Placements, career development and employability: what works for students, employers and Universities

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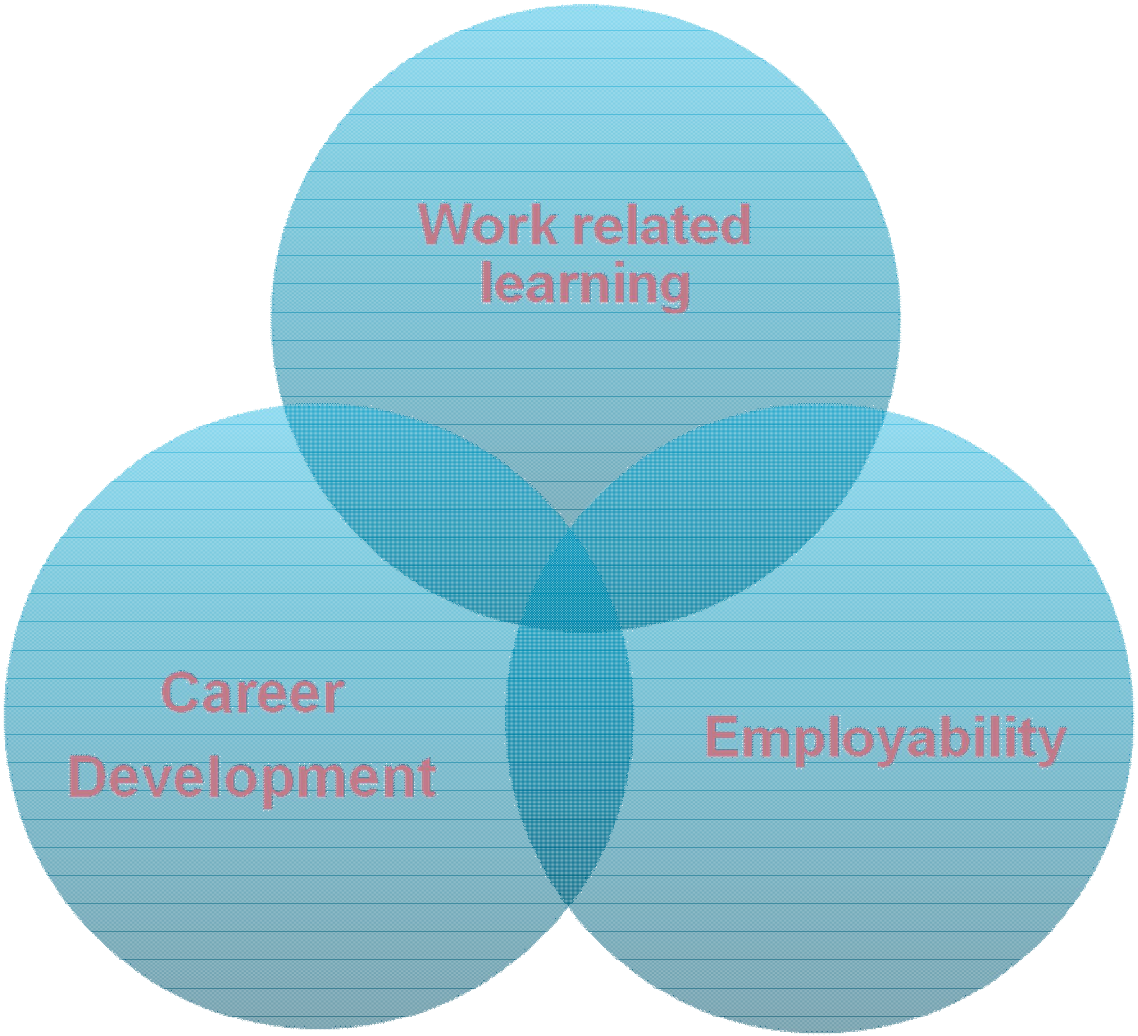
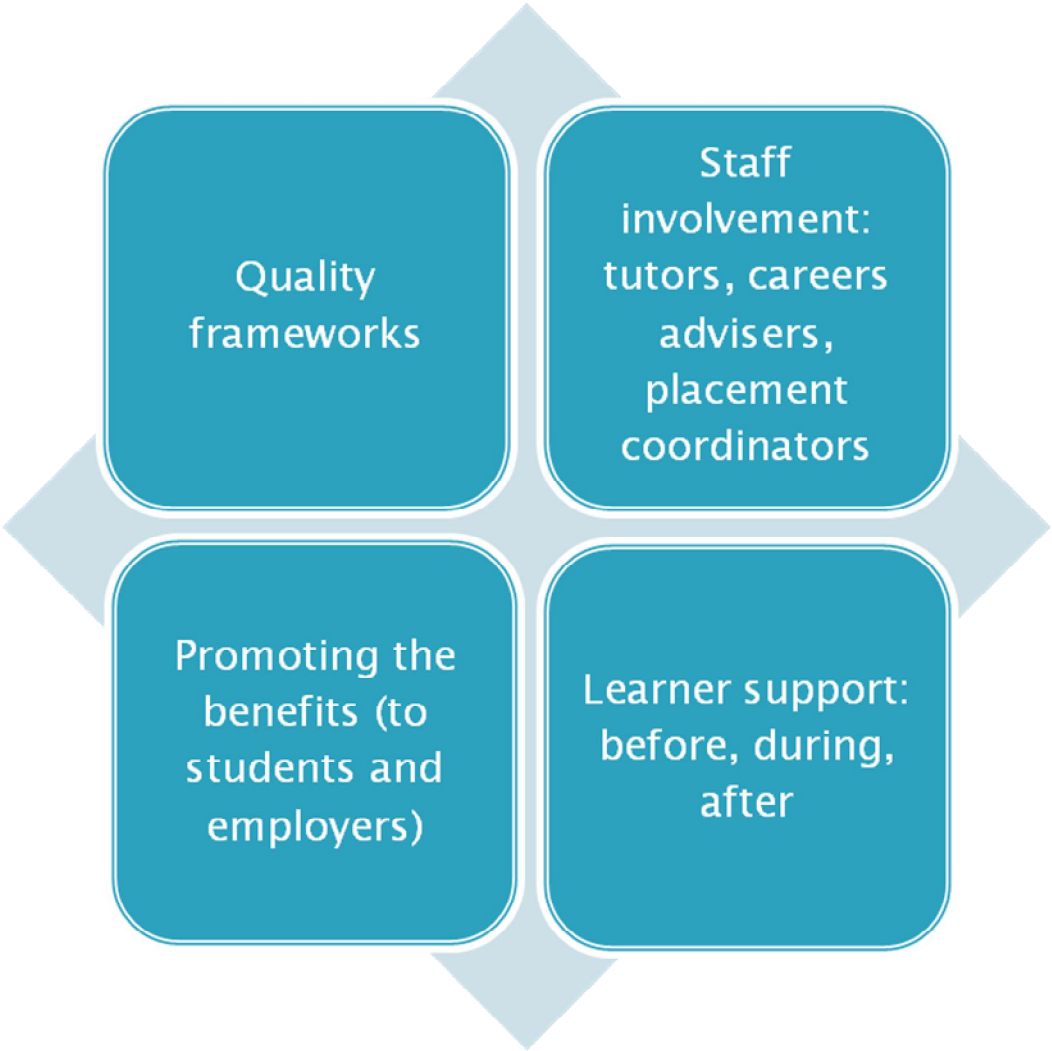
Placement learning in Higher Education



BENEFITS OF A CENTRALISED APPROACH TO PLACEMENT	BENEFITS OF A DEVOLVED APPROACH TO PLACEMENT
Placement clearly linked to graduate transition	Enshrine employability as the responsibility of everyone across the institution
One port of call for employers, with no duplication of links across different departments	Uses students existing links with teaching staff
standardised systems and procedures across the whole university makes record keeping more effective	Employer links van also feed into research and CPD activities
Can help to drive up quality in subject areas with less engagement with placement	Students see course related benefits of placement

Infrastructure for work experience



Model	Supported Self-sourcing	Brokerage
Advantages	Student leads the process, as autonomous, independent learner Student develops abilities to negotiate the labour market themselves, which can be applied in the future Consistent with support models for graduate transitions	Can be easily targeted at specific sectors or groups of students Easier for both employers and students Direct engagement with employers can influence their practices
Disadvantages	Confident and engaged students are more likely to access the support Any employer discrimination is unseen and therefore cannot be challenged	Burden of time passes to the institution – costly to run. Unsustainable level of support to offer

Thank you for taking part

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