

Uni students – good news for your business

A guide for employers: why did we develop it?

NATIONAL STRATEGY ON WORK INTEGRATED LEARNING IN UNIVERSITY EDUCATION



Plus OCS and Department of Education and Training

Action 6: Build capacity for more employers to participate in WIL

Connecting for Productivity

- Graduate employability
- Ai Group policy document
- Factors affecting employability
- What employers are saying
- What needs to be done



Industry 4.0 Associate Degree



Industry 4.0:
Higher Apprenticeships
Project



AiGROUP **SIEMENS**

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BUR
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Graduate Employability



The Australian Industry Group • September 2016

Graduate Employability

Higher education in Australia has a good standing internationally, however it is facing much pressure to perform amidst the demands of a fast moving world economy. **Ai Group's research shows that employers connect with university students in a range of ways.** Collectively, new models must be developed to connect across industry and higher education providers.



Employers' experiences with graduates

Key traits of employers that are more likely to engage with students



15 or more employees



Operating for more than 20 years



Most commonly offer internships



Maintain long term engagement

Types of support companies need to involve university students

32%

need information on supervising and mentoring students

28%

need a relevant point of contact at a local university

26%

need examples of student activities that could assist the business

13%

need information on any legal requirements

Employers' connecting practices

30% provide placements or internships

23% provide talks/tours/shadowing for university cohorts

17% offer students employment following placements

15% partner with universities for research projects

15% input to design of student programs with universities

Highest levels of dissatisfaction for recruited graduates are in



Problem solving



Capacity to learn



Self-management



Teamwork skills

Changed jobs and business landscape



All employment growth is in interaction jobs

Freelancer economy emphasises capacity for adaptability

Need for graduates: with in-depth disciplinary knowledge, capable of deep listening, entrepreneurial spirit and can communicate

One quarter of employers intend to increase links with higher education providers from 2016-2017

WHAT NEEDS TO BE DONE

Bolder Partnerships

Industry needs to participate in university programs to be integrally connected to deep learning and employability approaches

National Strategic Discussion

Implement a national engagement framework which provides the architecture for closer connections

Match Connections to Company Capacities

ensure models of connecting cater for companies of all sizes

Embed Employability

Teaching and learning practices need to embed employability into the core of the curriculum

