



Employability and Careers Centre

YERUN Network

University of Bremen

March 2018

Dave Stanbury

Head of Employability

stanbury@essex.ac.uk

An aerial photograph of a university campus. The campus features a central cluster of modern, multi-story buildings with light-colored facades and flat roofs. To the left, there are two prominent, dark-colored cylindrical towers. In the foreground, a large, circular building with a blue roof and a central courtyard is visible. The campus is surrounded by lush green lawns, trees, and a winding road. In the background, a residential town is visible, followed by rolling green hills and fields under a clear sky.

Winner of the best
small placements
services by Rate
My Placement
2018 .

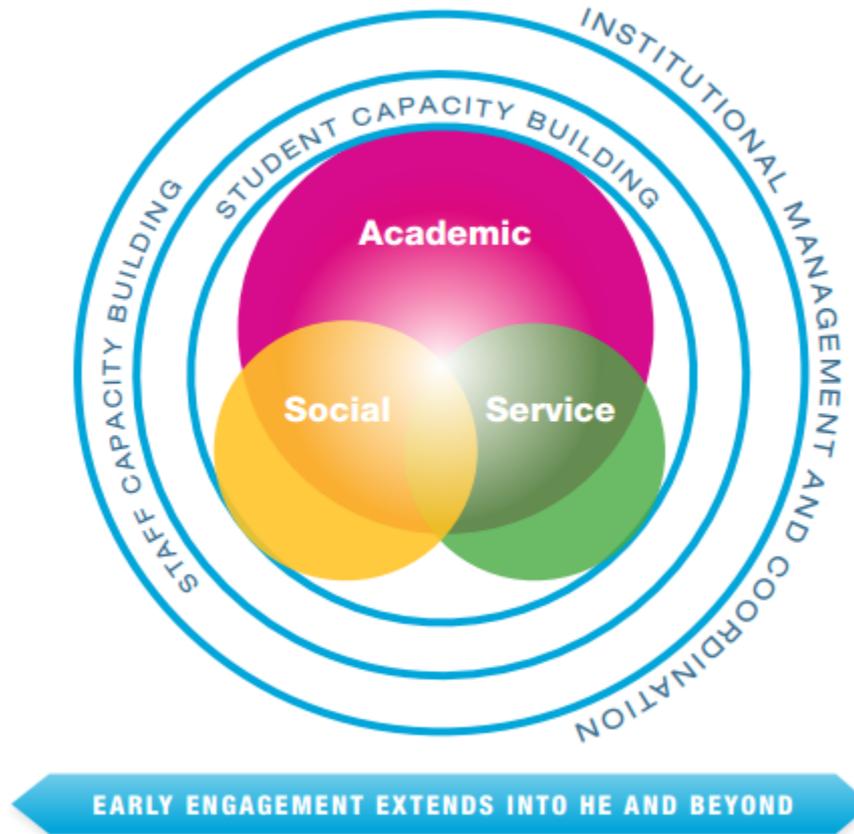
Winner of the Times Higher Best Student
Support (2014) for our frontrunners
scheme

Shortlisted for the Best Employability Strategy
2018 by Targetjobs



Figure 1: Model of student retention and success from 'What Works?1'.

Part of Student
Life Directorate





PHILOSOPHY

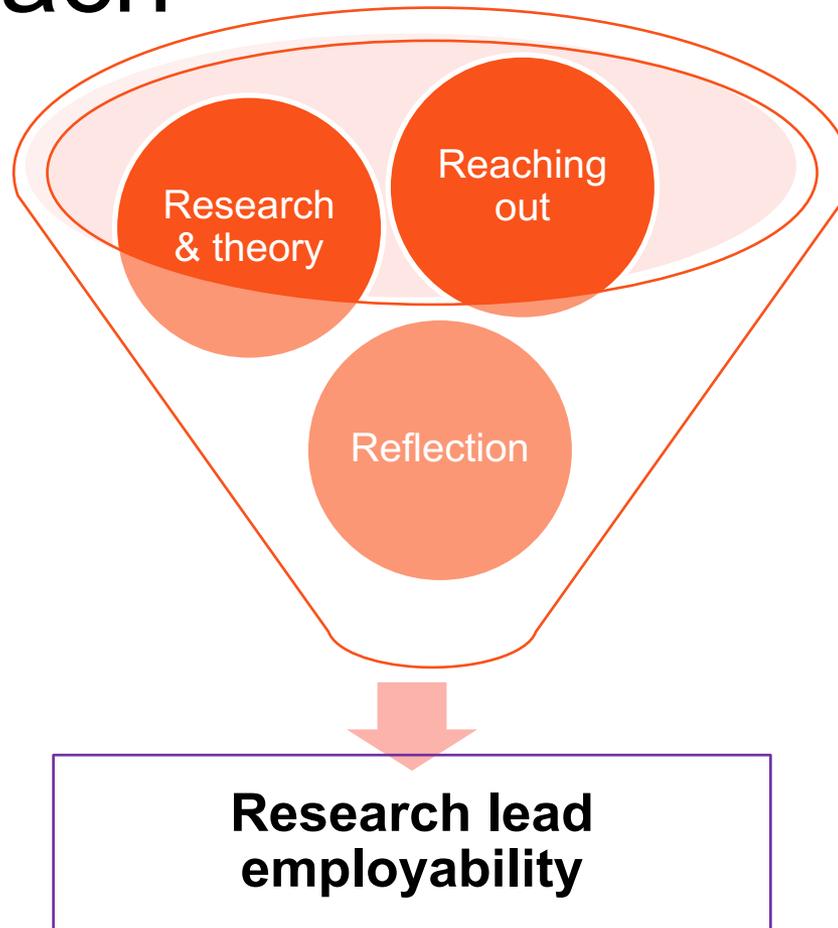


Values





Our approach





- ‘Help the individual understand themselves and their world, what type of future they want to have, what sort of part they want to play, and enable them to establish their emergent identity’

