

SHIFT 2019

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London UK

DEVELOPING AN EMPLOYER LED ASSESSMENT STRATEGY TO INCREASE EMPLOYABILITY

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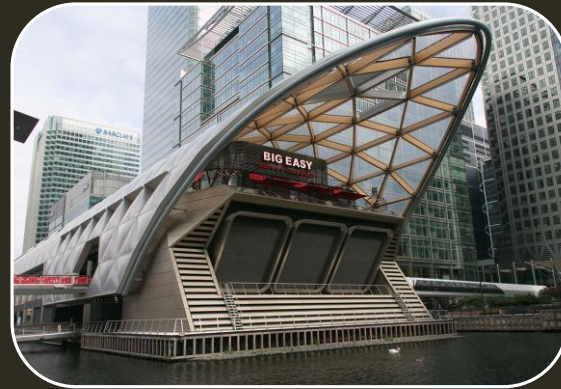
MSc Environmental Conservation student



WHAT DOES THE FUTURE LOOK LIKE?



Thames Tideway
Tunnel



Crossrail / Queen
Elizabeth Line



Lower Thames
Crossing



Ebbfleet?

 https://www.youtube.com/watch?v=jM6w6PMpX_Q

COMPETITION FOR JOBS IS TOUGH

“On average I have a few seconds to look at CVs, and if it’s a good one, I’ll then spend maybe a minute more!

It’s massive difference between someone getting a job and someone who doesn’t.

So any poor training is jeopardising people’s potential careers....”

Philip Rogers BSc (Hons) PhD MCIEEM
MRSB CBiol Jacobs Divisional Director,
Ecology Environment, Maritime and
Resilience

Graduate Civil or Structural Engineer

Posted 12 December 2018 by Penguin Recruitment Ltd Easy Apply
£23,000 - £25,000 per annum Derby , Derbyshire Permanent,
full-time

Position: Graduate Civil/Structural Engineer

Location: Derby

Salary Range: up to £25,000

A Multi-disciplinary engineering consultancy are seeking a Graduate Civil or Structural Engineer to join their team in Derby.

You will ideally have previous experience working within a consultancy environment, producing detail engineering designs.

13 Apr 2018

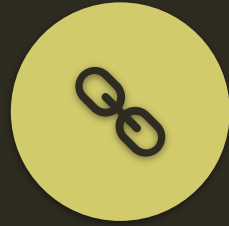
Unfortunately we won't be taking your application further.

Thank you for your application for Assistant Curator with the National Trust. Unfortunately, your application has not been successful on this occasion. We received an unprecedented number of applications – over 2000 – creating significant competition for the places available. Due to these high numbers of applications, we regret we will not be able to provide individual feedback. We would like to thank you for your interest and taking the time to complete the application process. We wish you good luck for the future. Kind regards Curation & Experience Team

WHAT DO EMPLOYERS WANT?



FROM OUR PERSPECTIVE
WE UNDERSTAND THAT
EMPLOYERS WANT



FLEXIBILITY



CLEAR, CONCISE
REPORTS



NOT ESSAYS



NOT EXAMS



SHORT AS POSSIBLE



FOCUSSED...

COMMUNICATING INFORMATION EFFECTIVELY....

