

# GRADCORE

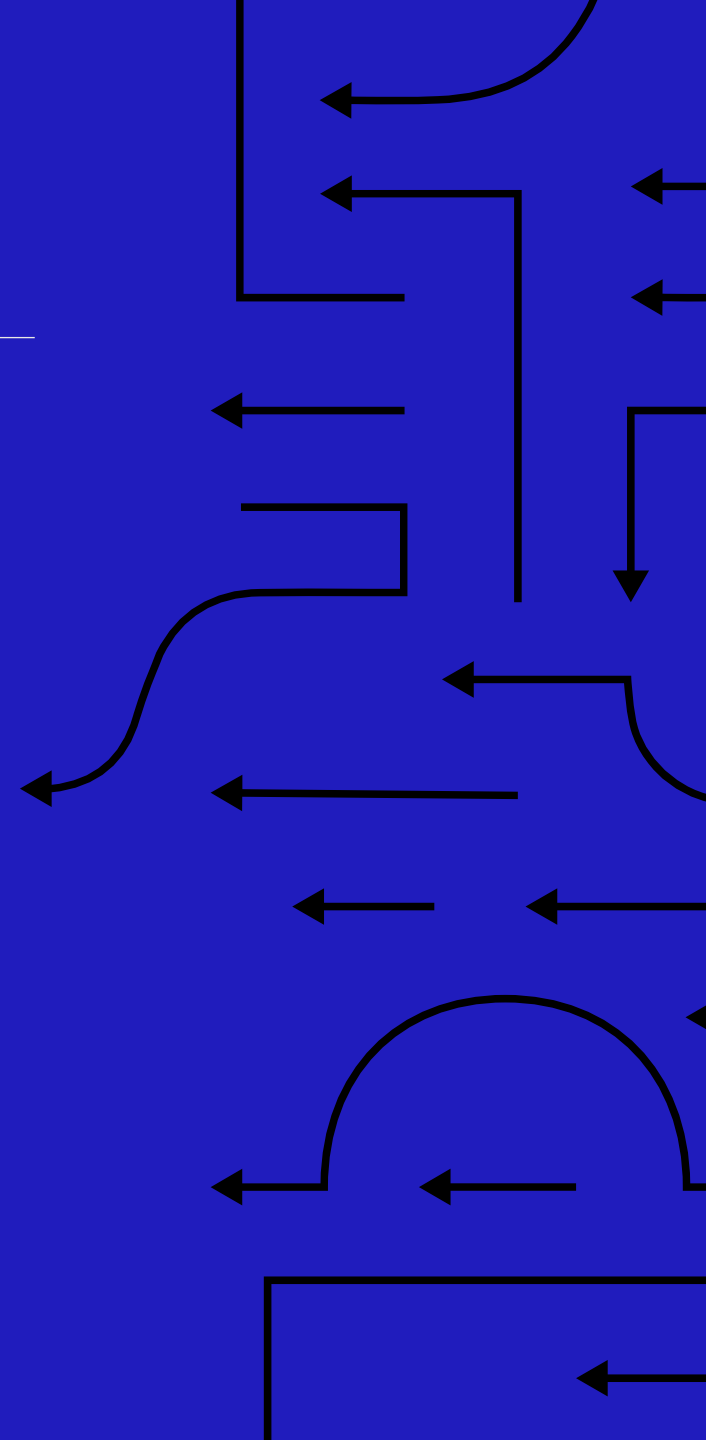
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## TOWARDS A UNIVERSAL MODEL OF EMBEDDING EMPLOYABILITY IN CURRICULUM

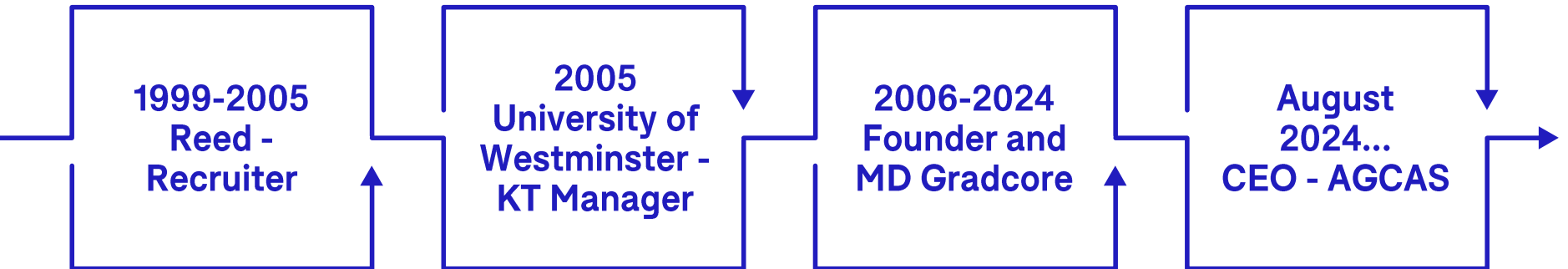
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Martin Edmondson

