



Levelling the Playing Field through Embedded Employability

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In this session

- What is ‘employability’ and when is it ‘embedded employability’?
- Why embedding is helpful
- Perceived barriers to employability development for WP students
- How embedding employability addresses barriers
- Discussion with students

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What is employability?

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Embedded Employability

The logo for Warwick Student Opportunity features the word "WARWICK" in a bold, green, sans-serif font. Below it, the words "STUDENT OPPORTUNITY" are written in a smaller, grey, sans-serif font. The text is positioned to the right of a decorative graphic consisting of overlapping triangles in shades of purple, blue, and teal, which forms a stylized mountain or peak shape.

STUDENT OPPORTUNITY

Extracting employability involves drawing out from the existing curriculum the employability skills students should expect to gain.

Embedding employability means adding to the curriculum the opportunity for students to develop employability skills.

It should;

- Provide careers information and education
- Encourage reflection
- Enable application of skills

See: [Warwick Embedding Employability Framework](#) – new update coming soon!

Why embedding is helpful

- Informed decision making
- Competitive graduate labour market (and some early recruitment cycles)
- Student experience and satisfaction
- Contributes to positive Graduate Outcomes, engagement with internships, placements & employability building extra-curricular activities

But most of all...

Equality of access for all students

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What are the main barriers preventing access of opportunity to employability enhancement for WP students

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How embedded employability overcomes barriers identified

We are not relying on:

Social capital

Work commitments

Knowing they should engage

Cost of living

Disposable income

Caring responsibilities

Authenticity of self

Engineering

Year 1 module: focus on making informed choices around degree specialism and preparing for associated careers

Includes; career options, decision making, opportunity awareness, recruitment processes & timelines, networking and LinkedIn, preparing for year 2 cycle, reflection and assessing skills, alumni videos and advice

Students' complete CV and cover letter coursework for fictitious internship

PGT module similar content to above adapted for Masters students

Computer Science

Year 1 module, focusing on PDP students set career objective and SMART goals for academic year

Includes: PDP, career options, decision making, opportunity awareness, GAP analysis, handling recruitment process start to finish, developing skills, advice on internships from final year students, networking and LinkedIn, reflection and planning for year 2

Students attend fairs, careers events and workshops as part of PDP goals

WMS

Integrated careers into MBChB across all years

New UG programme evaluated for employability skills, including Warwick Skills Award

Appropriate input across all year groups to support career development across all stages of career readiness

Co-creation of Student Hub to centralise student community and career development resources and improve equity of access

WHAM – WP support to improve access to Medicine

The top of the slide features a decorative header with a colorful geometric pattern of triangles in shades of pink, purple, and teal. Below this pattern, the Warwick University logo is displayed in a green, sans-serif font.

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Meet current students

Eva Pacuraru – Year 3 MEng Engineering

Bukunmi Oloyede – Year 1 MEng Engineering

Student Feedback

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- ES101 has helped me develop my CV and Cover Letter writing skills, my ability to navigate LinkedIn and provided more insight on different Engineering Pathways
- Embedding careers in the course levels out the playing field so that all students can access information which is pivotal to securing an internship or graduate scheme
- Careers in modules is most useful when it provides a full picture
- Timetabled workshops have been helpful in enabling students to engage with careers content where modules are not present
- Introduction to career paths (both subject related and non-subject related) is key to enabling those who can't attend events due to personal commitments

