

Linking PG Education with Employers

and

Developing Employability Skills

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Evidence and considerations drawn from

- * CIHE Talent Fishing study 2010: what employers want from PGs
- * CFE report to BIS (with AGR and CIHE) 2011: global graduates

Talent Fishing study methodology

Talent Fishing report: Almost 100 HR Directors and other senior managers sent an on line survey. 43% responded. Plus issues and experiences were explored through interviews with:

American Express Technologies

Atkins

Atos Origin

BAE Systems

Dialog Devices

E-ON Engineering

HSBC

Institute of Employment Studies

Laser Optical Engineering

Microsoft

PRTM

Qinetiq

RIM

Selex Galileo

Syngenta

Telefonica Europe O2

What for you is the value of recruiting staff with a Masters e.g., MA, MPhil?

Masters	strongly agree	agree	partly agree	disagree	total (excl n/a)
Subject-specific specialist knowledge	46%	34%	14%	9%	35
Research/technical skills	33%	46%	18%	3%	33
Analytical thinking/problem solving skills	52%	40%	6%	3%	33
Maturity	15%	39%	33%	12%	33
New ideas, help innovate	24%	50%	24%	3%	34
Guaranteed high calibre candidates	6%	24%	52%	18%	33
Future leadership potential	16%	34%	44%	6.30%	32

Types of Employers: Trawlers

- * 'Our graduate recruitment is centred on hiring graduates with a high quality first degree.'
Senior manager - financial services
- * 'MBA or Masters graduates apply but more so those with Bachelor degrees. They are paid the same, there is no direct correlation seen in degree and performance but there is a slight difference in maturity and they can handle the ups and downs of business life better.'
Senior manager – IT services

Spearfishers

- * 'The number of postgraduates hired is relatively small and in engineering and production teams that require very specific knowledge.' Senior manager - energy

Anglers

- * 'Someone with a postgraduate qualification can draw on this to demonstrate their technical proficiency.'
Senior manager – telecoms
- * Employers may prefer postgraduates for a particular role or function and because they can be more mature and contribute more quickly. In some instances, a good first degree plus work experience may be equally suitable.

Harvesters

- * These use multiple means to attract postgraduates:
 - * specialists into research
 - * generalists into finance, HR and other professional functions.

Baitless

- * These don't seek postgraduates and see no value.

Global Graduates?

- * Global graduates require a blend of knowledge, competencies and corresponding attributes spanning global mindset, cultural agility and relationship management and must be able to apply them flexibly.
- * Cross functional awareness and the ability to work in multidisciplinary teams can differentiate valued graduates.

Global Graduates

- * We're starting to see a particular generation where they think of themselves as quite literally world citizens. I don't mean conceptually. I mean they see the world as boundary less: that they are able to move, shift, work anywhere, and do anything. (Prudential)
- * Cultural dexterity is important: an ability not to impose one's own culture on another, to be sensitive to other cultures and how to do business in different environments. (PWC)

