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Embedding employability into the health and social care curriculum: perceptions of the stakeholders

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UNIVERSITY OF WEST LONDON
College of Nursing, Midwifery and Healthcare

WELCOME

Embedding employability into the health and social care curriculum:

…..Perceptions of the stakeholders

Introduction to the team....

Dr Swapna Williamson (Associate Professor)
PhD, M MEd, SFHEA, MSc (Nursing), BSc Nursing, LLB, BA, RN RM

Janice Forbes-Burford (Senior Lecturer)
MSc, (RN, DN, CPT inactive)

Ramona Minette, (Senior Lecturer)
MSc, RN, RM, Lead for Recruitment and Selection

Who are we?

UNIVERSITY OF WEST LONDON
The Career University

96%
of our students are employed or undertake further studies within 6 months

???

UNIVERSITY OF WEST LONDON
College of Nursing, Midwifery and Healthcare

Focus of presentation…

EMPLOYABILITY….What is it?

How can the College of Nursing, Midwifery and Healthcare (CNMH) help to prepare students to develop their employability skills?

How can CNMH staff work in collaboration with stakeholders in developing appropriate skills of students for future employment

What brings us here?

The Project

Phase 1…current

The aims are

to explore the characteristics which are associated with employability as perceived by the stakeholders

To engage stakeholders in the development of employability skills in full partnership

Phase 2 – in progress / future work programme

Stakeholders….

- Students
- Employers / Education Commissioners
- Service Users
- Academics

Aspects of note

- Noting employability skills in the existing Curriculum
- Work placement – what are the issues?
- Mentor engagement; explicit expectations
- PDP

Employability is…?

"like any other academic PROCESS needs to persuade people to act through evidence" (Kneale, P 2009)

…not something we should seek at the end, but something we should embed from recruitment, (VBR) retention and career progression

…is a shared responsibility

Findings will provide an evidence base which is established from the engagement of stakeholders

Employability Definitions

- Getting a (graduate) job
- Possession of a vocational degree
- Possession of key skills or suchlike
- Formal work experience
- Good use of non-formal work experience and /or voluntary work

- Skilful current career planning and interview technique
- A mix of cognitive and non cognitive achievements and representations

Knight and Yorke (2004:25)

Employability Definitions… cont'd

Capable people have confidence in their ability to;

1. Take effective and appropriate action
2. Explain what they are seeking to achieve
3. Live and work effectively with others
4. Continue to learn from their experiences both as individuals and in association with others in a diverse and changing society

Knight and Yorke (2004:25)

Employability Definitions… cont'd

- Can operate effectively with and upon a body of knowledge of sufficient depth to begin professional practice
- Is prepared for lifelong learning in pursuit of personal development and excellence in professional practice
- Is an effective problem solver, capable of applying logical, critical and creative thinking to a range of problems

(Curtis and McKenzie, 2001)

Employability Definitions… cont'd

- Can work both autonomously and collaboratively as a professional
- Is committed to ethical action and social responsibility as a professional and citizen
- Communicates effectively in professional practice and as a member of the community
- Demonstrates international perspectives as a professional and as a citizen

(Curtis and McKenzie, 2001)

Common terminology used…

- Critical thinking
- Creativity
- Problem-solving
- Decision-making
- Personal effectiveness
- Commercial awareness
- Personal competencies

(Fry et al 2009)

Why is employability high on the agenda?

Changing landscape of H&SC demands a different approach

- **Diverse and changing society**
- **Information Technology**
- **Cultural Issues**
- **Citizenship**
- **Patient Participation; Collaborative Co design**
- **Self care / Family care**

