University of Glasgow

Employability in Programme Development:

Lessons from the case studies

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University of Glasgow

Employability in Programme Development Webinar, 19th July, 2023

Our project

Employability in Programme Development (Erasmus+)

Overall project aim is to establish a feedback loop from the *labour market to HEIs* in order *inform programme and course design* to best *support the employability of future graduates*.

Ie. Aim to increase engagement between HEIs and their labour market context by establishing a feedback loop and to thereby cultivate relevant skills in their students to support better labour market outcomes.

Our project

- IO4 - Case studies collection
- Aims
  - Best practice examples of embedded (or extracted) employability in course/programme design drawing on labour market information
- 24 case studies
  - 19 UK / 4 EU / 1 international
- Accessing the case studies
  - Web-based and categorised
  - Exec summary and guidance framework

https://www.gla.ac.uk/research/az/epd/case%20studies/

Our project

- Categories
  1. Labour market-informed curriculum design [2 case studies] (NEW)
  2. Case studies showing employability interventions at a strategic university-wide level [8 case studies]
  3. Case studies showing employability interventions at a discipline level (either internal or cross-university) [10 case studies]
  4. Case studies showing which signal a paradigm shift in the way we deliver employability interventions [4 case studies] (NEW)

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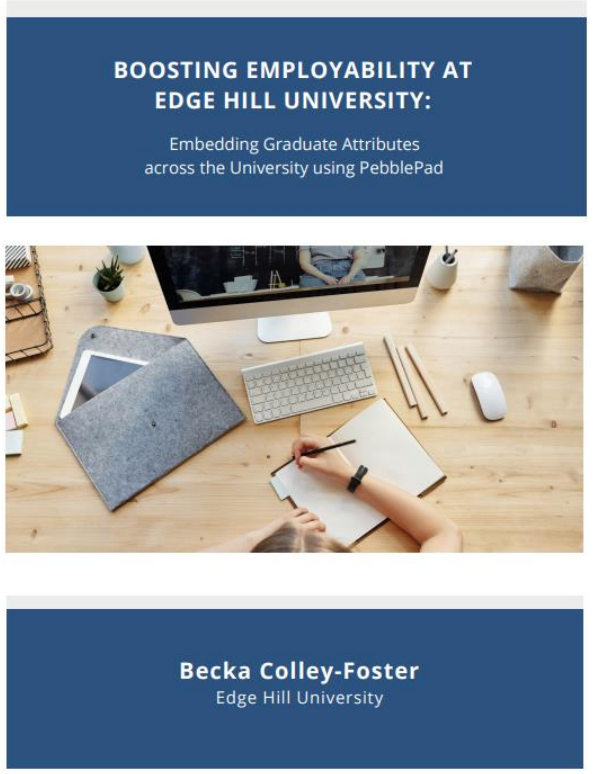
Key findings and lessons for HE

Key learning:

- Establish research base and common language (e.g. employability framework)
- Employer relationships need to be built-in programme review and enhancement over long period of time
- Specific departments/teams with combined labour market and teaching and learning remit required to drive forward employability enhancements
- Traditional work-based and work-related learning initiatives are commonly used as well-regarded
- The best embedded employability initiatives are the result of team-based approach to curriculum design
- The sector is extremely willing to share and collaborate!



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EPD Feedback Loop

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Today's session

Category 2: Institution-wide initiatives

- Senior management buy-in
- Solid research base
- Development of an employability framework
- Securing investment and allocating strategic responsibility
- Reflection and evaluation

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Today's session

Webinar: Our speakers

- Sarah Wenham,
  - Lead Manager - Surfacing Skills Within The Curriculum and Capabilities Framework,
  - University of Leeds
- Gemma Kenyon,
  - Director of Careers and Employability / AGCAS Integrating Employability Director,
  - City, University of London
- Louise Rutherford
  - Doctoral Researcher in Employability (Former Head of Employability and Social Mobility)
  - University of Derby

Institution-wide initiatives

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