HUMBER

INSTITUTIONAL LEARNING OUTCOMES FRAMEWORK

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HUMBER GRADUATES: CAREER-READY CITIZENS

Humber graduates are ready to:

ADAPT to a rapidly evolving workplace and world

LEAD positive change locally and globally

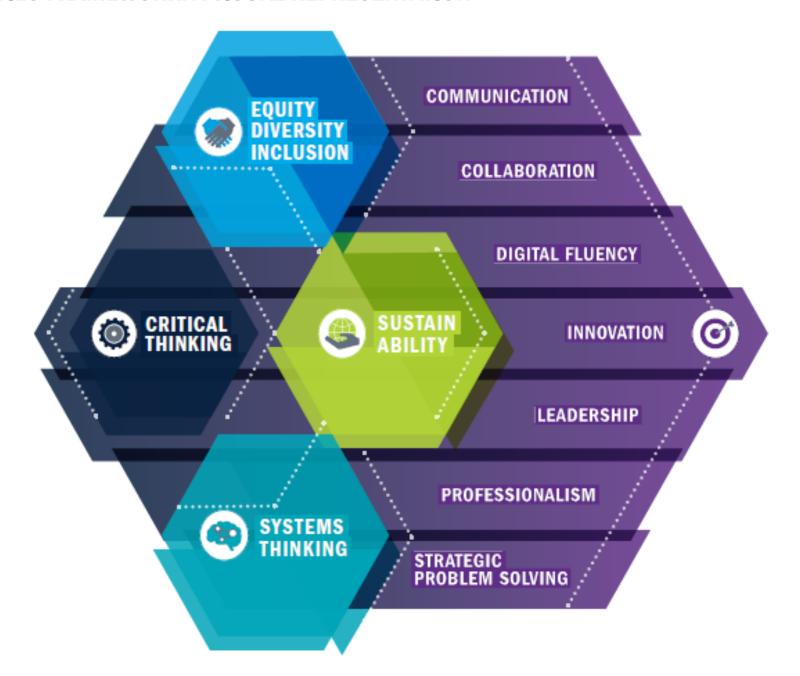**SUCCEED** in their chosen careers

To our students:

As a Humber student, you will be immersed in a transformative 21st century learning experience. You will build deep knowledge and expertise in your chosen field. At the same time, you will develop **core skills** and **mindsets** that will support your success throughout your life. These skills and mindsets will set you apart in an increasingly competitive job market. They will also differentiate you as a leader in your workplace and community.

Humber's core skills and mindsets are called our **Institutional Learning Outcomes (ILOs)**. Our ILOs define the unique qualities of Humber's polytechnic approach to education. They were developed by our faculty, staff and students in collaboration with our industry and community partners. Our ILOs also align with the top employability skills and mindsets recognized globally as critical to graduates' success now and into the future.

During your time at Humber, you will have multiple opportunities both within and outside the classroom to develop your core skills and mindsets. By taking full advantage of these opportunities, you will build your capacity to showcase what you have to offer to employers.

Whatever your goals and aspirations – wherever your future takes you – your education at Humber will lay the foundation for your success. As a Humber graduate, you will be **READY.**

THE ILO FRAMEWORK: A VISUAL REPRESENTATION

EQUITY DIVERSITY INCLUSION

CRITICAL THINKING

SUSTAIN ABILITY

SYSTEMS THINKING

COMMUNICATION

COLLABORATION

DIGITAL FLUENCY

INNOVATION

LEADERSHIP

PROFESSIONALISM

STRATEGIC PROBLEM SOLVING

WHY AN ILO FRAMEWORK?

Being a 21st century career-ready citizen means having the knowledge and skills to achieve professional and personal success while contributing meaningfully to our communities.

Humber's ILO framework articulates the unique qualities of our graduates. The framework consists of three components - key mindsets, core skills and an overarching meta-skill - that function synergistically to form the building blocks of career-ready citizens.

