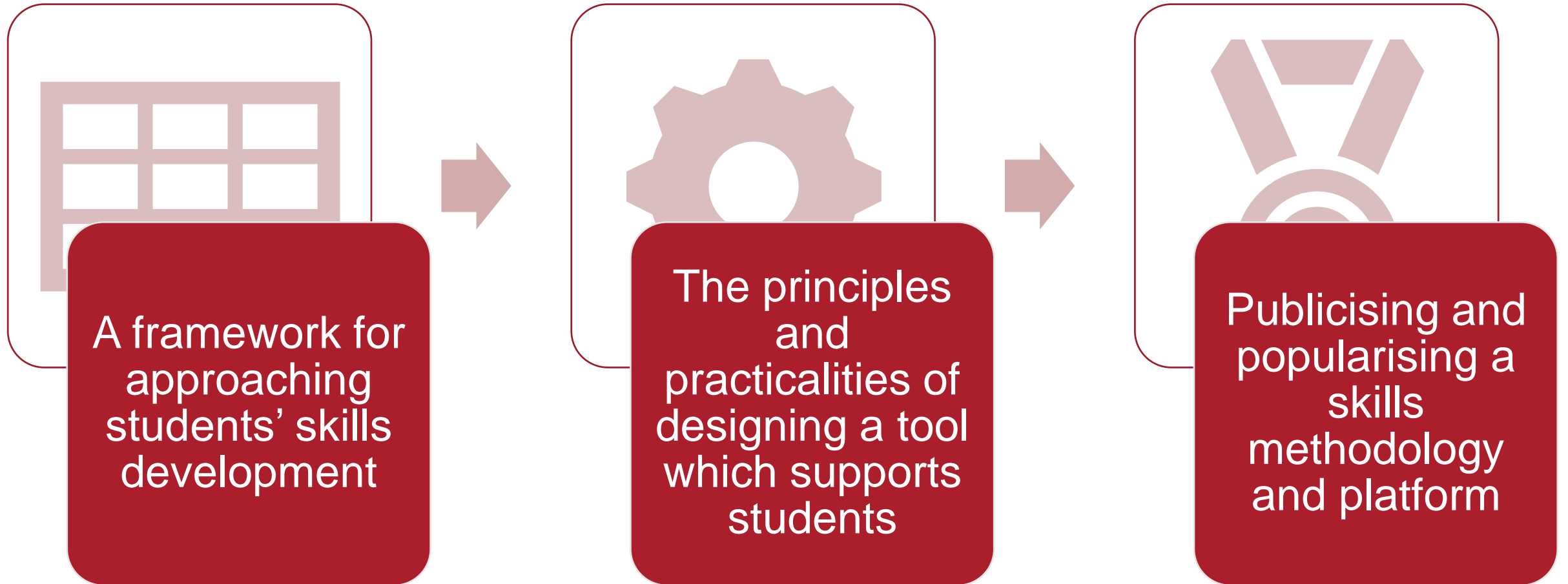**European Learning and Teaching Forum**

FUTURE PROOFING STUDENT SKILLS
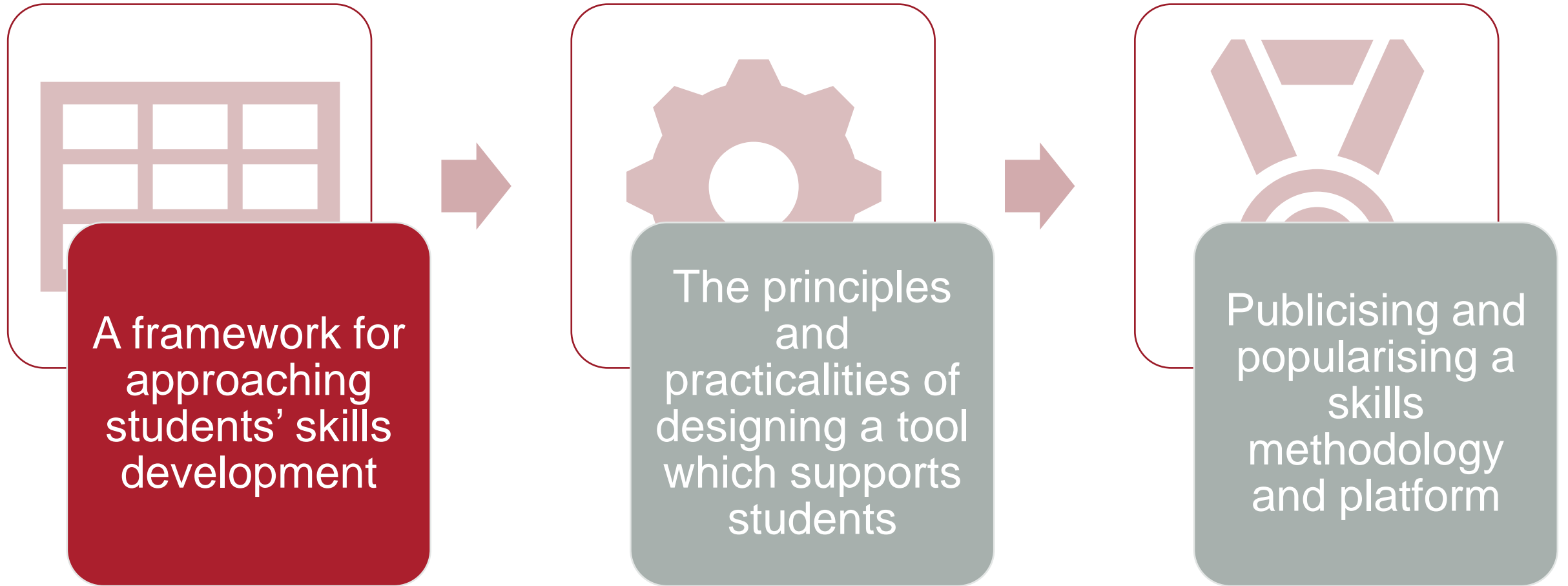
Stuart Johnson and Mark Allinson

