

Responding to the sceptics

Yes but...	However
Our students get jobs, indeed they already have jobs, so what's the issue?	We are talking about employability rather than employment. They don't necessarily have the kinds of jobs as undergraduates which they will aspire to as graduates
Work Based Learning is <u>the</u> answer	It's certainly important, and we know employers value it in graduate applicants. But not all courses provide such opportunities, and not all undergraduates take advantage of them. Understandably really, as a placement year might threaten increased debt and put you out of educational and social step with your friends and peers. Finally, WBL can offer 'an experience' but one that does not always add much to the student's development.
Careers Services can do this.	Careers Services are very important but don't always have the resources to give sustained attention to all students. Furthermore, they may not have the power or influence in the institution to get the message across.
Widening participation is the big priority	That's certainly important in policy terms. But so is employability. And they are related. We need to ensure good levels of student retention and completion in order to help our applicants see that HE offers a good opportunity in terms of future employment prospects and access to 'graduate jobs.'
Time is precious. We need quick fix add-ons, not slow grow programme redesigns	Yes, that's true. But we are not necessarily talking about wholesale re-design, more a matter of auditing, fine-tuning and highlighting what is happening where. And add-ons are important too!
Employability is equated with training, erosion of subject time, low standards, betrayal of academic values	Anything but – if you subscribe to the ideas presented here!

From A subject community perspective on supporting the development of employability Rob Ward and David Pierce