



WHAT IS EMPLOYABILITY?

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WHY DOES EMPLOYABILITY MATTER?

Would you like to win the lottery?

What would you do?



WOULD YOU LIKE TO WIN THE LOTTERY?

0.00000000858134861%

= 0%

But there is a way to win.



WHAT DO YOU ACTUALLY WANT IN LIFE?



WHAT DO YOU ACTUALLY WANT IN LIFE?

Would winning the lottery
make you **happy**?



WHAT DO YOU ACTUALLY WANT IN LIFE?

A **fantasy** is a **goal** that
you're not trying to make **real**.

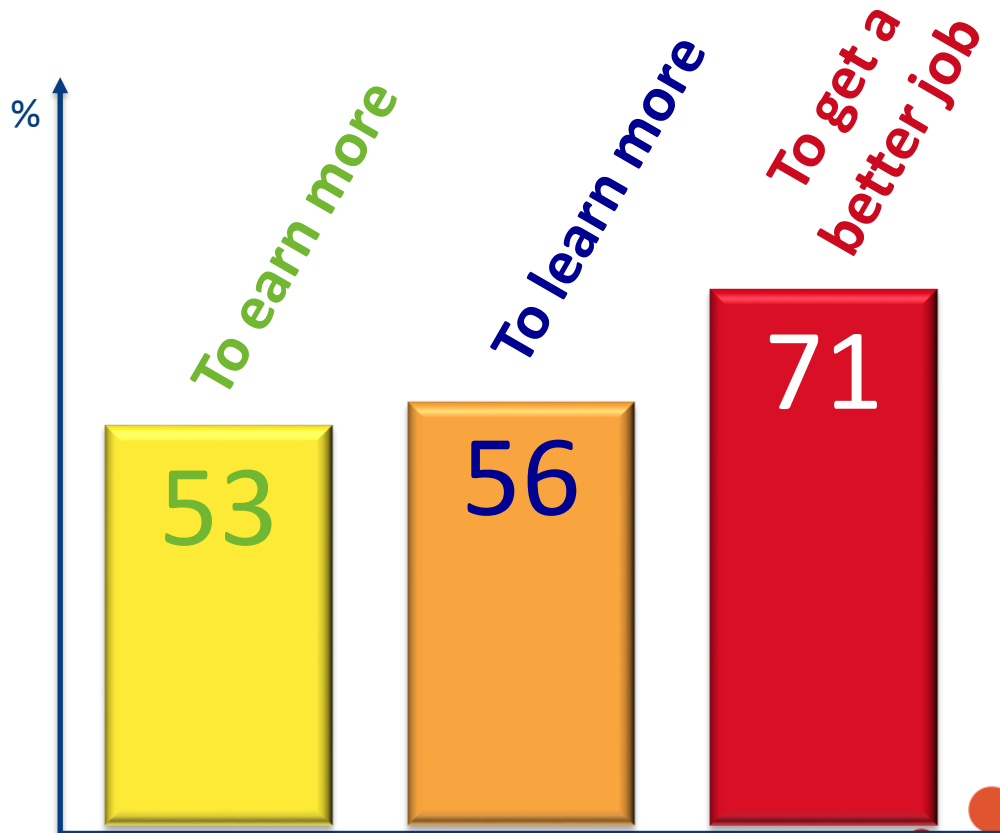


WHAT DO YOU ACTUALLY WANT IN LIFE?

Do what you **love**,
and you'll never **work**
a day in **your life**.



WHY DO STUDENTS STUDY?



The top 3 reasons

WHY DO THEY GET A BETTER JOB?

Because they have employability

But what is 'employability'?