OUTLINE

A framework for approaching students' skills development

The principles and practicalities of designing a tool which supports students

Publicising and popularising a skills methodology and platform

bristol.ac.uk/myskills

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UNIVERSITY STRATEGY GOALS

1. Increasing the scale of high-quality, high-impact research

2. <u>Attracting and inspiring students</u>

3. Intensifying our focus on sustainability, climate change and the future of our planet

4. Expanding our efforts to diversify our learning community

5. <u>Ensuring students gain the future skills needed to thrive in a changing world</u>

6. <u>Accelerating and supporting enterprise</u>

7. Anchoring one of Europe's most ambitious urban regeneration projects

8. <u>Contributing significantly to the quality and success of Bristol's economy, services and society</u>

9. <u>Fostering the wellbeing of staff and students</u>

10. Rigorously assessing the size, shape and organisation of our university

TIMELINE

22/23

Development

24/25

Rollout and consolidation

Pilots and launch

23/24
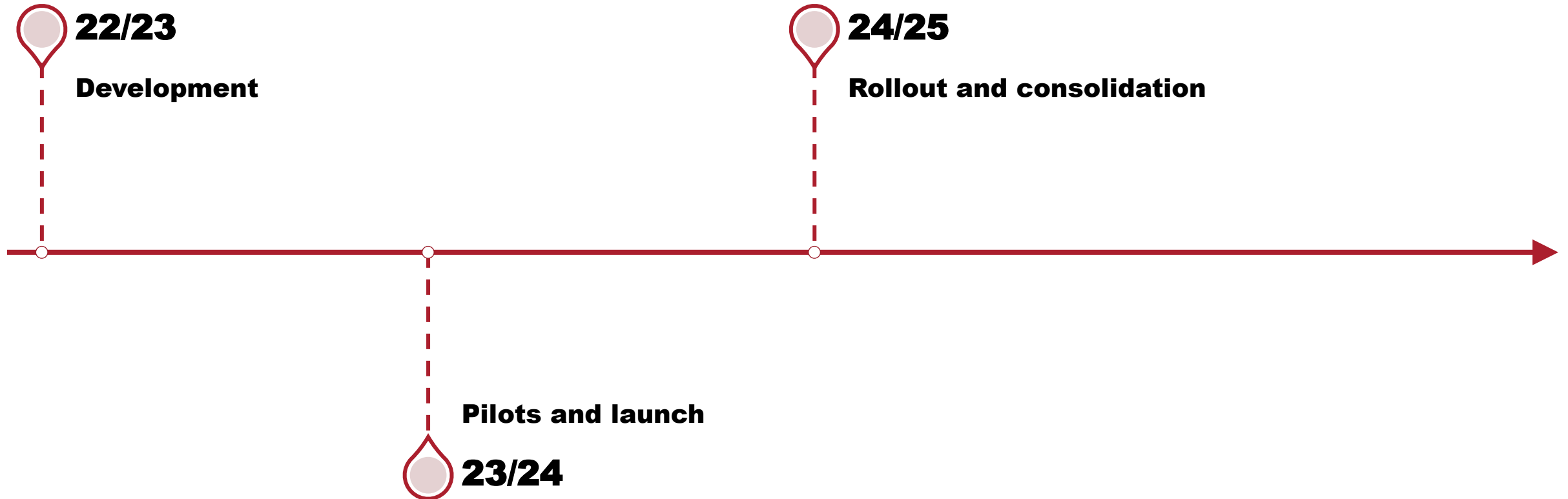
bristol.ac.uk/myskills

FUTURE PROOFING

WHAT IS IT?