Louise Rutherford



# MY CAREER





## COACHING PROGRAMMES

- Safety Net
- Bootcamps
- Employer commissioned candidate coaching
- University capacity building
- Placement coaching

## ASSESSMENT CENTRES

- Assessment centre experience for students
- Assessment centre experience for graduates
- Assessment centres for employers
- Assessment centre materials design

## CONSULTANCY AND TRAINING

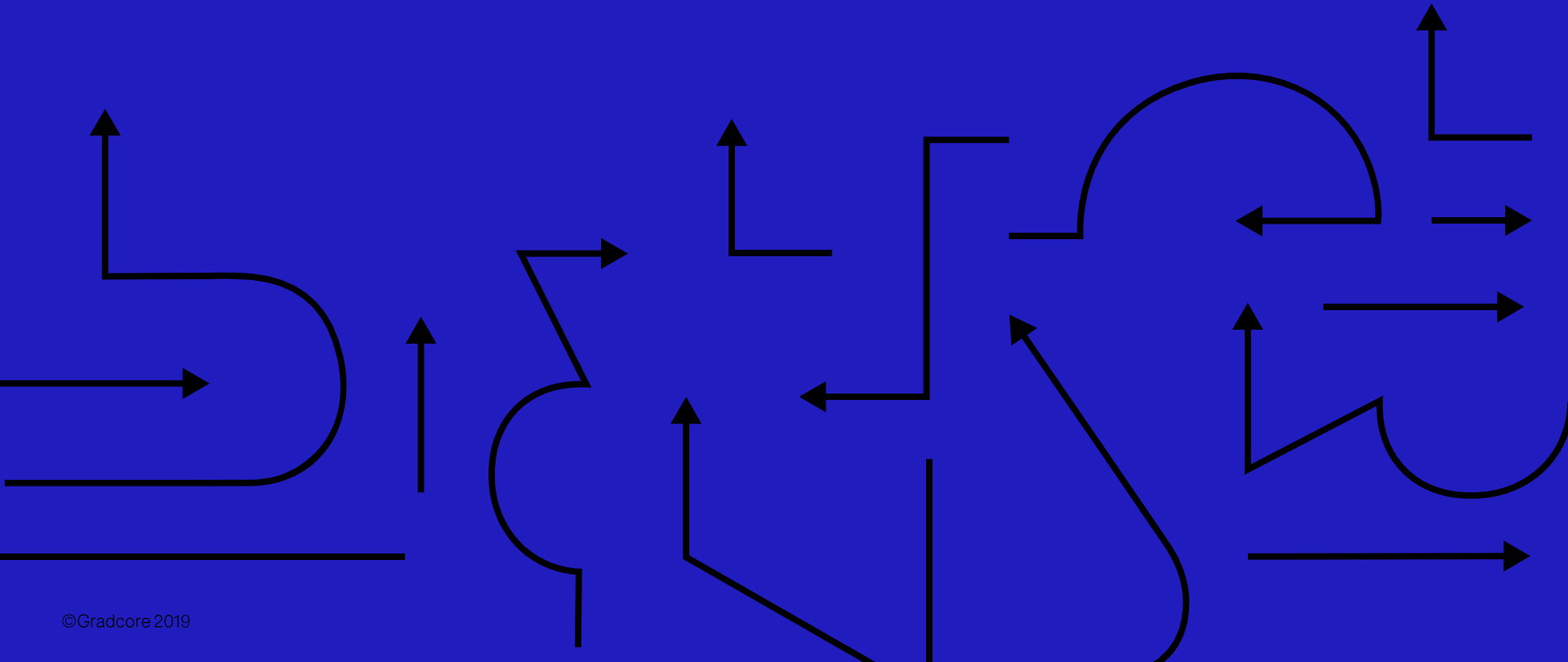
- Employability Healthchecks
- City Grad schemes
- Training and development
- Ad-hoc and retained consultancy
- Employability in the curriculum

