



University
of Glasgow

Student Skills & Futures Workstream

Employability Framework

Why is a framework needed?

- To ensure a consistent approach for all learners at the university
- To support the university ambition and KPI around employability
- To move towards inclusivity for employability and skill development
- To enhance the student experience

Responding to the Student Voice

Students told us that they want...

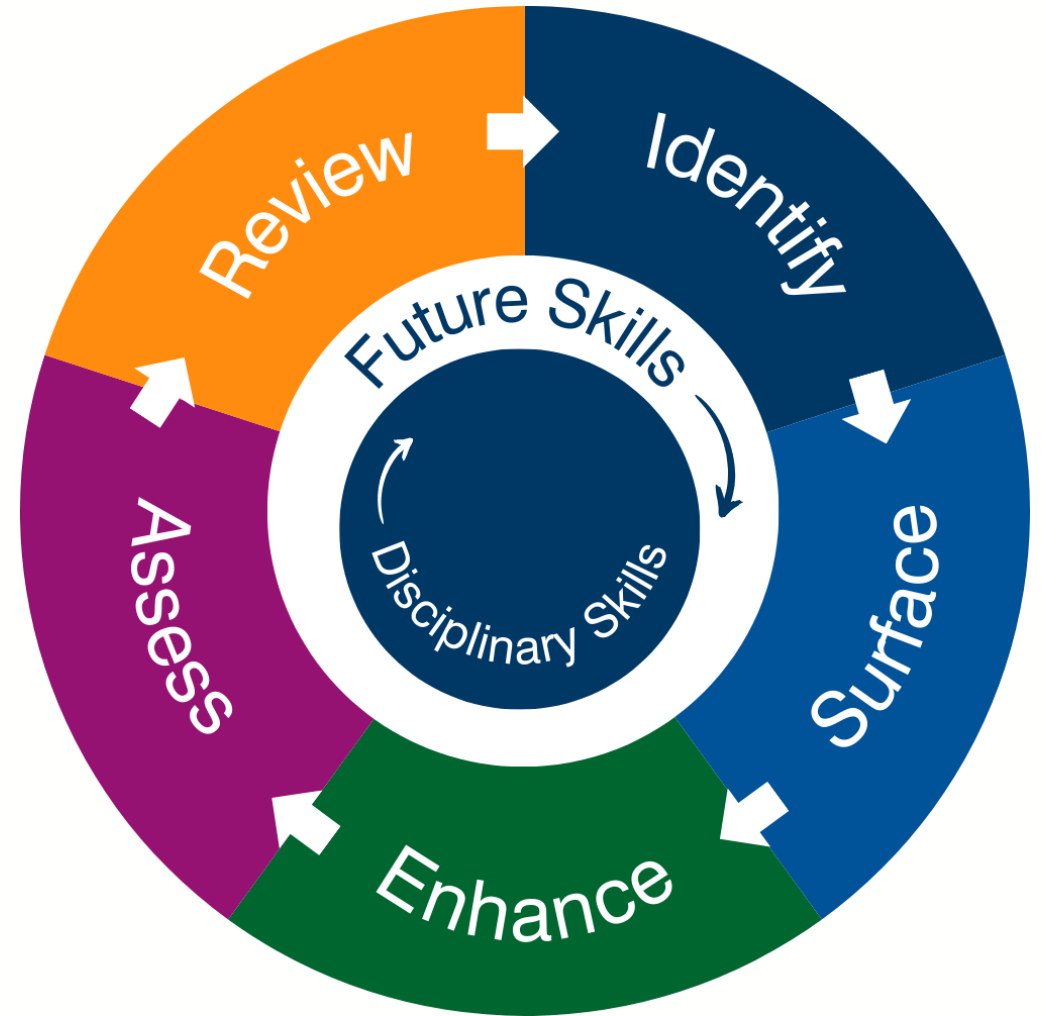
- To be able to visualise how they can connect what they are learning to their future
- greater emphasis on skills development during learning
- more opportunities to reflect and build their self-awareness

Without this, students find it difficult to translate what they learn in the classroom into the appropriate context for them as a graduate after university



Employability Framework

- Our framework and accompanying resources provide an institutional approach to embedding employability within curriculum design and delivery and empowering students to articulate the skills and knowledge value of their degree.
- The cyclical model recognises this as a continuous process that can be joined at any stage.
- Definition of employability:
“Intentional cultivation of knowledge, skills, behaviours, attributes and attitudes that enable students to gain employment and to contribute in the fullest way possible to culture, society and economy locally and globally throughout their lives.”



Framework Objectives

Identify

understand the skills and employability value innate to the subject / discipline and what gets developed naturally during course and programme design

Surface

explain the skills and employability value of what we teach to students by making more explicit reference to the development of both disciplinary and future skills

Enhance

embed experiential learning opportunities, such as challenge-based learning and placements, into courses that specifically encourage students to apply and/or connect their learning to the real-world

Assess

support more meaningful assessment by building an understanding of how skill and employability development can be consistently and meaningfully assessed

Review

provide data insights related to careers, employability and student destinations via existing quality assurance processes that will inform effective curriculum planning, design, development and enhancement