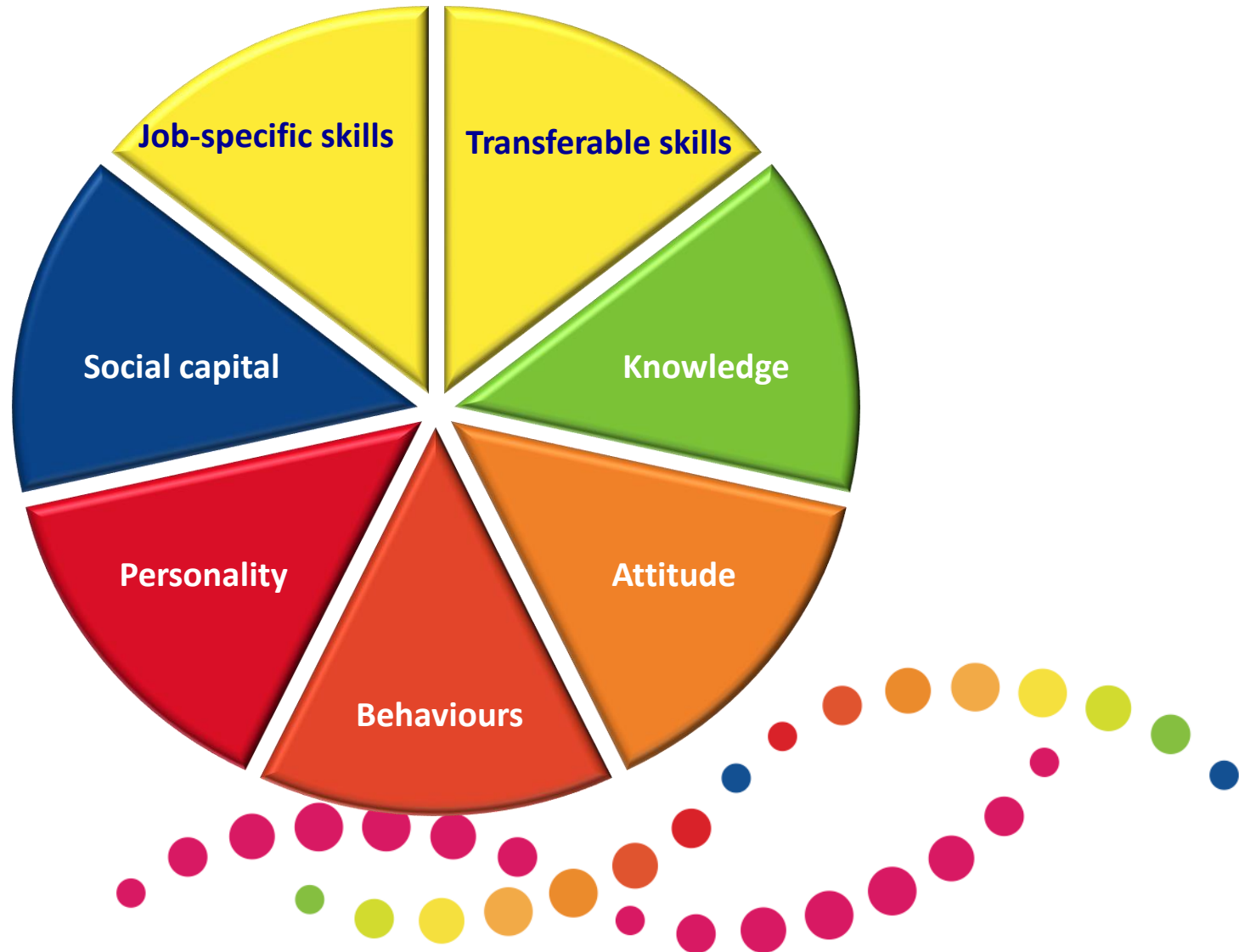
- It's not self-promotion
- It's what gets you a better job, helps you keep it and get on in it.
- It's what you get from education, training and experience



WHAT IS EMPLOYABILITY?



