

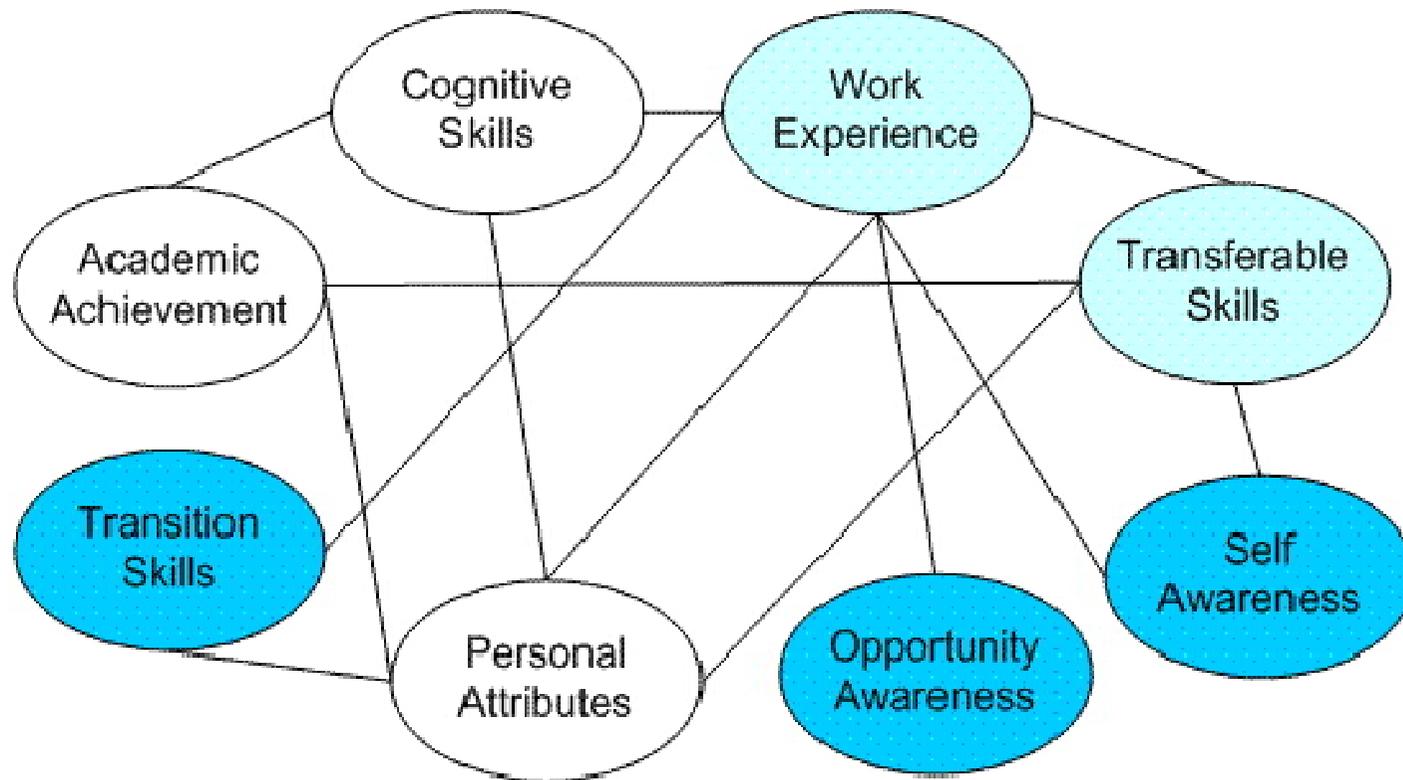
# Enhancing the employability of University of Bath students

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# Model of Graduate Employability



## Examples of employability provision at Bath

- CAS – Skills Development Programme
  - SU – “SORTED” Programme
- (with sessions led by staff, employers and student trainers)
- Aptitude tests and practice interviews
  - Personal Development Planning
  - The Bath Award
  - Employability skills development within academic programmes – transferable skills development sessions, placements, employer-led projects.....

