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Dialogue on Innovative
Higher Education Strategies

HRK German Rectors' Conference
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Workshop

Strengthening Employability: A Maturity Framework for Degree Programmes

Structured reflection using a maturity framework
informed by German universities of applied sciences

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What we want to achieve

A shared basis for programme development and an initial view of selected programmes' maturity

1 Understand the maturity framework

Six quality dimensions and five maturity levels

2 Reflect on our own practice

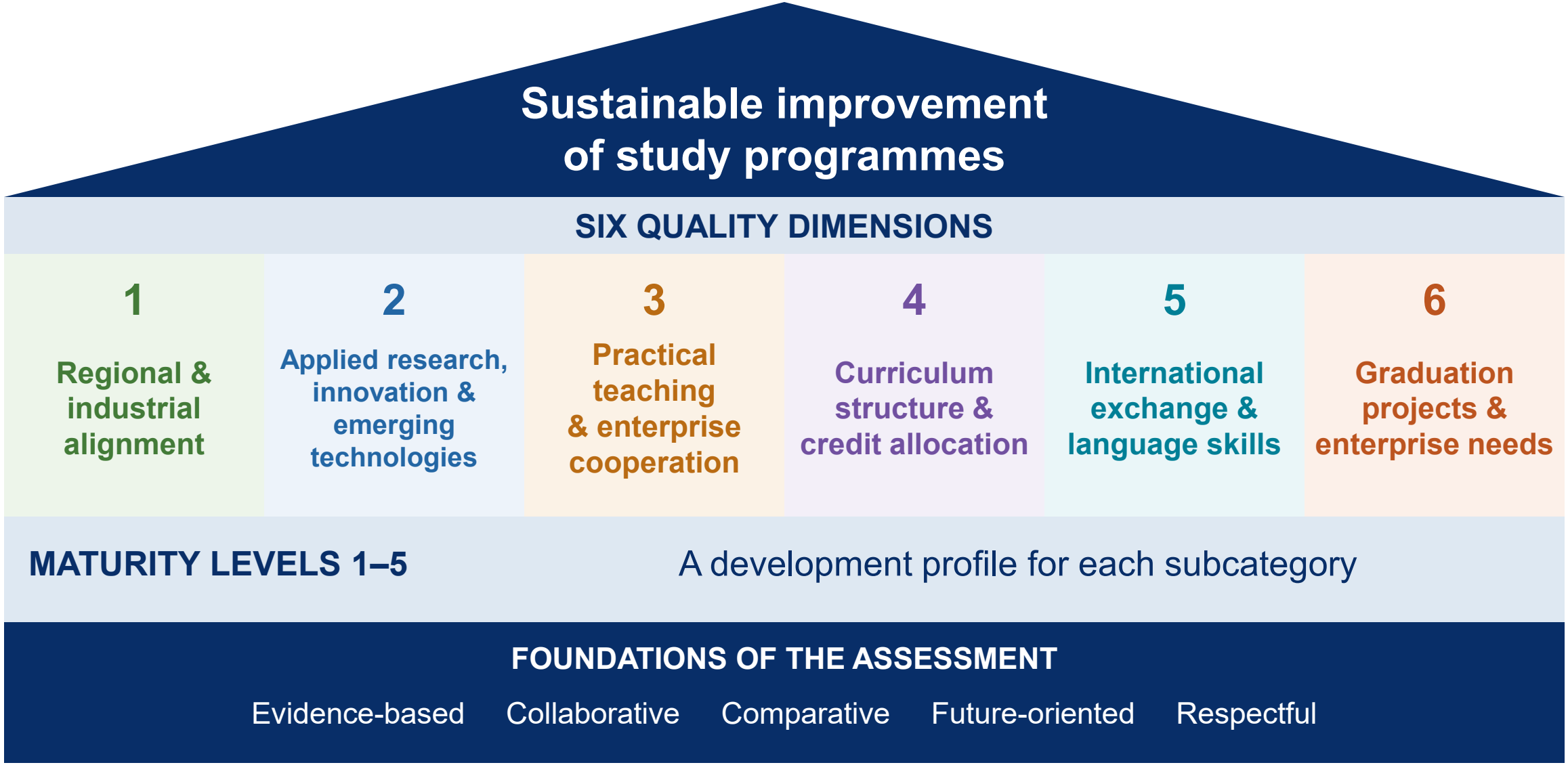
Identify strengths, review evidence and explore improvements

3 Explore the value of the framework

Questions that an external expert team could help us answer

Our result: six table summaries and a possible next step

The maturity framework at a glance



The six dimensions in detail

Five subcategories make each dimension concrete

Sustainable programme improvement

1	2	3	4	5	6
Regional & industrial alignment	**Applied research, innovation & emerging technologies**	**Practical teaching & enterprise cooperation**	**Curriculum structure & credit allocation**	**International exchange & language skills**	**Graduation projects & enterprise needs**
1.1 Regional labour market	2.1 Research profile & capacity	3.1 Practical learning	4.1 Curriculum coherence	5.1 Global partnerships	6.1 Practical relevance
1.2 Industry involvement	2.2 Research projects & results	3.2 Industry partnerships	4.2 Module competencies	5.2 Student & staff mobility	6.2 Industry involvement
1.3 Learning outcomes	2.3 Research in teaching	3.3 Project learning	4.3 Credits & workload	5.3 Teaching in other languages	6.3 Innovation
1.4 Regional key industries	2.4 Digital, AI & new technologies	3.4 Internships	4.4 Electives	5.4 Intercultural skills	6.4 Employability
1.5 Future adaptability	2.5 Innovation & application	3.5 External experts	4.5 Constructive alignment	5.5 Language skills	6.5 Knowledge transfer

Each subcategory receives its own maturity level, supported by evidence

Round 1: Where are we today?

10 minutes · Choose one or two subcategories

1 **What already works well?**

Describe a concrete activity or result in your study programme.

2 **What supports our view?**

Identify documents, feedback or observations that provide evidence.

3 **Where are we uncertain?**

Discuss a provisional maturity level and questions still to be checked.

Record one strength, supporting evidence and an open question.

Round 2: What could improve?

10 minutes · Build on the previous group’s ideas

1 **Which improvement would be worthwhile?**

Identify a development opportunity with a clear expected benefit.

2 **Who would benefit, and how?**

Consider students, teaching staff and enterprise partners.

3 **What is a realistic first step?**

Discuss the support needed and any important obstacles.

Record one priority, its benefit and a feasible first action.

Round 3: How could the framework help?

10 minutes · Explore its value for our university

1 What does the framework help us see?

Discuss useful insights, missing aspects and any need for adaptation.

2 What could we clarify internally?

Identify questions we can answer with our own evidence and expertise.

3 Where could an expert team add value?

Name an open question and conditions for a useful expert assessment.

Record the potential value of expert assessment and one important condition.