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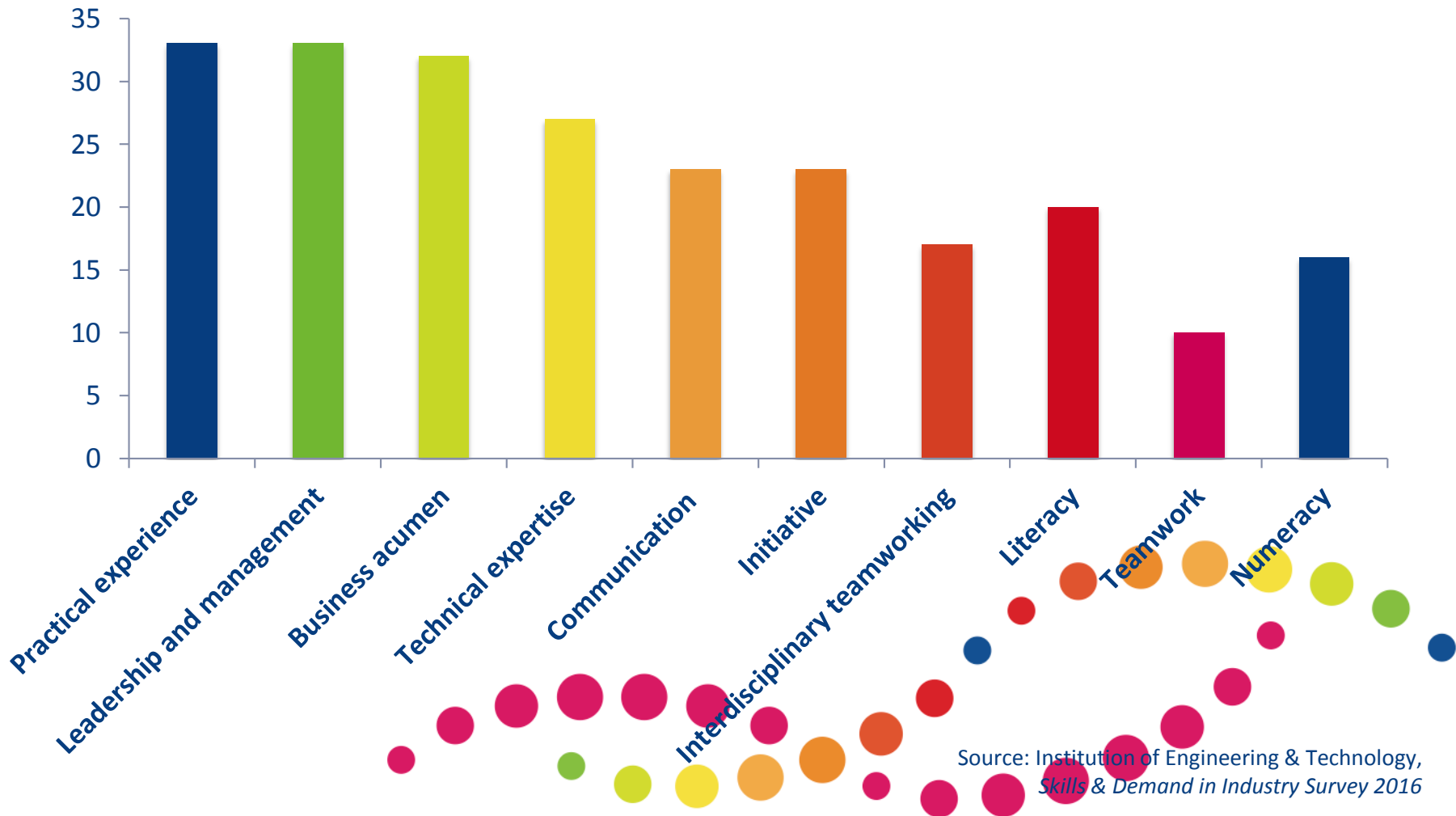


**COULD DO
BETTER – Please
see me.**



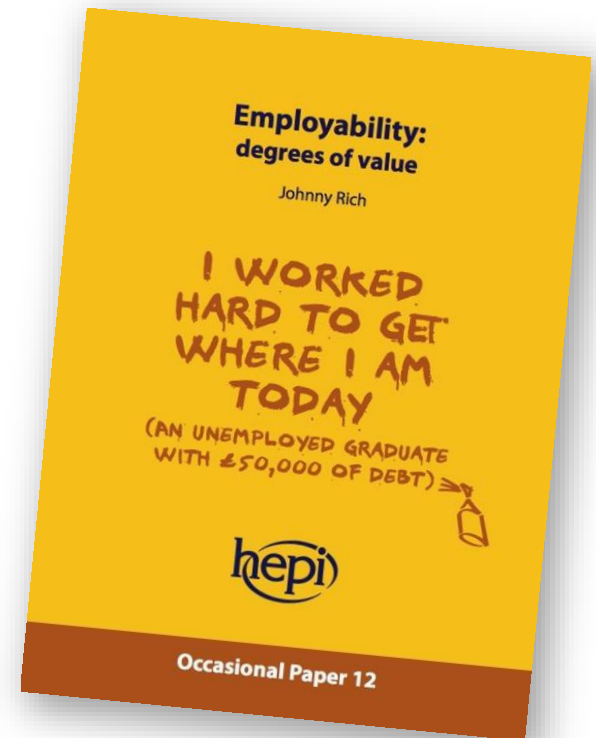
WHAT MAKES ENGINEERS EMPLOYABLE?

