



# ATU Skills Discovery Tool: Bridging Student Skills with Industry Needs



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Teicneolaíochta  
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Teaching  
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Careers



# The Workplace of the Future



## Implications of Emerging Human Skills for Universities

- **Emphasis on developing human skills** – how to teach social and emotional skills?
- **Capture skills from all learnings** e.g. the workplace, community, sports field - becoming increasingly important
- **Programmes will need to be more hybrid** – combining disciplines
- **There will be an increase in work-based learning programmes** – employers and universities collaborate in the design and delivery

**Skills-based Hiring**  
*HBR, 2023.*

**The importance of Digital and Soft Skills** (*World Economic Forum, 2024*)

**Training and Development**  
*(Deloitte, 2023)*

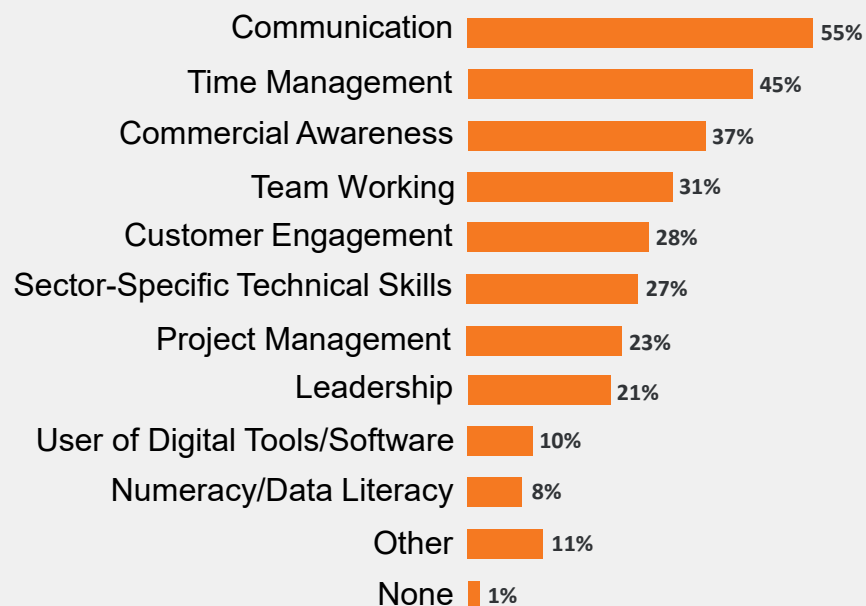
**Emerging Technologies**  
*(Forbes, 2023)*

# What Employers Want

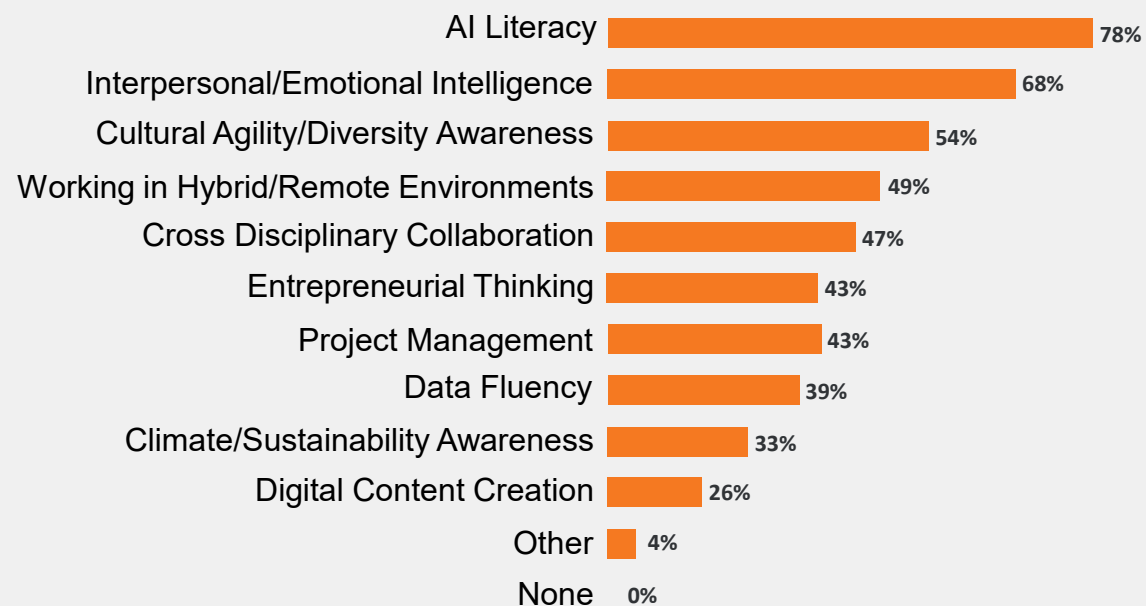


## Employer Identified Skills Gaps

In which area(s) do you most commonly see skills gaps among recent graduates (please select all that apply)?

