

Ionela Dora Mihoci
Student number: 1921821



<u>Student Name:</u>	Ionela Mihoci
<u>Student Number:</u>	1921821
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<u>Lecturer:</u>	Joanna Walsh
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Employability

Introduction

In this complex report I will be showing in very depth my research from four various articles discussing employability. Employability is actually known to be what makes an individual capable of being employed and maintaining the employment for a period of time. These personal understandings and attributes actually not only benefit a single individual that has them but also the community as a whole by boosting its economy. However, employability changed over the last century, machines have replaced workers in many tasks which means employability is constantly changing and shifting towards more advanced technology skills. In addition to that, career paths are becoming less predictable meaning most individuals need to be more flexible in their approach. Specialists generally are now feeling the need to generalise and develop expertise in related fields more and more. What society is doing as a whole currently is advising pupils in going into STEM careers. The reason for this is actually, as time passes, technology gets more advanced so having the bases in STEM would overtime increase employability as a whole so chances of losing a job due to automation.

Other than the technological skills changing, women's employability also has shifted in the past years. Over the past 40 years, the UK has shown a continual, high and steep rise in the proportion of women in employment. The employment rate among women went from 57% in 1975 to a high of 78% in 2017. This therefore means and could suggest that gender is now less of a barrier when it comes to employability, although not completely gone it is statistically shown that the barrier is getting smaller as time

passes. This also means that more than ever, employability is based on the individual's skills and experience.

Work experience and higher education

The first article I chose shows how employers expect higher level education institutions to have individuals ready for employment and expect them to gain employability skills while at them. This assumption is quite wrong. Even though many institutions provide work experience options and advise students to attend it, it is generally only compulsory to pass academic assessments in order to graduate from these institutions which leaves it up to individuals to choose whether to gain the work experience or not. This instead actually, is a way for the current employers to determine which specific individual is more capable of being employable. When two individuals with the same academic level apply for the same job, the one with more work experience would instantly be more employable as not only he or she would have better skills but they would also show self determination by attending something that in many cases is not compulsory just to become more employable. The paper also shows and clarifies how students gain employability skills through peer assessment. Peer assessment means not only they would be successful in receiving feedback but also in developing a critical eye and giving feedback to others. This actually means that through peer assessment students gain evaluative skills which are key to employability. The reason for this is that you become able to explain what you mean in a clear and concise way through written and spoken means and also listen and relate to other people by following their instructions and by giving your instructions.

Covid-19 and its effect on Employability

During the 21st century employability has become more of a challenge not only due to automation but recently because of the new Covid-19 world pandemic. Generally speaking, most agencies are cancelling normal recruitment and after the lockdown, management has become chaotic and this influences employment because very much less individuals are needed. This therefore means that less vacancies are available and actually, more people become unemployed, negatively affecting the country's economy. This also has a massive, huge effect on the new graduates since after finishing, they will face a more competitive labour market. Generally seen, universities and higher level education promise more education would mean more skills so better jobs and therefore more money. Covid-19 has become a threat to the employability promise those educational places have made as for now it is much harder for them to guarantee that studying there would definitely mean they will come out of it employed. As a response to this last recession, the government has come up with several schemes addressing employability and graduate employability which will later be revived and extended by the end of September. Employability has adopted many problematic attributes that previously have advantaged individualism and the competition became higher as so did global mobility. After COVID-19 those became less important but rather employability is now more influenced by social justice, community and the contribution that individuals make to their surroundings and public discrimination therefore decreased. This means that post the pandemic even though employability has become less, individual skills and experience has become more important than ever, as not only employers see but also higher level education. This is a very big, positive advantage, meaning employability is now a more fair attribute and is assessed and measured on the individual's ability on the job through their skills, knowledge and experience.

Furthermore to this, to make the best out of the current lockdown there are different ways in which an individual can become more employable. Firstly, a hobby can be

picked up such as learning a new language, which is looked for by today's employees as the work world is by day becoming more and more diverse. Photography and drawing could also become a hobby which employees liked seeing as it gives an individual a more unique picture as well as providing proof of knowing how to relax under unfortunate situations. Harvard university also provided some of their online courses for free, this could also be undertaken while in lockdown, it has a variety of skills including basics in anatomy, bioethics and prescription drug regulation which all would make any individual expand their general knowledge and therefore become more employable. Reading might not directly make you more employable but it can give you advantages in interviews where you would show interest in literature emphasising your intelligence. As technology and social media platforms are becoming more and more influenceable, tidying up your personal accounts is also something that is useful as employees pay attention to your content as well as organisations you follow and you are interested in. As work experience is hard to gain as most places are closed, a way of enhancing your CV and employability is volunteering or signing up to volunteer. This can show that even through a rough time, you as an individual show determination to develop new skills by doing various activities.