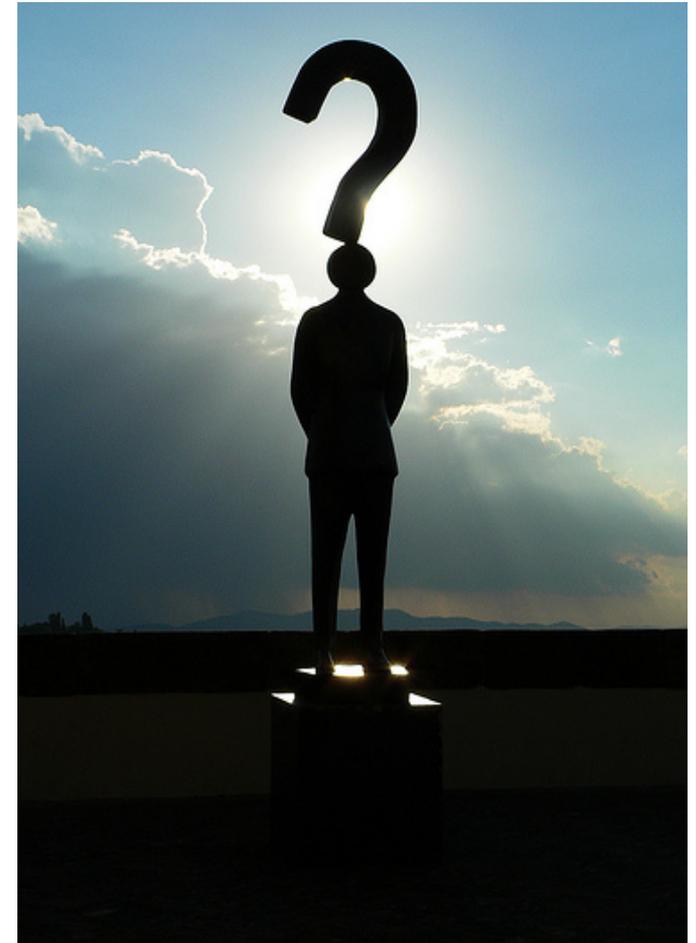
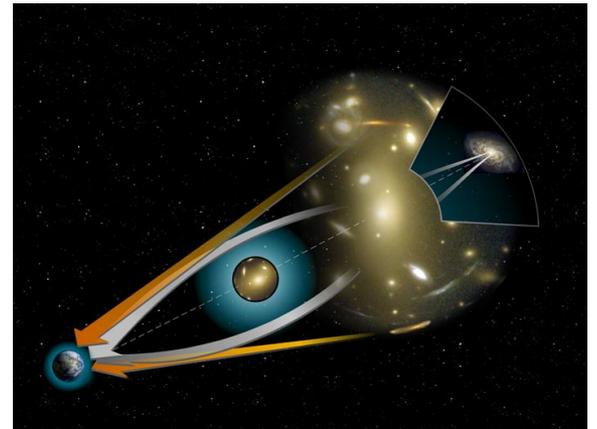


Image: Marco Bellucci CC



Do these meet in the middle?

- ‘developing rounded individuals who are able to “deal with complexity, diversity, and change ...[and who can apply their]... knowledge and skills in real-world settings.”
Employability Sub-Strategy 2015-18
- Bildung: ‘.. The inner development of the individual, a process of fulfilment through education and knowledge...’ (Watson, 2010, in Dowson, 2015)





From 	To
Simplicity & compartmentalisation	Differentiation and integration
Dualistic (right/wrong) thinking	Contextual conceptions of knowledge
Passive learning from authorities	Active construction of learning
Non-responsibility	Personal responsibility
Dependence	Autonomy and then interdependence
Impulsiveness	Self-control
External controls	Internal locus of control
Self-interest	Fairness and responsibility

Pascarella, E. N., & Terenzini, P. T. (2005). How College Affects Students: Volume 2, A Third Decade of Research, San Francisco: Jossey-Bass. p. 48

Draws on well over 2,600 studies over 3 decades

The embodied learner



‘Learning in higher education too, calls for courage on the part of the learner and a will to leap into a kind of void... In the process, it is just possible that the student may come into a new mode of being.’
(Barnett, 2007, p1)



All of us ‘are also parts of the moving present ...(we)... create ourselves as we create the unknown future.’ (The Later Works of John Dewey 1925-1953, p122)



[David Stanbury](#), (2010) "The kindness of strangers: How careers educators and the wider academic community can help each other", Education + Training, Vol. 52 Issue: 2, pp.100-116, doi: 10.1108/00400911011027707

**[HTTP://WWW.EMERALDINSIGHT.COM/
DOI/FULL/10.1108/00400911011027707](http://www.emeraldinsight.com/doi/full/10.1108/00400911011027707)**

STRATEGY & IMPLEMENTATION





The Essex Graduate

1. An active global citizen - with an international outlook

- Understanding and welcoming of people from different backgrounds
- An informed and active citizen
- Globally engaged and ethically aware
- Someone who works effectively with others from diverse backgrounds

