



**Futureskills Scotland**

**Work-Readiness of Graduates**

**Patrick Watt**

**Aiming University Learning at Work**

**June 2008**

## Structure

- **About Futureskills - [www.futureskillsscotland.org.uk](http://www.futureskillsscotland.org.uk)**
- **Graduates in Scotland – too many or not enough?**
- **Work- Readiness – the Employers' View**
- **Concluding Remarks**

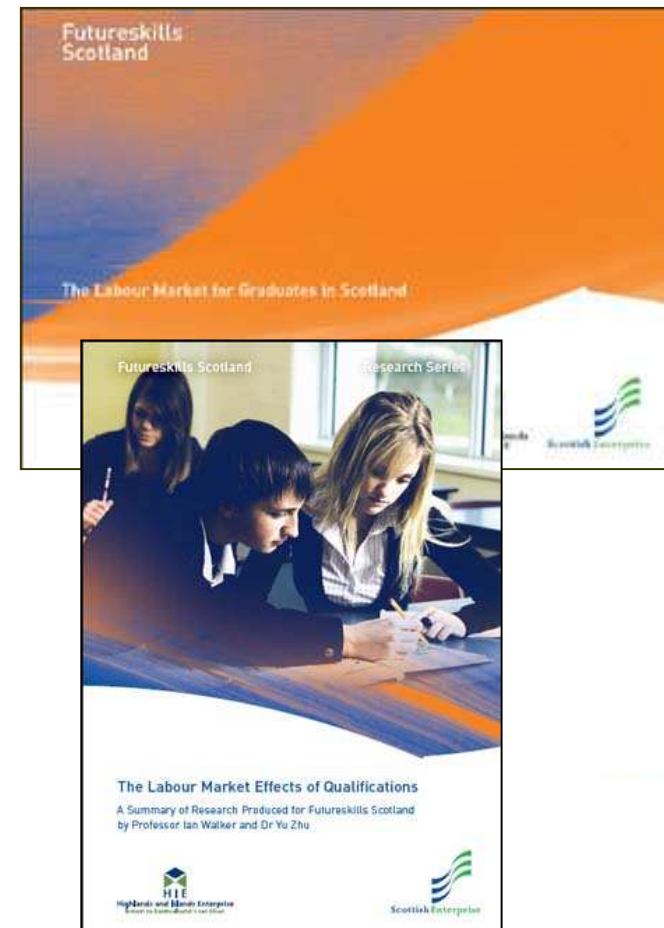
# International Comparisons

	GDP/ Head (2005)	GDP/ Worker	GDP/ Hr Worked	Average Annual Hours Worked	Employment Rates	Graduates (% 25-64)	Graduation Rates
Rank Out of <i>n</i> OECD Countries	31	30	27	31	31	31	25
Scotland	15	19	16	20	9	12	5
Denmark	10	7	8	25	3	10	6
Finland	16	13	13	18	15	18	4
Iceland	5	4	18	11	1	6	2
Ireland	4	3	3	23	17	17	12
Norway	2	2	1	30	4	5	10