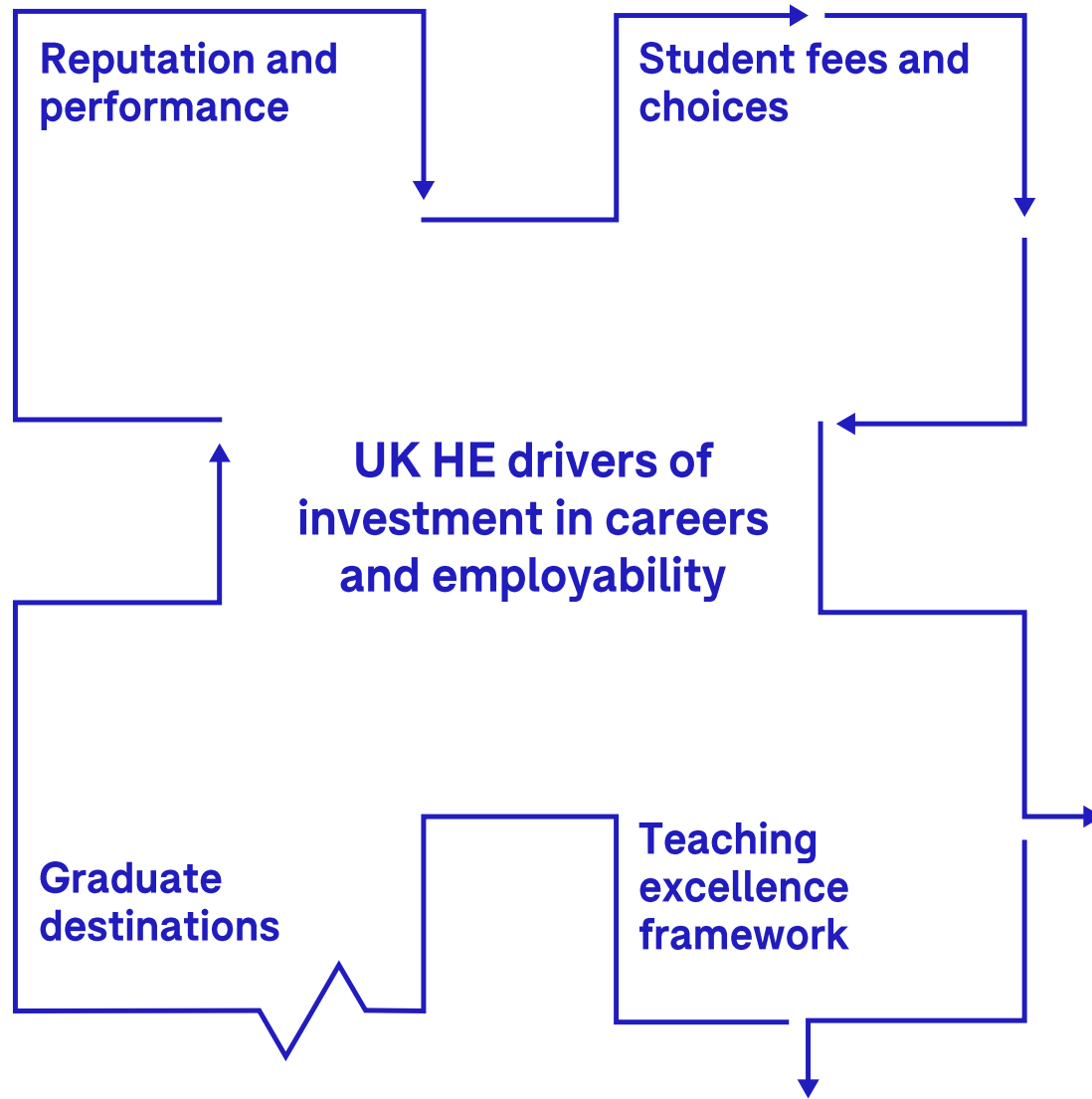
## WORK INTEGRATED LEARNING

- Sustainable Global Experiences
- Internships
- Online internships
- VIP
- Skillsprint
- Other placement type projects



