Skills Series.

What is employability?

International Careers Adviser Ellen O’Brien
International Student Ambassador Raquel Silva
Aims of the session

• To examine definitions of employability

• To examine the nature of employability skills

• To develop an understanding of the concepts of ‘professional practice’

• To develop an understanding of the importance of ‘reflective practice’ in relation to your own employability
Definitions of Employability

“A set of achievements, understandings and personal attributes that make an individual more likely to gain employment and be successful in their chosen occupations”
(Yorke and Knight)

“The capacity to move self sufficiently within the labour market to realise potential through sustainable employment…for the individual it depends on the knowledge, skills and attributes they possess, the way they use those assets and present them to employers”
(Institute of Employment Studies)
Components of Employability

“A set of attributes, skills and knowledge that all labour market participants should possess to ensure they have the capability of being effective in the workplace – to the benefit of themselves, their employer and the wider economy”

(CBI/NUS 2011)
Definitions of Employability

Definitions that focus on immediate employment

Definitions that focus on immediate employability

Definitions that focus on sustainable employability
“In 1900, Joseph Chamberlain founded the University of Birmingham to create a new model for higher education and to produce the minds that would shape the modern industrial world.

Today, the University of Birmingham endeavours to enable and inspire students to develop their potential, grow intellectually, gain skills, understanding and attributes, that will empower them on to make an impact on society of benefit to themselves, the community and the economy, locally, nationally and internationally”.
“Employability skills are those which support your ability to perform in the workplace, also known as transferable skills ... learned in one context which can be applied and further developed in other contexts and roles ... non technical skills, also known as “soft skills”” (Australian Chamber of Commerce)

There is broad consensus about the attributes that employers expect to find in graduate recruits” (Harvey et al)
Employability Skills

Communication; teamwork; problem solving; initiative and enterprise; planning and organisation; self management; learning; technology.

Self awareness; self promotion; exploring and creating opportunities; action planning; networking; decision making; negotiation; political awareness; coping with uncertainty; development focused; self confidence.

Imagination/creativity; adaptability/flexibility; willingness to learn; independence/autonomy; team working; management; ability to work under pressure; oral and written communication; numeracy; attention to detail; time management; ability to take responsibility; decision making; planning. Co-ordinating and organisation ability.
Skills in >> Progress >>

Personal Development Skills
- Self-awareness
- Critical Thinking
- Leadership
- Creativity & initiative
- Innovation / Entrepreneurship

People Skills
- Interpersonal
- Teamwork
- Communication
- Ethical Awareness
- Cultural Awareness

General Skills
- Planning/Organisation
- Analytical skills
- ICT skills
- Numeracy/Financial Commercial-awareness
>>Progress>>

http://youtu.be/n9yhoaBL8SU
Seminar activities

Identify key words in definition of employability; Slide 3

Identify which of the following terms relate to skills, qualities or knowledge; Slide 4

PROGRESS; Discuss the key skills in the blocks slide 9, where are you developing these skills

Do your own skills audit using PROGRESS

What do employers want- if time.
Visa requirements after graduation

This workshop examines issues to consider if you are a non-UK student wanting to work in the UK.

Jo Holliday from Sheffield University Student's Union will provide expert information about visa law including Tier 2 and the Graduate Entrepreneur Scheme in the UK.

Presentation will be followed by a Q + A session.

Open to all international students.

Monday 29 October 3.00-5.00pm, Sport Ex LT1