Skills gaps among school-leavers/apprentices



BETTER SKILLS

- Improve awareness



WHAT WE LEARN WHEN WE LEARN

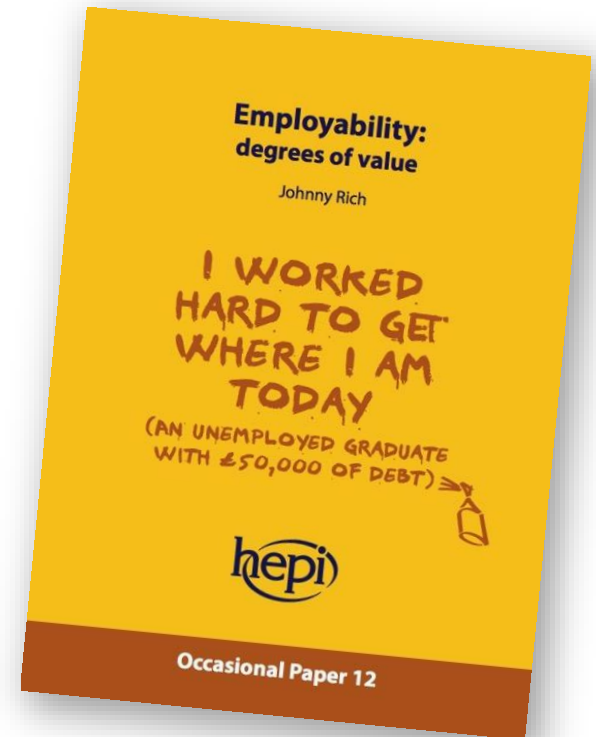


Improve awareness

