University of Huddersfield Repository

Reid, James

Socializing Employability

Original Citation


This version is available at http://eprints.hud.ac.uk/20012/

The University Repository is a digital collection of the research output of the University, available on Open Access. Copyright and Moral Rights for the items on this site are retained by the individual author and/or other copyright owners. Users may access full items free of charge; copies of full text items generally can be reproduced, displayed or performed and given to third parties in any format or medium for personal research or study, educational or not-for-profit purposes without prior permission or charge, provided:

- The authors, title and full bibliographic details is credited in any copy;
- A hyperlink and/or URL is included for the original metadata page; and
- The content is not changed in any way.

For more information, including our policy and submission procedure, please contact the Repository Team at: E.mailbox@hud.ac.uk.

http://eprints.hud.ac.uk/
‘Socializing’ employability

A presentation to
ASET PRN

Aston University
Thursday 6th March 2014.

Jim Reid
A set of achievements – skills, understandings and personal attributes – that makes graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy. (ESECT based on Yorke 2006)

Employability is not just about getting a job. Conversely, just because a student is on a vocational course does not mean that somehow employability is automatic. Employability is more than about developing attributes, techniques or experience just to enable a student to get a job, or to progress within a current career. It is about learning and the emphasis is less on ‘employ’ and more on ‘ability’. In essence, the emphasis is on developing critical, reflective abilities, with a view to empowering and enhancing the learner. (Harvey 2003)
‘Socializing Employability’ - definitions

- My definition involves socializing employability as the theoretical understanding and application of employability as an ethical practice.
- ‘Socializing employability’ – involves a shift in thinking and understanding from skills, ability and employment outcomes to a relational approach focussed on process, context and affects of behaviour.
- Key considerations are: power, responsibility, inclusion and exclusion, and need.
- The shift is in moving away from employability framed by neo-liberal, marketized practices to a practice embedded in a social ethic of care. As such employability practices start with a concern for others rather than the market.
Theoretical underpinnings

- Challenges the assumption of the separation of public and private life and therefore individualization.
- An expressive collaborative model
  - “An expressive collaborative model looks at moral life as a continuing negotiation among people, a practice of mutually allotting, assuming, or deflecting responsibilities of important kind, and understanding the implications of doing so” (Walker 1998, 69)
‘Socializing’ Employability - Relational

Relational - Power; Responsibility, Inclusion and Exclusion, Needs

- Those attentive to the need for a skilled, qualified workforce (recognizing the need for employability)
- Those with responsibility to ensure a skilled, qualified workforce (assumes responsibility for employability work)

AND

- Those required to assure employability (actual employability work)
- Those required to be responsive to the needs of the market (the students’ response).