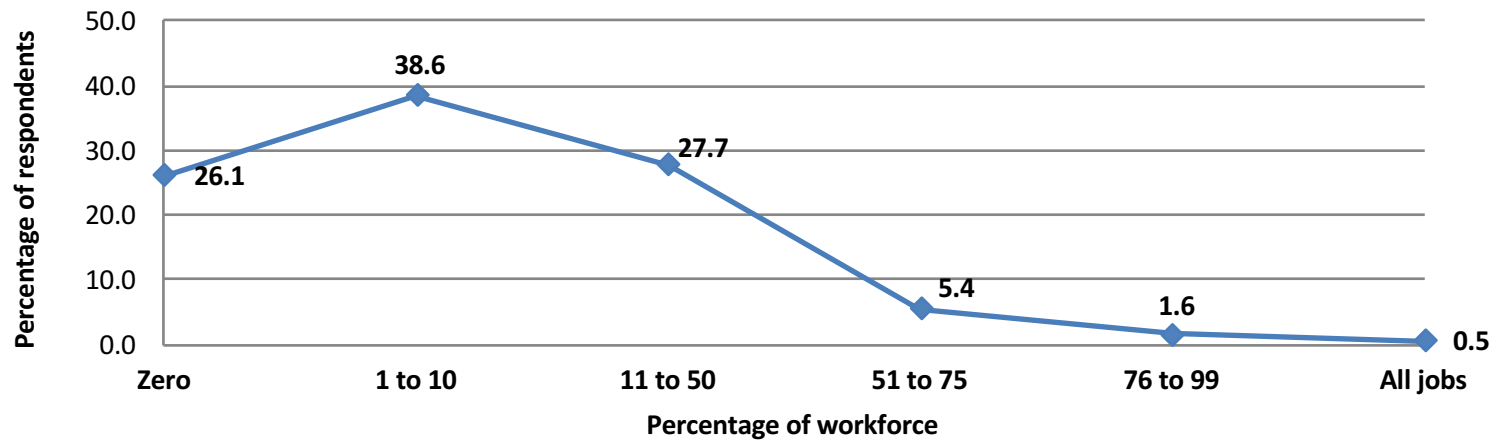
National Support System

Implement incentives for employers to engage across a range of activities

Proportion of full time jobs that require a degree



Chart 1: Proportion of full time jobs that require a degree



Recruitment factors for higher education graduates



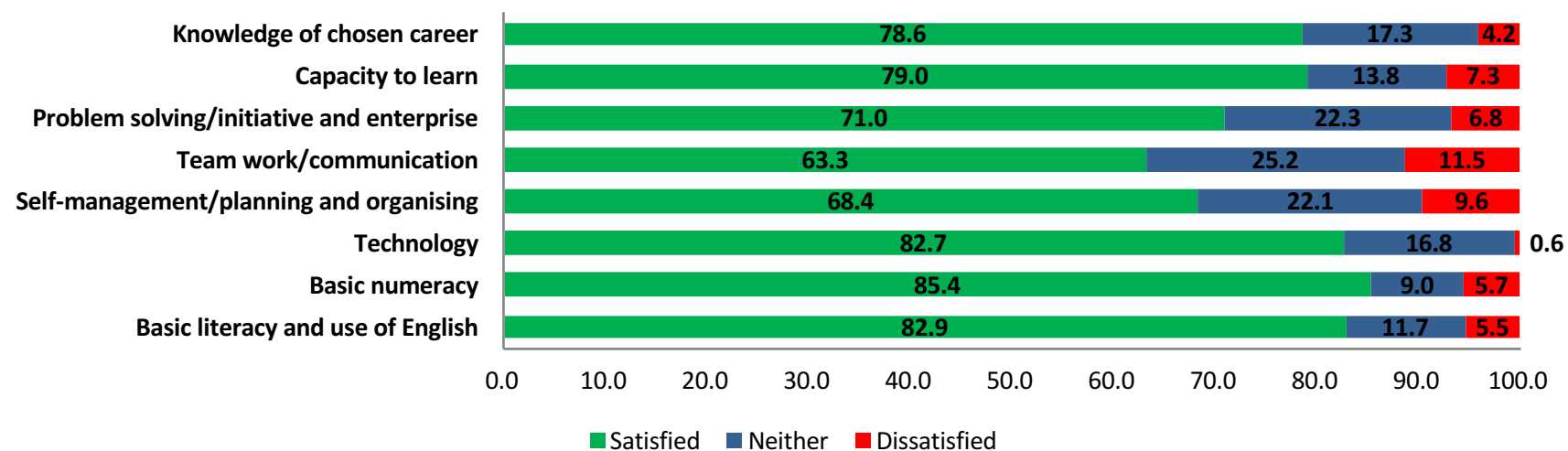
Chart 2: Recruitment factors for HE graduates



Levels of satisfaction with higher education graduates



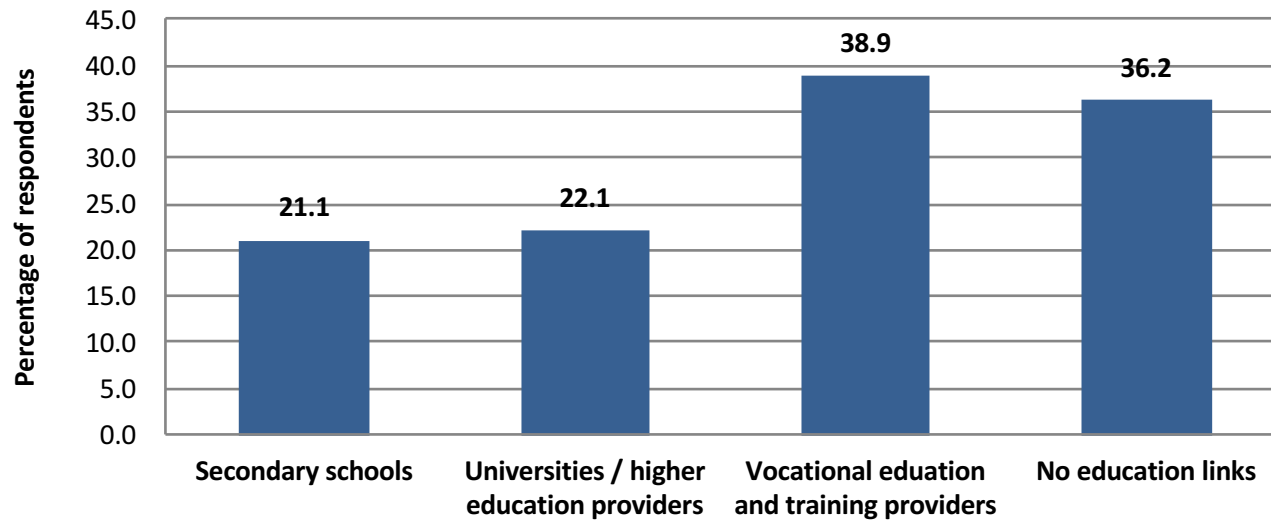
Chart 3: Levels of satisfaction with higher education graduates



