

# Employability Plus



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# Context

- University of Northampton has 97% employability
- 65% in graduate jobs
- High number of students from ‘disadvantaged backgrounds’.
- **The Challenge is**
  - to drive up graduate employability and
  - Inspire graduates to want to change the world

# Outcome

- Curriculum vs **extra curriculum**
- **Employability** NOT Careers
- **Social Action** NOT Volunteering
- **Pathways** NOT modules
- Need to develop **Skills + Values+ Attitude + Engagement**
- **Quality** not Quantity
- **Not just about your first job but your life**
- **Eco system** NOT Isolation
- **Global** NOT just Local
- **Entrepreneurialism** NOT Enterprise
- **Problem solving** NOT just applying knowledge

# Employability Plus

recognising achievement  
beyond the curriculum



- Co-curricular award
- Delivered through and in partnership with the SU.
- Allows student to create their own employability pathway
- Incentivises engagement through points programme
- Rewards engagement by providing additional experiences for points.
- Recognition for investment in employability with annual awards.
- Investment recorded on Higher Education Achievement Record

# Skills

GIVE MORE + GET MORE + BE MORE

CHANGEMAKER  
PLUS



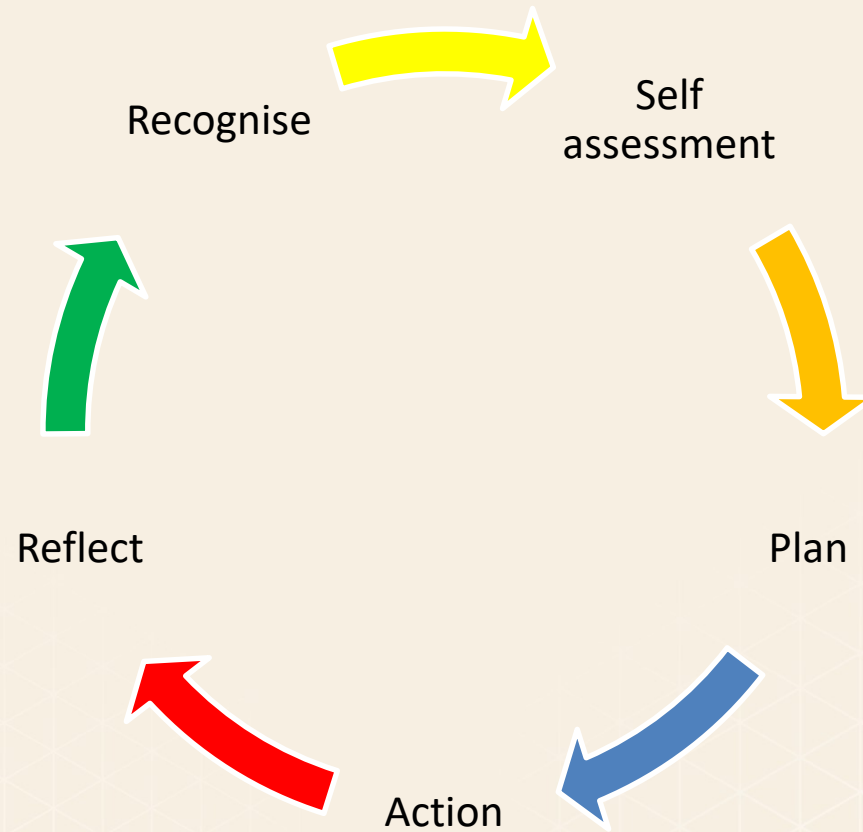
Employability Skills	Employability Outcome:- I have experience of and can demonstrate that...
<b>1 Communication</b>	<ul style="list-style-type: none"> <li>• I am able to verbally articulate with a wide range of people</li> <li>• I am able to effectively listen to what people say</li> <li>• I am able to present ideas to people of varying abilities</li> <li>• I am able to ask effective questions</li> <li>• I can express information clearly in writing</li> </ul>
<b>2 Team Work</b>	<ul style="list-style-type: none"> <li>• I am able to co-operate with and work alongside others to meet shared objectives</li> <li>• I can work with individuals from a variety of different backgrounds and cultures</li> <li>• I am able to contribute to a group, share information and make suggestions</li> <li>• I can identify and work with the strengths and weaknesses of colleagues</li> <li>• I am able to manage disagreements or conflicts, and help reduce these</li> </ul>
<b>3 Positive Work Ethic</b>	<ul style="list-style-type: none"> <li>• I demonstrate enthusiasm and dedication for the role, no matter how mundane some aspects are.</li> <li>• I am willing to work above and beyond what is expected of me</li> <li>• I demonstrate self-belief and confidence in performing the role</li> <li>• I am resilient and deal positively and pro-actively with set-backs and criticism</li> <li>• I am dependable and reliable when working in the role</li> </ul>
<b>4 Networking</b>	<ul style="list-style-type: none"> <li>• I can establish working relationships with individuals and groups to gain a supportive system of sharing information and service</li> <li>• I am able to establish these relationships with a wide range of different people and cultures</li> <li>• I am able to use this supportive system to help achieve organisational goals</li> <li>• I am developing a professional on-line identity, which will allow me to build up a “virtual network”</li> <li>• I am able to tailor my communication with different people in my network according to interests and requirements</li> </ul>
<b>5 Organisation and action planning</b>	<ul style="list-style-type: none"> <li>• I can design a realistic action plan with timings, outcomes and priorities: short, medium and long-term</li> <li>• I can implement planned steps necessary to achieve particular goals</li> <li>• I am able to plan or co-ordinate with a range of stakeholders/colleagues</li> <li>• I can evaluate and review actions and methods used to achieve outcomes</li> <li>• I am able to carry out and oversee elements of a project through to successful completion</li> </ul>
<b>6 Problem-solving, Analysis and Investigation</b>	<ul style="list-style-type: none"> <li>• I am able to gather information systematically to establish facts and principles</li> <li>• I can identify the cause of a problem</li> <li>• I am able to think of practical solutions</li> <li>• I show that I can take ownership of problems rather than leaving them for others to solve</li> <li>• I can evaluate a range of solutions, adapting new ones if the original ones don't work</li> </ul>

