From Enrolment to Commencement: Issues with Graduate Employability

Lewis Coakley | HE Union Development Officer

What is NUS?

- Confederation of 130+ HE students' unions
- 540+ FE colleges and sixth forms
- 7 million members
- The national student voice – annual policy making conference of 1,200+ students
- Four years of policy making

nus

80% of students go to university to improve their job opportunities

50% of students are clear of employer requirements

70% of students want a nationally recognised record of their employability skills

60% of students would like more explanation of their employability skills and how their course develops them

65% of students would like more support developing their skills

More work experience

Be aware of the dodgy, unethical stuff

HEAR, hear

Employability in the NSS

Some other stuff

Youth

1.04M unemployed 16-24 (up 22,000) Q4 2011

Regionality is important

NE highest increase in unemployment highest overall unemployment

56% of graduates expect to be in a management role within three years of starting work

13% of graduates expect to be in a management role within one year of work

38% of graduates are dissatisfied with career advancement in their current organisation

The three top priorities for graduates are interesting work **(33%),** high salary **(32%),** career advancement **(24%)**

Source: Generation Y "*What Graduates Think About Work*"

Generation X	Generation Y
Cynical	Optimistic
Rebellious	Conformist
Tribal	Fluid
Anti-brand	I am a brand
Gender equality	Gender Celebration
Technology Adoring	Tech oblivious
Hedonistic	Health Aware

TheSound

Ambitious, strongly motivated by money, status and career advancement and expect rapid progress in work.

ILM

Career break!

Employer Perspective

Internationalised skills for global leaders

Graduate awards seem to be valued, despite little evaluation

Some universities don’t see employability as part of their mission

Employers are frustrated courses don’t meet their needs

Employers feel left out when it comes to course design

Largely satisfied with graduate skills

AGR: Global Graduates Report
EDGE Foundation: Employers’ Perceptions of Graduates

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Managing Expectations

PM: Growth

BIS: ?

Universities: Divergence

Employers: Skills and attitude

Students: Employable!

MIT – 50/50 – be upfront about your offer

Skills awards in every university

Unique sounds great…useless?

What do employers think?

Consistency in process and outcome

Central issue is 80 versus 20

Haves:

High in social, economic and cultural capital

issue is articulation of skills

Have Nots:

High in social, economic and cultural capital

issue is access to activity

Long Haul

Employability is an add-on, it needs to be embedded

Students will demand more, we need to set realistic expectations in advance and try and stop managing them down at a later point

More support to those without social, economic and cultural capital to gain experience and skills of others

High skills economy, we need to think about this earlier

Relationship doesn't stop at graduation, but rather begins anew
Commencement works

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lewis.coakley@nus.org.uk