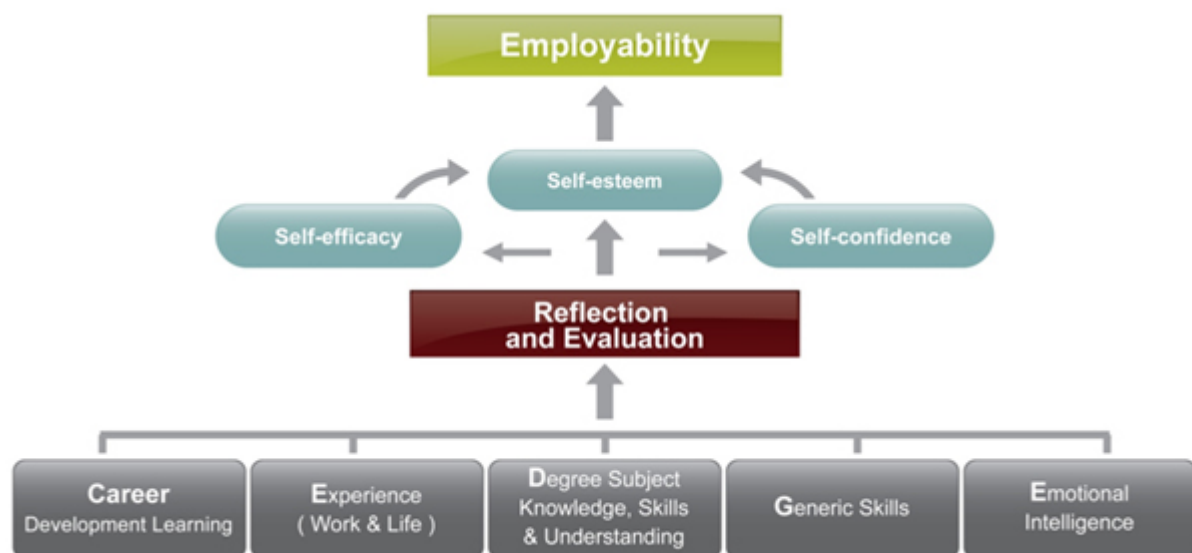


Employability

UCLan's CareerEDGE Model

CareerEDGE is a practical model of graduate employability developed by Lorraine Dacre Pool from UCLan and Peter Sewell at Lancaster University.

This model can be used as a clear and useable framework that clarifies the elements that need to be addressed to ensure that graduates secure occupations in which they can be both satisfied and successful. Specifically, they have identified five critical elements: **Career Development Learning**; **Experience (Work & Life)**; **Degree Subject Knowledge, Understanding & Skills**; **Generic Skills**; and **Emotional Intelligence**. They propose the mnemonic **CareerEDGE** to facilitate recall of these elements and argue that when students have support in reflecting and evaluating on these experiences it leads to enhanced self-efficacy, self-esteem and self-confidence. This in turn leads to far greater prospects for employability. Importantly, they believe that their model is straightforward for academics, students, employers and parents to recognise and understand.



Dacre Pool & Sewell (2007)

Employability is having a set of skills, knowledge, understanding and personal attributes that make a person more likely to choose, secure and retain occupations in which they can be satisfied and successful. (Dacre Pool & Sewell, 2007, 2012).

Further information

If you are logged into the UCLan network you can view the Emerald Insight articles:

[The key to employability: developing a practical model of graduate employability](#)

[Moving from conceptual ambiguity to operational clarity - Employability, enterprise and entrepreneurship in higher education](#)

[Exploring the factor structure of the CareerEDGE employability development profile](#)



The UCLan CareerEDGE
Employability Development Profile
Guidance for Use

The Employability Development Profile (EDP) has been designed to help students think about their employability, consider some of their strengths and areas for improvement, and plan the action they need to take in order to enhance their employability.

To complete the EDP, a student will respond to a number of statements which relate to the **CareerEDGE** model of Graduate Employability. These are **Career** Development Learning; **Experience** (Work/Life); **Degree Subject Knowledge, Skills and Understanding**; **Generic Skills**; and **Emotional Intelligence**. If the student marks responses as low (e.g. 1 – 4) they are indicating that they possibly need to access opportunities that will allow them to make some improvements. If the student marks responses as high (e.g. 5 – 7) they are indicating that they feel confident in their abilities for these items.

