Mastering: • Leadership skills within the profession and beyond • Global business skills • Forward thinking that predicts and shapes the future of the profession • Professional ethics • Industry research
Attributes	Mastering: • Resilience and agility • A critical appreciation for the discipline • Scholarly attributes • Curiosity, creativity and innovation	Mastering: • Ethics and integrity • Tolerance and resilience with research • Acceptance of uncertainty and limits of knowledge	Mastering: • Critical and reflective practice • Active, independent learning skills required for continuing professional development • Global professional awareness

	• Compassion, global citizenship, awareness, inclusivity and tolerance • Openness to and appreciation of global opportunities • Initiative and self-direction	• Independence	• Curiosity, creativity and innovation • Mindfulness of community and sustainable practice • Accountability and personal responsibility