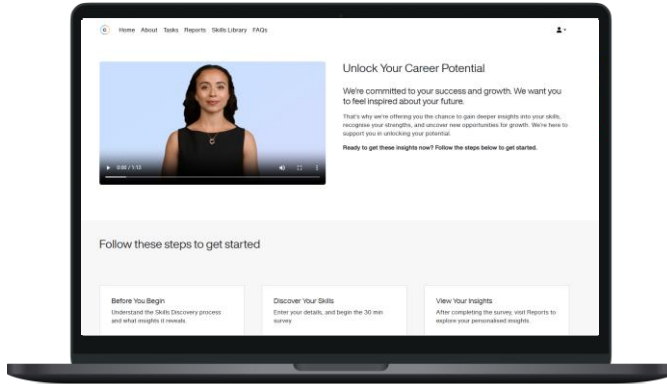


What skills or qualities do you think will become more important for graduates in the labour market over the next 5 years (please select all that apply)?



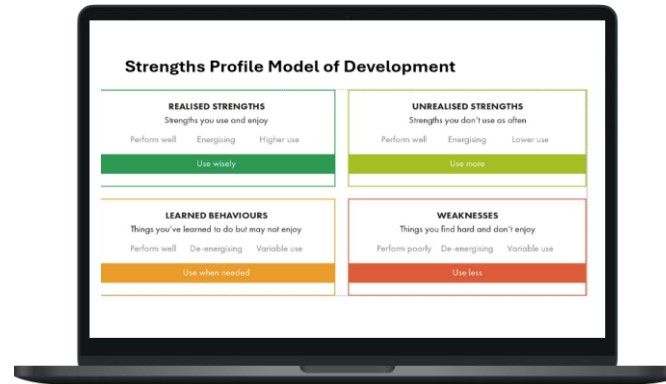
University of East London 2026

# Skills Discovery Tool – 3 Step Process



## 01 Identify

Completing the **30-min Skills Discovery online survey** will:  
Skills and Career sector report



## 02 Workshop 1 Careers & Academic

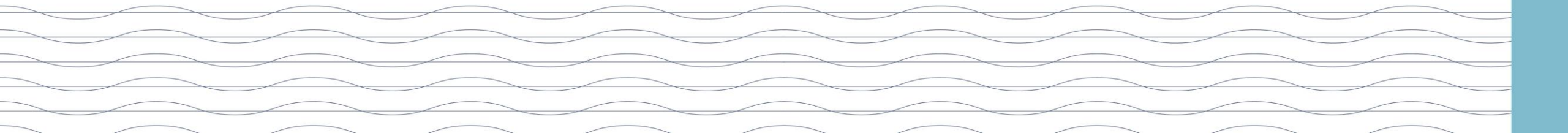
Introducing the **Skills Discovery Tool and reports**, supporting students in identifying, understanding, and communicating transferable skills required for future career pathways