# Skills



Employability Skill	Employability outcome :- I have experience of and can demonstrate that...
<b>7 Self-management</b>	<ul style="list-style-type: none"> <li>• I am able to co-ordinate and define the purpose, direction and objectives of group tasks to others</li> <li>• I am able to motivate others to achieve their best performance by building their confidence and recognising their efforts</li> <li>• I can take responsibility for group tasks</li> <li>• I am able to resolve others' concerns and differences in opinions/conflict in relation to group tasks</li> <li>• I take responsibility for group tasks and lead by example</li> </ul>
<b>8 Self-management and Reflective Learning</b>	<ul style="list-style-type: none"> <li>• I can demonstrate self-motivation and initiative in tackling roles</li> <li>• I can work independently with little or no supervision (within set boundaries)</li> <li>• I regularly self-reflect and evaluate/monitor my own performance and want to improve on my performance</li> <li>• I am self-disciplined in my time management and ability to meet deadlines</li> <li>• I show resilience when receiving negative feedback</li> </ul>
<b>9 Opportunity-recognition</b>	<ul style="list-style-type: none"> <li>• I can identify the business needs and customer awareness in an organisation of and new opportunities for the organisation</li> <li>• I am able to identify new opportunities for an organisation</li> <li>• I can evaluate existing processes and define new, improved methods of working, making processes more efficient and effective</li> <li>• I can seek out, be alert to and identify ways of gaining experiences within the role that will improve my employability skills</li> <li>• I display a desire to meet new challenges</li> </ul>
<b>10 Influencing, Persuading and Negotiating</b>	<ul style="list-style-type: none"> <li>• I am able to influence others (without aggression) to agree to outcomes that benefit the organisation</li> <li>• I can be adaptable to others' points of view in order to reach mutually agreed goals</li> <li>• I can back up my points of argument with clear, logical arguments and positive language</li> <li>• I show resilience and ability to learn from the experience, even if I'm not able to win people over</li> <li>• I can summarise the agreements reached, identifying common ground even where originally there are objections and disagreements</li> </ul>

# How does it work





Start here!

GIVE MORE + GET MORE + BE MORE

CHANGEMAKER  
PLUS



Curricula, non-  
curricula,  
volunteering,  
employment etc

Preparatory work  
Research / OERs  
Up to 5 for each skill



Demonstrate  
with  
evidence



Feeds into  
Section 6.1 of  
the HEAR

Scaffolded  
online  
activity

Empl+  
Points



Adding value and  
sense making



UCEE  
Workshop

Empl+  
Points

Peer review /  
support

e.g. how to  
improve your  
first draft of  
your CV



*Thank you  
for listening*

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