

A Focus on My Employability

Module code: BMSW4001 Academic and Employability skills

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What Will Be Presented

Throughout this presentation, I will be explaining and analysing employability skills, and how I should develop my own in order to be more employable when I begin my intended career, which is midwifery.

- To be a midwife means to help a future mother with care and support before the birth with dietary advice and checking the mother and baby's health, during the birth by making sure the labour is going as planned, as well as a short time after the birth where I would make sure the baby is being breastfed (if chosen) in the right way, as well as routine health checks on the baby.
(Midwife, n.d)
- We can clearly see that a good midwife needs to be a good speaker, as they will continue to build longer-term relationships with patients and know them on a more personal basis.
 - This presentation will cover what employers are looking for when employing midwives specifically, as well as my own strengths, weaknesses, opportunities and threats (a SWOT analysis) when it comes to employability as a midwife.
- Lastly, I will provide a personal development plan (PDP) to outline what I will do in preparation of becoming more employable, to be sure that I have all the skills needed and that I am ready for my intended career.

What does it mean to be employable?

When employers are looking for new recruits for their firm, they will analyse the applicants through a document, usually a CV, that the applicant has created. Each applicant gets to choose what they put on their CV, so what are the most important qualities we should have and include?



- **Employability is based on the quality of the skills you have that employers would say are valuable, such as soft skills, self management, and team-working.** (Trought, 2017)
- **“97% of employers believe that soft skills”, such as communication skills and emotional intelligence, are crucial to employment.** (Development of Economics Ltd, 2015.) This means that almost all employers are looking for somebody who can understand other people’s emotions, which is extremely important for when I become a midwife because I will be working one on one with women over a few months each. This means I need to build up a good relationship with them, so my understanding of communication and emotional understanding has to be of a good level to help make patients feel comfortable with me through their stressful times, especially when there are big changes.
- **Self management is the primary role in any form of management in the eyes of an employer** (Trought, 2017). Self management is the ability to be organised, prepared, and being able to use your initiative. This is clearly an advantage for the whole working world, because it is a general life skill to be able to be organised. However, it is especially important if you want to be a midwife because the mother will expect you to have information prepared for them, and to attend meetings on time, as a pregnancy requires specific check- ups which can’t be rescheduled for a few months later because the pregnancy is at a completely different stage by then. As a result, a midwife must have an organised diary and stay on top of things in order to be employable and have a promising career.
- **Team working- the Mid Staffordshire NHS Foundation Trust Public Inquiry’s report (Francis 2013, p. 4) says the NHS has to ‘foster a common culture shared by all in the service of putting the patient first’** so we must always put the women we are serving first. We can see teamworking in midwifery with the example seen in the top right corner image: the pregnant woman is the leader of the ship, and controls which staff can come onto the ship and how they steer it. If the patient hasn’t ‘sailed’ before, they may ask for more staff (Lewis, 2015). This example shows how important it is to be able to listen and work as a team, it is in the best interest of the patient.

Academic Skills

There are some qualifications I must have before I become a midwife in order to have the correct knowledge and understanding for the career. They are important because they will be used during my employment, and employees will be looking out for these as one of the main signs of employability.

- 5 GCSEs, each at least a grade 4 (C) (Midwife, n.d), which require passes in English language or literature, maths, and one of the sciences (biology, chemistry, or physics.) as I do not yet have this qualification, I have planned to take my GCSEs in the future as the next step towards my career goal. It is important to have English as a skill in midwifery as it helps with communication and understanding patients.
- 2 or 3 A levels, (or equivalent, like GNVQ advanced level/NVQ level 3) according to Health Careers NHS. This will be the next step after GCSEs, and is also very important because A levels are a sign of deep understanding, so I will be able to communicate very clearly with good evaluation, and weigh up any positives and negatives to my managers and also my patients.
- Work experience: although it is not necessary, work experience or paid experience would be useful (UCAS, n.d.). This would make a midwife more employable because the career is very practical, so showing you have already witnessed how soon-to-be- mothers are looked after before, during, and after the birth would be very helpful for the real working world, especially if you stepped in to help or got to know patients personally, which would easily show employers you are ready to communicate and form good relationships with patients, so your chances of employability have improved.

Personal SWOT Analysis

<u>Strengths</u>	<u>Weaknesses</u>
Team working	Flexibility with roles
Ability to deal with emotional situations	Adaptability to new situations
Passion for the learning about the processes of pregnancy and birth	Ensuring patients are as comfortable as possible all of the time
Ability to listen to and follow instructions	
<u>Threats</u>	<u>Opportunities</u>
Inexperience	Future work experience
Lack of job security due to rising unemployment as a result of Covid-19	Vacancy with a job description that I have found
	Registration with the Nursing and Midwifery Council (NMC)

Personal Development Plan (PDP)

Personal strengths of mine lie in team working and emotional intelligence, both of which are very important with dealing with stressful situations where there is high pressure.

Adapting to new situations is somewhat of a difficulty as it is often easy to stick to what is normal. However, to overcome this weakness, going into work experience would be really helpful to practically get used to what happens and the roles I would have to take, so I can be more comfortable with the changes when they happen.

My personal development plan will mainly be focusing on my academic skills; in order to have the foundations of employability to become a midwife I must have the required qualifications: GCSEs and 2/3 A levels. I will begin my GCSEs once I have finished my course at university, and my A Levels or equivalent after.

In the end, my goal will be to become employable as a whole, in order to widen my career choices. For midwifery specifically, my goals of qualifications and experience are the most important, as they are what an employer is most looking for.

Summary

To summarise, employability is a skill which can be improved with experience and improving personal skills and qualities. For midwifery, you need patience, emotional intelligence, and the ability to work as a team. Although I personally do have these virtues, I believe I can always go further to improve them, as well as my weaknesses, which include adaptability and ensuring patients are as comfortable as possible. I will improve these qualities with work experience, as midwifery is a practical job and I can learn while in the experience. This is useful as I have already found a job vacancy in the midwifery field, so it may be the first step of my career path.

Conclusion

To conclude, midwifery requires a variety of skills, but specifically people skills. These are the skills that will differentiate one applicant from another, as they will all require the basic academic skills (GCSEs and A Level/ equivalent). By proving I have these skills, either in my CV, interview, or past job experience, I will increase my chances of employability significantly, providing any weaknesses and possibly threats are eliminated. My personal weaknesses, such as adaptability and ensuring patient comfortability, can be improved with work experience which will help me get into the habits of putting the patients as top priority and dealing with big changes.

References

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