

# The Engineers Toolbox of Employability

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# Employability – what does this mean?

- The term “Employability” includes the ability to find employment and remain employed. It includes a range of attributes, including formal and actual competence, interpersonal skills, and personal characteristics.
- Our aim is to explore how engineering graduates perceive, invest in, manage, and develop their employability.

- Graduates in engineering and technology have the fourth highest mean starting salary, at £24,953\*.
- The average mean starting salary for all graduates was £22,364\*\*.
- In creative arts and design the mean starting salary is £16,123.\*\*

\* The Office of National Statistics Report, 2010a, url: <http://www.statistics.gov.uk/pfdir/ashe1210.pdf>

\*\* The Office of National Statistics report, 2010b, url: <http://www.statistics.gov.uk/pfdir/gradeearn0411.pdf>

# Key Questions

- *What skills are required of a graduate?*
- *What is missing from many graduates?*
- *Why should employability be addressed at university level?*
- *How industry can help to embed in university curriculum?*

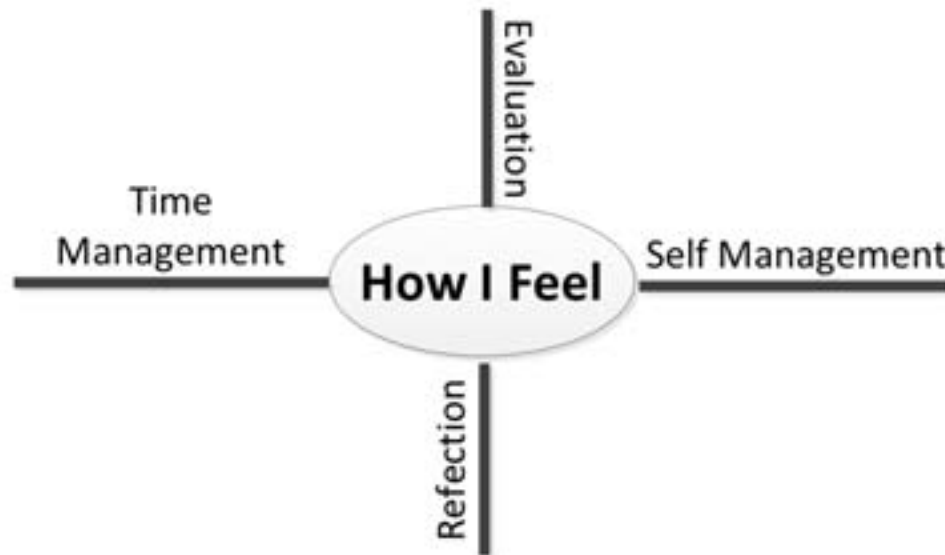
# Skills Audit

What should be embedded into the University curriculum?

- Curricula needs to include an employability skills audit by exploring four areas: 'how I feel', 'how I look', 'how I perform', 'how I think'.

# How I Feel

Material will address personal attributes of the student and in particular motivation, self confidence and dealing with authority



# How I Look

There is only one opportunity to make a first impression; grooming and language is an important part of an impression a student can make on potential employers.



# How I Perform

An on-line assessment to measure the employability skills will be included; testing proficiencies such as spelling and grammar, creative problem solving, commercial awareness, presentation, listening and communication, team work, time management, self management, marketing and deployment skills.



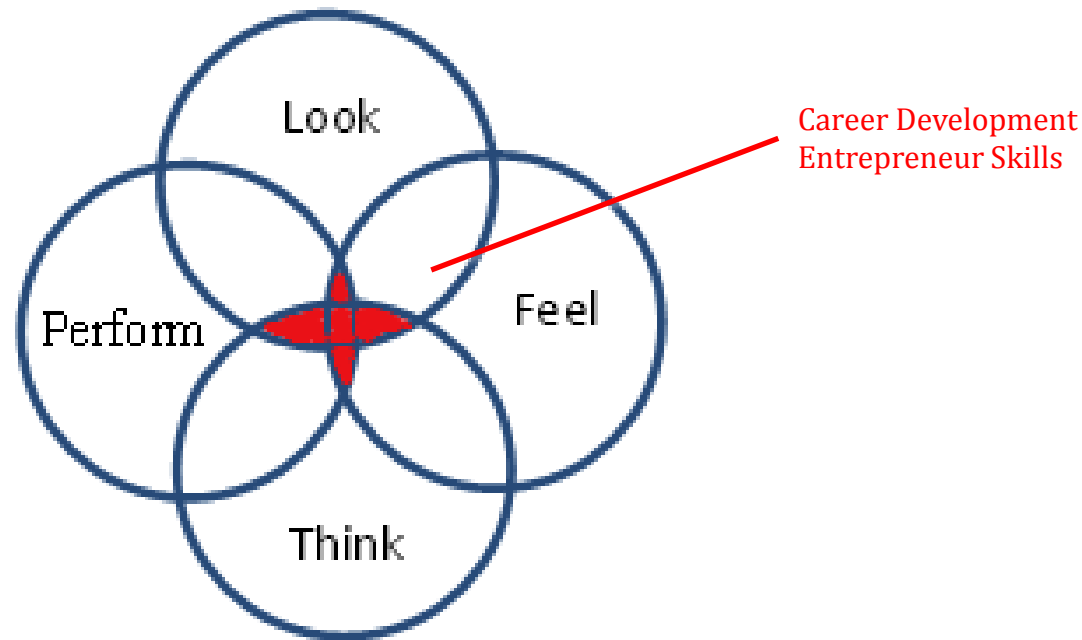


# How I Think

Students will be required to reflect on their experiences and self-awareness.



# Employability Skills Audit



# Questions...

- Should such a unit be credit-bearing?
- Who should deliver the unit?
- What is the correct level?
- Rigorous modes of assessment?

# Possible solution...

- Manchester University have developed “University College”
  - to make plain its commitments to provide students with a first class higher education and to do so in ways that embed the ethos of employability in our graduates.

# Questions...

- Should such a unit be credit-bearing?
  - Yes, students will be more engaged
- Who should deliver the unit?
  - Essential that it is a combined effort – Universities MUST involve their Industrial Advisory Boards
- What is the correct level?
  - Jury is out – Year 2 to prepare for WIE? Year 3 as students are more focused on their careers?
- Rigorous modes of assessment?
  - ??