Challenges in Preparing Information Systems Graduates for Employability

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Abstract:
Preparing graduates for employability in today's digital age is increasingly complex as the job market rapidly evolves. In South Africa, employability and work readiness among information systems graduates are major concerns, given persistently high unemployment and a dynamic labour market. This study aimed to determine the challenges in preparing information systems graduates for employability. The study used a quantitative research design and collected data through three structured questionnaires. A total of 481 information systems professionals participated. Four interrelated challenges shaped the employability of information systems graduates: curriculum-industry misalignment, insufficient development of general skills and self-theories, limited access to career development and work experience, and contextual and structural inequalities. These challenges indicate that graduate employability is not determined by a single factor but by how universities, industry, and individual conditions interact to shape graduate outcomes. Employable information systems graduates require more than updated technical content; they require embedding soft skills within deep, discipline-specific knowledge.

Keywords:
Challenges, employability, information systems graduates.