Within the ILO framework, the key mindsets express a worldview focused on equity, sustainability and systems thinking. The core skills – collaboration, communication, digital fluency, innovation, leadership, professionalism and strategic problem-solving – are the practical tools that transform these key mindsets into behaviour and action. Critical thinking stands alone as the meta-skill that drives all the other components of the framework.

CRITICAL THINKING: OUR META-SKILL

Meta-skills are higher-order skills that drive the performance of all other skills. At Humber, we focus on critical thinking – thinking about thinking - as the meta-skill that Humber graduates use to mobilize their core skills and key mindsets.

As critical thinkers, Humber graduates have awareness of their thinking process and apply this process to behaviour and action. They approach issues with an open mind, questioning all perspectives and systems of thought. They assess and analyze all relevant information, and accurately and comprehensively represent key issues. They communicate and collaborate effectively with others to achieve well-reasoned conclusions and make evidence-based recommendations.

CRITICAL THINKING IS:

- analysis
- evaluation
- inquiry
- awareness of self and others
- well-reasoned conclusions
- mathematical reasoning

OUR KEY MINDSETS

Mindsets shape worldviews. At Humber, we nurture three key mindsets that are crucial to the well-being and prosperity of individuals and communities: equity, diversity & inclusion (EDI), sustainability and systems thinking. These three mindsets determine the behaviour and action of Humber graduates in work and life.

EQUITY, DIVERSITY & INCLUSION

An equity, diversity & inclusion mindset enables us to create a fair, just and inclusive world. As equity-minded individuals, Humber graduates have a deep understanding of and respect for human diversity, intersectional identities and cultural complexity. They act with empathy, compassion and humility to remove barriers and create equal opportunity for all individuals and communities.

EQUITY, DIVERSITY & INCLUSION IS:

- anti-racism
- anti-oppression
- empathy, compassion & humility
- equal opportunity
- global citizenship
- intersectionality

SUSTAINABILITY

A sustainability mindset enables us to think and act with our collective future in mind. As sustainability-minded individuals, Humber graduates lead by example. They promote sustainable practices in their professional and personal lives. They act responsibly in environmental, economic and social ways that protect our planet and contribute positively to the well-being of our communities.

SUSTAINABILITY IS:

- economic responsibility
- environmental responsibility
- social & civic responsibility

SYSTEMS THINKING

A systems thinking mindset enables us to effect real change by harnessing the interconnectedness of all things. As systems thinkers, Humber graduates approach situations by knowing the limits of their own knowledge and engaging multiple perspectives. They are curious, compassionate and courageous thinkers who actively break down silos and promote holistic, emergent problem-solving.

SYSTEMS THINKING IS:

- courage
- holistic and emergent problem-solving
- interconnectedness
- limits of knowledge
- multiple perspectives

OUR CORE SKILLS

Core skills are the practical tools we need for learning, work and life in the 21st century. At Humber, we focus on seven core skills: collaboration, communication, digital fluency, innovation, leadership, professionalism and strategic problem-solving. Driven by critical thinking and shaped by our key mindsets, these core skills ensure Humber graduates have the tools to be career-ready citizens.

COLLABORATION

Collaboration skills enable individuals to work with others effectively to achieve a common goal.

COLLABORATION IS:

- active listening
- conflict resolution
- emotional intelligence
- goal-setting
- individual accountability
- self-regulation

Key words:

assist, awareness, compassion, contribution, coordination, diplomacy, feedback receptiveness, flexibility, judgement, negotiation, open-mindedness, participation, positivity, relationship management, respect, responsibility, self-reflection, teamwork

COMMUNICATION

Communication skills enable individuals to convey information effectively.

COMMUNICATION IS:

- clarity & conciseness
- credibility & integrity
- purpose & audience
- strategic networking

- tone & medium

Key words:

active listening, articulate, confidence, convince, correspond, diplomacy, discuss, express, inform, listen, non-verbal empathy, open-mindedness, personal profile development, persuade, read, respect, self-reflection, share, tact, write

DIGITAL FLUENCY

Digital fluency skills enable individuals to use and adapt to digital tools, manage information, conduct research, and create and communicate effectively and ethically in digital spaces.

