Embedding good employability practice into Masters level study – case study

Iwan Griffiths – MSc Business Careers Consultant  
l.griffiths@aston.ac.uk

Elsa Zenatti-Daniels Postgraduate Student  
Development Lead e.f.zenatti@aston.ac.uk
Defining employability

- Immediate employment
- Immediate employability
- Sustainable employability

Watts (2006)
HEA Framework for embedding employability in HE

Principles underpinning employability

**Inclusivity:** all students, regardless of location, situation, programme or mode of study, should have equitable access to opportunities to enhance their employability, make successful transitions and manage their careers.

**Collaboration:** collaborative approaches to learning and teaching can enrich and inform the curriculum and support graduate employability. Collaboration between HE and business provides opportunities, informs the curriculum, and should be a key feature of your approach to employability. Employability is a process of engagement and continual enhancement and is the collective responsibility of all stakeholders.

**Engagement:** The language used around employability is critical in terms of its potential impact on engagement, with all stakeholders. Developing a shared understanding and view of employability in any given context will facilitate staff, employer and student engagement. Students can subsequently engage proactively in seeking to develop as individuals in the areas of focus being highlighted.

The process

**STAGE 1**
Defining employability including all key stakeholders and making this explicit at an institutional and at a programme level and with all your students.

**STAGE 2**
Auditing and mapping provision and support, considering all policies, practices and processes, against the definition agreed at Stage 1.

**STAGE 3**
Prioritising actions to address gaps, sharing best practice and agreeing measurable outcomes/outputs within policy, practice and processes.

**STAGE 4**
Measuring impact identifying measures of success and using feedback and evidence to inform future priorities, resourcing and areas of focus.
Our MSc degree is more than an academic qualification, it is a bridge that enables students to cross over from learners to professionals. This is achieved by:

- A comprehensive careers programme and dedicated career support
- A Professional Development Programme integrated in all our MSc degrees
- Opportunities to engage with real organisations throughout the year and start understanding the world of work
Embedding employability – ABS Professional Development Programme

• An integrated 10 credit compulsory module running throughout ALL Aston Business School’s Master Programmes

• Focuses on personal and professional development and employability

• Involves classroom-based workshops and applied learning experiences, equipping students with future-proof, transferable skills and preparing them for the world of work
 Embedding employability – ABS Professional Development Programme

• Includes Skills Development workshops that are essential to both their degree and the world of work such as Team Working, Presentation and Pitching Skills, Intercultural Communication, Problem Solving, Resilience….

• Includes a Team Business Challenge

• Students choose from one of four experiential learning Streams
Our four experiential learning streams:

- Study Abroad
- Work-based experience
- Business simulations
- Product Intellectual Property and Entrepreneurship (the PIPE Club!)
Embedding employability – ABS Professional Development Programme

Engaging with organisations from the start

Aston Business Clinic
Aston Job Shop
Aston Student Union
Aston Go Green Team
BSEEN
Citizens UK
Enactus
The Prince’s Trust
TEDx
ASSESSMENT / UNPACKING

• Team Business Challenge leading to an Assessed Presentation (Autumn Term – Week 7)
• Build a Skills Portfolio
• Reflective Essay based on the chosen Experiential Learning Stream
• It is compulsory to complete one of the streams
• One Sixth (10 credits) of the Dissertation Grade
All postgraduate students in the Business School are required to solve a real business problem posed by a business.
Transformative remote work experiences for students, that fit around their studies, at companies all over the world
We’ve built an internship program for the modern workplace

Up to 300 hours of real, impactful work at companies in 10 career fields across the world

Supported throughout by training & development through our online learning platform

Guided by regular coaching sessions to build your employability skills

100% REMOTE AND FLEXIBLE
And then COVID-19 happened. So we did this…

- Increased the number of fully funded Virtual Internships scholarship places to 70

- Set up a virtual programme of events, workshops and webinars, designed to support the continued professional development of our students and tailored to respond to the new world of work created by the pandemic.

The Aston Global Advantage Virtual Events
The Aston Global Advantage Virtual Events Programme
Embedding good employability practice. What do you think ‘good’ looks like in the context of your institutional setting? Add your comments in the chatbox.
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<thead>
<tr>
<th>Principles (What we aim to do)</th>
<th>Putting it into practice (how we deliver)</th>
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<tbody>
<tr>
<td>Relevant</td>
<td>Industry-informed – including through module partnerships, Aston Business Clinic, using Gradcore recruiters</td>
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<td>Practical</td>
<td>Experiential learning workshops and Term 3 streams</td>
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<td>Adaptable</td>
<td>Skills developed support student transition into changing world of work</td>
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<td>Global focus</td>
<td>Work in multicultural teams, global career management focus</td>
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<td>Sustainable employability</td>
<td>Assessment through group presentation and reflective practice</td>
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References and resources

Advance-HE Embedding Employability in HE info pack
https://www.advance-he.ac.uk/guidance/teaching-and-learning/embedding-employability#overview

HEA Framework for Embedding Employability at

Thanks for joining this webinar

Any questions - and please share your practice with us

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