



Sheffield  
University  
Management  
School.

# Embedding Employer Engagement to Prepare Students for Career Self- Management During and Beyond University.

6th International Conference on Employer Engagement

2<sup>nd</sup> July 2021

Dr Emma Parry  
Dr Sarah Brooks

# Introductions

## Dr Sarah Brooks

Lecturer in Organisational Behaviour at Sheffield University Management School.

Profile: [Sarah Brooks SUMS Webpage](#)

LinkedIn: [Sarah Brooks | LinkedIn](#)

Email: [s.brooks@sheffield.ac.uk](mailto:s.brooks@sheffield.ac.uk)



# Introductions

- Dr Emma Parry

Careers & Employability Consultant  
Sheffield University Management School

LinkedIn: [Emma Parry LinkedIn](#)

Email: [e.parry@sheffield.ac.uk](mailto:e.parry@sheffield.ac.uk)



# Our Vision



To build a network which promotes the sharing of ways in which educators and employers can work more closely together to enhance student employability



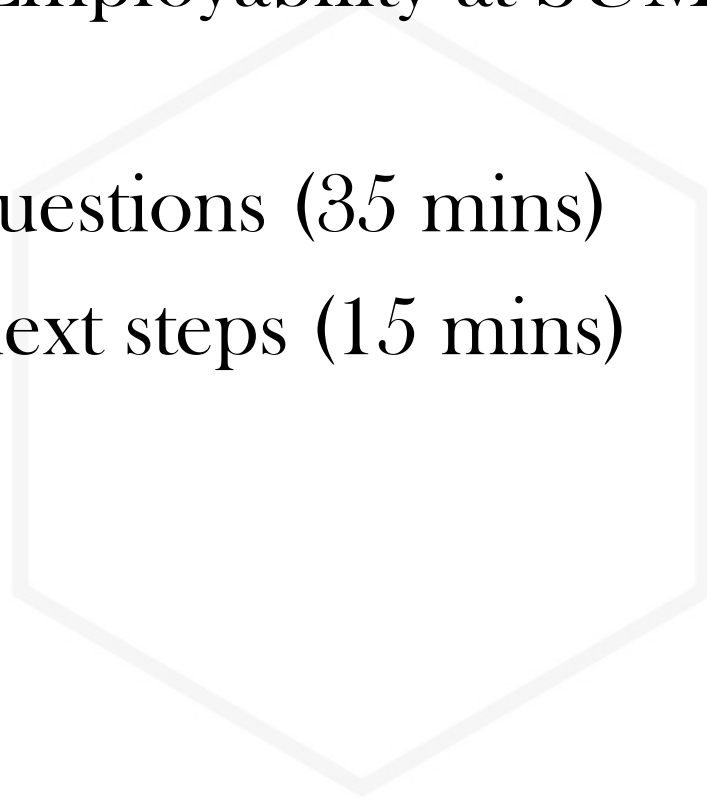
# Agenda



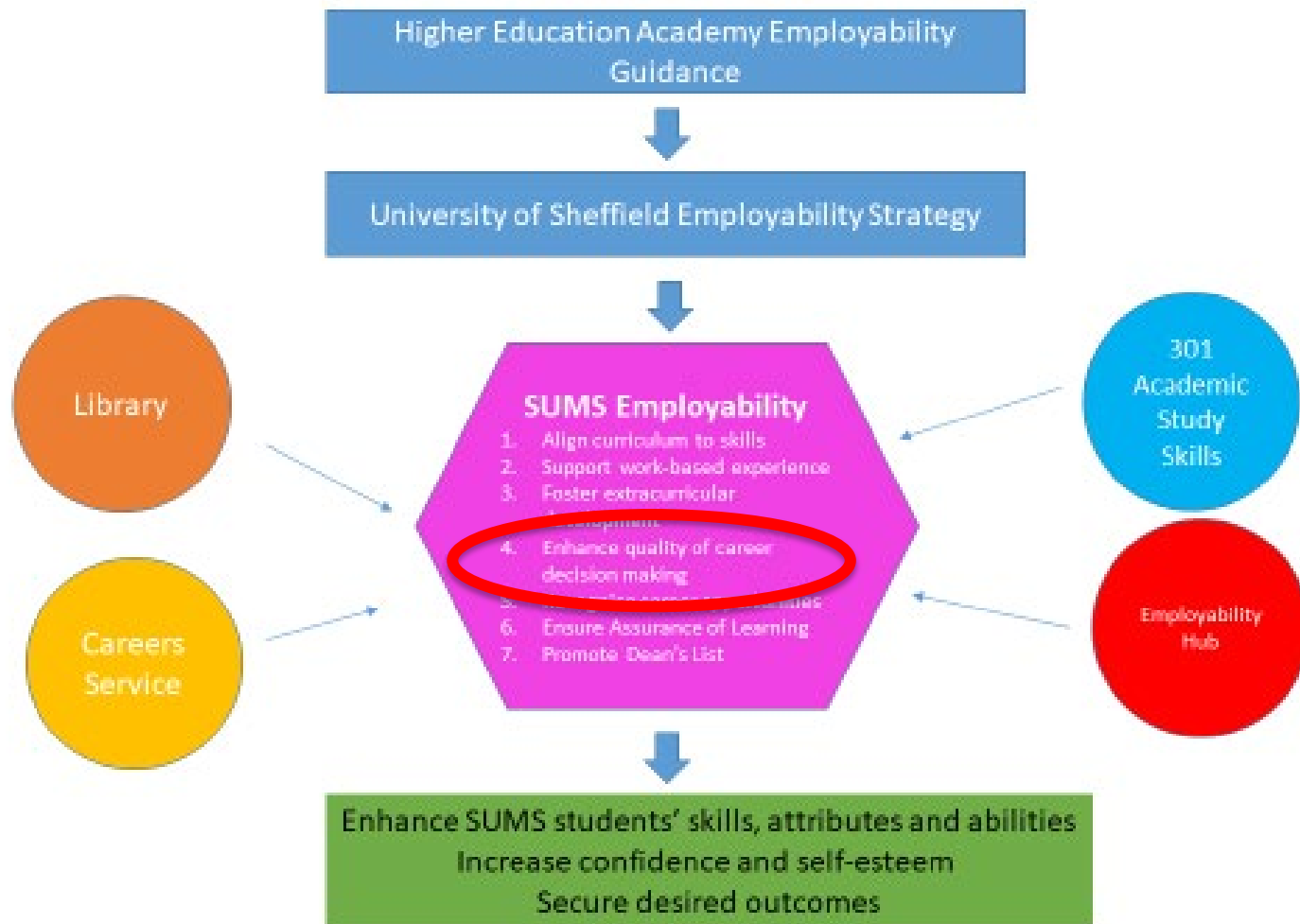
Overview of Employability at SUMS (10 mins)

Roundtable questions (35 mins)

Plenary and next steps (15 mins)



# Overview of Employability at SUMS



# Enhance Quality of Career Decision-Making

- The Career Development Plan is a tool designed to enhance the quality of career decision-making.
- It encourages critical thinking about employability using four lenses with the aim of matching the person with an environment that allows them to perform to the best of their ability:
  1. Knowing yourself
  2. Knowing the job market
  3. Knowing what you prefer
  4. Knowing what to expect

# Enhance Quality of Career Decision-Making



- It promotes self-management of career development highly prized by employers
- It supports lifewide as well as lifelong learning about employability
- Based on the **Bordieusian** principles of:
  - Field (appropriate organisational setting)
  - Capital (strengths)
  - Habitus (personal desires and expectations)





# Futures First.

## Career development plan structure

Knowing what to expect

Day to Day

Beliefs & values of the organisation

Earnings & benefits package

Knowing yourself

What you like doing  
What you're good at  
What you're interested in  
Dreams and desires  
Beliefs & values