2. Transforming lives - embracing a culture of membership

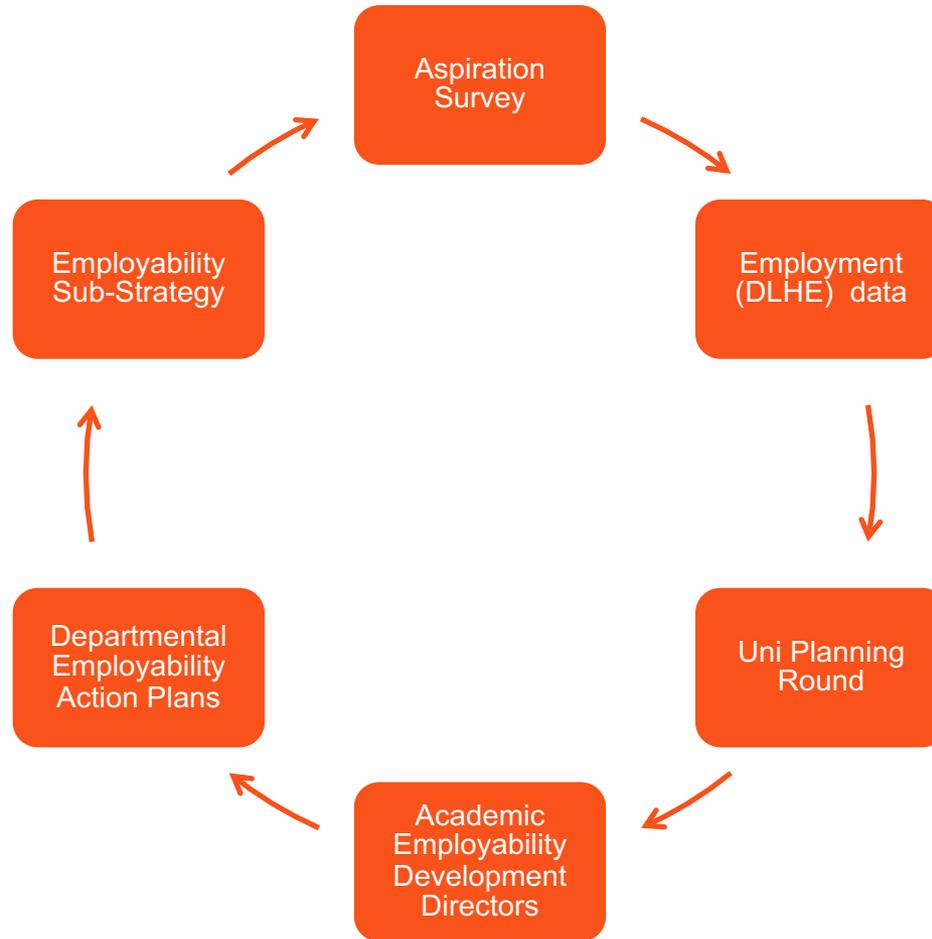
- A confident, effective communicator
- Someone who weighs up the risks and makes responsible decisions
- Respectful and collegiate with professional integrity
- Someone who excels in working as part of a team and across disciplines

3. Enterprising and ready for the future – embodying the Essex Spirit

- Resilient and emotionally intelligent
- Commercially aware
- Intellectually courageous, curious and creative
- Prepared, skilled and ready for employment

4. Always learning – with a research mindset and skills

- Scholarly, independent, a lifelong learner
- Someone who communicates and thinks critically and analytically
- Organised, digitally and information literate
- Able to apply your knowledge and skills to explore and solve complex problems



