



What lies ahead for school leavers?

Making career and higher education decisions in
uncertain times

Jonathan Hardwick - SW Director

Outline:

- Changing employment patterns
- What do employers want?
- The university experience
- Costs and benefits of higher education
- Graduate employment prospects
- Alternatives to university
- Building skills and experience
- Futurewise
- Q & A

The changing UK labour market

Old world

- Industrial society
- National economy
- Expansion
- Permanent staff
- Structure
- Large public sector

New world

- Information society
- Global economy
- Downsizing
- Outsourcing
- Autonomous working
- Not for profit sector

Accelerating trend away from traditional working patterns towards

- self-employment
- part-time working
- flexitime
- flexiplace
- mobile worker
- job sharing
- freelance consultant or contractor
- portfolio worker
- secondments

Lifelong learning, training and skill development are essential for success (survival?) in new world labour markets

What do employers want?

Problem solving. Team work. Computing skills. Word processing. Project management. Communication skills. Emotional skills. Judgment. Analytical skills. Critical thinking. Cultural capital. Decision-making. Decisiveness. Flexibility. Insight Persuasiveness. Managerial potential. Leadership. Self-marketing. Enthusiasm. Presentation skills. Financial analysis. Project management. Critical thinking. Languages. Bid writing. Handling difficult situations. Handling conflict. Customer services. Crises management. Recruitment and selection of staff. Working with other cultures different backgrounds. Communicating under pressure. Physical and psychological toughness. Energy. Thinking outside of the box. Computers. Ability to set own deadlines. Ability to manage others. Demonstrating mental agility. Willing to take risks. Working to awareness of other's emotions. Creative thinking. New solutions to problems. Insight into how other people approach business. Thinking skills. Ability to set own priorities. Monitor performance of team of complex individuals. Confidence and self-motivation. Someone who comes up with new ideas, regardless of the circumstances. Last one standing. To lead presentations. To win new business.

What do employers want?

- Specialist occupational skills eg: medicine, engineering, languages
..... vocational post 16 or 18 qualifications + degrees
- Self-reliance skills
- People skills
- Employment skills
- 16+ or 18+ entry to career or subject degree + post-graduate professional training

Advice to school leavers

Research career entry routes and requirements

- School leaver
- Graduate entry

Build CV and develop employability skills

- Work experience
- Career experience events
- Co-curricular activities

Futurewise is a comprehensive careers and higher education guidance scheme to support 15 to 23 year olds in researching their options and making informed decisions about:

- Post- 16 qualifications
- Careers
- Higher education
- Gap years
- Skill development

FUTUREWISE

www.myfuturewise.org.uk

Futurewise is endorsed by UCAS

“Futurewise provides a personalised port of call for students. It is tailored to the individual when it comes to choosing the right career; researching and planning a gap year; finding information on the qualifications that provide entry routes into HE; and wider information on applying to study at universities and colleges.”

Mary Curnock Cook
Chief Executive, UCAS

Futurewise is endorsed by AGR

“Never forget that at some point your child will have to stand out from the crowd. Futurewise could give your child the edge they need for the future they want.”



Carl Gilleard

Chief Executive, Association of Graduate Recruiters



http://www.myfuturewise.org.uk/



Futurewise



Google

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Careers advice,
guidance and planning
tailored to your needs

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Member login

Welcome to Futurewise for students, parents and teachers

Username

Password

Login →

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[First time login?](#)