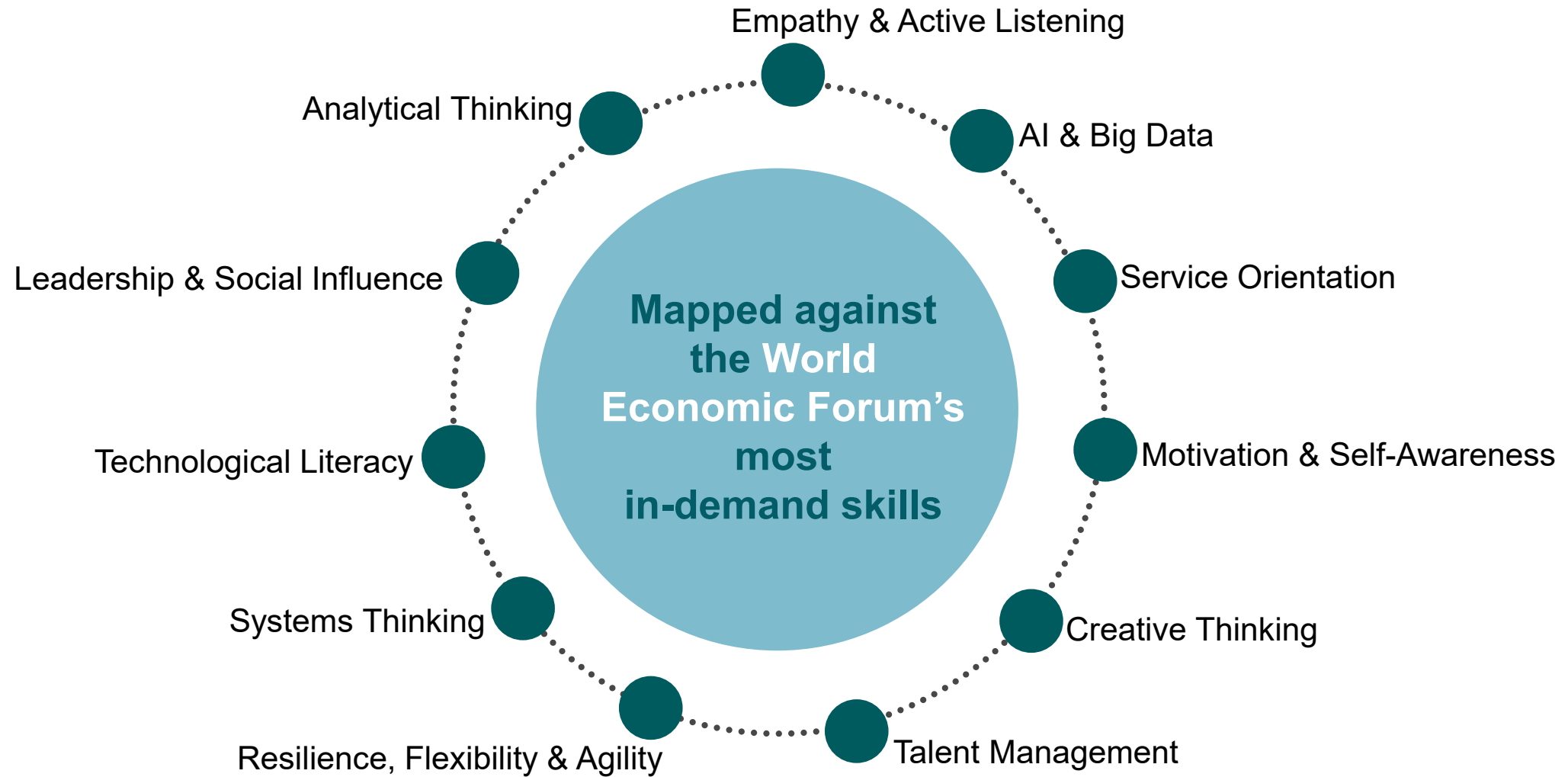
## 02 Workshop 2 Employer Led

Students will confidently link their **Skills Discovery Tool results to employer expectations, roles, and recruitment processes**