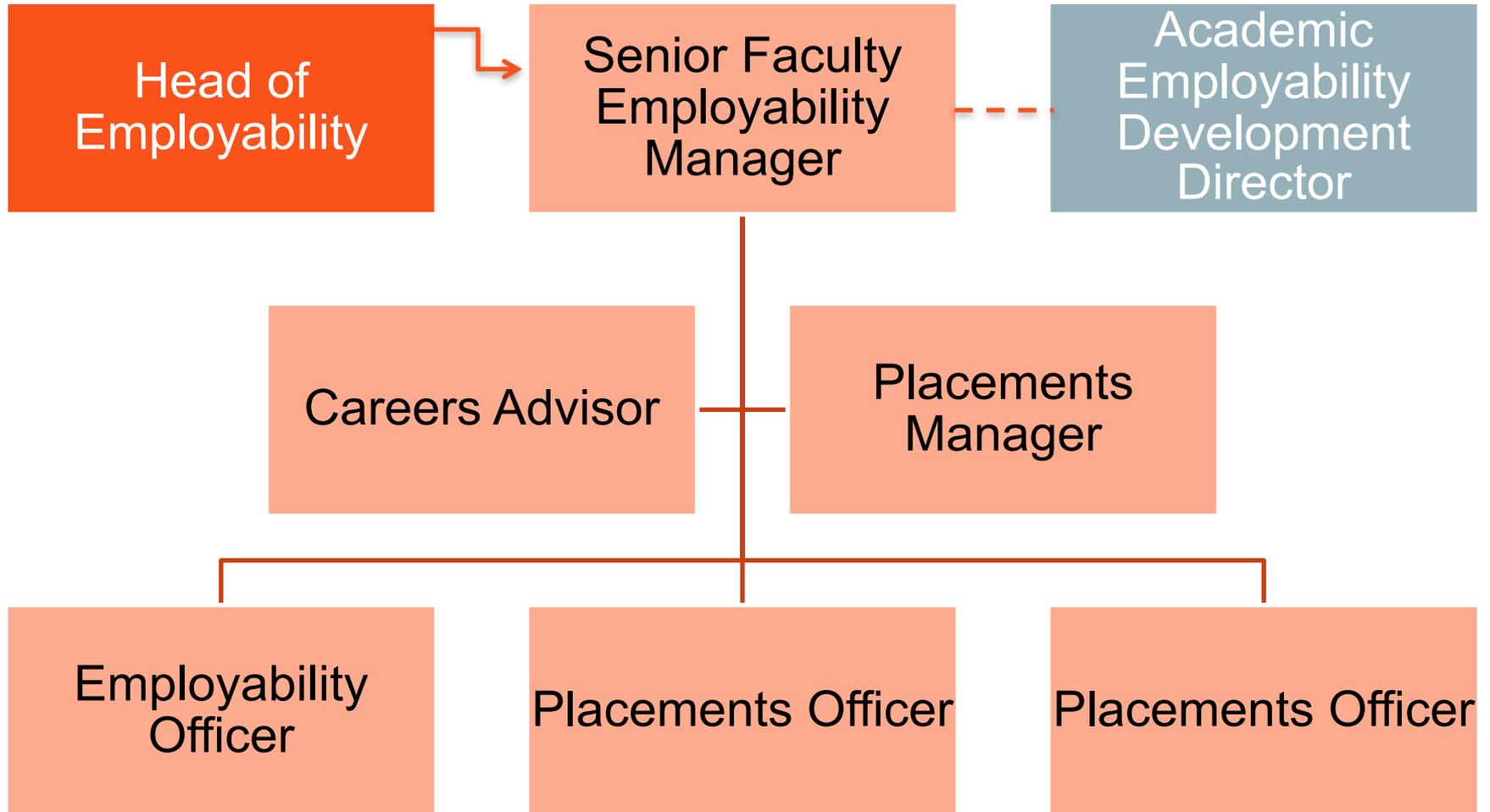


Destinations of Leavers from Higher Education

Category	2013 Graduates	2014 Graduates	2015 Graduates	2014/2015 change %
Graduate level work *	45.8%	43.4%	49.2%	5.8%
Graduate level study *	19.5%	20.7%	24.2%	3.5%
Graduate level work or study *	65.2%	64.1%	73.3%	9.2%
In work or further study	87.0%	88.6%	91.2%	2.6%
Unemployed	7.6%	5.9%	3.2%	-2.7%



E&CC Faculty Structure





Faculty projects



University of Essex

DISCOVER PUBLISHING CAREER PATHWAY

Faculty of Humanities

EMPLOYABILITY AND CAREERS



REINVIGORATING ESSEX

Produced in partnership by Essex County Council and the University of Essex.

AUTHORS:

- > NATALIA CEZDINA
- > GRETA BELDARITE
- > CLARA MAYERS
- > RYAN NEUGHTON
- > JORDAN SHERBORN
- > CAMERON WINSTANLEY

University of Essex | Essex County Council

Fit one full page to window

ESSEX BUSINESS SCHOOL

SUCCESSFUL FUTURES

Are you ready?

2018 Conference
Tuesday 20 February 5:30 - 8.00pm
Registration from 5pm
EBS Building

Hear about:

- Advances in AI and Robotics
- Internet of Things
- Blockchain Technology
- Disruption in Health, Banking, Consultancy and Media
- Gamification in Graduate Recruitment
- On-demand economy

Get hands on with:

- Virtual Reality
- AI in Financial Services

The EBS Successful Futures Conference is back!

The world is changing - and fast. Are you ready to seize the upside of Disruption?

This year, we bring to life the technological challenges facing companies. Learn how they are adapting and redefining business models and careers.

Attend workshops to find out what employers are now looking for in future graduates and how to ensure success in this changing world.

Network.
Build commercial awareness.
Get ready.

For more information contact:
Vicki Doughty
E: vdoughty@essex.ac.uk
Ruthannon Mc Guinness
E: rmcguinness@essex.ac.uk
Charlotte Thomson
E: cthomb@essex.ac.uk

Book now to secure your place CareerHub Event ID: 264056



University of Essex

Essex Teaching Talent Development Pipeline

Have you thought about getting into teaching? Want to build up some classroom experience alongside your studies?

The University of Essex has teamed up with **local Teacher Training Consortia** and local schools to offer **24 current first year students** the chance to get ahead in teaching.

Starts in April 2018 and runs throughout your second year of study, programme includes:

- Gaining **50 hours classroom experience** including time spent in senior schools, primary schools and further education environments
- Attending an **Insight into Teaching** event in April 2018
- Participating in **3 professional development workshops**
- Maintaining a **reflective learning log** to track and monitor personal development
- Creating a **teaching resource** to be used in the classroom
- Accredited through **Big Essex Award** and **guaranteed interview** for teacher training

Applications via – <http://tinyurl.com/teachingpipeline2018> by **31st January 2018**.