9

Bristol Skills Profile
Nine skills we want all students to develop

MY SKILLS

My Skills
A platform students can use to reflect on and record their skills

What will I learn?

1 ACADEMIC SKILLS

- How to think in and beyond my discipline
- How to express my ideas
- How to develop effective learning strategies

2 RESEARCH SKILLS

- How to conduct my own research
- How to evaluate the research of others
- How to think critically

3 KNOWLEDGE HANDLING SKILLS

- How to develop ideas and solve problems
- How to think creatively and innovatively
- How to analyse and present data

What will I be able to do?

4 WORK WELL INDEPENDENTLY

- Organise myself effectively
- Act with integrity
- Recover from difficulties and setbacks

5 WORK WELL WITH OTHERS

- Work well as part of a team
- Communicate confidently and appropriately in a range of settings
- Develop and maintain healthy relationships

6 WORK WELL ACROSS COMMUNITIES

- Recognise and value the views and differences of others
- Engage positively with local communities
- Engage positively with global issues

What will I become?

7 PROACTIVE ABOUT MY WELLBEING

- Good at caring for my physical and mental health
- Able to develop my self-awareness
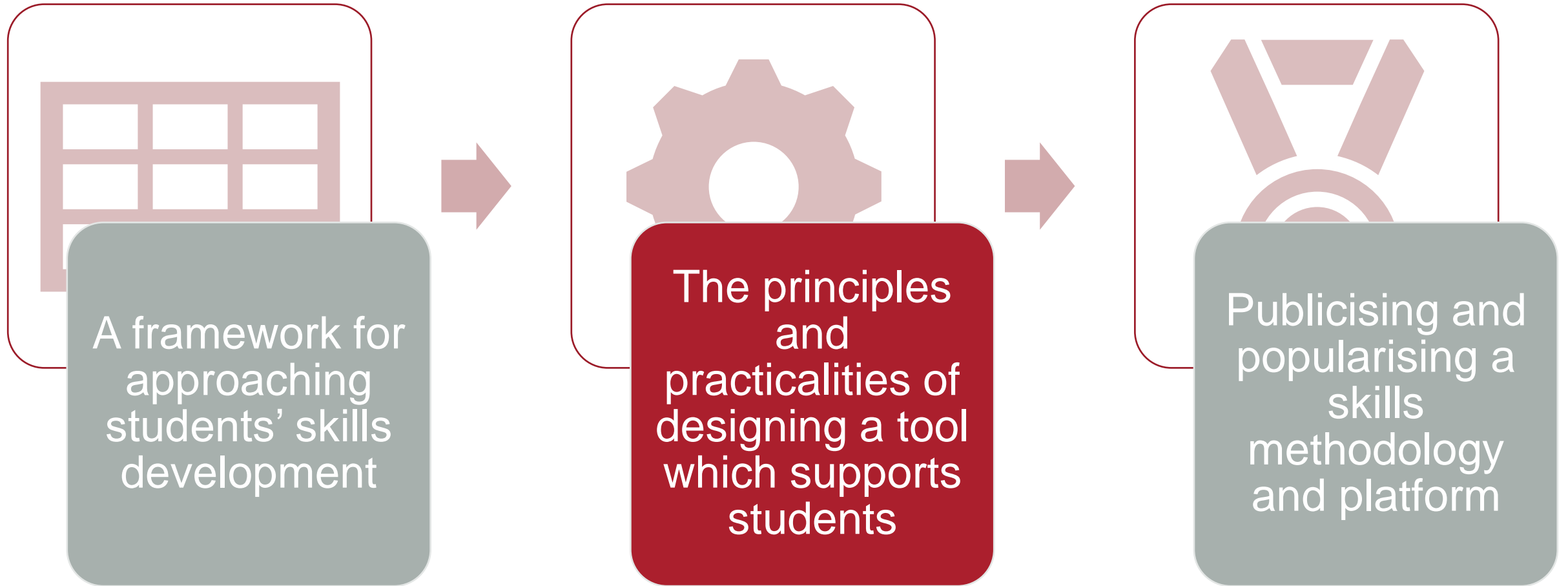- Able to develop a positive mindset