Global Graduates into Global Leaders

Executive Summary



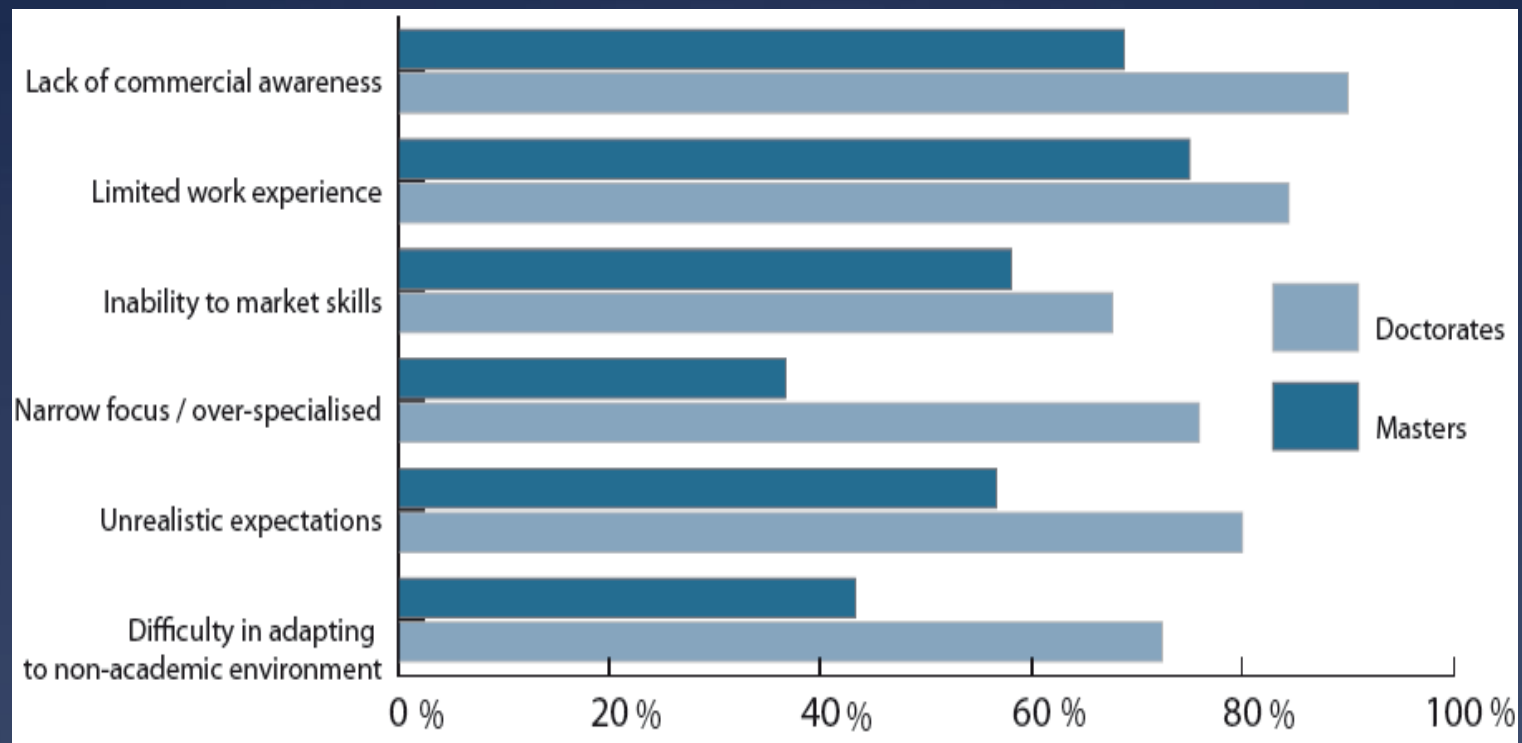
In partnership with:



Achieving Global Graduate Competence

- * Not just qualifications but also about holistic development including outlook, values and character.
- * Experiential learning: placements, study trips, years out and even holidays can all contribute.
- * An international dimension should feature in degree programmes.
- * Students have a role to play in acquiring global competencies and choosing appropriate pathways to enable them develop a global mindset.

Issues for Employers



Action Points

* Careers Services

- * Target employers who are potential PG hirers and who don't
- * Investigate ways to piggy back more PG internships on KT activities

* Academics

- * Continue to foster formal and informal links with business (clusters of excellence)
- * Help PGs value their study and appreciate their transferability

Action Points

- * PG students

- * Develop your
 - * Knowledge
 - * Aptitudes
 - * Skills
 - * Experience
- * Tune into employer expectations on competences
- * Understand, evidence and articulate

David Docherty, Chief Executive of the Council for Industry and Higher Education:

- * "We know that postgraduates are important drivers of innovation, entrepreneurship and growth and that many employers value postgraduate level skills.
- * HEIs and businesses benefit from working together to ensure postgraduates have the business-facing skills that employers need – particularly leadership skills and work experience."