## The Bath Award

- Recognises the achievements and accredits the skills of students actively engaged in relevant extra-curricular activity (a minimum of 300 hours)
- Enables students to articulate and reflect upon their experiences



## The Bath Award

- Students are required to compile a submission containing evidence of their participation in relevant activities and their development in a range of skills and competencies:
  - Teamwork
  - Written Communication
  - Verbal Communication
  - Leadership
  - Commercial Awareness
  - Problem-Solving



## The Bath Award



- To gain the Bath Award, students must show:
  - A self-reflective and analytical approach to personal development
  - The ability to articulate the development gained from their experiences
  - The ability to present their experiences succinctly, clearly & appropriately
  - A sound appreciation of the employment market & what they have to offer
  - The development of a wide range of transferable skills
  - A positive and responsible approach to citizenship

## Placements

- Around 60% of the University's ug students undertake a placement within their programme of study (around 1300 placements per year)
- Around 475 Bath students go on placement each year from the School of Management alone
- These placements are an integral part of students' degree programmes
- Students in every academic department at Bath can undertake a placement within their course
- Mostly year-long (typically year 3 of a 4-year programme), but may be 2 x 6-months

## Placements

Placements enhance students' employment prospects by:

- Improving their team-working, communication, decision-making and problem-solving skills
- Enabling them to appreciate the “real world” value of their academic learning
- Developing their self awareness and opportunity awareness
- Providing them with personal contacts and networking opportunities
- Encouraging them to think about their career opportunities at an early stage in their degree

## Examples of placement employers

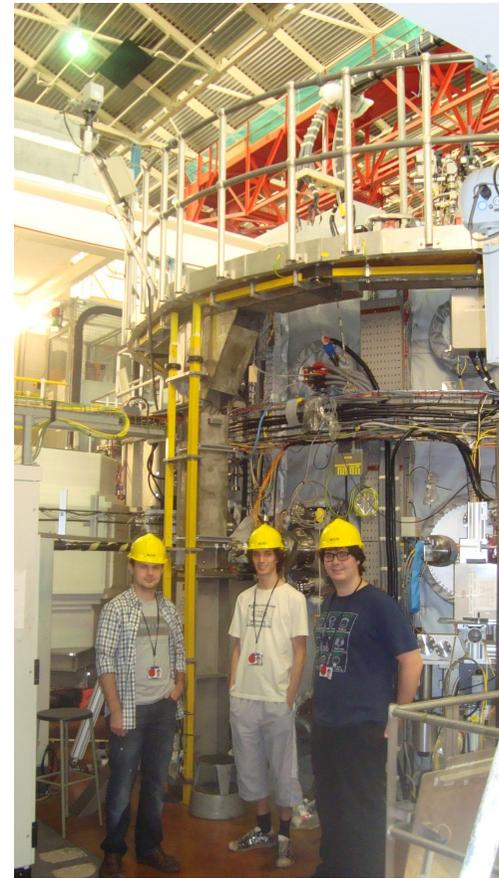
- Airbus
- BAE Systems
- Buro Happold
- CERN
- GlaxoSmithKline
- CocaCola
- Honda
- IBM
- L'Oreal
- Lloyds TSB
- QinetiQ
- Lockheed Martin
- Shell
- The National Trust
- Unilever
- Welsh Assembly

## Support for placements

- Dedicated staff who maintain links with employers and provide individual support and advice to students seeking placements
- Professional skills sessions, such as cv writing, interview skills, mock assessment centres, aptitude test practice, provided by University staff and placement employers
- Information for placement students and employers, including H&S and code of conduct whilst on placement
- Support for students on placement, including visits and mid-placement conference

## A student's view

*"A Physics placement is a perfect opportunity to get a feel for working in research, and being able to apply the physics I've learnt to real world problems is very rewarding. I've been modelling impurity transport inside a Tokamak - the team here at Culham are really pioneering the work in the field and I feel very lucky to be so involved! When it comes to applying for jobs, employers really do favour graduates that already have experience, and doing a placement really gives you the extra edge. Of course the pay is also another big advantage!"*



## Engineering Group Design and Business Projects

- Include a large business element, with each group presenting a comprehensive business plan for a ‘company’ they set up to manufacture and sell their product
- Lectures, workshop and business game activities
- Many projects undertaken in conjunction with industry - students deliver a comprehensive design solution to the company’s requirements.
- Involvement of company personnel in these projects increases their perceived industrial relevance and enhances students’ personal development
- Now transferring this model of employer-led projects to other STEM disciplines across the University.

## Conclusions

- *The Sunday Times 2010 University Guide* ranks Bath second in the UK for the percentage of students in graduate level jobs within six months of graduation (using HESA data).
- The provision of more formal opportunities for students to develop their employability skills is key to this – e.g. The Bath Award, placements, employer-led projects.
- These elements are a core part of the culture at Bath and develop a number of different employability skills in students.