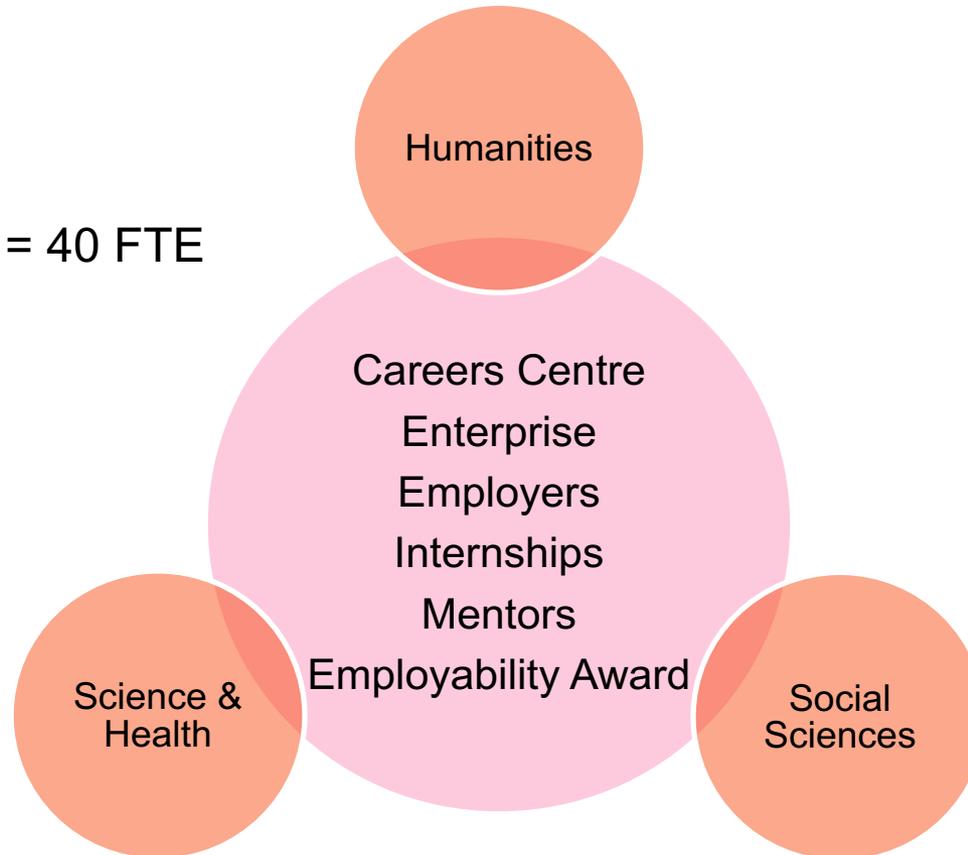
For more information please email our team at gradsh@essex.ac.uk

