### Understanding the Employability of College Graduates for Success in the Workplace

### Richard James Rateau

Dissertation submitted to the faculty of the Virginia Polytechnic Institute and State University in partial fulfillment of the requirements for the degree of

Doctor of Philosophy In Agricultural and Extension Education

Eric K. Kaufman, Committee Chair Thomas W. Broyles Shelli B. Fowler J. Shane Robinson

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Keywords: Borich needs assessment, employability potential, learner-centered teaching, job skills, path-goal leadership theory, role of higher education, skills model of leadership

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