Employability and Russell group universities

In the United Kingdom, Russell group universities are known to provide more employability in general. Dr Wendy Piatt, the director general of Russell group has said that "The combination of teaching and research excellence in our universities creates the ideal learning environment for students, helping them develop crucial skills which make them more employable." As to their reputation, it is well known that compared to all other universities, these 24 actually make you gain more transferable skills which automatically make you as an individual, way more employable. From the many advantages that they have, having more money to invest in research and general projects attracts top members of staff, solidifying their academic prestige. Having a Russell Group university degree on your CV for most employees, when comparing them

to normal universities, they see it as an advantage so it is undeniable that they are more employable. As finances are not a problem, those universities also have a large variety of societies, clubs and trips from which students mainly gain those skills that make them employable.

Skills to increase Employability

Employability is gained from many experiences but mostly the top 10 skills do not change as much. Communication is one of the many skills employers look for. This skill is one of the most versatile out there, as it can be used in all industries no matter your level or role. Teamwork is also one that's very useful as it gives diverse perspectives and helps you come up with winning innovations also, dividing the work lets you grow your skills as well as sharing the work making it actually easier to yourself. This is also where you gain from each other's knowledge and learn useful skills from your peers. Commercial awareness is also a skill. This is about knowing how a business or industry works and what makes a company tick. This is also something employers look for when looking at employability. Problem solving, the process of finding solutions to difficult or complex issues is mostly looked for by STEM employers but generally it is also seen as a very useful skill to have. In problem solving, there are different steps contributing to the overall effectiveness of the change and it also determines the level of problem complexity that can be addressed. Leadership is mostly important when it comes to management, it involves working under lots of pressure as all responsibility will be yours, by this your charisma and work seriousness also improves and as before this also enhances your communication and listening skills. Organisation like the others is a must to have as it establishes lots of trust, professionalism at the workplace. A well organized manager projects an image of reliability and control. Good organisation skills also helps individuals reduce stress by providing exact timetables as an example so the employers know when to do everything. As an employable individual perseverance and motivation are also key, a person who has those attributes means they can push through harder times at the workplace and not only motivating themselves but their

peers too. The ability to work under pressure is also something looked for as it would indirectly reduce arguments between colleagues at the workplace.

Personality as a single mum, raising 2 children while also working to provide a decent income as a cleaner , I believe I am quite employable as I am very independent and determined. An example would be, if I set an aim I work extremely hard to reach it, I have recently bought an apartment for my family after saving for a couple of years by myself. I have also chosen to use a bike going and coming from work in order to save this money which shows a lot of determination. I am also always thinking of the future and bigger picture and quite selfless as before coming to London I gave up my shop in Romania to provide a better education for my children and a future full of opportunities which only London could provide.

Conclusion

In conclusion, employability does not have an exact definition but it is rather determined by the specific employees and what they look for as well as what they need for their company. Furthermore, those skills not only are gained at higher level education but also through experience and work as well as interaction with other individuals. I have found out through my research that even though employability was affected negatively when it comes to newly graduates and coming out into a very competitive work world, it is also an opportunity to expand it as there is lots of online resources for individuals to use.

In the images below, there is proof of me using materials from the online lessons which I have embedded in my essay above.

Search for or type a command

Top 10 Skills Employers look for

Based on a number of surveys on the skills required by graduates undertaken by Microsoft, Target Jobs, the BBC, Prospects, NACE and AGR and other organisations, here is our summary of the skills which were most often deemed important.

VERBAL COMMUNICATION	1	Able to express your ideas clearly and confidently in speech
TEAMWORK	2	Work confidently within a group
COMMERCIAL AWARENESS	3	Understand the commercial realities affecting the organisation.
ANALYSING & INVESTIGATING	4	Gather information systematically to establish facts & principles. Problem solving.
INITIATIVE/SELF MOTIVATION	5	Able to act on initiative, identify opportunities & proactive in putting forward ideas & solutions
DRIVE	6	Determination to get things done. Make things happen & constantly looking for better ways of doing things.
WRITTEN COMMUNICATION	7	Able to express yourself clearly in writing
PLANNING & ORGANISING	8	Able to plan activities & carry them through effectively
FLEXIBILITY	9	Adapt successfully to changing situations & environments
TIME MANAGEMENT	10	Manage time effectively, prioritising tasks and able to work to deadlines.