↑ **Contact**

Career information



Career information

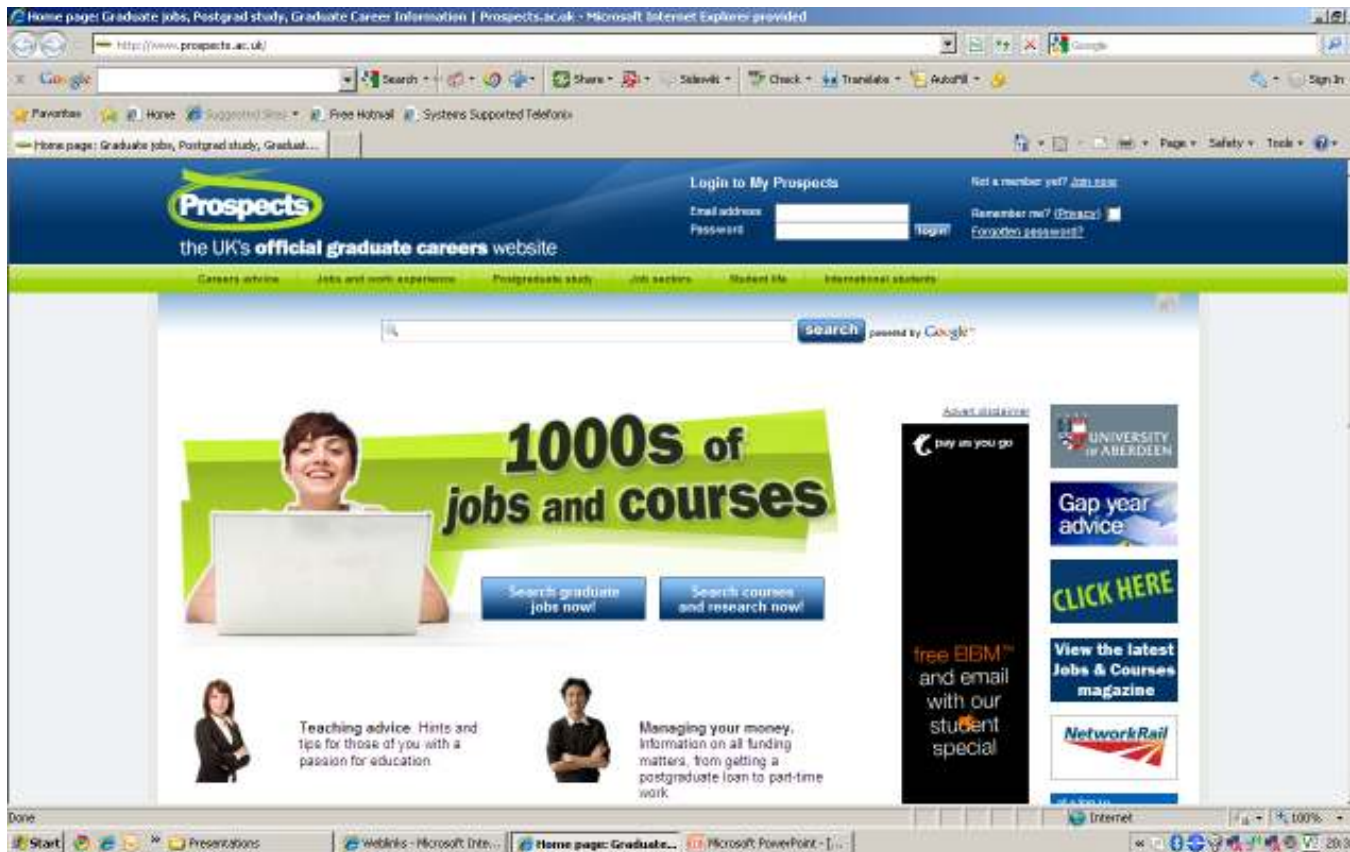


Sector Skills Councils cover
approximately 85% of the UK
economy

Information on skills and training

www.sscalliance.org/Sectors/SectorSkillsCouncils/SectorSkillsCouncils.asp

Career information



The university experience



Rise in numbers of applicants to Higher Education

Causes

- Rising aspirations and widening participation initiatives
- Effects of recession - more mature applicants
- Globalisation of HE - UK is a popular choice for international students

Impacts

- Selecting students is more difficult
- Higher offers (grades or points) + other tests
- More unsuccessful applicants

Rising student debt v graduate premium

Average student debt estimated to be c £21,000 (research by Association of Investment Companies)

The Economic Benefits of a Degree (published by Universities UK in 2009), reports the average lifetime earnings of a graduate as £100,000 more than those of a non-graduate with 2 A levels

Within this average, there is a range from £340,000 for medical and dental graduates to £51,500 for a humanities graduate and £35,000 for an arts graduate