Knowing the job market

Skills  
Experience  
Recruitment process  
An outstanding CV  
Placements & internships

Potential career opportunities

Hours of work


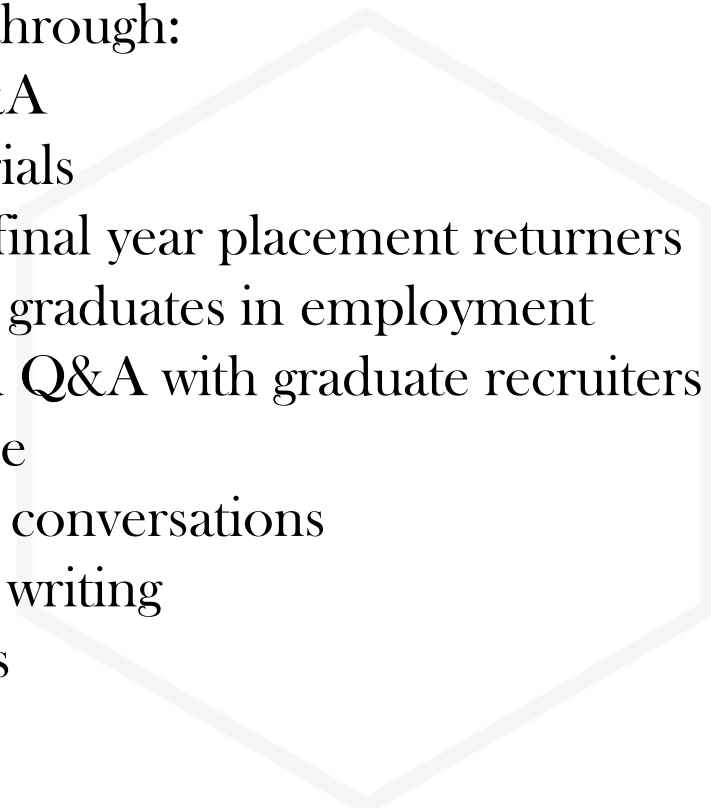
Opinions of others

Location

Knowing what you prefer



- The Career Development Plan forms the backbone of the year-long module ensuring constructive alignment between learning outcomes, teaching and assessment.
- 

- 
- 
- The module creates opportunities for students to engage with career decision-making through:
  - Lectures with Q&A
  - Small-group tutorials
  - Discussions with final year placement returners
  - Chats with recent graduates in employment
  - Presentations and Q&A with graduate recruiters
  - 1-2-1 career advice
  - Discussion board conversations
  - Guided reflective writing
  - Work placements
  - Skills workshops
  - Employer events

# Career Development Plan



**Futures  
First.**

Career Development Plan Elements	Reflective Writing	How this informs your career plan
<b>Knowing Yourself</b>		
What you like doing		
What you're good at		
What you're interested in		
Dreams and desires		
Your beliefs and values		
<b>Knowing the Job Market</b>		
Skills		
Experience		
Recruitment Process		

# Future Development Plan



## Futures First.

Career Development Plan Elements	Training & Development Needs	Priority	How will the need be met	(Planned) start date	Target completion date	Current status
Knowing yourself						
Knowing the job market						
Knowing what to expect						
Knowing what you prefer						

# Learning Log



# Futures First.

Learning Opportunities	Key Learnings	Career Development Plan Element to which this links
		Knowing yourself
		Knowing the job market
		Knowing what to expect
		Knowing what you prefer

# Questions



1. How have you brought employers and educators closer together?
2. What tools do you have to increase student employability?
3. How do you support critical thinking and reflection about employability with your students?

## **Small group discussions**

- jamboards for ideas/notes to share in plenary
- add post-it with your group name on
- 1 board/group



Sheffield  
University  
Management  
School.

# Plenary, Next Steps & Questions