Executive summaries

Graphs

Tables

Photos

Visualisation

Infographics

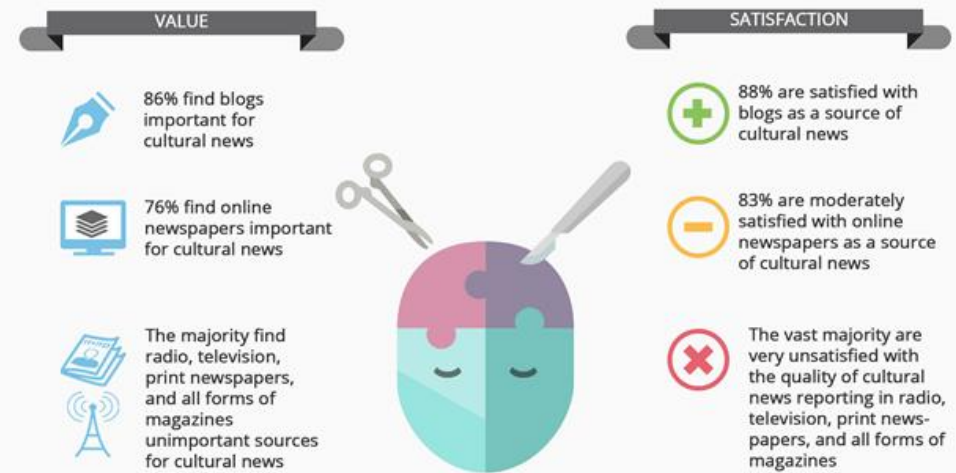
As few words as possible?

ADAPTISTRATION READER SURVEY RESULTS

ALL ABOUT MILLENNIALS IN 2014



THE MILLENNIAL MIND



SOCIAL ENGAGEMENT



RATIONALE





We give feedback

do the students read the feedback or just the mark?

59% sad v 61% happy but do they read the detail?



What happens in the workplace?

Checking and approval process
Iterative feedback, various comments
Collaborative approach to outputs

FEEDBACK

RESILIENCE



How do we develop?



Assignments and feedback is a process



Mark formative assignments



Marks for attitude and commitment – developmental process not just the outputs



What are we interested in?



We are here to facilitate improvement

WHAT DO THE STUDENTS THINK?

"This was the best coursework we'd done all year"

"a particular highlight was the phase 1 / management plan, EIA critiquing published environment statements and Law scenario advising clients"

"The visit was incredibly informative, we were walked around the site and all our questions were answered in depth."

"Through this task the group learnt new things about the construction industry."

"exams aren't representative of employment related activities"

"assessed work has given me great grounding and the confidence for my future career"

RESEARCH

We are carrying out research...

with current final year students

with recent graduates

with employers

with professional bodies





PILOT RESEARCH

Questionnaire on assessments and feedback

Sample: 6 female and 6 male recent graduates from the MSc in Environmental Conservation

Research endorsed by University Research Ethics Committee

RESULTS OF PILOT

Did your assessments				
provide evidence of competency for your interview?	1	1	6	4
help you understand what might be expected in your job role?		1	7	4
prove useful in your professional role?		1	7	4
did the feedback enable you to improve?		2		10

MOST USEFUL ASSESSMENTS — UP TO 3

TECHNICAL SKILLS	
field notebook	5
GIS	5
Phase 1 Habitat survey	5
management plan	5
law	2
EIA	1
method statement	1

TRANSFERABLE SKILLS	
critical evaluation	3
research project	2
presentation	1
essay	1
literature review	1

LEAST USEFUL ASSESSMENTS — UP TO 3

TECHNICAL SKILLS	
GIS	5
EIA	1
Law	2
TRANSFERABLE	
research methods	8
essay	6

GIS and Law feature on both

GIS – benefits some roles not others

Law useful for policy/advice roles

Research Methods is not an assessment
but a module

NEXT STEPS

Revise the questionnaire to give a list of assessment types to prevent modules being listed

Separate technical and transferable skills

Professional body endorsement has been obtained and will distribute revised questionnaire to all recent graduates



NEXT STEPS

Revise the questionnaire to give a list of areas
listed

Separate technical and training

Professional body
questionnaire
distribute revised

***** STOP PRESS *****
We have been funded as a Learning and Teachings Project 2018/19!



YOUR TURN

In groups...

What are the assessment challenges for your programmes?

Is there anything you could adapt to create a more employability focused outcome?

Do you have any concerns about the way we prepare students for the working environment?

What do you do to develop and reward resilience?



FEEDBACK |

KEEP IN TOUCH!

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