

**Title:**                    **Designing in employability**

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**Abstract:**

**Session Learning Outcomes**

By the end of this session, delegates will be able to:

- Review the benefits of designing employability into the curriculum
- Discuss issues associated with teaching, learning and assessing employability
- Consider how employability development can be recognised and integrated into curriculum design.

**Session Outline**

The term employability has different meanings to different people and organisations. As Higher Education Institutions have begun to focus on the employability of their graduates the term is becoming more frequent in its use and having a greater impact on curriculum design (Knight, P. & Yorke, M. 2004). Based on work undertaken in ceth, the Employability CETL at UCLan, this session will stimulate discussion around what employability means to participants and how Educational Developers can encourage the consideration of employability development as an essential part of the student learning experience. Using the UCLan Employability Framework (Day, H. 2009), the vocabulary used to articulate employability will be considered. The development of ‘employability’ as a methodology for enhancing the delivery and assessment of discipline learning as well as for career development will also be debated and the benefits of developing realistic working experiences (Archer, D., Kilpatrick, A. & Day, H. 2008) that build on students’ discipline strengths, requiring application of understanding and offering opportunities for reflecting on skill development, will be explored. These experiences, whilst providing tangible evidence for student CVs, need to be supported by a learning process that enables students to recognise their employability development. A series of case studies will showcase approaches that could be used to support and highlight such employability learning.

**Session Activities and Approximate Timings**

5 minutes:    Discussion - introductions and of the meaning of employability.

5 Minutes: Discussion – the impact of employability on curriculum design and development.

15 minutes: Presentation - varied uses of the Employability Framework.

15 minutes: Presentation and discussion – Realistic Work Experiences.

5 minutes: Plenary

## **References**

Yorke, M., Knight, P.T. (2004), *Embedding Employability into the Curriculum*, Higher Education Academy, York.

Day, H. (2010), *Work-Related Learning in English Studies*, Higher Education Academy English Subject Centre, York.

Archer, Dawn, Angela Kilpatrick and Helen Day. *English Language Studies Initiative for Employability (ELSIE): The benefits of embedding employability into a subject curriculum*, European First Year Experience Conference Proceedings 2008, ed. Jacqlyn Pieterick et al