

A photograph of a modern university interior. A large, curved staircase with a yellow handrail and silver balustrade is the central focus. A person with a red backpack is walking up the stairs, and another person is blurred in the foreground. The background shows a bright, open-plan area with tables and chairs, suggesting a library or study area.

Inspiring teaching and transforming learning for employability

- Paul Yates

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The Higher Education Academy



- The national body for enhancing learning and teaching in higher education (HE) in the UK.
- Committed to excellent learning and teaching, to improve the student experience.
- Manages the UK Professional Standards Framework [UKPSF](#) to support the professionalization of teaching
- An authority on curriculum design, innovative pedagogies and staff and student transitions
- Offers consultancy services at institutional, discipline or school level

Employability

the drivers for higher education

Government expectations

- Expect teaching and learning to develop the skills, knowledge and attributes required for sustainable economic growth

Student expectations

- Expect value for money
- Expect to achieve graduate employment



Employer expectations

- Expect graduates to have the skills, knowledge, attributes that they need

What is employability?

Defining employability

Achievements, skills, knowledge and personal attributes – that enable graduates to gain employment, be successful in their career, and manage change effectively. This benefits them, the organisation, the community and the economy.

Graduates need more than academic knowledge and skills to stand out from the crowd in today's competitive global job market.

In the 21st Century, employers expect graduates to be enterprising, resilient, reliable, adaptable and flexible.

Employability In the 21st Century

*‘As big corporates are reshaping their organisations to expand into new and emerging markets, graduate recruiters are looking for talent with **cross-cultural experience.**’*

Stephen Isherwood Chief Executive Association of Graduate Recruiters (AGR) March 2014



HEA Framework for Employability

- Encourages reflection, discussion and action
- Engages by providing ownership of the process
- Supports by providing an underpinning structure and process

[Access the framework here](#)



HEA Employability Strategic Enhancement Programme 2014-15



39 Higher Education Institutions supported to use the framework and HEA support

- Enormous response to ‘call’
- Institutional and discipline led projects
- HEA Consultant support
- Visits
- Network events
- Resources and toolkits will be developed



Transforming learning for employability: questions we ask institutions to consider

- Has the institution defined what employability is?
- Are staff clear how they are expected to address employability within teaching and learning?
- Is there an institutional strategy for employability?
- How is employability addressed through the curriculum?
- Who are the stakeholders and how are they engaged with teaching and learning?



Example: Staffordshire University

a university wide approach to employability



The Staffordshire Graduate

- 2012 embedded Enterprise, Entrepreneurialism and Employability into the undergraduate curriculum
- Also applied to institutions offering its HE awards & overseas campuses.
- This involved review and revalidation of every undergraduate module, mapped content and assessment against these agreed graduate attributes.:
 - **discipline expertise**
 - **professionalism and professional integrity**
 - **global citizenship & sustainability**
 - **communications and teamwork**
 - **reflective and critical learner**
 - **life long learning**

Work-based learning enhances employability

Highfliers Times Top 100 Recruiters (Jan 2014): 50% of the recruiters surveyed expected applicants to have work experience

Association of Graduate Recruiters (AGR) Winter Review 2013: stresses the need for students to gain work experience



Wilson Review (2012): conducted for UK Government, recommended that all undergraduate students in the UK have access to structured internships

HEA Pedagogy for Employability (2012): found that work experience can contextualise learning and influence graduate employment

Business & University Collaboration supports employability

‘Schools, colleges and universities need to be more responsive to employers’

Matthew Hancock ,Minister of State for Skills and Enterprise 2014

‘Collaborating with employers already plays an important role for many universities’

Forging Futures (Universities UK/UKCES Sept 2014)

HEA supporting business and university collaboration



- HE Staff secondments with employers:
 - 3 Universities, impacted positively on teaching & learning
 - outcomes: staff development, university employer engagement, informed curriculum, engaged staff with employability

[report available here](#)



- Competencies framework for student work based learning
 - developed in response to needs of students and employers
 - provides breakdown of students 'skills, & knowledge at different stages so that the opportunity can be tailored to their abilities and needs

[report available here](#)

Reflecting on learning questions for institutions

- Can the student translate what they have learned into the language of achievements used by employers?
- Do programmes of study support students to recognise what they have learned and how to articulate this?
- Do module/course learning outcomes make reference to graduate skills and employability?
- Are opportunities for reflection and recording of learning embedded into course programmes?



The Higher Education Achievement Record (HEAR)



- Encourages recording student achievement,
- Encourages reflection of academic and personal development
- Encourages articulation of achievements
- Aims to capture information of interest to employers
- HEA manages implementation
- Provides information and support
- 27 HE institutions in UK use it
- HEA working with HEIs interested in using it



- Adopted Higher Education Achievement Report (HEAR) to support students' reflection and articulation
- Realised their learning outcomes did not articulate students' achievements to employers in the language they used
- Developed *graduate impact statements* to better describe what had been achieved
- Reviewed all programmes of study and re-wrote learning outcomes in employer and student friendly language for;
 - subject knowledge and academic skills
 - professional skills
 - entrepreneurship skills



Employability: what are the challenges for teaching and learning ?

Employability: challenges for teaching and learning

- **Perceptions of employability**
 - Employer needs differ from sector to sector - there is no one definition of employability
 - Ensuring the curriculum provides students with the knowledge, skills and experiences they need

- **Employability policy and practice**
 - Implementing a whole institution approach to employability
 - Developing a culture of employability
 - Engaging students and staff with employability
 - Embedding employability into the curriculum



Employability: challenges for teaching and learning

- **Employer engagement**

- Developing effective working relationships
- Engaging with small, and medium-sized enterprises (SMEs)



- **Access to quality work based learning opportunities**

- Meeting stakeholders' expectations
- Engaging students with these

- **Providing opportunities and support for students' to reflect on their learning**

- **Accessibility of information, guidance and support**

Enablers

- **Employer Engagement** can positively influence and inform the design and delivery of the curriculum
- **Reflecting on learning: by** providing opportunities for students to reflect on their learning and articulate their development
- **Embed work based learning and enterprise education** into teaching and learning to enhance employability
- **Implement a university wide approach** to employability and ensure ownership by all stakeholders
- **Support staff development**

HEA: inspiring teaching , transforming learning for employability

- Employability Enhancement Programme 2014/15
- Higher Education Achievement Report (HEAR)
- Enterprise Education
- Staff secondments to support employer engagement
- Education for sustainable development
- Work based learning support
- Events, research, training, networks, consultancy and support
- UK Professional Standards Framework



Thank you, Q & A

For Details of events, resources, research, staff development and support

Website www.heacademy.ac.uk

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