



Oven-ready graduates: a half-baked theory?

*Facilitating and recognising
life-wide learning: 'The York Award'*

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Oven-ready graduates

- 'hardly the place of universities to compensate for the inadequacies of employer induction and training...' (Coopers and Lybrand, 1998)
- 'creative destruction' (Hesketh, 2004)
- transferable skills are not that transferable



Oven-ready and self-basting

Graduate attributes

- Imagination and creativity
- Adaptability and flexibility (agents of change)
- Desire to learn
- Working under pressure
- Oral and written communication
- Meticulousness
- Problem solving



Teaching for employability

- Skills and understandings relevant to discipline
- Work-based and work-related learning
- Planning and reflection
- Graduate labour market
- Packaging





Context

National:

- 27% of adults in the UK hold a degree (by 2020, this will have risen to 42%)
- Employers are competing to recruit the best graduates
- Students are competing for graduate level work (and supply is outstripping demand?)
- Graduates need to be oven-ready and self-basting (probably!)
- But there's more to employability than the ability to write a business plan ...
- ... and there's more to university than getting a job

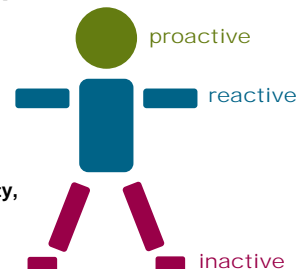
York:

- 30% go on to further study (5% higher than national average)
- Very low unemployment, but...
- 60-70% of those in work 6 months after graduation are employed at 'graduate level'
- Indications are that majority achieve 'graduate level' destinations within three years
- Over 40% remain in locality for at least six months after graduation

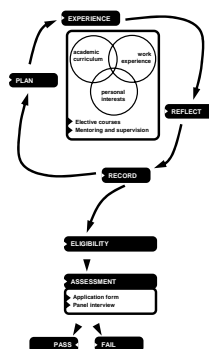


The student 'experience'

- Curriculum
- Co-curriculum (supplementary provision)
- Work and volunteering
- University community, student societies, sports, social activities

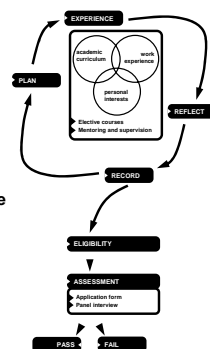


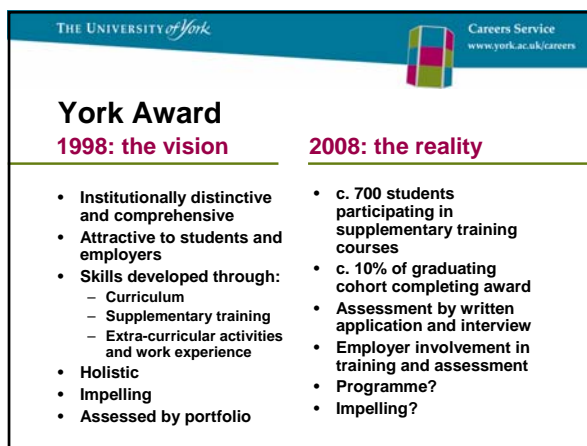
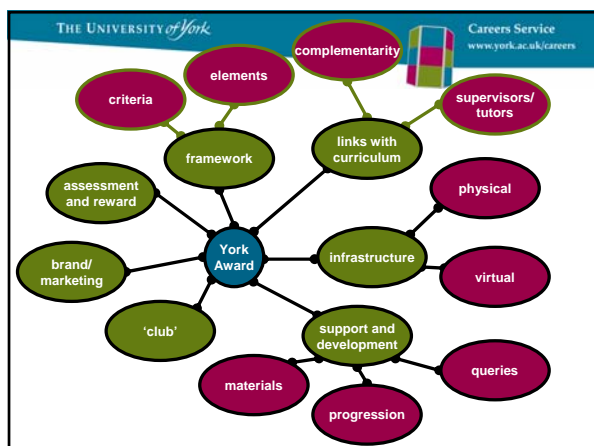
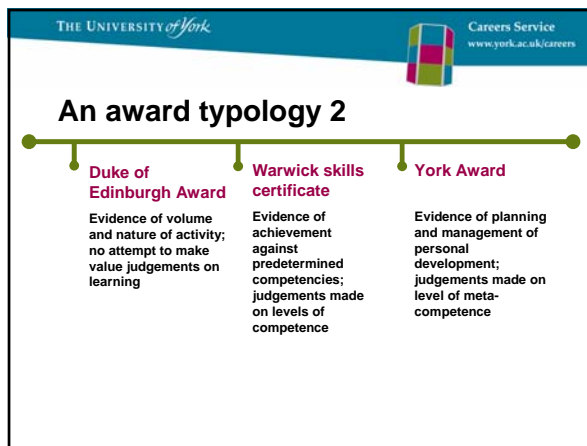
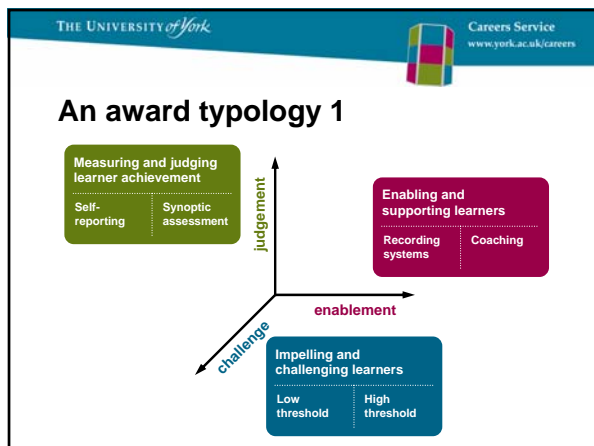
The York Award



The York Award

- Developed a broad range of skills
- Sound appreciation of employment market and personal strengths and qualities
- Responsible and proactive approach to citizenship
- Self-analysis
- Concise, clear and appropriate







Cooking on all four with gas

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to perform
successfully

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to be very busily
employed