

# A University Careers Service Perspective. CUG 10<sup>th</sup> Anniversary.

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# League tables as institutional drivers

- Positional/status competition has always been present - now sharpened by economic competition
- Careers Services are departments of their universities - linked to positional competition through institutional strategy

# “Issue awareness”

- “Employability” matters doesn’t it?
- Issue awareness drives change. Positional competition is the context so league tables are part of issue awareness.
- Net impact of the “employability” score.
- TEF seems to drive issue awareness.

# Leaders/managers and staff

- Comparative institutional/departmental performance always on the radar of leaders/managers - increasingly so for staff on the ground.
- Increasingly evidence-based, data-informed practice and engagement.

# The input data

- “Employability” – are employment outcomes at a fixed point (the stuff that actually goes into league tables) and employability the same thing?
- Apples and pears, diversity and mission.
- What might be the impact of GO and/or LEO or “learning gain?”