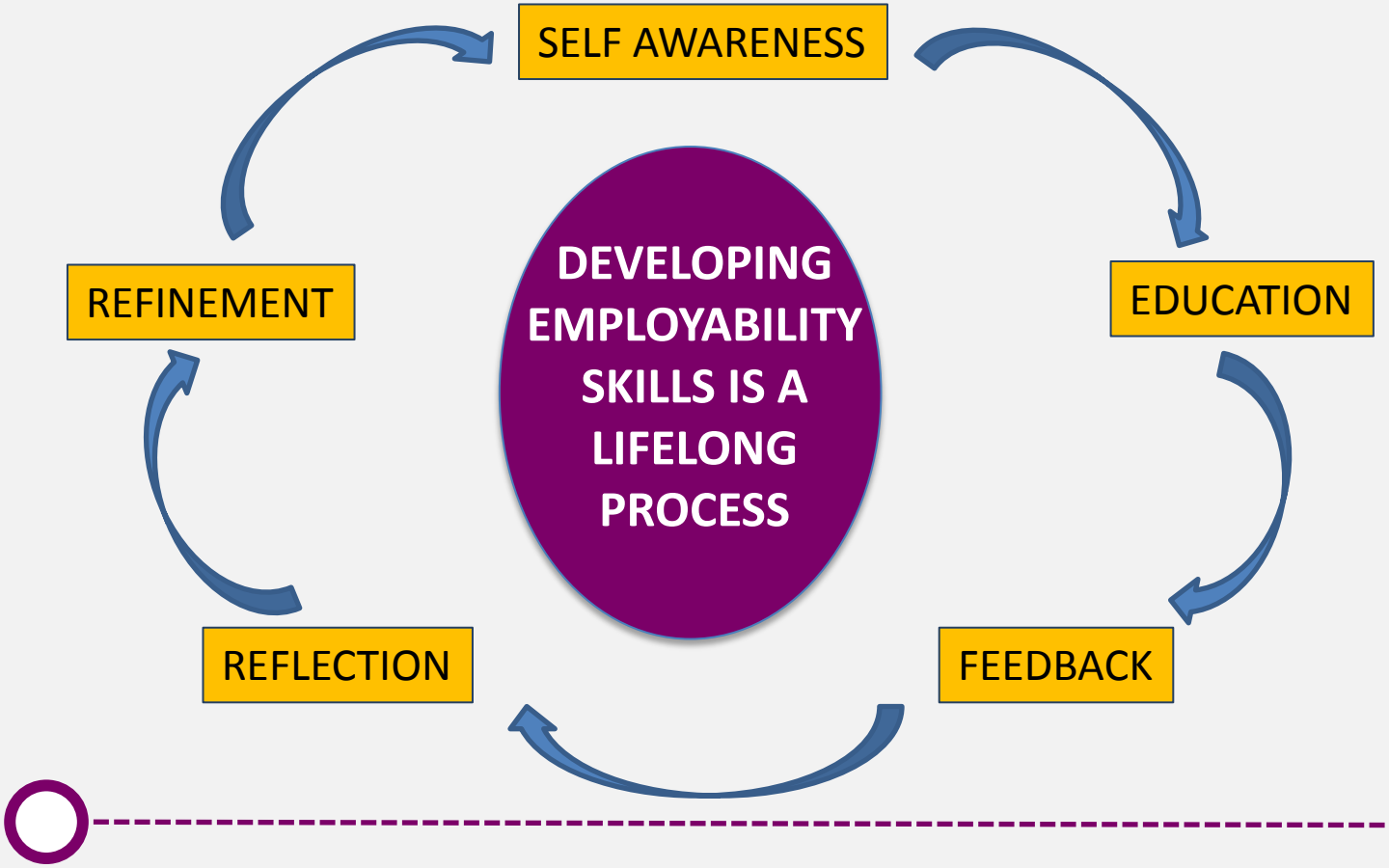
Above demands a well trained and multi skilled workforce, achieved in collaboration with all stakeholders identified above

Phase 2….

An exploration and analysis of employability skills for H&SC curriculum as perceived by the stakeholders

Conduct a qualitative study using the Delphi Technique to extrapolate opinion from stakeholders

Employability skills questionnaire / inventory developed to gather data


SELF AWARENESS
EDUCATION
FEEDBACK
REFLECTION
REFINEMENT
DEVELOPING EMPLOYABILITY SKILLS IS A LIFELONG PROCESS

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Thank you for your attention

Your questions are welcomed

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Reference

Fry H, Ketteridge S and Marshall S (Eds) 2009
A Handbook for Teaching and
Learning in Higher Education
Routledge, London