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Employability to Functional Skills, Employer Engagement Strategies

Chris James

Asset Skills

Definitions of Employability

"Employability defines the knowledge, skills, attitudes and behaviours required by individuals to seek, obtain, sustain and progress employment at all levels in the labour market."

Definitions of Employability

Sociological view :

Pierre Bourdieu (1986) :,-

Embodied Cultural Capital –

"the consciously acquired and passively inherited properties of one-self. It is acquired over time as it impresses itself upon one's habitus (character and way of thinking)

Definitions of Employability

Simple definition:

"employability is what is left behind when you take away employment"

i.e what is left behind in you, your capital - embodied

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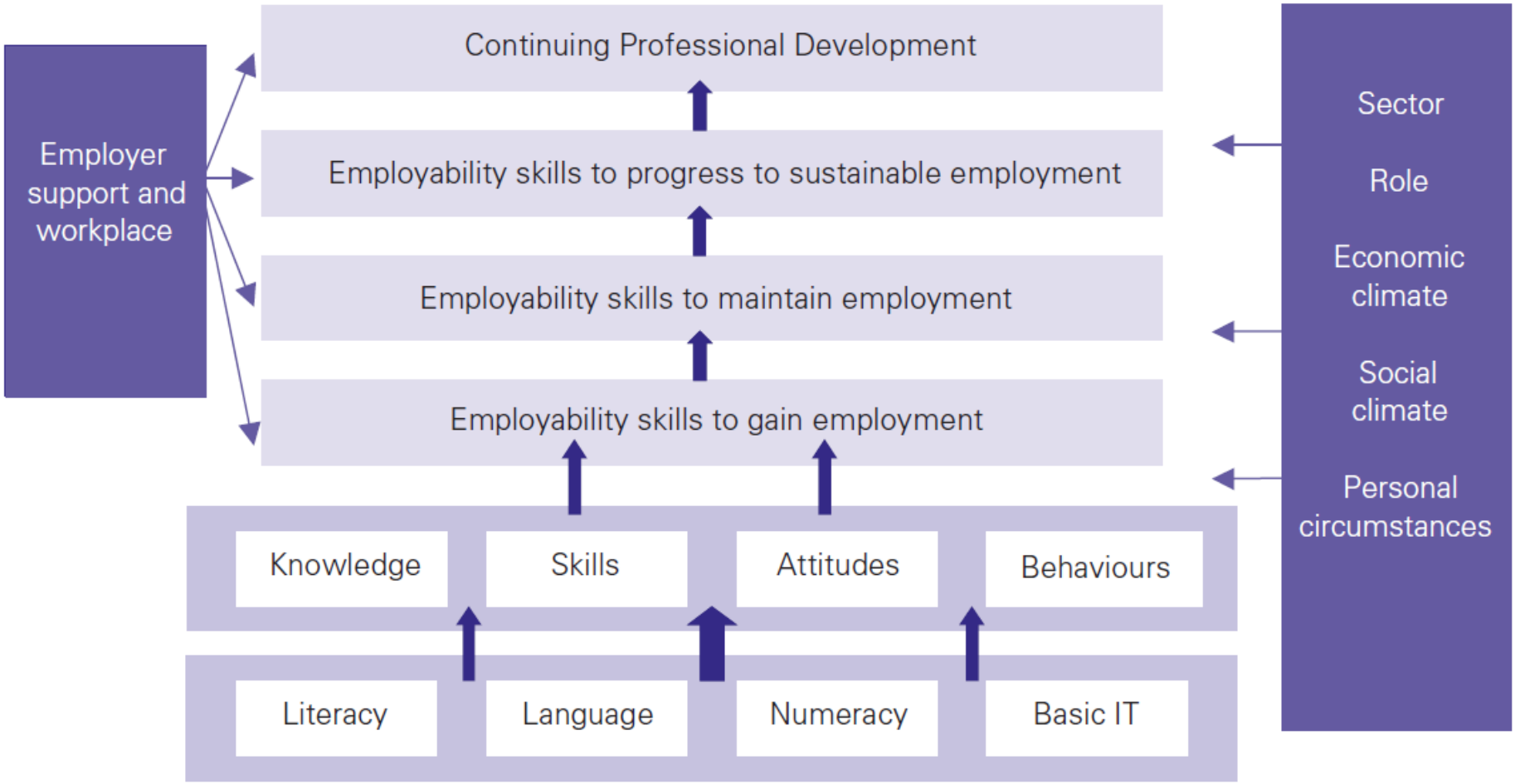
Schematic of Employability Skills



Employer perspectives

- Functional Skills!
- “Not Skills for Life, Essential, Basic or Key Skills then?
- .....No sorry! But there are similarities!

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Employer perspectives

- Functional Skills: a response to CBI, IOD and employers demands for better literacy and numeracy.
- But, in current economic climate, no “nice to do”
  - But good for both employer and employee!
- Not all employers the same, size, structure, organisation
- Can FS be delivered in the work place, in context.
- Are FS easier or more difficult than skills for life?
- Is the assessment the same as Skills for Life?
- Are they part of apprenticeships?

Employer perspectives

- What about support material?
- How long will it take?..... How much will it cost ?.. Is there any funding? Lit and Num the same funding?
- Return on investment? ROI!

  Oft quoted,1% increase in training leads to a 0.6% increase in value added?? (Dearden et al)

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Employment of ex-offenders

- **52 per cent** of male and **71 per cent** of female adult prisoners have no qualifications at all;
- **Half of all prisoners** are at or below **Level 1** (the level expected of an 11-year-old) in reading;
- **two-thirds** in numeracy; and **four-fifths** in writing. These are the skills required for **96 per cent**
- of all jobs.
- Cost of reoffending = 12Bn pa :
  - Needs 1Job,(money -society)
  - Home psychological safety, security,
  - Partner- support**.**

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