# SETTING THE SCENE





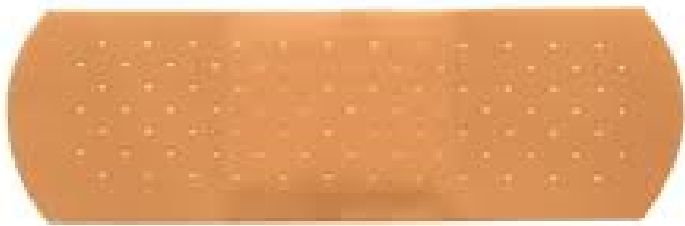
# CHANGES IN HE EMPLOYABILITY PROVISION



| From                        | To                          |
|-----------------------------|-----------------------------|
| Bolt on                     | Intrinsic                   |
| Guidance                    | Consulting                  |
| Role of the careers service | Institutional employability |
| 1-1                         | Employability at scale      |
| Engagement                  | Impact                      |
| General                     | Personalised                |
| Analogue                    | Digital                     |

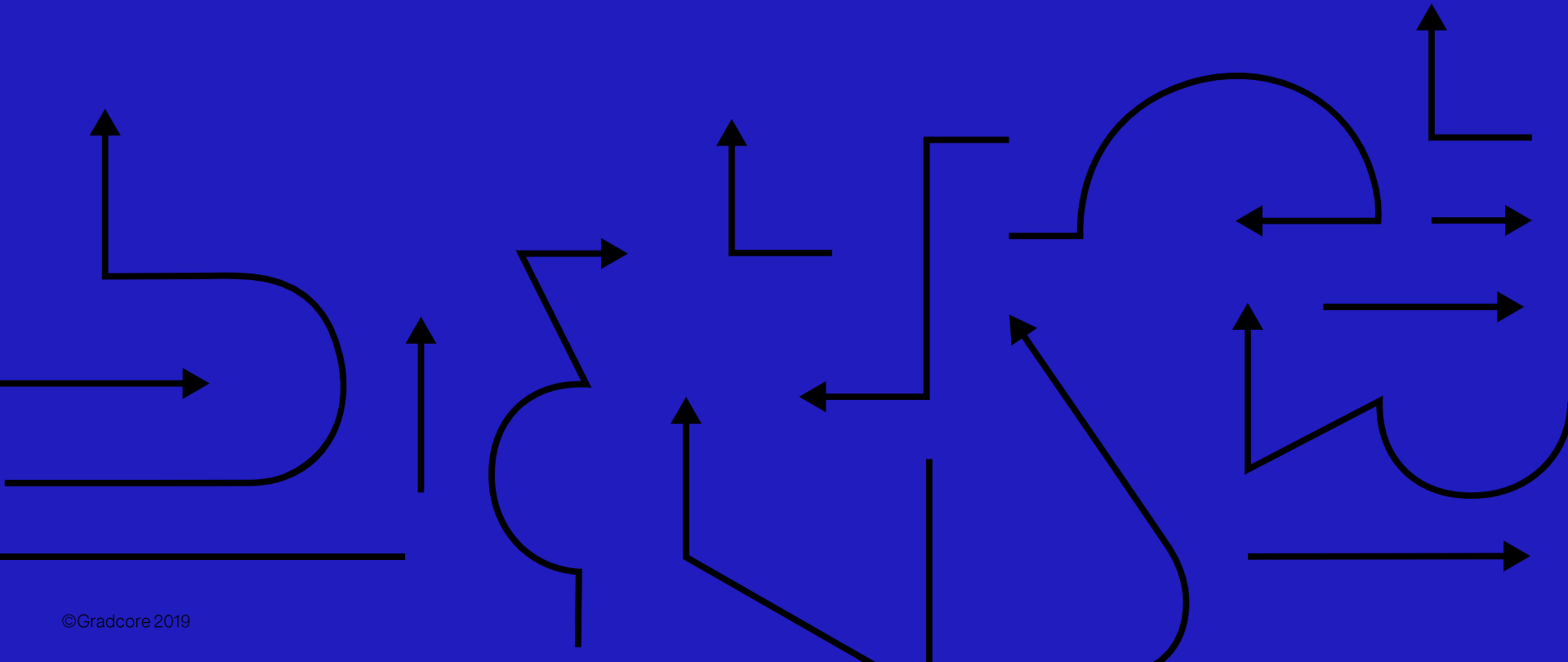
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# EMBEDDING EMPLOYABILITY IN CURRICULUM