Graduate status

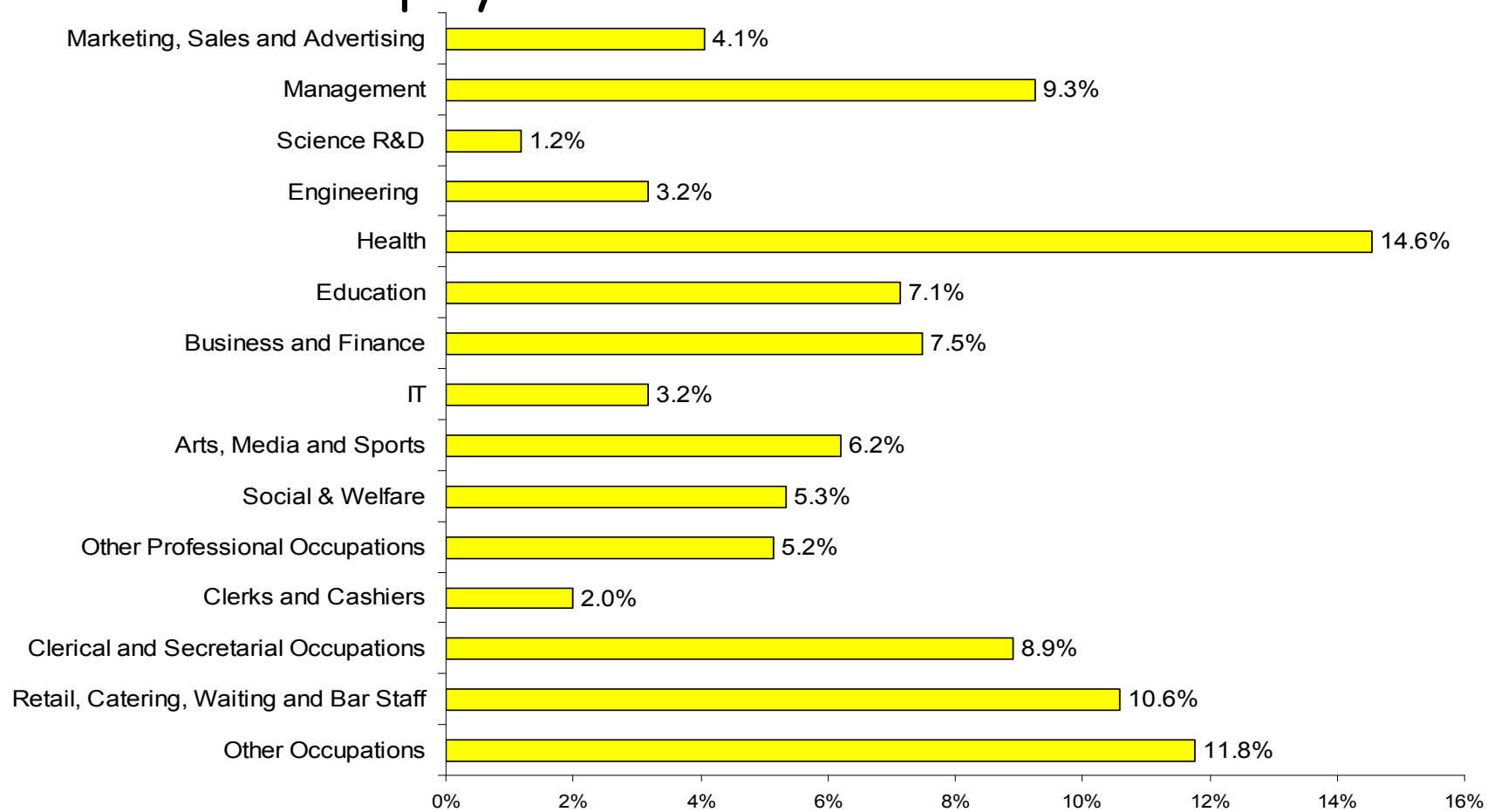
- About a third of the UK working age population has a degree or equivalent
- Just over 40% of the population aged 17-30 participate in higher education
- Currently, the target is for 50% of the UK working population to have HE or equivalent by 2020 to maintain national economic competitiveness



'A degree is no longer a meal ticket to your future but merely a licence to hunt'.

Linsey Perry, Head of Graduate Recruitment, Network Rail

Graduate employment 2009



Graduate salaries

- 2010 starting salaries expected to remain unchanged from 2009 levels - median £27,000
- Most generous salaries:
 - Investment Banks £38,000
 - Law firms £37,400
 - Consulting firms £31,000
- Universities most often targeted by top graduate employers:
 - Manchester
 - London (Imperial, UCL, LSE)
 - Warwick

Jobs of the Future

- Low carbon economy
- Life sciences
- Advanced manufacturing
- Digital economy and creative industries

