

WORK AND EMPLOYABILITY

EMPLOYABILITY REPORT

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With my working experience spanning more than 21 years in my chosen industry, it is my goal on completion of my Bachelor of Business, to extend my studies a further year with postgraduate Honours degree. At this stage deciding between 2 separate research focus topics, *Globalisation and Corporate Social Responsibility* or *Brand Strategy and Management*. As a freelance fashion production specialist and designer, I have expressed my desire previously to bolster on my experience auditing supply chains for compliance to manufacturing standards, processes and quality management systems.

As an entrepreneurship major, my research for this report primarily considered two peer reviewed journals: *Hybrid Entrepreneurship: How and Why Entrepreneurs Combine Employment with Self-Employment* (M.Z. Solesvik, 2017) and *Entrepreneurs, employees and firms – the changing context of employment relations* (Wynn, 2016).

The premise of the latter, relates to professional self-employment and explores self-employed individuals, such as myself and their transition into acquiring employment. Coining the phrase 'entreplooyee' as an 'emerged self-entrepreneurial type of labour power' this word combining 'entrepreneur' and 'employee' involves strategies to expand in-house talent. Advancing entrepreneurial dexterity within the current business place and internally benefitting from the advantage of skillsets from selected candidates.

"Relative to full-time entrepreneurs, hybrid entrepreneurs show higher levels of education and human capital. Thus, the role of hybrid entrepreneurship is expected to be greater in knowledge-intensive and innovative industries" (M.Z. Solesvik, 2017) such as fashion design, production and management of omnichannel aspects, such as social media platforms and ecommerce platforms. Hybrid entrepreneurship is seen as a viable direction for aspirational visionaries such as myself to accomplish these career goals in a risk-averse and organic approach. Pursuing this path allows the hybrid to test enterprise ideas and advance their ideas in a transformative direction.

As a Gen-X, students of my era are seen as being 'generationally conscious' and have a fresh view of understanding, a 'cross-generational perspective'. Challenges faced as a culture and community extend beyond "inequality, democracy and sustainability" (A. Poo, 2017). During the course of my studies, I felt segregated due to my age. Feeling looked down upon by younger students, it has been a challenge for me to integrate in group dynamics, even with my

extroverted personality. However in 21 years within the fashion industry and in employed roles, rarely have I felt such isolation. Researching *Age Integration, Age Segregation, and Generation X: Life-Course Perspectives*, it is unmistakable to say “Gen Xers have a valuable role to play in divesting society of age segregation and in the development of cross-age interaction” as written by Dannefer, D., & Feldman, K. (2017)

Contemporary studies characterise Gen Xers as “entrepreneurial and self-directed, happy and balanced, more productive than Baby Boomers. It is a generation of low expectations but high achievement” (Dannefer, D., & Feldman, K. 2017). Exhibiting greater autonomy and self-determination, this generation is said to: ‘just do it!’. Nonetheless, the possibility with their workhorse determination, that burn out and exhaustion may be prevalent with unhealthy levels of stress due. I have personally found this in my career, which instilled a mindfulness routine which I endeavour to continue into my entrepreneurial ventures.

A prospective ‘entreplooyee’ with aspirations to continue my current business ventures on completion of this Bachelor, my research included: *Differences in resilience between ‘traditional’ and ‘non-traditional’ university students* (Chung, E., Turnbull, D., & Chur-Hansen, A. 2017). Therefore, seeing myself as a non-traditional student, in life facets such as age and employment status. This categorisation is seen as being significantly higher in resilience and flexibility, seeking to fulfil and exceed their potential, suggests that these students ‘adapt well to the rigour of university studies’ as noted by Chung, E., et al (2017). With my fashion experience I would note that resilience within the industry has me ‘demonstrating a good track record in overcoming stressful conditions’ and have developed me into a determined entrepreneur.

My inclination to expand and advance my current business discipline would see my business highly benefit from all university knowledge gained and applied. With the possibility of continuing my freelance services in my area of expertise, that being fashion garment manufacturing and design.

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