Links with all education providers



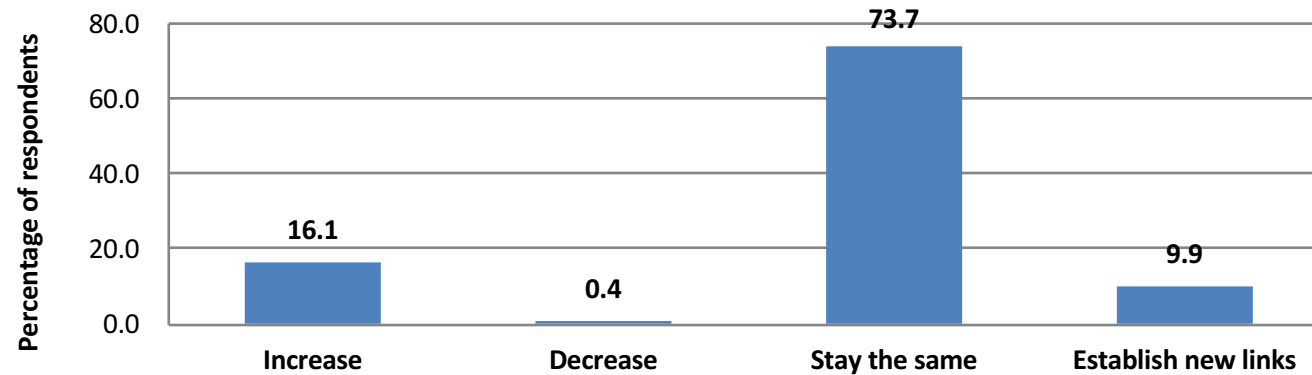
Chart 4: Links with all education providers



Plans to change links with higher education providers over the next 12 months



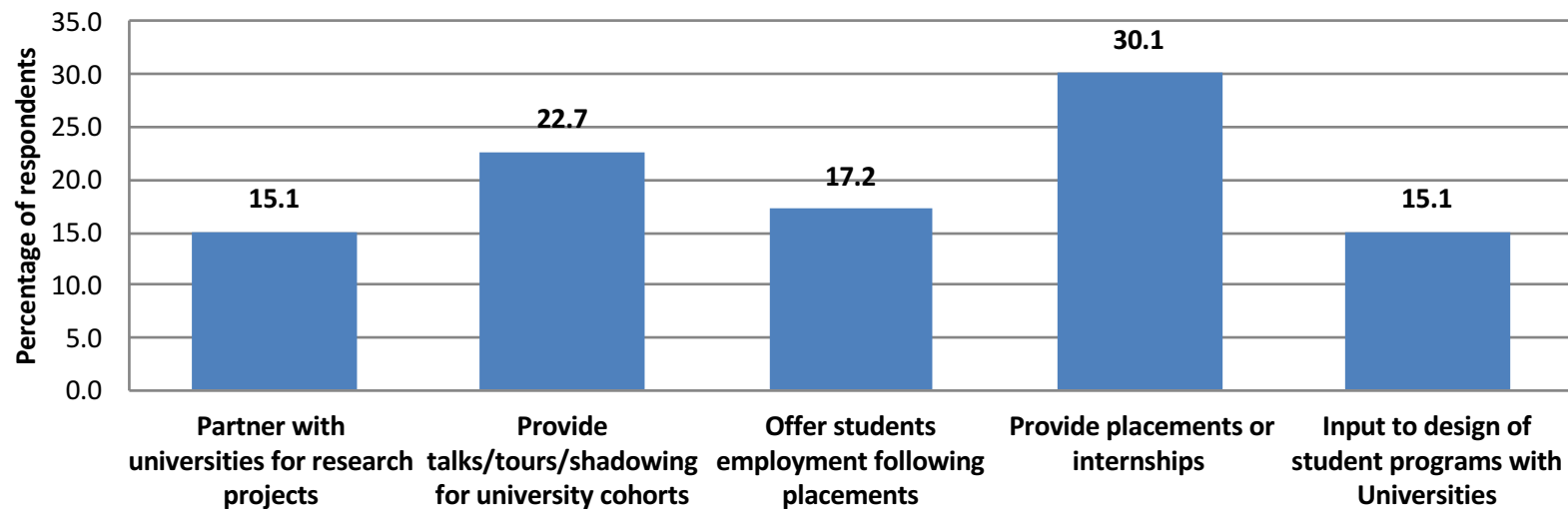
Chart 5: Plans to change links with higher education providers over the next 12 months