The student can complete the EDP with an adviser going through each item or complete it on their own and then discuss it. Any items marked particularly low or high should be explored further. For example, a student could respond that they don't agree that they have any work experience but it could be that they have a lot of voluntary experience that they aren't counting. High scores should also be explored and students asked if they have evidence to support this (employers will always ask for evidence!)

Once there has been an opportunity to discuss the completed EDP with the student the next step is to plan what action needs to be taken. There is space for this on the back of the EDP. Students can then be guided towards activities that will help them make any improvements they have identified as necessary.

A paper version of the EDP appears below.

CareerEDGE

Employability Development Profile

Name: Date:

UCLan Student Number: Year:
e.g. Year 1/2/3/Other

UCLan Email Address:

Tutor / Advisor:

Age: Gender:

Current Course Title:

Course Code
(if known):

My Current Career Aim is:

I would consider starting my own business: Yes / No

The UCLan - CareerEDGE: Employability Development Profile

1 Strongly disagree	2 Disagree	3 Slightly disagree	4 Neither agree or disagree	5 Slightly agree	6 Agree	7 Strongly agree
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Please respond to the following statements. This is a personal development tool that should help you and your tutor / adviser to identify possible areas for development over the next year. It is therefore important that you try to answer as honestly and accurately as possible.

Career Development Learning

1. I know what kinds of work would suit my personality	1	2	3	4	5	6	7
2. Apart from money, I know what I want from my working life	1	2	3	4	5	6	7
3. I know where to find out information about jobs that interest me	1	2	3	4	5	6	7
4. I know what I want to do when I finish my degree	1	2	3	4	5	6	7
5. I know what is required for me to successfully secure the sort of work I want to do	1	2	3	4	5	6	7

Experience Work/Life

6. I have a lot of work-relevant experience	1	2	3	4	5	6	7
7. I can explain the value of my experience to a potential employer	1	2	3	4	5	6	7

Degree Subject Knowledge

8. I am satisfied with my academic performance so far	1	2	3	4	5	6	7
9. My academic performance so far is in line with my career aspirations	1	2	3	4	5	6	7

Generic Skills

10. I have good oral communication skills	1	2	3	4	5	6	7
11. I am good at making presentations	1	2	3	4	5	6	7
12. I am confident about my written communication skills for various audiences	1	2	3	4	5	6	7
13. I work well in a team	1	2	3	4	5	6	7

1 Strongly disagree	2 Disagree	3 Slightly disagree	4 Neither agree or disagree	5 Slightly agree	6 Agree	7 Strongly agree
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14. I work well independently	1	2	3	4	5	6	7
15. I am good at solving problems	1	2	3	4	5	6	7
16. I have good planning and organisation skills	1	2	3	4	5	6	7
17. I manage my time effectively	1	2	3	4	5	6	7
18. I am always open to new ideas	1	2	3	4	5	6	7
19. I am prepared to accept responsibility for my decisions	1	2	3	4	5	6	7
20. I have a good understanding of how businesses operate	1	2	3	4	5	6	7
21. I am a confident user of information & communication technologies (ICT)	1	2	3	4	5	6	7
22. I am satisfied with my level of numeracy	1	2	3	4	5	6	7
23. I am good at coming up with new ideas	1	2	3	4	5	6	7
24. I am able to adapt easily to new situations	1	2	3	4	5	6	7
25. I can pay attention to detail when necessary	1	2	3	4	5	6	7

Emotional Intelligence

26. I am good at working out what other people are feeling	1	2	3	4	5	6	7
27. I am good at knowing how I am feeling at a given time	1	2	3	4	5	6	7
28. I am able to manage my emotions effectively	1	2	3	4	5	6	7

My Score

Career Development Learning	Experience Work / Life	Degree Subject Knowledge	Generic Skills	Emotional Intelligence
<input type="text"/> Range: 5 - 35	<input type="text"/> Range: 2 - 14	<input type="text"/> Range: 2 - 14	<input type="text"/> Range: 16 - 112	<input type="text"/> Range: 3 - 21

Now take a look at the way you have scored the questionnaire. For the items you have scored with a 6 or a 7, would you be able to demonstrate your abilities in these areas and give some good examples of these? Choose one of these highly rated areas and write how you would explain this to a potential employer.

Now take a look at the items you have scored with a 1, 2, 3 or 4. What action could you take to help you increase these scores to a 6 or 7? Choose one of these items and write your action plan for this below.