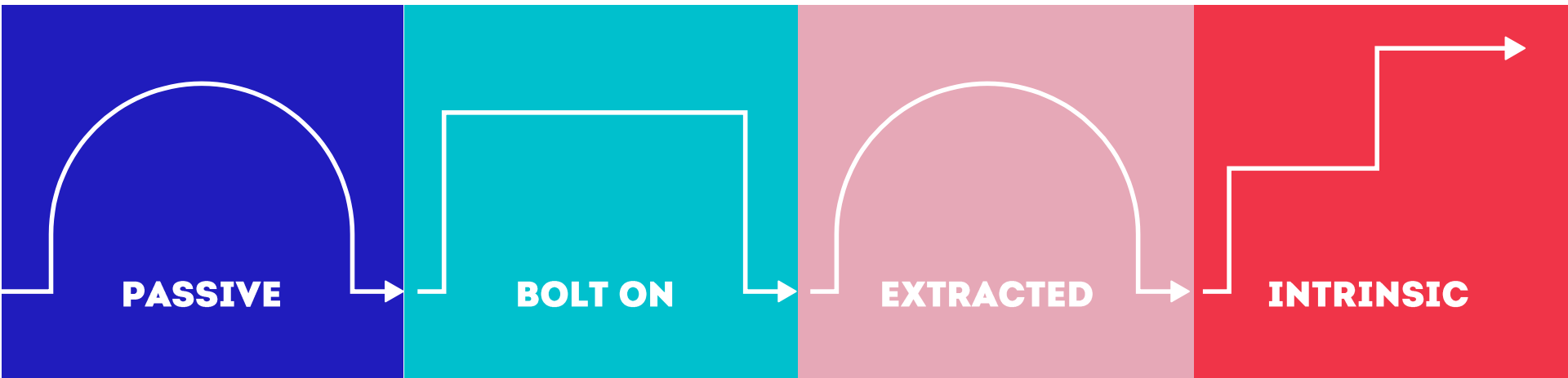






- Concept that is not an absolute, but rather resides on a spectrum
- Key challenge of understanding where the University wants to sit on that spectrum
- Often misunderstood
- Shift in responsibility and accountability between careers services and academics
- Often requested by universities but rarely resourced and trained for
- Long term solution to producing genuinely employable graduates, fit for the non linear labour market

# SPECTRUM OF EMPLOYABILITY IN CURRICULUM



**PASSIVE**

**BOLT ON**

**EXTRACTED**

**INTRINSIC**

**Passive - Characterised by activity that would largely take place anyway, but with minimal space for active reflection and articulation. Examples include: Work in teams with no focus on the process of being in a team, Guest lectures from industry in isolation**

**Bolt on – Specific module on employability or recruitability slotted in either on a mandatory or optional basis, often delivered by careers team**

**Extracted – Conscious effort to extract the employability value form existing academic practice. Deliberate space for reflection and articulation, ideally via authentic assessment**

**Intrinsic – Every module within a degree includes conscious graduate attribute development within teaching and assessment. Meaningful and substantial work-based learning linked to curriculum and assessment**



- What do you make of the model?
- How might it be used?
- Where are you now and where would you like to be?



- Open access model designed to be used and deployed in a way that aids the embedding of employability in curriculum regardless of institutional type
- Being deployed in four universities with careers teams using it as a framework for conversations between
- Being utilised in two universities within the design of their learning and teaching curriculum design models
- Supporting data model being built by Gradcore to allow mapping against of curriculum against the model
- Two imminent publications and articles covering the model
- Exploring potential for model usage in other curriculum embedding contexts such as sustainability and digital



- Edmondson, M. (2023) 'Whose job is it to make a graduate employable?', in K. Daniels and S. Loer Hansen (eds) *How to Enable the Employability of University Graduates*. Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publishing, pp. 13–23.
- Rutherford, L. (September 2024 ) 'Creating work-ready graduates: university–employer collaboration to enhance employability.', in K. Daniels and S. Loer Hansen (eds) *How to Enable Engagement Between Universities and Business*. Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publishing.



**THANK YOU FOR LISTENING**

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