

London Metropolitan University

IMEP WP5: Survey of Employers- DRAFT

Key Findings

Employer sample profile

- Number of respondents - 8
- Mix of charities (arts, education) small businesses (information and communications, manufacturing) and a large international agency (UN)
- Half of the companies were small, i.e. 50% with between 1-10 employees. The remainder were evenly split from medium to large (over 500 employees).
- 50% of the aggregate workforce were graduates.
- 75% of the employers had hired graduates in last three years

The most important graduate skills needed, according to employers

Instrumental

- Communication
- English Language

Interpersonal

- Team work
- Interpersonal understanding and Relationship building

Cognitive

- Analysis and problem solving
- Critical thinking

Management and leadership

- Organisational and Personal planning
- Self-control
- Problem solving

Ethical

- Establishing good rapport with co-workers
- Responsibility at work

Knowledge

- General knowledge which helps broaden outlook
- Scored higher than specific professional or procedural knowledge

Activities that employers would most like to engage in collaboration with university

- Internships/apprenticeships
- Meetings
- Workshops/lectures

Student employability services currently offered by employers

- The majority do not offer services to students. The most common collaboration was around internships but even here the numbers of employers involved was small.

The most useful services employers could provide, according to employers

- Employer mentoring
- Internships

The most useful services universities could provide

- Practical classes
- Work placements
- Courses relevant to the needs of employers

The most common reason for not recruiting graduates, according to employers

- Lack of vacancies
- Lack of right skills for job

Feedback to Universities on student employability issues

- 66% of employers were not involved in giving feedback to university. Those that did, did so on an annual basis in writing. Most of the feedback was to do with teaching and assessment and most who gave feedback did see changes result from their interventions.

Recommendations

1. To establish employer fora for different employment sectors
2. Employers to offer internships and mentoring
3. Universities to offer the following:
 - Work placements
 - Practical elements on courses
 - Curriculum*: focus on critical thinking, analysis and problem solving, communication and teamwork, organisational and personal planning and general knowledge which broadens outlook.
 - Quality Assurance/enhancement*: Establishing feedback mechanisms, including regular meetings, questionnaires, etc. involving employers and processes ensuring that decisions are actioned and reported back to employers.