Support job applications and recruitment processes

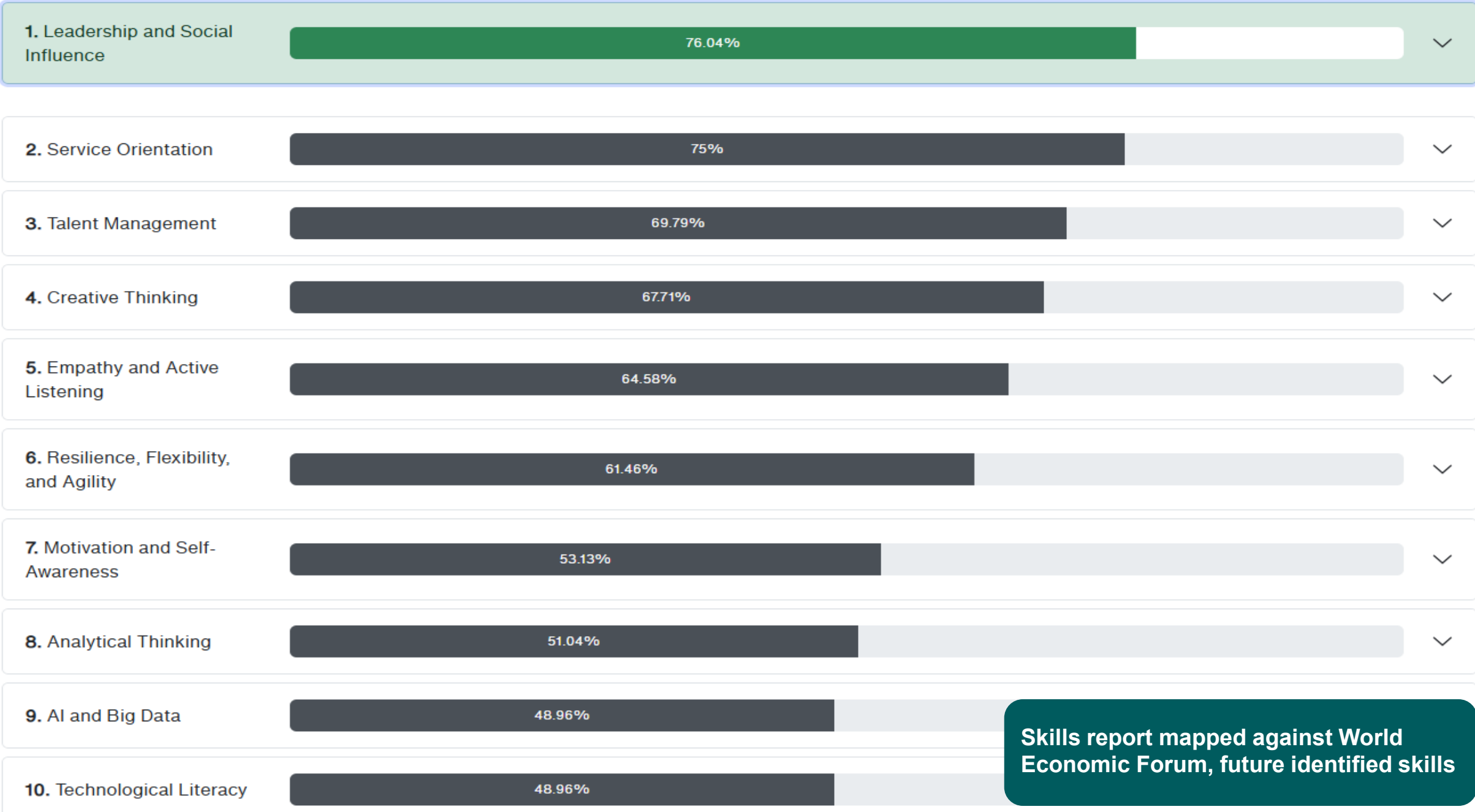


# Skills Discovery Tool for In-Demand Skills



World Economic Forum,  
Future of Jobs Report 2025

Your strongest skill match



Skills report mapped against World Economic Forum, future identified skills

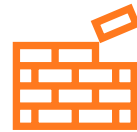
# The Benefits of Using the Tool?



Identify your key skills and strengths



Show how your skills align with in-demand global competencies



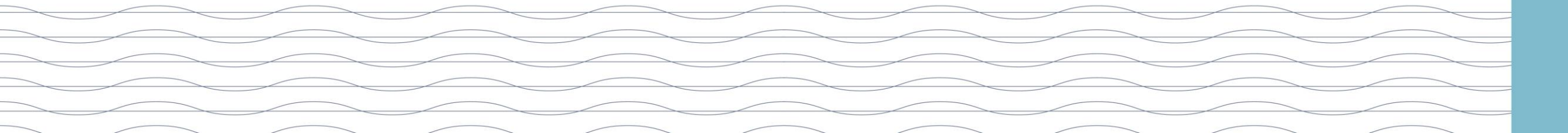
Build your confidence in exploring your abilities to employers



Support better career decisions and job applications



Stand out in interviews by articulating your strengths clearly



# Case Study – March 2026



## Placement & Employability

- Initiative to help students to prepare for life after ATU
- How placement has impacted on their employability
- Collaboration- ATU Careers, ATU Engineering Dept and MyCareerPath
- Worked with students going out on placement and returning from placement
- 1 hour workshop-Skills Discovery Tool - articulating strengths and skills to an employer, articulating what was learned on placement
- STARR responses
- CV review



## Skills Discovery Tool

The Skills Discovery Self-Assessment tool **enables students to identify their key strengths and skills**, which in turn helps build confidence, supports effective career planning and preparation for future interviews. The workshops provided students with the tools to navigate the assessment and engage with careers professionals.



## Feedback, Outcomes & Effectiveness

*Fiona O'Donnell, ATU Careers Officer*

**Overall satisfaction: 4.5/5** ★★★★★

**94% found the tool useful for CV and Interview preparation**

**Content of most value:** Skills alignment and Report, Skills examples, STARR

# Skills Discovery Workshop - Overall Feedback



Overall Satisfaction:  
4.5/5 ★★★★★



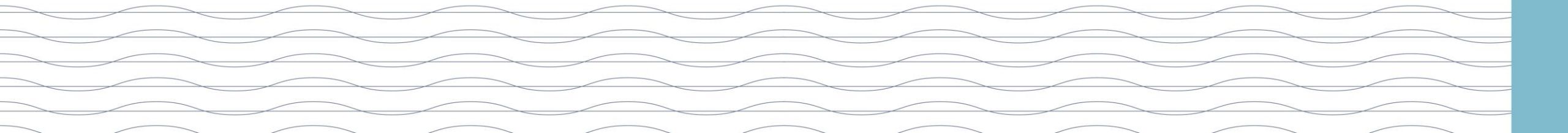
69% would recommend the workshop



Content of **most value and relevance** - STARR, Skills alignment and report, Interview insights, strengths examples, understanding learned behaviour and unrealised skills



94% found the tool useful for updating CVs and Interview techniques



# ATU Upcoming - Programmatic Review

## Employability Theme - Mapping Graduate Attributes within Programmes





# Thank you

**Bridie Killoran,  
Careers and Learning Pathways Manager**



**Skills Discovery Tool**