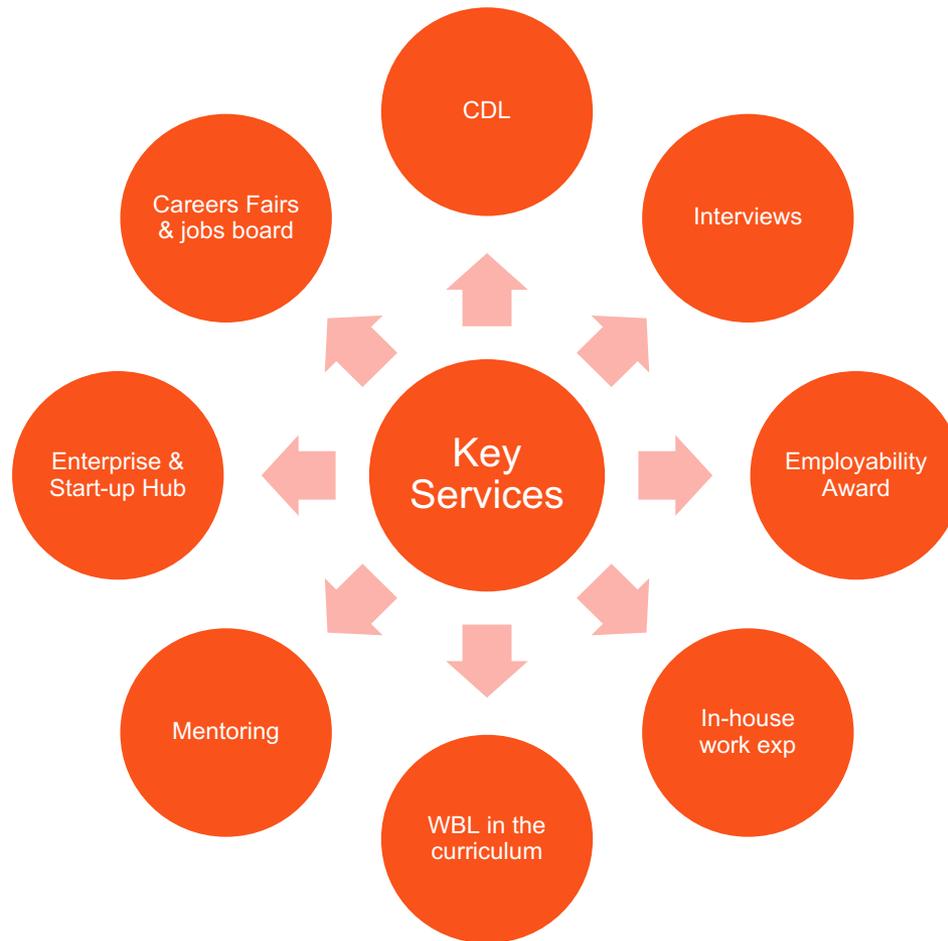
EMPLOYABILITY AND CAREERS



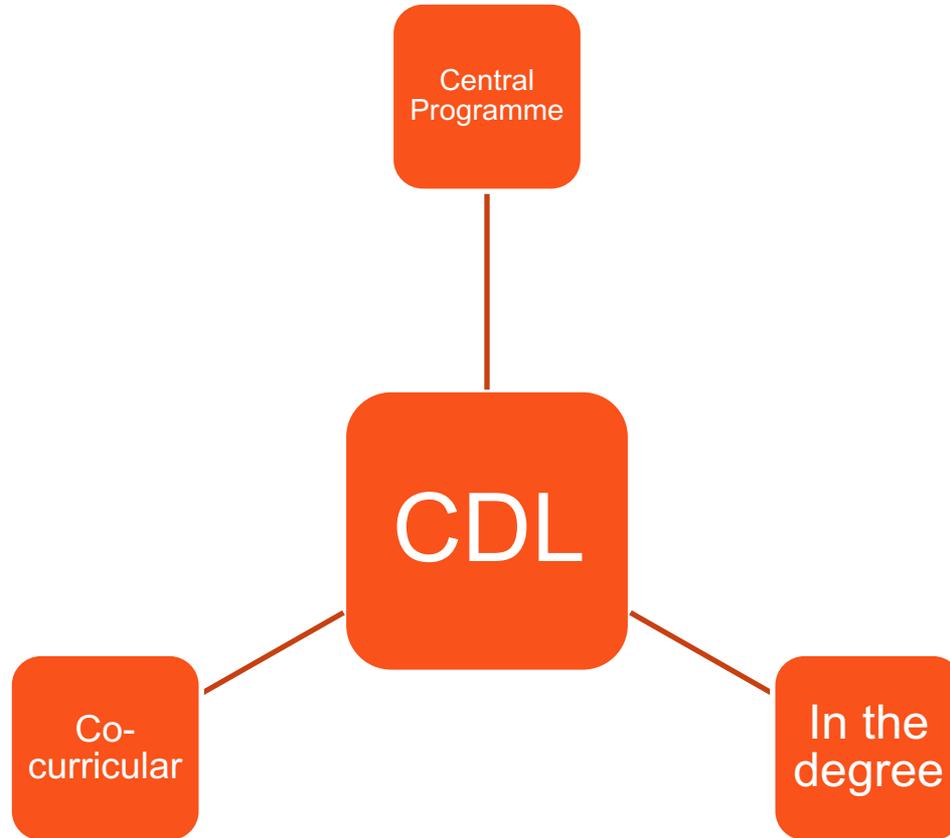
Hub and Spokes

Number of staff = 40 FTE





- Last year we delivered 193 CDL sessions in departments to 7,188 students.
- Created 500 funded extra curricular internships
- Supported 147 students into Placement Years with employers
- Over 2000 individual careers interviews
- Over 2000 individual info and advice enquiries





Rising Stars

Rising stars is our brand new student development scheme, working with leading graduate recruiters, which will help you reach your potential by;

- accessing a unique range of experiences from graduate recruiters
- get matched with a mentor based on your career aims and aspirations
- get involved with professional development workshops delivered by employers.



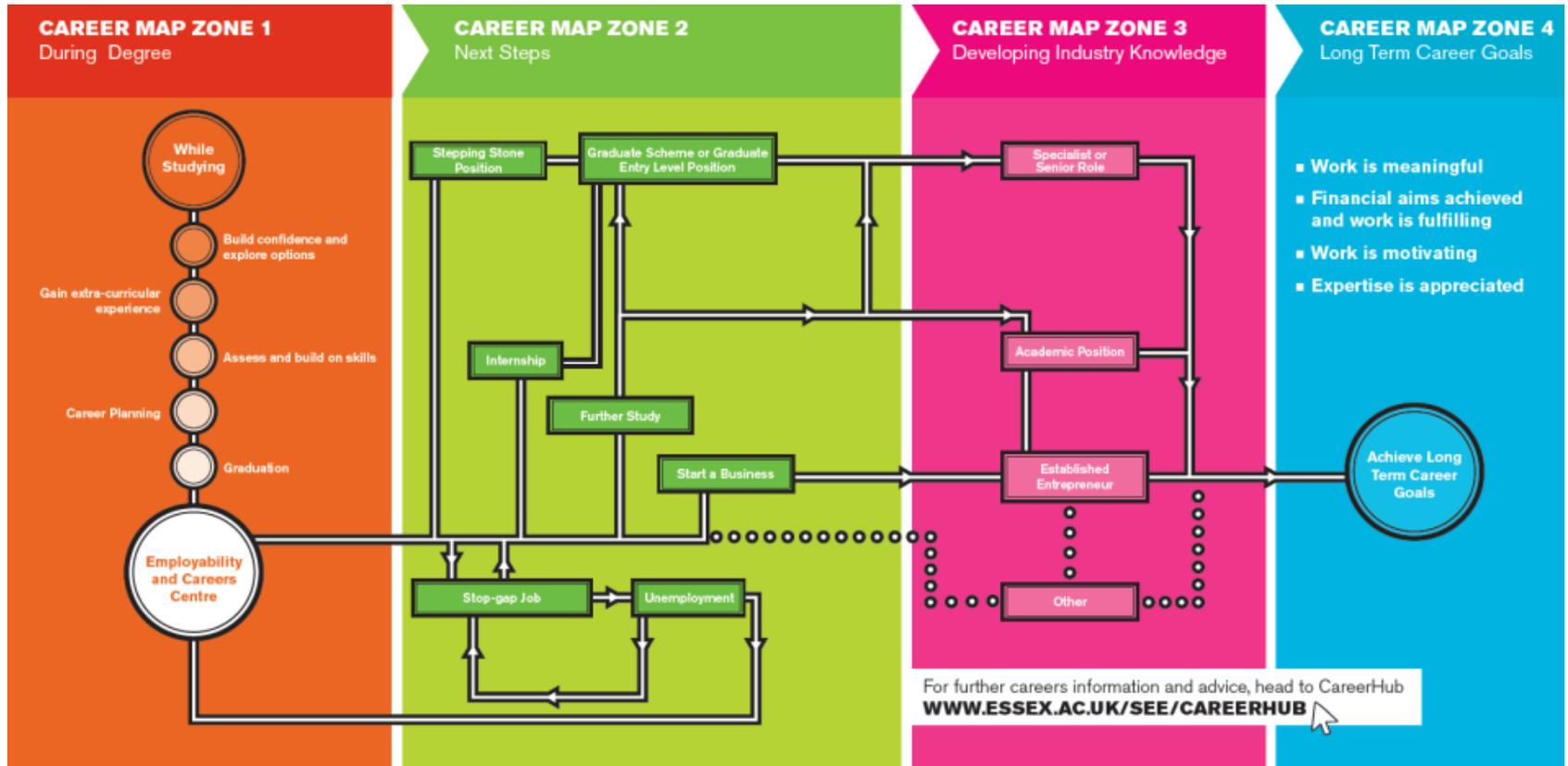
We will build your unique rising stars package around you.