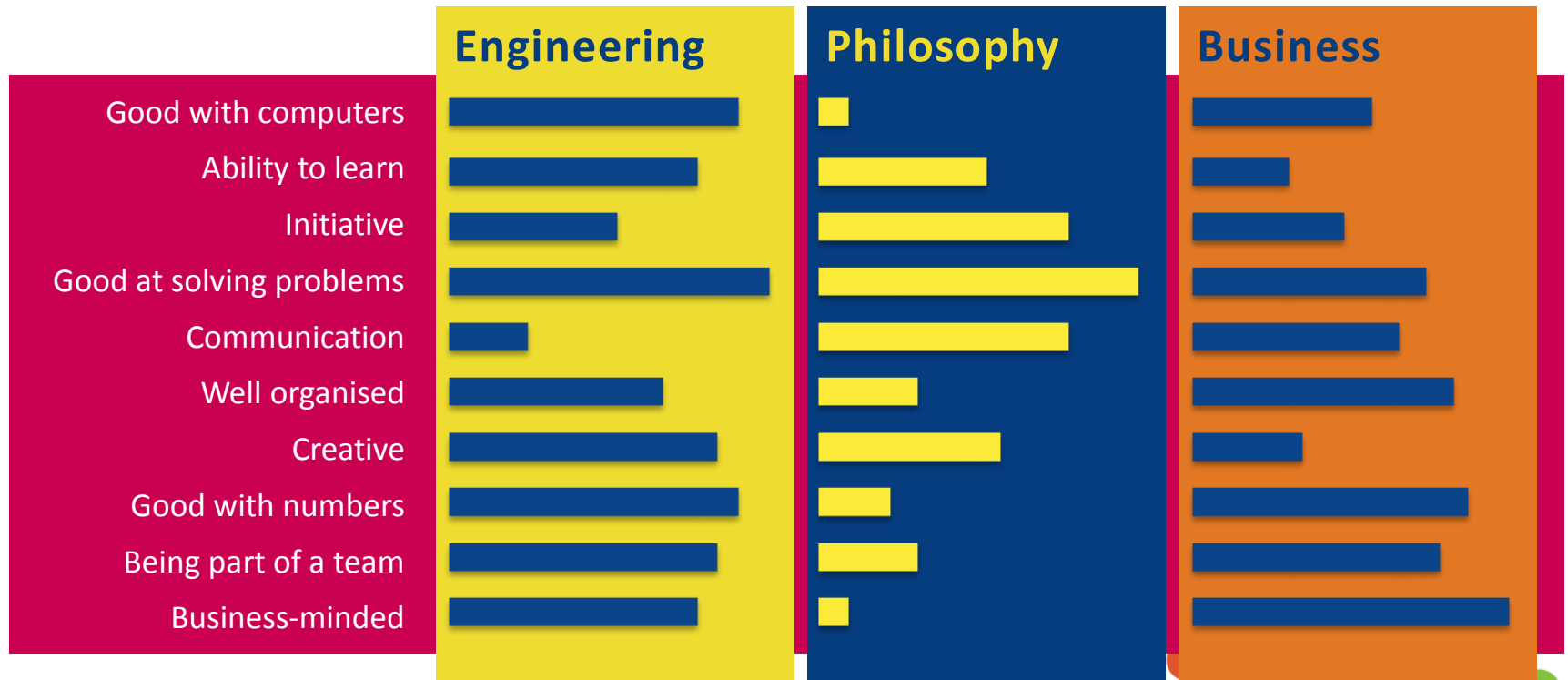


BETTER SKILLS

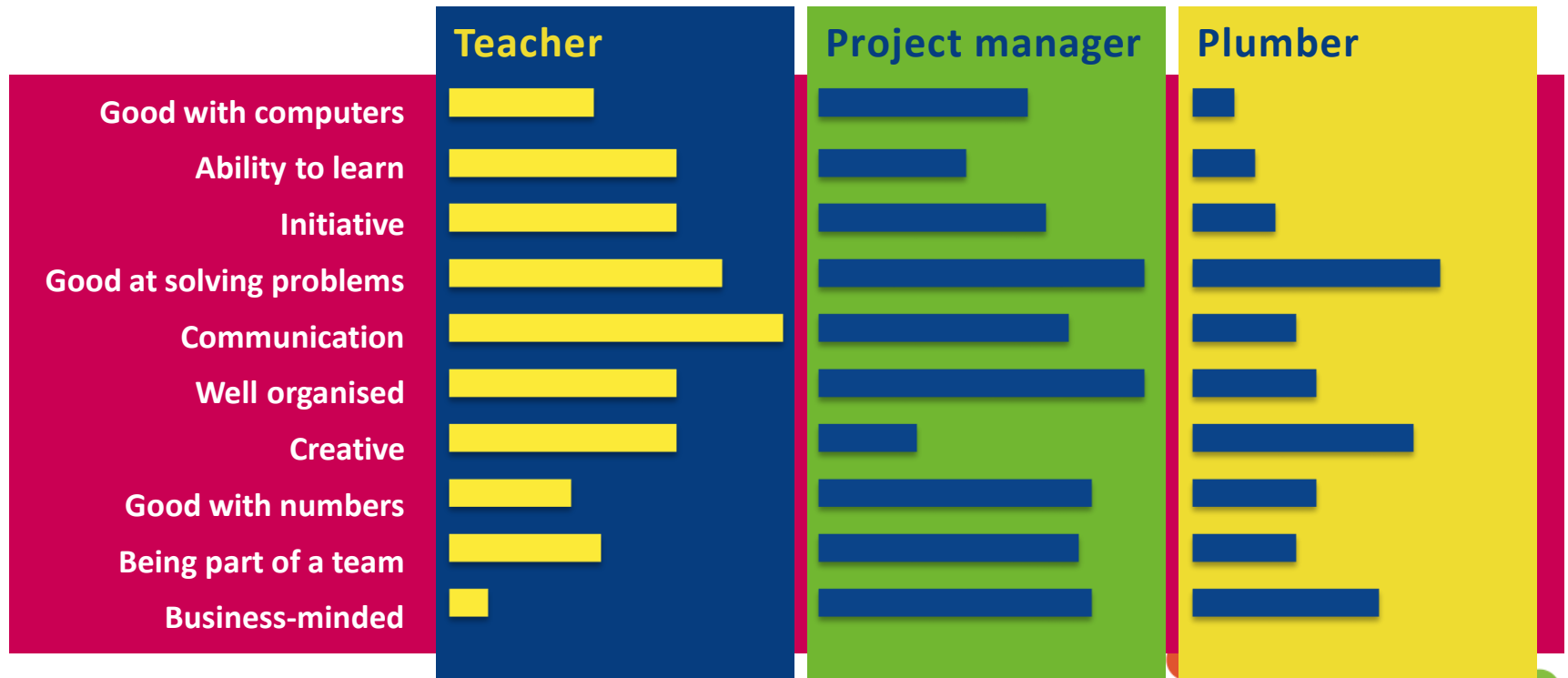
- Improve awareness
- Reflection
- Agreed common model of soft skills



