

EMPLOYABILITY & ENTREPRENEURSHIP COMMITTEE (EEC)

Minutes of the meeting held 05th December 2023

Present: Tracey Innes (Co-Chair), Lenka Mbadugha, Helen Pierce, Amir Siddiq, Alan Macpherson, Alisdair Macpherson, Stuart Durkin, Monika Gostic, Lucy Leiper, Danielle Grieve, Jenna Stuart, Ijeoma Obiagwu, Heather May Morgan, Alisdair McKibben (Clerk).

Apologies: John Barrow (Co-Chair), Lindsay Tibbetts, Alyson Young, David Green, Oliver Hamlet, Rafael Cardoso, Vanessa Mabonso Nzolo (Student Association President), Rhiannon Ledwell (Vice-President for Education of the Students' Association), Joy Perkins, Susan Halfpenny.

1. Approval of the minutes (September 18th, 2023) (EEC/051223/001)
Minutes approved.

2. Matters Arising including review of Action Log (EEC/051223/002)
No matters arising. All items up to date and all outstanding actions now complete.

3. Update from Members

All committee members actively participated in providing concise updates on Employability and Entrepreneurship activities for this semester. The discussions were informative and fruitful, covering headline updates and future expectations. There were also some challenges shared by members which were noted and will be discussed in our next EEC meeting.

Actions: Tracey and John to consider challenges shared by EEC members and consider ways to address said challenges during next EEC meeting. Challenges noted were:

- New to role: helping those new to EEC role find ways to impact School.
- Celebrating wins: a lot of great things happening through EEC and Schools but is impact being shared across the institution?
- Colleague support: how to engage other colleagues regarding the importance of employability and gain their practical support in implementing strategies.

4. Aberdeen 2040 Attributes and Skills (EEC/051223/003)

Tracey spoke briefly to the paper highlighting the attributes and skills outlined in page 3 which have been developed through multiple sessions with employers, staff, and students. They have been considered at UEC and Senate. EEC members are being asked to approve the proposals for the Aberdeen 2040 Attributes and Skills and approve the proposed plans for implementation via circulation.

Action: Alisdair McKibben to email all members asking to approve the proposals for the Aberdeen 2040 Attributes and Skills and approve the proposed plans for implementation. Please let John Barrow know, no later than **12 noon, Friday 22 December 2023**, if you have any concerns or if you are not content to approve the above.

5. My Skills

Tracey gave an update on My Skills - the piloting of a framework that enables students to manage their skills development journey. This framework allows students to conduct skills audits, follow development pathways, and record and tag their experiences. The system was launched with a soft launch in September and has seen engagement efforts through targeted emails and in-person sessions.

Engagement has been moderate, with approximately 400 students completing the skills assessment. Challenges with engagement are acknowledged, and the team seeks insights and ideas to incentivise students to participate.

Lessons learned from the pilot will inform the implementation of Aberdeen 2040 skills and attributes. Feedback indicates that engagement is higher when students are directly informed about the system during class time.

Action: Tracey to send student feedback slide to Danielle for her to show to AUSA presidents. Danielle sent tentative date for next AUSA Presidents meeting (2 February 2024) and offered option for member of Careers Team to showcase My Skills. Alisdair to arrange with CES team.

6. Upscaling Work-based Learning (EEC/051223/004)

Due to financial challenges and recruitment freeze, plans to recruit three Work-Based Learning coordinators are currently paused. As a result, the upscaling WBL workstream which was due to commence work has been paused. In the meantime, some aspects of the workstream remit are continuing to proceed, such as the already funded project to develop an experiential learning system. Efforts to map existing work-based learning initiatives happening in Schools are ongoing. Due to capacity constraints, priority in the medium term will be placed on supporting existing initiatives in Schools and centrally rather than pushing for new plans. An existing member of the Careers and Employability team is now “acting-up” in the role of Work-Based Learning coordinator, which will support with this work and seeks collaboration with Schools interested in enhancing work-based learning.

7. Careers and Employability Engagement Annual Report (EEC/051223/005)

The Careers and Employability Engagement Annual Report was presented, highlighting a busy semester with increased appointments and interactions with students compared to previous years. The report includes data on engagements by school, showcasing a 13% higher engagement rate in the first half of the current session. The document also touches on internship activities and summarises the types of vacancies available for students in the careers system, particularly emphasising stability and significant numbers, albeit concentrated in specific sectors. Feedback on the report's usefulness and suggestions for additional information are welcomed for future updates, with another comprehensive report planned for May 2024 to cover the entire academic year.

8. AOB

[Saint Andrew's Society of the State of New York Scholarship](#): The Saint Andrew's Society for the State of New York Scholarship offers funding to the total value of \$70,000 for Scottish graduates to study in the United States. Up to two scholarships will be offered of up to \$35,000 each.

Applications for 2024/25 are currently open and will close on Friday 23rd February 2024.

[Career Mentoring](#): The University of Aberdeen Career Mentoring Programme is a rewarding opportunity for students to be matched with an experienced professional to gain one-to-one employability advice, support and guidance in a specific profession and/or sector.

Applications now open.

The Saint Andrew's Society of the State of New York Scholarship and the University of Aberdeen Career Mentoring Programme were both mentioned during the meeting as informational items. The scholarship offers funding for Scottish graduates to study in the United States, with applications open until February 23, 2024. The Career Mentoring Programme provides students with the opportunity to receive one-to-one employability advice and guidance from experienced professionals, and applications are currently open. Members were informed about these opportunities during the meeting and encouraged to disseminate to and departments.

9. Date of Next Meeting

Tuesday 20th February @ 14:05 by way of Microsoft Teams. In-person location to be confirmed.

FOR INFORMATION

10. Education Date Schedule 2023/24

Disseminated for information.

(EEC/051223/006)