

Study Workplace Skill Gap Project

WIHEA x Education Investigation

INTRODUCTION

The WIHEA-funded Warwick Skills Gap Project (SGP) investigates the perceived skills gap between study and the workplace, integrating student and employer perspectives to co-create recommendations and resources to help bridge the gap for Warwick students.

Warwick SGP has 3 streams (A, B, and C) comprising small teams of student project officers (SPOs) and staff leads. It is a cross-departmental collaboration between [Warwick Student Opportunity](#), [Department of Psychology](#), [School of Engineering](#) and [Warwick Business School](#).

It builds on a previous WIHEA funded project (Bridging the Gap: Supporting student skills in the workplace) which found that students struggle with applying skills from university at work, suffer a lag in digital skills and desire better alignment between skills prioritised at university and in the workplace.

Stream A

- Focus groups with student who completed a placement
- A survey for students who intend to complete a placement
- Data analysis to extract insights on student experiences and perception of skills at work and any skills gaps they may have

Stream B

- Creation of skills development resources available to all students online
- Collaboration with Warwick skills/employability teams to curate and advertise existing skills-building resources

Stream C

- Surveys issued to employers in diverse industries to gain perspective on placement and graduate skills
- Interviews with employers for a deeper perspective on the skills gap and skills building at work

INTENDED OUTCOMES

- ❖ Demystifying terminology around skills to enable easier interpretation of job descriptions and application of skills to a recruitment context
- ❖ Enhancing awareness of employability skills development resources available at Warwick
- ❖ Reshaping student perspectives with enhanced understanding of the skills being gained at university and how they apply in the workplace

INTENDED OUTPUTS

- ❖ Moodle site hosting mixed media content on the meaning, nature and importance of various workplace skills
- ❖ Report on the employer perspective of skills gaps and skills development needs to contextualise the value of various skills
- ❖ Report on students' experiences of skills requirements in a work placement environment

PROJECT STAFF MEMBERS

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Staff Stream Leads

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Stream B: Amanda Bishop

Stream C: Dr Angela Lorenz, Dr Jodie Lucas

STUDENT RESEARCHERS

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