DIGITAL FLUENCY IS:

- data analytics
- ethics & security
- information management

- multi-platform competency
- new media literacy
- online etiquette

Key words:

access, assessment, critique and evaluate information, copyright law and licensing, cultural contexts, digital technologies, design, responsibility, professional reputation management, recognizing purpose, responsible information sharing, security and safety, self-regulation, social media literacy

INNOVATION

Innovation skills enable individuals to think creatively and critically to generate new and different ideas.

INNOVATION IS:

- curiosity
- design thinking
- entrepreneurialism
- targeted creativity
- vision

Key words:

creativity, comfort with ambiguity, connecting the dots, curiosity, divergent thinking, generative, improvisation, incubation, intuition, inventive lateral thinking, navigating the grey, predictive thinking, rigor

LEADERSHIP

Leadership skills enable individuals to inspire, motivate and empower others to achieve positive, common goals.

LEADERSHIP IS:

- coaching & mentoring
- empowerment of others
- mentoring
- being a positive influencer
- role-modelling
- vision
- working in diversity

Key words:

awareness, change-maker, collaboration, commitment, communication, conviction, cooperation, courage, delegation, diplomacy, empathy, ethics, facilitation, fearless agility, feedback, honesty, humility, initiative, integrity, motivation, passion, perseverance, persuasion, positivity, prioritization, reducing ambiguity, reliability, resolving problems, responsibility, self-reflection, trustworthiness

PROFESSIONALISM

Professionalism enables an individual to exhibit behaviour and actions that enhance personal reputation and contribute positively to success in the workplace.

PROFESSIONALISM **IS:**

- accountability
- adaptability
- confidence
- ethics & responsibility

- field/industry readiness
- resilience
- resourcefulness

Key words:

communication, continuous learning, emotional intelligence, enthusiasm and engagement, flexibility, honesty, humility, initiative, integrity, leadership, organization, passion, perceptiveness, persistence, positivity, prioritization, respect, self-reflexivity, self-regulation, time management, trustworthiness

STRATEGIC PROBLEM-SOLVING

Strategic problem-solving skills enable an individual to predict and define a problem, and to determine the best approach to achieving a solution.

STRATEGIC PROBLEM-SOLVING **IS:**

- applying knowledge, skills and prior experience
- critical judgement
- context awareness

- effective decision-making
- evaluation of merits of solutions
- pre-emptive evaluation

Key words:

analysis, application, assess, decision making, develop, evaluation, idea generation, identify, initiative, iteration, judgement, lateral thinking, making connections, methodology, open-mindedness, patterns, planning, process, risk management, self-directed, transformative thinking, trends

RESOURCES

Meta-skill: Critical thinking

Faculty resources:

AACU. (n.d.). *Critical Thinking VALUE Rubric*. Retrieved from
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Vanderbilt University. (n.d.). *Metacognition.* Retrieved from https://cft.vanderbilt.edu/guides-sub-
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Seneca College. (n.d.). *Critical Thinking and Problem Solving.* Retrieved from
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University of Plymouth. (n.d.). *The critical and creative learner.* Retrieved from
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University of Plymouth. (n.d.). The critical and creative learner. Retrieved from
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Key mindsets

Equity, diversity & inclusion

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AACU. (n.d.). *Ethical Reasoning VALUE Rubric*. Retrieved from https://www.aacu.org/ethical-reasoning-value-rubric

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Core skills

Collaboration

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AACU. (n.d.). *Teamwork VALUE Rubric.* Retrieved from
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Griffith University. (n.d.). *Effective communicators and collaborators*. Retrieved from https://teaching-resources.griffith.edu.au/the-griffith-graduate/griffith-attributes/effective-communicators-and-collaborators

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Digital fluency

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Innovation

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