



FOCUS ON...

Employability Individuals and Employers

May 2014

This *Focus on...* paper examines the value of employability qualifications to individuals and employers. The paper discusses what they are, what WAMITAB offers, who they are for and the benefits.



What does it mean?

Employability can be defined as a set of skills, knowledge and personal attributes that all labour market participants should possess to ensure they are able to gain employment and remain effective in their chosen occupation (Martin *et al.* 2008; University of Edinburgh, 2004).

Martin *et al.* (2008) argues that the top employability skills required by employers include:

- Self-management
- Problem solving

- Team working
- Communication
- Application of ICT
- Business awareness
- Application of Numeracy

Why is it important?

In the current economic climate, there were 2.49 million people out of work in the three months to July (Office of National Statistics, 2013) increasing competition for available job opportunities.

Employability skills can significantly improve people's chances of finding work in this competitive environment, making developing these skills in learners a vital task (Ofsted, 2012) for WAMITAB, as an awarding organisation, and its Approved Network of Training Providers.

Who needs to develop these skills?

By the time a person reaches the later stages of their education, the foundation of basic employability skills should already be in place so the individual can build on them in the workplace, demonstrating a willingness to learn and adopt a positive

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approach to employment (Asset Skills, 2010).

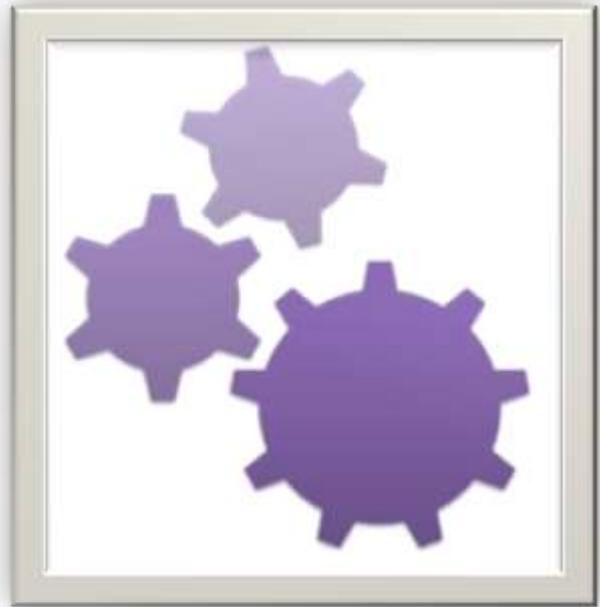
Typically when we discuss developing and delivering employability skills training, there are three groups of people that we target because they have not been able to develop their employability skill to the point that they are ready to work:

- **Young people:** these individuals will often be either NEETS (not in employment, education or training) or graduates as many employers believe these groups lack the attributes to undertake full-time work.
- **Ex-offenders:** as a lack of employability skills can potentially contribute to people committing crime (Asset Skills, 2010).
- **The long-term unemployed:** people who have been out of work at least six months (Asset Skills, 2011) and require support to make them 'work ready'.

The Benefits of Employability Training

In the case of individuals, there are a wide range of benefits in undertaking employability training.

The most frequently cited of these benefits is **improved self-esteem and increased confidence** as a result of gaining skills that are recognised and valued by employers.



Other benefits include:

- Developing an individual's **knowledge of their role and responsibilities** when in employment.
- Increasing an individual's **understanding of the employers industry** and their customer base.
- Gaining a greater **understanding of legislative changes** having an impact on the industry.
- **Empowering an individual** to develop in their future role, therefore increasing the chances of having a successful career.

In the case of employers, the benefits include:

- Knowing that potential employees have the employability **skills for the role**.
- **Improving productivity and profitability**

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as individuals will have the necessary skills and motivation to develop in their role.

- **Fewer skills gaps** as training will ensure that individuals have the basic skills to meet the employer's needs.

What does WAMITAB offer?

WAMITAB recognise that employability qualifications provide a valuable framework for developing personal and professional skills that are sought after by employers, while individuals gain the skills, confidence, knowledge and understanding to enter or return to work.

We are pleased to offer a range of employability qualifications suitable for organisations in the waste and sustainable resource management, recycling, cleaning, facilities management sectors, including:

- Entry Level 2 Award in Preparing for Employment
- Entry Level 3 Award in Preparing for Employment
- Level 1 Award in Preparing for Employment
- Level 2 Award in Preparing for employment

The qualifications focus on a number of important topic areas, including: rights and responsibilities in the workplace, health and

safety awareness, manual handling, team working, career planning, gaining industry specific knowledge, problem solving and environmental protection.

All the qualifications are assessed by a portfolio of evidence and are designed to encourage individuals to continue their personal development through further education or employment.

If you would like further information on our employability qualification follow us on our social media channels and visit www.wamitab.org.uk

Sources:

Asset Skills

<http://www.assetskills.org/>

Economy Tracker: Unemployment

<http://www.bbc.co.uk/news/10604117>

Ofsted

<http://www.ofsted.gov.uk/>

WAMITAB

<http://www.wamitab.org.uk/>

This paper has been written and produced by the Project Team at WAMITAB.

