



EC SO6006: Skills for Life: Employability and Future Pathways

Second Tutorial - Graduate Recruitment and the 'Squiggly' Career

Module Aim

- To foster a range of behaviours, attitudes and competencies which develop enterprising thinking and an employability mindset and enhance students' ability to critically reflect on their own development needs.

Learning Outcomes

- Critically analyse the principles of employability and enterprising skills in relation to relevant career pathways;
- Critically reflect on the importance of continual learning and future thinking for own personal development and employability;
- Exhibit written and presentation skills that evidence advanced competencies and characteristics that reflect a range of transferable skills e.g. teamwork, problem solving and communication;
- Organise knowledge and learning through an advanced use of a range of information sources, including ICT, and present their work at the appropriate level.

Assessment

Interview

For an employment opportunity of your choice prepare a 20 minute presentation outlining your suitability for the post. Your presentation should use theory to support your arguments. You will be asked a number of questions at the end of your presentation which will be based on your chosen opportunity and the content of your presentation.

Assessment

Things to consider:

Where do I find my 'employment opportunity'?



How do I know it is suitable?



What theories should I use?



Job Applications – Examples from Practice

- We will now look at the different forms that recruitment and selection processes can take including;
- Informal selection via your Network
- A formal, structured interview
- A presentation and interview
- A full Assessment Centre/Day
- As this is, obviously, a Module that combines theory and practice to a great degree, I thought it might be useful to take a look at 8 examples of my involvement in various selection processes from the past 10 years.

Job Applications – Examples from Practice

- Strategic Adviser (Reducing Low Achievement) – [Central South Consortium](#) (2014) ☒ - Reason for Leaving: Redundancy/ Closure of Post
- Parental & Community Engagement Practitioner (**secondment**) [Welsh Government](#) (2014) ☒ - Reason for Leaving: End of Project
- Senior Associate (Family & Community Engagement) – [Wales Centre for Equity in Education](#) (2015) ☒ Reason for Leaving: Redundancy / Closure of Centre
- Team Around the Cluster Support Officer (**secondment**) – [Newport City Council](#) (2015) ☒ Reason for Leaving: End of Project
- Schools Engagement Manager – The Book Trust (2016) ☐
- Project Manager – Spice Time Banking (2016) ☐
- Lecturer in Education Studies – UWTSD (2016) ☒
- National Advisory Board Member (**voluntary post**) – [Barnardo's Cymru](#) (2018) ☒



The 'Non-Linear' Career Path

- The previous examples illustrated a variety of different roles with different organisations.
- In several cases the need to change jobs was involuntary due to **redundancy** and the closure of an employer or post
- The examples also include **voluntary** work that is carried out whilst in other employment
- It also included **secondments** to other organisations.
- All of these are an example of a '**non-linear**' career.

What do you understand the terms in bold to mean?



Non-Linear or 'Squiggly' Careers

- Helen Tupper and Sarah Ellis (2020) have described this as the 'squiggly' career path.
- A "squiggly career" refers to a non-linear career path characterized by frequent changes in roles, industries, or skill sets.
- Unlike traditional career trajectories that follow a straight line of progression, squiggly careers embrace flexibility and adaptability.
- This concept recognizes that career growth can involve lateral moves, temporary setbacks, and diverse experiences that collectively contribute to personal and professional development.
- We will return to this concept in a future Theme.
- For the moment though, we will look at the different recruitment methods they involved

Strategic Adviser (Reducing Low Achievement)

- Recruitment for this post was via an [Assessment Centre](#)
- The Assessment Centre was run over one day and involved;
- An interview with a panel of three staff including a [Senior System Leader](#)
- A 15 minute presentation on what the key issues were for the role
- An 'in tray' exercise involving a breakdown in school/family communication
- A written test on knowledge of education policy in Wales

Parental & Community Engagement Practitioner (secondment)

What do we mean by a secondment?



- Recruitment for this post was via a Presentation followed by an interview
- The 10 minute presentation was on ‘Engaging hard to reach families and communities in their children’s learning’
- This was followed by a half hour interview with a panel of three, chaired by the lead Civil Servant on the project and the Head of Deprivation and Engagement

Senior Associate (Family & Community Engagement)

- Recruitment for this post was via a formal interview
- The Interview was in two stages;
- Firstly a presentation based on three questions that candidates had been given prior to the interview,
- Followed by questions based on the candidate's application and CV.
- The interview panel consisted of the Head of the Centre [Professor David Egan](#) and the [Centre Manager](#)

Team Around the Cluster Support Officer (secondment)

- Recruitment for this secondment was an informal process
- The Head of Services to People needed a Support Officer to help in taking the Team Around the Cluster intervention from the pilot stage to full implementation
- The candidate was approached by the [Head of People and Business Change](#) via Linked in as they had both worked together in Careers Wales

Schools Engagement Manager – The Book Trust

- Recruitment for this post was via a presentation and interview
- The 15 minute presentation had to focus on ‘Engaging schools and other education stakeholders in Wales in the Book Trust mission to get every child reading for pleasure’.
- The panel was chaired by the [Head of the Book Trust for Wales](#)
- The candidate was not successful because they could not speak Welsh*
- However, the candidate was offered consultancy work as a result of the interview

Project Manager – Spice Time Banking

- Recruitment for this post was via a formal interview
- The interview was in two parts;
- Firstly a presentation based on an object that represented the candidates view of effective community development,
- Followed by questions based on the candidate's application and CV.
- The panel was consisted of the Senior Project Manager, South East Wales (Ann-Marie Lawrence) and Senior Project Manager; Schools ([Steven Williams](#))
- The candidate was not successful because other candidates had more experience in the area of community development

Lecturer in Education Studies – UWTSO

- Recruitment for this post was via a presentation followed by a formal interview
- The 15 minute presentation was on 'How would you implement an equal opportunities and inclusive practice policy in your classes?'
- The panel was consisted of the [Director of Academic Discipline: Social Justice & Inclusion](#) and the [Programme Director BA \(Hons\) Education Studies](#)

National Advisory Board Member (voluntary post)

- Recruitment for this post was via a structured discussion
- Candidates were approached by members of the Board to submit expressions of interest
- The Chair of the Board approached the candidate via **LinkedIn**
- The recruitment panel consisted of the Chair of the NAB, the [Director of Barnardo's Cymru](#) and a [member of the NAB](#)
- **It is important to note that this is one of only two examples that did not include a presentation as part of the selection process.**

The Squiggly Career – A Key Feature

- One key element of navigating the squiggly career is developing a **network**
- We will look at this in more detail in a future Theme
- However, for the moment, with the idea of **networking** in mind was there any common thread in the examples given above?



Take a moment to consider the question and then share your thoughts with the group.

The UWTSD Careers Site/App

- Abintegro is the new UWTSD Careers Site and App
- For the rest of this session we will take a quick tour of what it can offer.



Abintegro

References

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