

Employability Vision and Programme for CCC



Success is an Attitude: Make it Happen!

Why is employability important?

Shifts in economies throughout the world, prompted by globalisation, technological change, increased competition, and the growing sophistication of customers and clients mean that employers are **increasingly looking for a set of generic skills to accompany technical skills.**

We need to create a workforce comfortable with:

- Increasingly complex work practices
- Greater job flexibility and rotation
- Increased interaction with consumers
- Reduced supervision
- Team working



Why are generic employability skills important?

- There seems to be a world wide trend towards an increase in service sector jobs (e.g. in business, finance, hospitality and retail sectors) requiring people to have **interpersonal skills** – staff who are able to explain things and solve problems in response to client needs.
- Those working in manufacturing are increasingly **working in teams** and this style of working demands more internal communication and an ability to **persuade, negotiate and influence**.
- The use of standardisation of computer based packages in many insurance, banking and call centres highlights the significance of **communication skills** and attitudes such as **confidence, judgement and personal organisation**.

Employability Vision



Employability Vision



Skills shortages amongst graduates

The “Top Ten” Skills shortages among graduates		% of employers surveyed
1	Commercial Awareness	67%
2	Communication Skills	64%
3	Leadership	33%
4	Ability to work in a team	33%
5	Problem solving	32%
6	Conceptual ability	21%
7	Subject Knowledge & competence	19%
8	Foreign languages	19%
9	Numeracy	19%
10	Good general education	15%

Source: Association of Graduate Recruiters “Skills for Graduates in the 21st Century” www.agr.org.uk

Personal attributes required



Overall goals and aspirations

- To raise aspirations of students within the College, helping them understand all routes to Higher Education: University visits, Access to Apprenticeship show and vacancies, Adviza consultations
- Raising awareness of various roles in the 'World of Work' – visits from professionals to explain what they do, trips out to organisations to see how corporates work and attending workshops
- Promotion of the work experience activity
- Raising awareness of the 'softer' skills required for the Workplace

Goals for work readiness

- A CV is in place and ready for part-time jobs, College and work applications
- Understanding of how to interview well, to include preparation of interviews, typical questions asked and body language
- Work experience completed and assessment made of skills acquired
- Understanding of what is networking and how to network

Activities by Year Group

Year 7:

- Introduction to 'Employability' within PSHE lessons
- Projects set up for students to demonstrate employability skills eg organising of school disco, setting up a club

Year 8:

- Employability within PSHE takes into account GCSE option choices being made in the Spring Term and offers support to students to help them make choices
- Attendance at a Curriculum Fair with Employability Prefects providing information about possible careers
- Adviza appointments for those who need them
- Completion of the Launchpad computer package to assist students making their option choices

Year 9:

- Opportunities to visit a University
- SMSC Tutor time on Employability subjects
- Gifted & Talented students to attend Oxbridge Workshop
- Encouragement of team working in classes and observations

Activities by Year Group

Year 10:

- SMSC lessons in Tutor time covering Employability
- Students to visit Oxford University for 'Taster Day'
- Introduce students to Kudos and Careerscape
- Access to the National Apprenticeship show
- A week of work experience for every student including follow up assessment
- Introduction of 'World of Work' Programme to SEN students
- Introduction to CVs and networking

Year 11

- SMSC lessons in Tutor time covering Employability, encouraging all students to complete their CVs and prepare interview responses
- Employability Day, with a Careers Fair, presentations, interviews and psychometric tests
- Gifted & Talented students to visit Oxford University for 'Investigating Options day'
- Access to the National Apprenticeship show
- Adviza meetings for all who have requested them
- Interviews with SLT for all