Prifysgol Cymru
University of Wales
Bangor, Aberystwyth, Cardiff

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David Jones

+15 HU AA DW JW

MacBook Air

Figure 1.

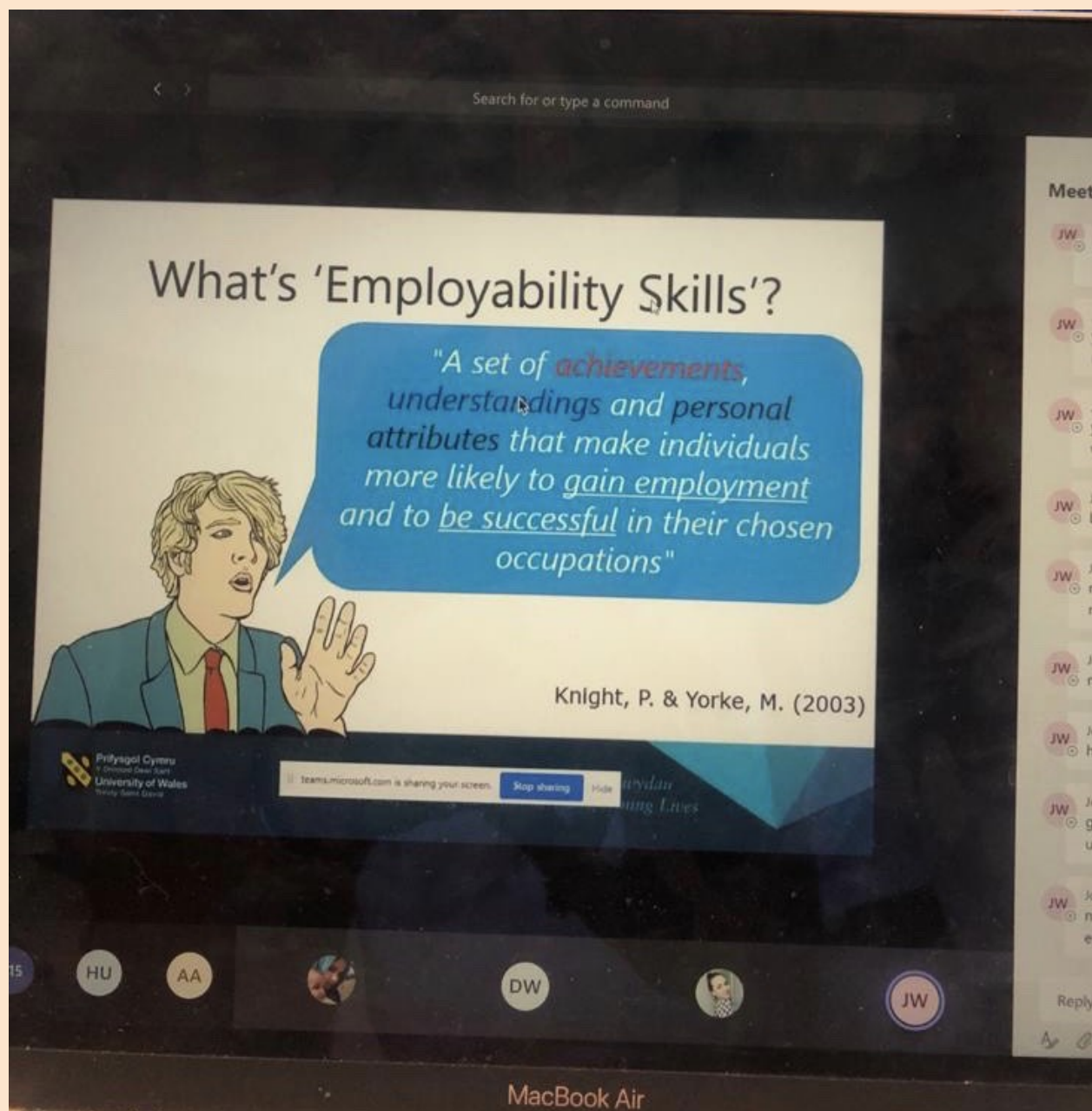


Figure 2.

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