Register your interest. The scheme is open to first and second year undergraduates.

Recognising your talent, not your background



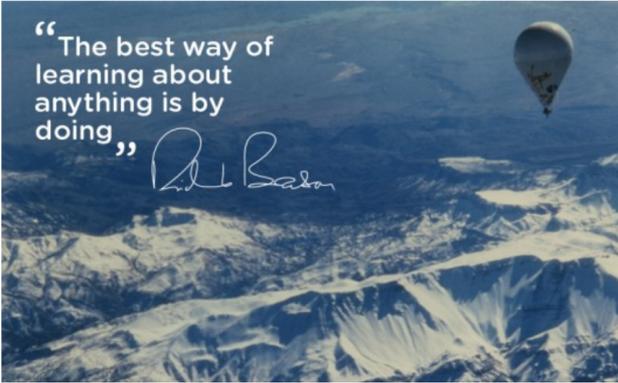
EMPLOYABILITY AND CAREERS



Enabling resources for staff

MOODLE My courses ▾ Archive ▾ FASER Listen Again Help ▾

Work-Based Learning Toolkit



This online toolkit provides a suite of information about Work Based Learning (WBL). What it is, why it's important, where it fits in the employer engagement spectrum, tools to help you assess existing engagement as well as gaps

PGT TOOLKIT

Next: [PGT TOOLKIT](#) ▶

PGT Toolkit



"The PGT Toolkit has been developed to promote employability in and alongside our Masters provision. It provides a range of practical ideas which departments can adopt and adapt to suit. These ideas are drawn from existing good practice at Essex, other UK universities and overseas. The toolkit is not directly for students to use but for staff wishing to investigate, create and promote employability with their Masters students. Our Masters students are with us for a relatively short, but crucial, time in their academic and professional development and these tools appropriately applied will enhance their experience at Essex and their prospects after leaving us."

David Pevalin - Dean of Postgraduate Research and Education

"Masters students face unique employability opportunities. Addressing these at the level of the department and discipline is key. Please use the PGT Employability Toolkit to stimulate discussions within your department about how you can help your students build upon their studies with you and establish themselves for the future. The Toolkit shows there isn't one magic solution. Rather it's about being creative and generating new approaches to find what works for your students."

Dave Stanbury - Head of Employability



FIND OUT MORE

[E biges@essex.ac.uk](mailto:biges@essex.ac.uk)
Come to a Big Essex Award Information Session.
Book at www.essex.ac.uk/see/careerhub
Visit us at the Employability and Careers Centre on Square 2

University of Essex **EMPLOYABILITY AND CAREERS**

THE BIG ESSEX AWARD

EVIDENCE EXPERIENCE.
IDENTIFY SKILLS.
GET IT ON YOUR HEAR.

HAPPY 5TH BIRTHDAY TO THE BIG ESSEX AWARD!

www.essex.ac.uk/see/careerhub

THE BIG ESSEX AWARD * 5 *

A large group of diverse students and staff members are shown in a celebratory mood, many with their arms raised, in a well-lit indoor space.

4000+ students participating in 2017/18



University of Essex

EMPLOYABILITY AND CAREERS



ENTERPRISE SUPPORT

SIMON MEAD

SMEAD@ESSEX.AC.UK

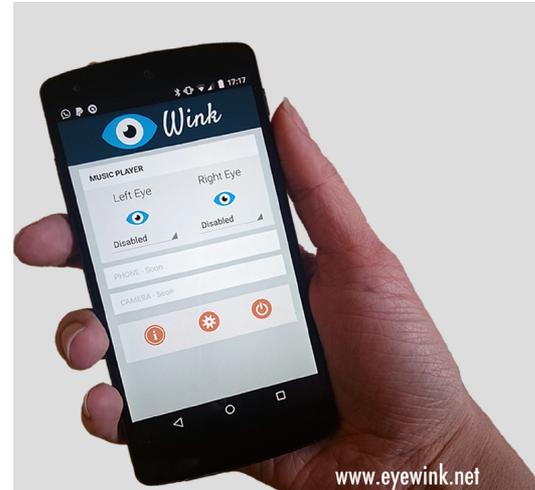
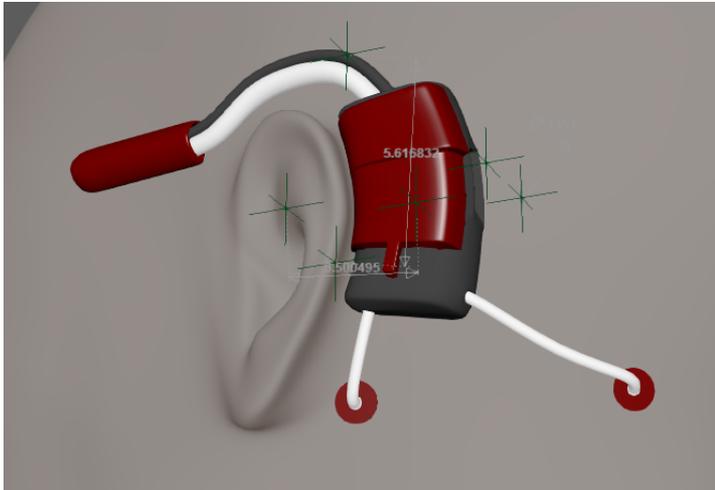