www.hmg.gov.uk/media/41730/jobs_of_the_future.pdf

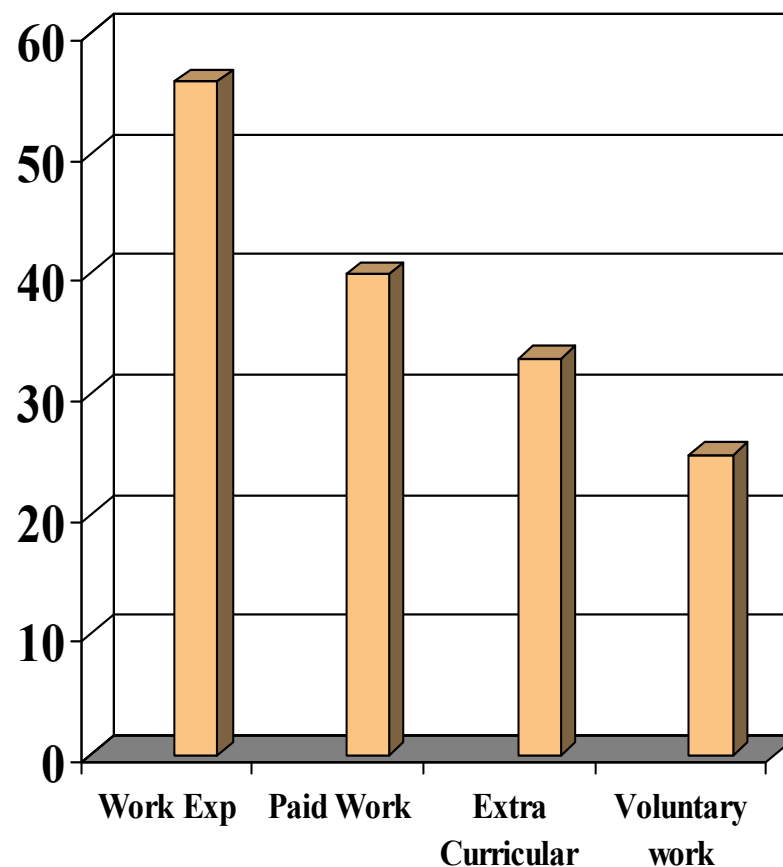
Getting started

- c 40% of graduates get their first job with a small business
- One third start on temporary or rolling contracts
- 4% start their own business
- Nearly a fifth (18%) got their first job through personal contacts
- Unpaid work experience/internships

Getting started

- 33% of students doing sandwich placement accepted position with employer that placement was with
- 47% of students doing vacation work were offered work with their employer after graduation

Contribution to getting first job



Alternatives to university

- Apprenticeships
- In house training schemes
- Self-employment
- Starting at the bottom

Apprenticeships

- Available for 16 - 24 year olds
- Mixture of on and off the job training
- Over 180 types of Apprenticeship



- Administration and professional
- Construction
- Engineering
- Food and drink
- Health, care and public services
- Manufacturing
- Recreation and travel
- Agriculture
- Customer service and retailing
- Finance, insurance and real estate
- Health and beauty
- Hospitality
- Media and printing
- Transportation

- The Apprenticeship Guide www.apprenticeships.org.uk

In house training schemes

- HEADstart programme
- Join after A levels or equivalent
- Earn while working for a professional qualification
- ACCA in 4 years
- Formal study, on-the-job experience, coaching and mentoring
- Study leave
- 280 UCAS points

PRICEWATERHOUSECOOPERS 

Self employment

The Prince's Trust

www.princes-trust.org.uk

Shell LiveWIRE

www.shell-livewire.org

Starting at the bottom

- Take a job as office junior, runner, tea boy or girl, or post room worker
- Creative, design, media and performing arts
- Foot in the door
- Gain experience
- Network
- Build CV



Why do work experience?

- Experience of the 'world of work'
- Gives you an insight into a career area
- It is related to your proposed career
 - Required for some courses and careers eg: medicine or nursing
- Opportunity to develop employability skills
- Competitive advantage - course or job applications

Employers value work experience

If the work experience is a week or less and the young person makes no contribution to my business but just spends that time with us watching what we do and drinking my tea and coffee we do not pay them. They would not expect to be paid.

If the person "gets stuck in", does real work that has value and has aptitude and has the right attitude - the only two things that matter in all employees are aptitude and attitude - then we always pay for the work put in by the person doing the work experience.

Graphic designer

Employers value work experience

- Promotes a positive image of Rolls-Royce and engineering careers
- Allows the company to make a valuable contribution to the community
- Develops recruitment channels

www.rolls-royce.com/Images/Work%20exp%20policy%20Jan%2007_tcm92-5121.pdf

Universities value work experience

- Work experience will add to your skills profile, supplementing those developed during your sixth-form study and co-curricular activities
- You will begin to learn how to apply yourself and your skills in a workplace setting
- Opportunity to apply your theoretical knowledge to real work situations

<http://www.keele.ac.uk/depts/aa/careers/wkexperience/benefits.htm>

Futurewise courses and events



<http://ehcourses.inspiringfutures.org.uk/defaultpage121bc1.aspx?pageid=1>

- Courses & Events
 - Insight visits
 - Experience events
 - Skills training workshops
 - Gap & volunteering shows
- Book a place
- Gap and Volunteering Shows
- More information

Courses & Events Homepage

“Do I need to go to uni?,”

“What career is right for me?”

“How can I get the skills I need?,”

“What can I do to stand out from the crowd?,”

“What salary could I earn?,”

Start living your dream!

Futurewise Career Experience Events.mov

YouTube

0:00 / 2:34

The video player shows a group of young people in a workshop setting. One person is standing at a table with a colorful structure, while others are looking on. A large play button is centered over the video. The background of the entire graphic is light blue with a dark silhouette of a person with arms raised.

Top 10 jobs of 2010

The Graduate Market in 2010

Association of Graduate Recruiters

What do employers want?

Higher Education Careers Services Unit

Unistats

www.careerbuilder.co.uk

www.highfliers.co.uk

www.agr.org.uk

www.prospects.ac.uk

www.hecsu.ac.uk

<http://unistats.direct.gov.uk>

careerbuilder.co.uk



Graduate Prospects

Q & A