Links with higher education providers



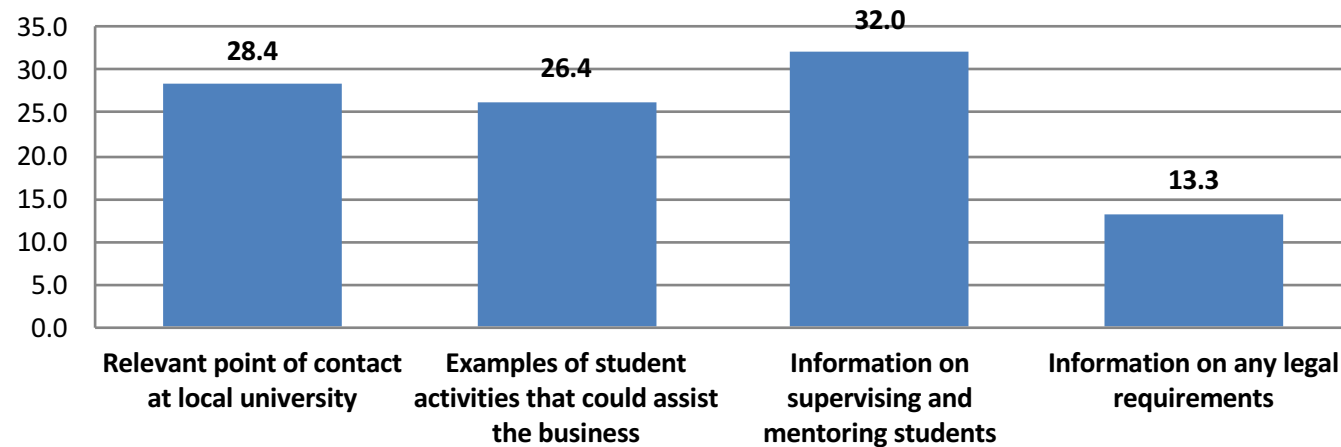
Chart 6: Links with higher education providers



Types of support needed to involve university students



Chart 7: Types of support needed to involve university students



Employer Guide



Introduction to WIL for Ai Group members includes:

- benefits
- types of involvement
- tips for successful student involvements
- legal requirements
- examples
- getting started



Benefits

- Connects you with future work-ready graduates
- Injects new thinking and ideas
- Builds a talent pipeline
- Assists with short-term projects
- Boosts employee mentoring skills
- Improves work culture
- Builds connections with universities

Types of involvement

- Assigning projects to students
- Providing student placements
- Offering your company as a case study assignment
- Hosting student field visits
- Participating in university classes
- Assisting to design university assessments to shape students' learning

Getting started

- Use our university contact points
- Discuss with the contacts:
- Your available projects/roles
- Your company expectations
- Support provided to students
- Mutual rights and responsibilities
- Learning outcomes
- Timing to suit your schedules

Legal requirements

- Students must be paid if an employment relationship exists
- Vocational placements that meet criteria are lawfully unpaid
- Universities commonly provide insurance for students undertaking vocational placements
- Rights and responsibilities agreement

Tips for successful student involvements

- Provide an introduction to your company
- Establish expectations
- Nominate an employee with strong people skills as a mentor
- Ensure student feels welcome and a part of the company
- Provide meaningful work
- Provide as much industry exposure as possible
- Give regular feedback and support

Examples

It helps to see what other companies are doing. Our brief stories provide information regarding:

- How the company got involved
- How they managed the student
- How the company benefitted
- How work readiness improved
- Talent pipeline growth
- How meaningful projects were given to the student

Ai Group website

- Connecting for Productivity
- Uni students – good news for business
- Graduate Employability infographic
- Media release on Industry 4.0 project
- National WIL Strategy