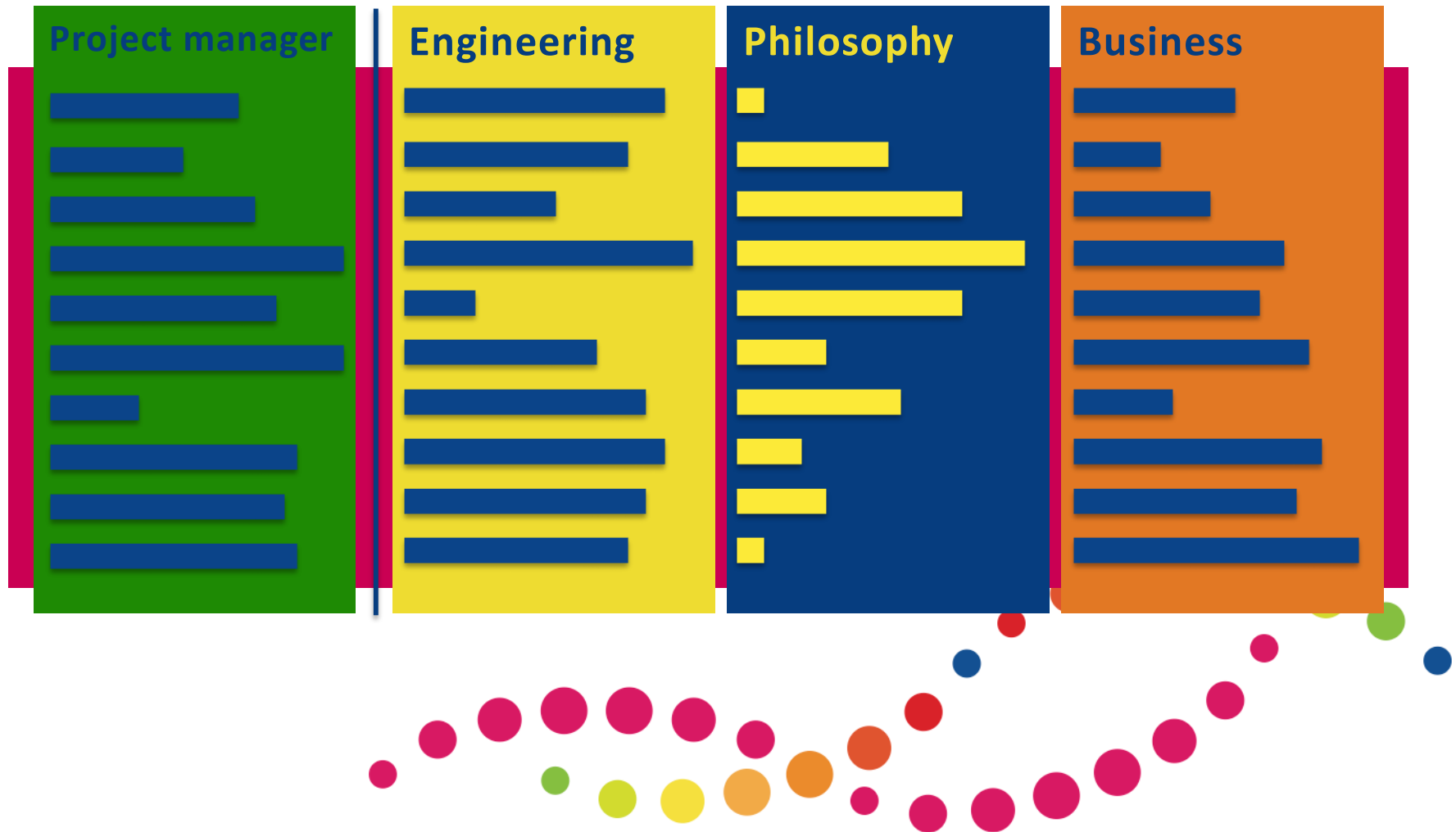
A SOFT SKILLS MODEL



A SOFT SKILLS MODEL



A SOFT SKILLS MODEL



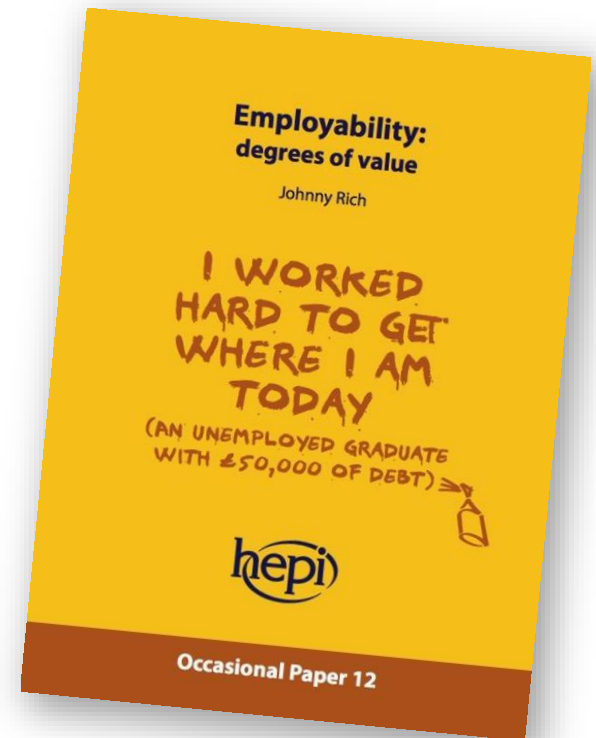
A SOFT SKILLS MODEL

- Students can find the right course for their career...
- ... or the right career for their course
- Employers can find the right student



BETTER SKILLS

- Improve awareness
- Reflection
- Agreed common model of soft skills
- Keep it simple
- Measure and record learning gain



BETTER KNOWLEDGE

- Improve teaching
- Student engagement
- Make learning more experiential
- Embed work-related learning



WORK-RELATED LEARNING

- Work experience and placements
- Internships
- Part-time and vacation work
- Earn-while-you-learn & apprenticeships
- A part not apart



CHARACTER ATTRIBUTES

- Awareness and reflection
- Embed work-related learning
- 'Character' education



CHARACTER EDUCATION

- A growth mindset
- A moral compass
- Grit/resilience
- Independence/self-reliance
- Confidence/self-esteem
- Self-reflection
- Respect
- Risk-taking



BETTER SOCIAL CAPITAL

WHAT IS SOCIAL CAPITAL?

- Your value as seen by society
- Who you know: your network
- One of us
- One of our customers
- Character



BETTER SOCIAL CAPITAL

WHO HAS IT?

- Class and affluence
- Identity: inherent characteristics
- Behaviours: acquired characteristics

WHAT DO WE MEAN BY 'BETTER'?



