**EMPLOY101x RESOURCE 1.1**

**ACADEMIC DEFINITIONS OF EMPLOYABILITY**

In the videos for topic 1.1, the contributors talk about how they understand employability. What's interesting is that the academic experts mostly focussed on the development of the skills and attributes that make graduates effective employees and the current students and graduates talked about actually doing a job. These are the key elements of employability.

Although all the contributors have talked about employability in their own ways, they all basically support the most recognised academic definition of employability. This definition was developed by Mantz Yorke of the UK Higher Education Academy, who is a leading researcher in the field of employability. Yorke's definition highlights the need for graduates to obtain the skills, understanding and personal attributes that will increase their chances of securing a graduate position and enjoying a successful career:

Employability is "a set of achievements - skills, understandings and personal attributes - that make graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy" (Yorke 2004, p. 6).

Another key definition comes from the United Kingdom Commission for Employment and Skills (UKCES 2009, p. 1). This definition highlights the importance of being able to do a job, not just have the knowledge of your profession. Sir Mike Rake, Chairman of UKCES, states that employability skills "are not a substitute for specific knowledge and technical skills: but they make the difference between being good at a subject and being good at doing a job."

So you can see from both explanations that employability is not about acquiring the technical skills for recruitment (such as resume writing) even though these skills are important for success in the recruitment process. It is about developing what Yorke calls 'achievements' that enable you to be effective in the workplace.