

The Employability Challenge

Claire Merriman
Employability Advisor
Aston University
c.merriman@aston.ac.uk

Jayne Talbot
Director of Work Related Learning
Ninestiles School
Jayne.talbot@ninestiles.org.uk

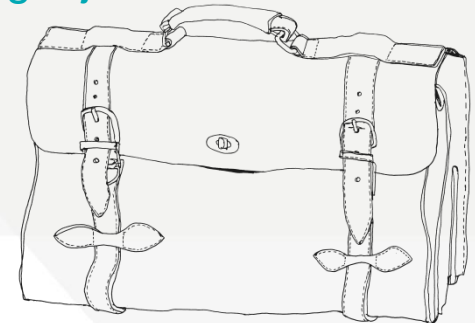
The Employability Challenge

- ▶ A degree is not enough
- ▶ Top 10 employability skills
- ▶ Opportunities at University
- ▶ The Aston placement
- ▶ The School Perspective
- ▶ Challenges, barriers and possible solutions!



A degree is not enough

- ▶ Over 400,000 students graduated from UK Universities in 2014
 - ▶ on average, 70% of graduates are in “positive” destinations within six months of graduating
 - ▶ for Aston graduates: 79%
- ▶ High Fliers, January 2016
 - ▶ “Graduate recruiters have confirmed that 32% of this year’s entry level positions are expected to be filled by graduates who have already worked for their organisation, either through paid internships, placement years or vacation work.”
 - ▶ Nearly half the recruiters who took part in the research repeated their warnings from previous years – that graduates who have had no previous work experience at all are unlikely to be successful during the selection process and have little or no chance of receiving a job offer for their organisations’ graduate programmes



The missing link....



Employability Skills

Employers' Top 10 Skills

1. Verbal communication
2. Teamwork
3. Commercial awareness
4. Analysing and investigating
5. Initiative and self motivation
6. Drive
7. Written communication
8. Planning and organising
9. Flexibility
10. Time management





Student
ambassador

Languages for all



Sports clubs

Volunteering

Subject specific
societies

Part time
work

A placement year

Opportunities for students at university

Mentoring

Summer
internships

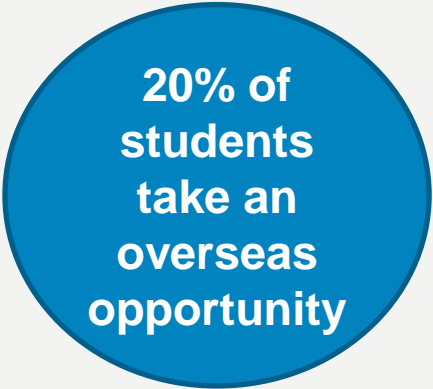


The Aston Placement Year

- ▶ Full year of graduate-level work experience
- ▶ Opportunity to work or study overseas
- ▶ Top 4 in the UK for students on placement
- ▶ Open to students of all disciplines
- ▶ Integrated into the degree
- ▶ Decades of experience and employer contacts

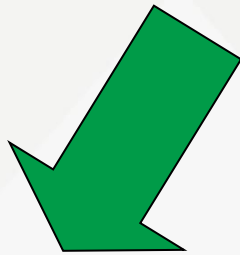


**73% of
Aston
students
take a
placement**

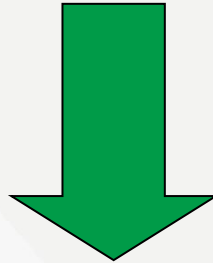


**20% of
students
take an
overseas
opportunity**

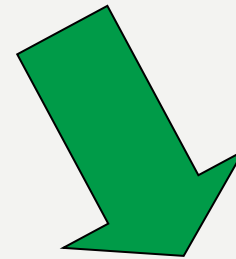
Placement Year



Study
Placement



Work
Placement



Combination



A sample of Aston's placement & graduate recruiters....



NINESTILES
ACADEMY TRUST



Aston University



The Ultimate
Driving Machine



The WALT Disney Company



bp



imagination at work

Deutsche Bank



accenture
High performance. Delivered.



GlaxoSmithKline



Johnson & Johnson



YOUR M&S

xerox



L'ORÉAL
PARIS



Nestlé


pwc



13,049
Placement
opportunities
for 2015

Study abroad with partner universities

ABS - Study Abroad options (English Speaking)

CANADA HEC Montréal Laval University Brock University Queens University	TURKEY Bilkent University	POLAND Kozłmiński University	SWEDEN Stockholm University	NETHERLANDS RSM Erasmus Maastricht
	GERMANY Mannheim University WHU University	Slovenia University of Ljubljana	FINLAND Aalto University	NORWAY BI Norwegian Business School
BRAZIL University of São Paulo	AUSTRALIA University of South Australia Queensland University of Technology	DENMARK Copenhagen Business		TAIWAN National Chengchi University
KOREA Korea University Business School	THAILAND Chulalongkorn University	AUSTRIA Vienna University		SINGAPORE Singapore Management University NTU University
USA University of Florida Drexel University Philadelphia Iowa State University Marist College NY	HONG KONG Chinese University of Hong Kong Hong Kong Polytechnic University City University Hong Kong	ITALY Bocconi University	FRANCE Bordeaux Ecole de Management Grenoble Ecole de Management Rouen Business School Audencia Nantes	SPAIN Universidad de Sevilla Universidad Carlos III
				NEW ZEALAND Otago University

Benefits of a Placement

- ▶ 90% of top companies now offer them (High Fliers 2016)
- ▶ Try out a potential career path
- ▶ Opportunity to earn a salary
- ▶ Better degree outcome
- ▶ Secure a graduate level job
- ▶ Highly valued by employers
- ▶ **Gain vital employability skills**



The School Perspective

Jayne Talbot
Director of Work Related Learning
Ninestiles School
Jayne.talbot@ninestiles.org.uk

Where do they fit in the Ninestiles curriculum?

- ▶ One PHSE session for the whole school each academic year
- ▶ Employability Units of work as part of the Asdan Programme
- ▶ Assembly slots
- ▶ Displays
- ▶ Work Experience
- ▶ Work Place Visits
- ▶ Application forms – jobs, colleges, apprenticeships
- ▶ Curriculum Vitae
- ▶ Practice Interviews

How do we develop these skills?

- ▶ Sports leaders awards
- ▶ Duke of Edinburgh
- ▶ National Citizenship Programme – The Challenge
- ▶ One week work experience in Year 10
- ▶ Practice Interviews
- ▶ European Computer Driving Licence
- ▶ Taste of work days in local companies
- ▶ Ambassadors

Where do they use/record the skills?

- ▶ Employability Folders
- ▶ Learning Workbooks
- ▶ Part of the UCASPROGRESS profile or any application forms they may do
- ▶ Curriculum Vitae
- ▶ Careers Action Plan – as part of the 1-2-1 careers interview
- ▶ COG

► **Other opportunities?**

► **The barriers?**

► **The challenges?**

► **The solutions!**



**Over to
you!**