## Graduate Labour Market in Scotland

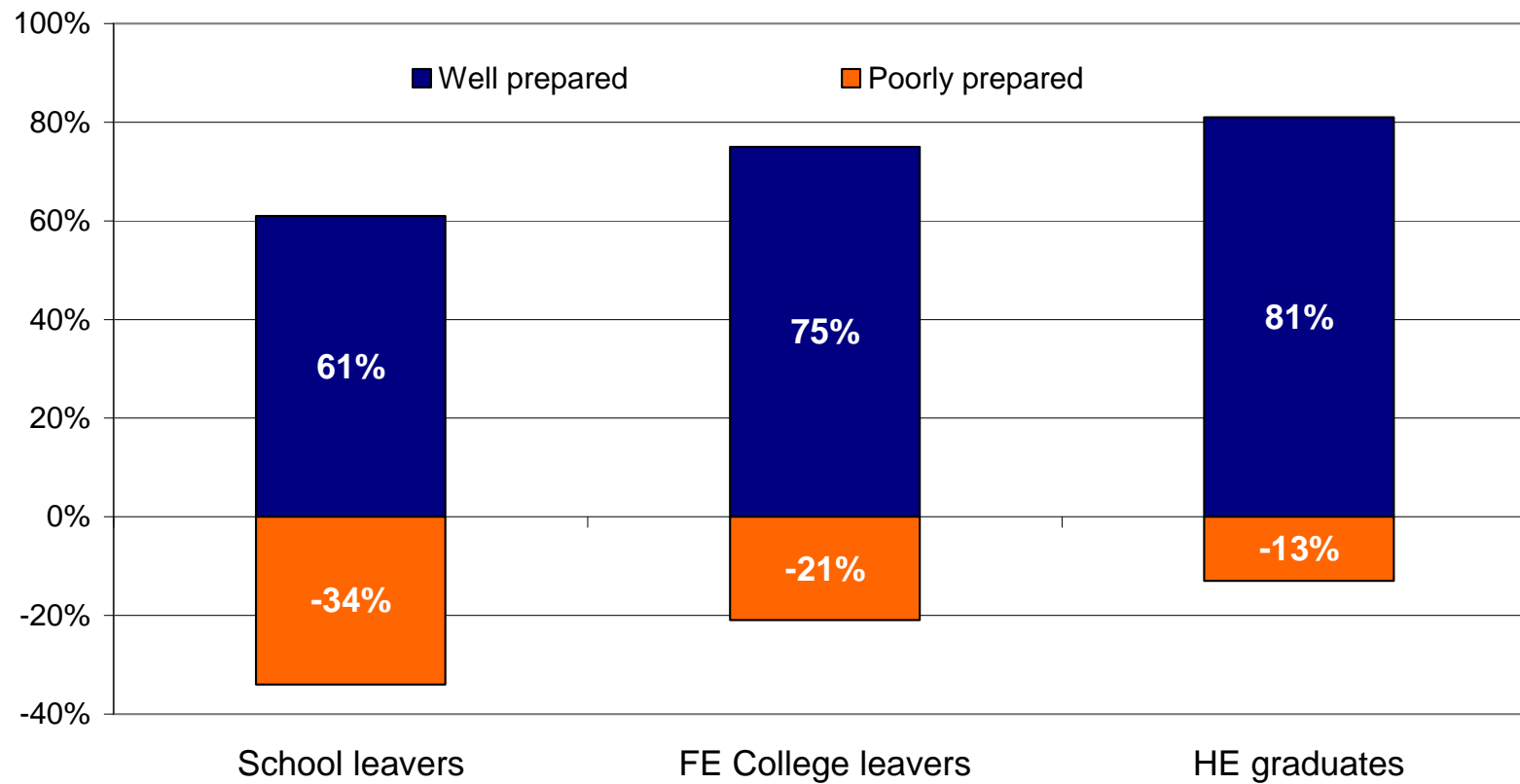
- Rapid increase in number of graduates
- *Too many? Not enough?*
- *Not the right mix?*
- *How could you answer these questions?*