BUILDING SOCIAL CAPITAL

The most disadvantaged are

7

times less likely to go to a selective university

£3,000

pay gap on graduation



BUILDING SOCIAL CAPITAL

Further education is at
the **heart** of the solution

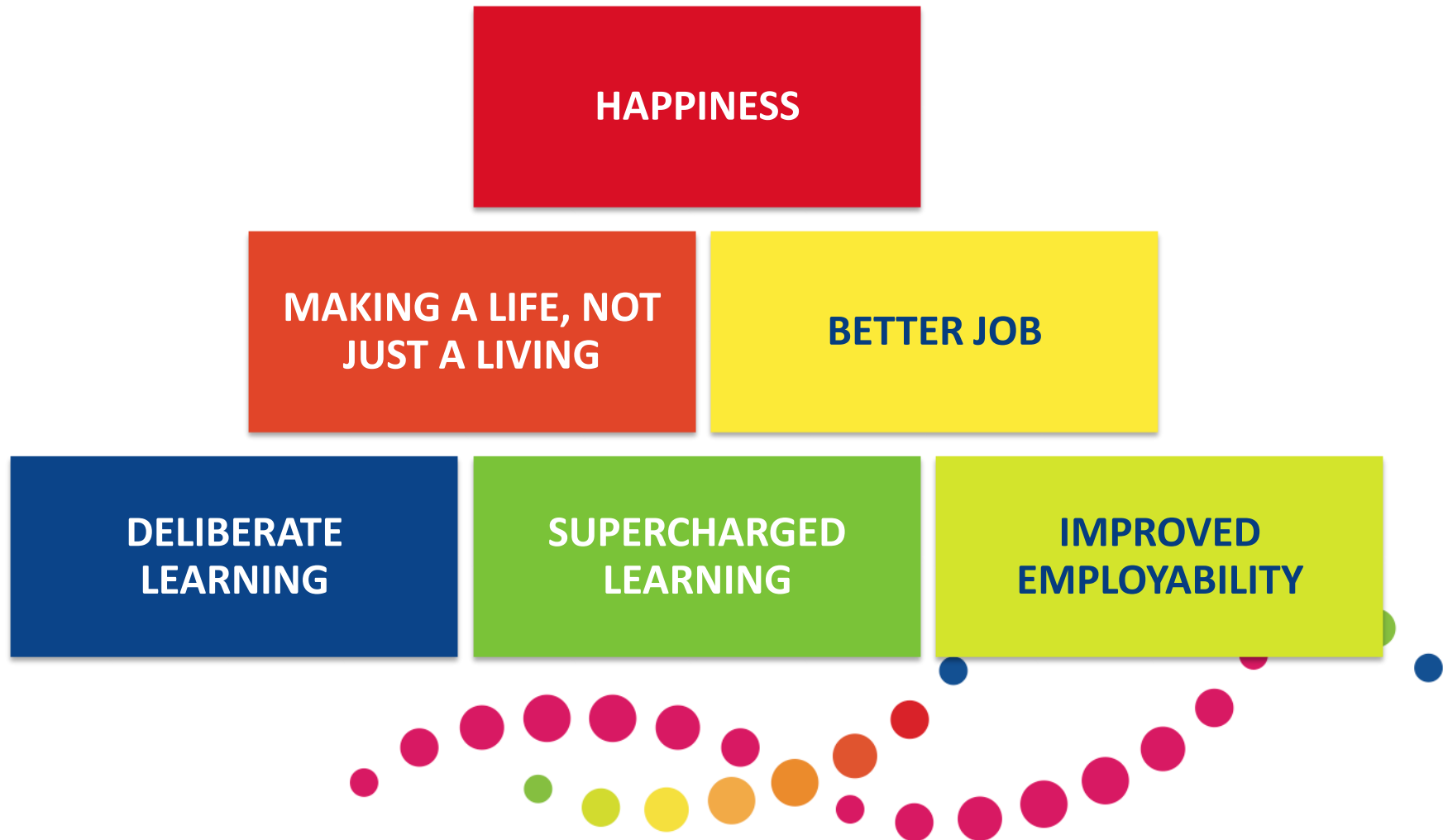


BUILDING SOCIAL CAPITAL

- Fair access is not enough
- Retention
- Awareness and reflection
- Co-curricular opportunities
- Embed work-related learning
- Careers advice
- Alumni networks



WHY DOES EMPLOYABILITY MATTER?



THANKS FOR LISTENING

Get in touch

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