

**Universities
Scotland**



Taking Pride in the Job: University action on graduate employability

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Universities and employability

- 85% of graduates well or very well prepared for work (2013 UK Commission's Employer Skills Survey 2013: UK Results)
- 90% of 2012 first degree graduates from Scottish universities are employed or studying 6 months after graduation (DLHE, HESA 2011-12)
- *'[...] attitude, enthusiasm and breadth of thinking are key attributes in our selection process. The calibre of Scottish students continues to be of the highest quality.'*

RBS (360 Degrees, Universities Scotland, 2012)

Action on employability

- Why?
 - Youth employment agenda
 - Economic climate
 - Want to build on what we do – enhancement
- Focus on student employability as a whole, not specific groups of students

Equality and diversity

US representation on:

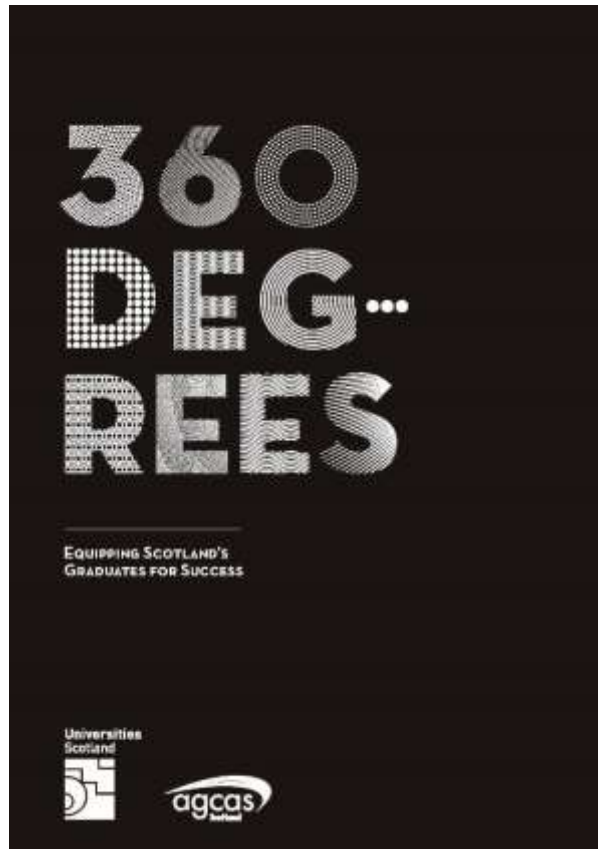
- ECU Scottish Liaison Group
- Disabled Students' Advisory Group
- STUC One Workplace Equal Rights project

SG review of Disabled Students' Allowance
(HEFCE-led review getting underway – UUK)

Focus on specific student groups in generic work – e.g.
widening access

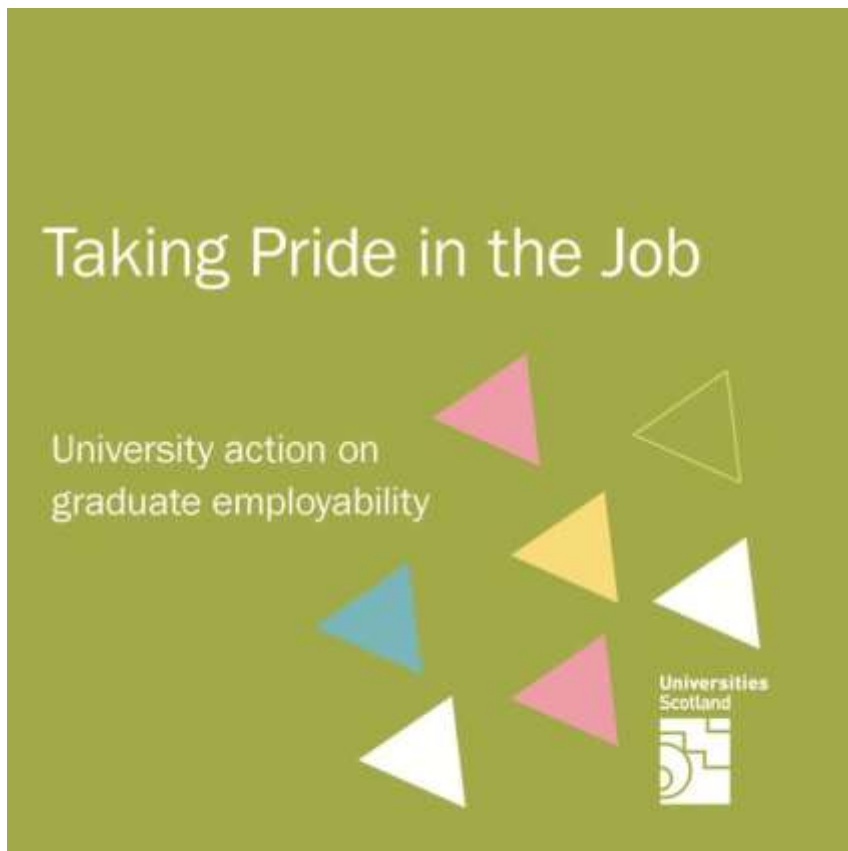


360 Degrees



- Stories of 19 graduates from 2012 who entered employment
 - All Scottish HEIs
 - Variety of subjects studied
 - Variety of employment sectors
- Quotes from employers
- Address negative perceptions

Taking Pride in the Job



- Key inputs:
 - Employability summit
 - Joint meeting of Scottish Parliament's Cross Party Groups on Skills & Universities and Colleges
 - Universities Scotland Parliamentary reception
 - Series of meetings with employer representative bodies
 - AGCAS Scotland



Taking Pride in the Job: Contents

- Skills & employability
 - Employers need to define what they want
 - Graduate attributes
- Embedding employability in the curriculum and co-curriculum
 - Reflective learners
 - Work-related learning
 - Confidence
 - Co-curriculum



Taking Pride in the Job: Contents

- Careers services
 - Integrated into university
 - Mentoring
 - Encouraging early student engagement
- Work placements
 - Very valuable, but need to be high quality
 - Should be either paid *or* credit-bearing
 - Part-time placements
 - Employer experience



Taking Pride in the Job: Contents

- Enterprise & entrepreneurship
 - Enterprise/entrepreneurial support
 - Intrapreneurship
 - Learning how to fail
- A focus on small & medium sized enterprises
 - Communications
 - Join up
 - Perceptions



Taking Pride in the Job: Contents

- Global skills
 - Study abroad
 - Work abroad
 - Different lengths of time
 - Language options
 - Virtual mobility
 - Need to help students appreciate value

Questions

- Do these issues also resonate for disabled students in your experience?
- What do you see as the main/additional challenges for disabled students?
- What more can institutions do to support the employability of disabled students in particular?

Links

360 Degrees:

<http://www.universities-scotland.ac.uk/uploads/360Degrees.pdf>

Taking Pride in the Job:

<http://www.universities-scotland.ac.uk/uploads/TakingPrideintheJobApril13.pdf>

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Thank you

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