The Start-Up Hub





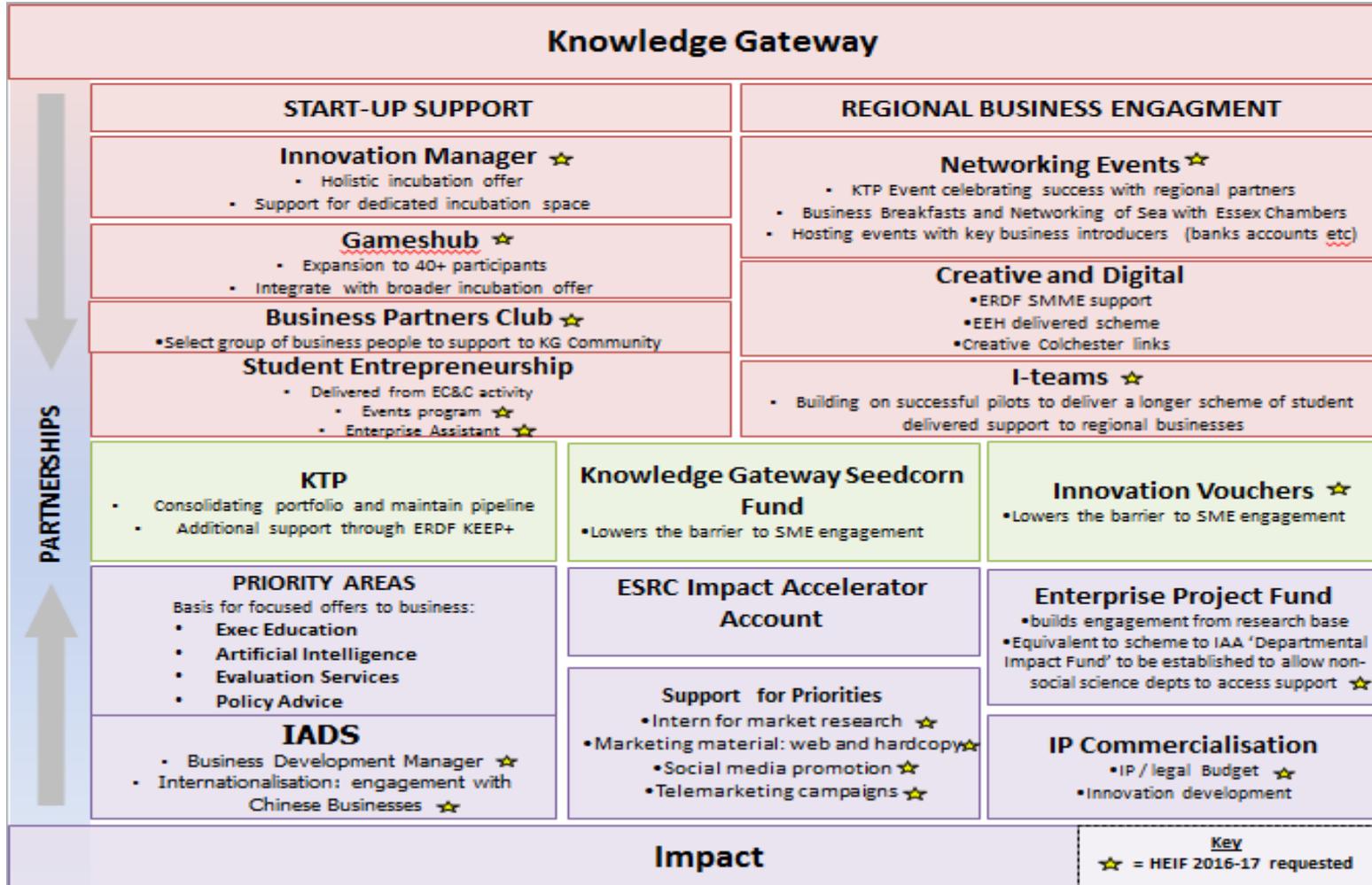
Eyewink Ltd



- 2 PHD's
- Featured at London Science Museum and TV
- Prototyping too expensive
- Games Hub helped with 3D render
- University investing £15K



Creating the Enterprise Eco-System



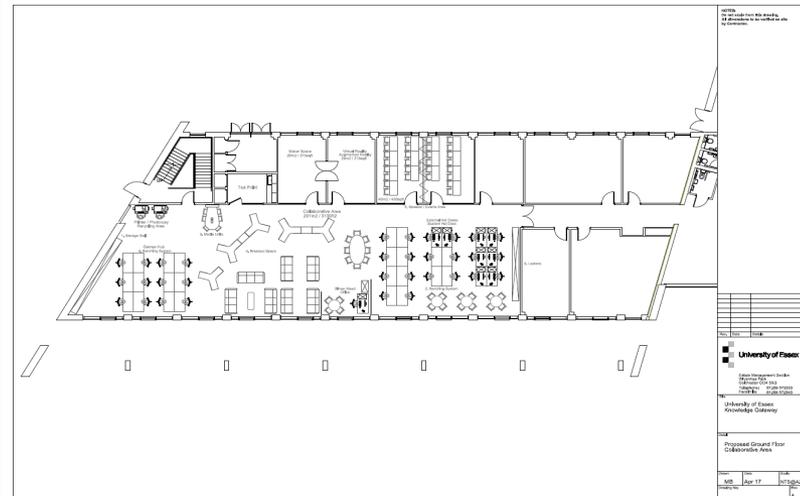


The K-GIF

The Knowledge Gateway Innovation fund

- Micro Grants - £1k - £3k
- Convertible Loans - £15 - £20K
- The Click Platform – Crowdfunding
- 4 Investments for Consideration

The Bigger Picture!



Each individual embodies an adventure of existence. The art of life is the guidance of this adventure – Alfred North Whitehead