Scotland needed  
more graduates and  
that's what it got



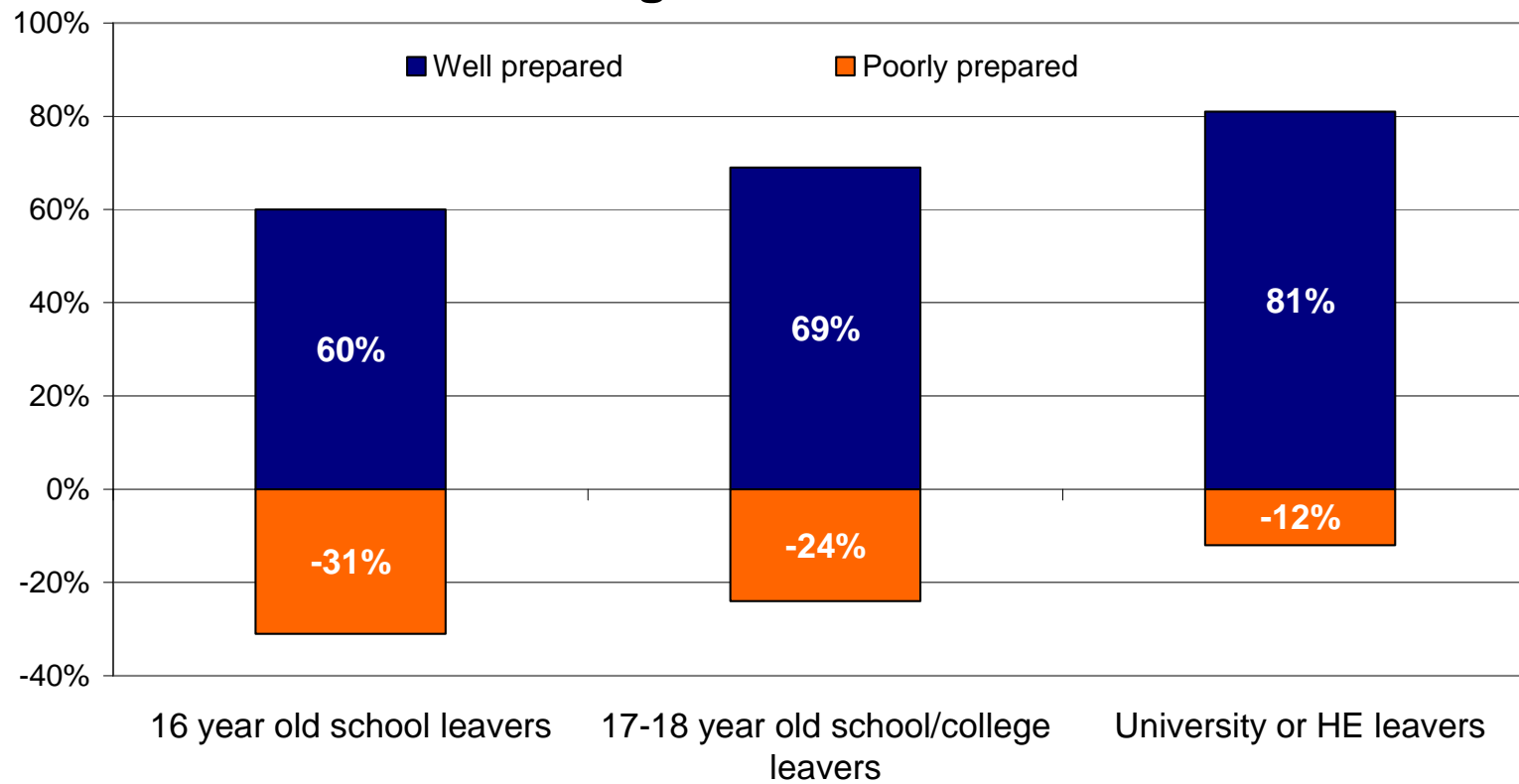
# Employer Perception of New Recruits

## Scotland 2006



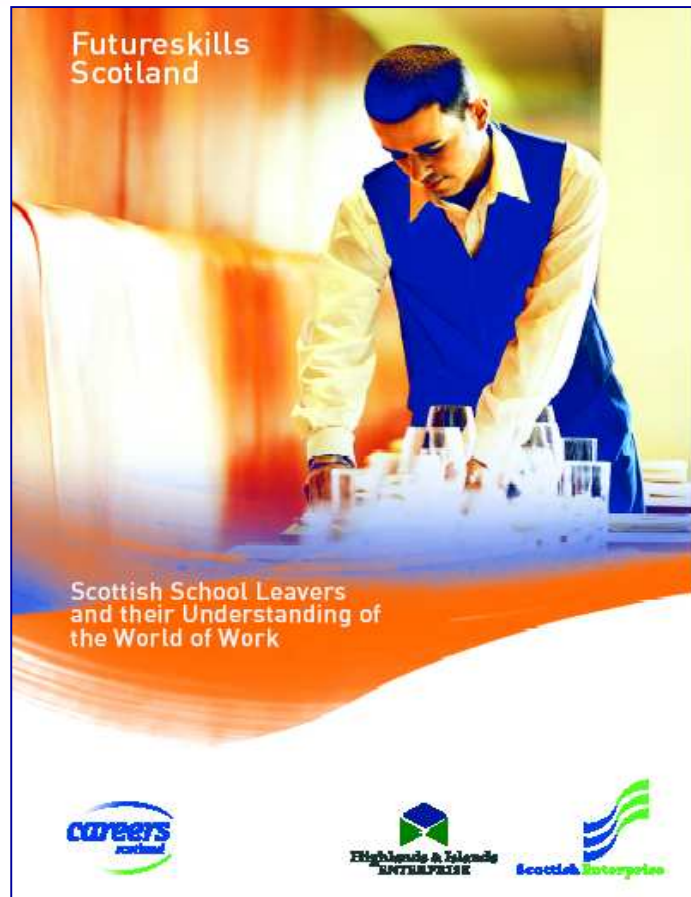
# Employer Perception of New Recruits

## England 2005



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## Digging Deeper... School Leavers



- **Previous detailed case studies – focused on school leavers**
- **What are employers looking for?**
- **What impacts does a lack of work-readiness have?**
- **What solutions do employers suggest?**

## Digging Deeper...FE and HE recruits

- Case study research with 30 employers
  - Had recruited someone from FE and/or HE
- Qualitative approach complements survey data by providing richer and deeper insights
- ... but we need a balanced approach to assessing findings
- The case studies are not a basis for making sweeping statements about 'all graduates' or 'all colleges'

## Recruitment and employer expectations

- Most employers understood the nature of HE provision
- Are usually recruited onto specialist training schemes or positions where a degree is required
- No quality issues in terms of graduates recruited
- Some quantity issues – nature of job/organisation
- Higher expectations of graduate recruits
- Formal training provided, including specific graduate trainee programmes
- ..key expectations
  - progress at faster pace
  - need less support
  - innovate and
  - take on more responsibility

Most HE recruits are considered well-prepared..

- What does 'well-prepared' mean to employers?
  - Good technical/job-related skills
  - Good communication skills
  - Strong work ethic
- Work-preparedness affects
  - The strength of the contribution that the recruit can make
  - The time taken from recruitment to making this positive contribution



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