8 CLEAR ABOUT MY DIRECTION

- Clear about my motivations and values
- Confident in expressing my strengths
- Ready for my next steps

9 READY FOR THE FUTURE

- Confident in using digital tools
- Able to identify and work with technological advances
- Ready to adapt to changing and challenging environments

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CO-CREATION

- 5 students
- 4 staff
- 9 skills
- 27 sub-skills
- 108 scoring levels
- 36 outcome statements
- 4 drafts
- Feedback from:
  - 16 subject-matter experts
  - Multiple academics
  - Multiple employers

CALIBRATING THE LEVELS

How to develop ideas and solve problems

Developing

- I'm capable of understanding problems but I usually use established solutions rather than create my own. I would benefit from improving my skills in this area.

Competent

Proficient

Advanced

- When presented with a problem I can view it from a wider perspective and explore and evaluate solutions. I am aware of the complex nature of some problems that mean there will not always be a clear solution. Others see me as an effective problem solver.

DESCRIPTIVE LANGUAGE

4 WORK WELL INDEPENDENTLY
• Organise myself effectively
• Act with integrity
• Recover from difficulties and setbacks

= Resilience

6 WORK WELL ACROSS COMMUNITIES
• Recognise and value the views and differences of others
• Engage positively with local communities
• Engage positively with global issues

= Inclusion

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SUBJECT AGNOSTIC
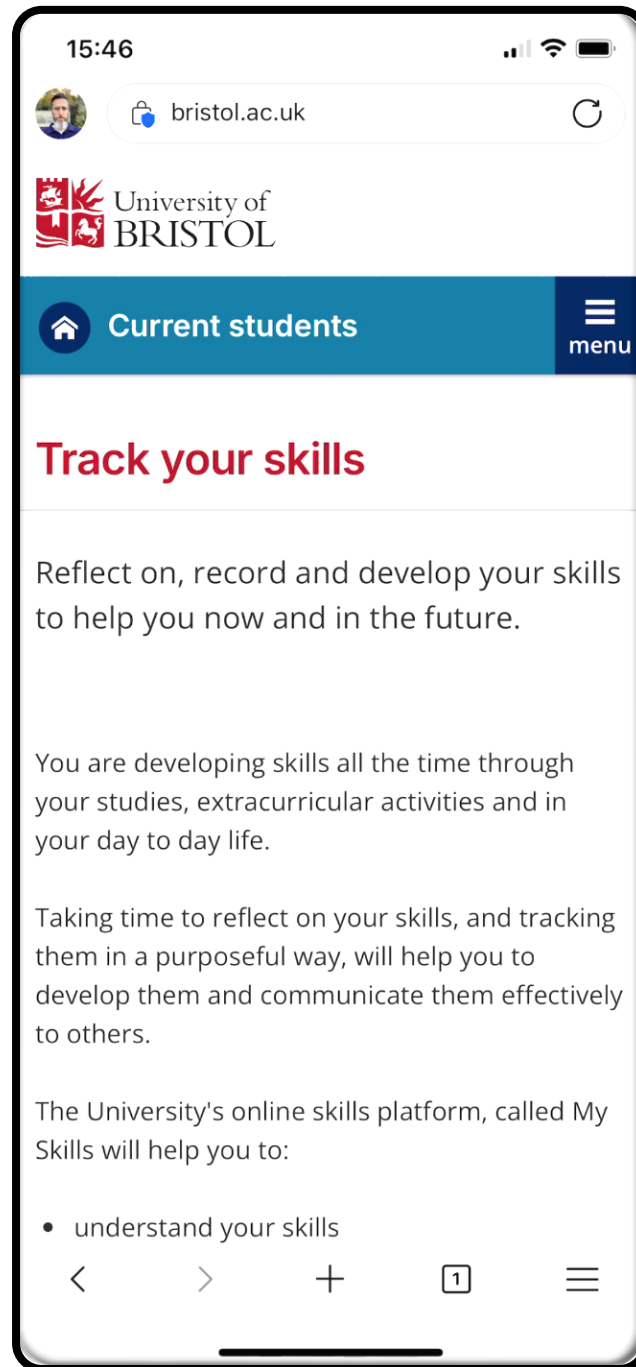
What Will I Become?

9. Ready For The Future

a. Confident in using digital tools

Select the statement that's most relevant to you now

○ **Developing:** I recognise the benefits of using digital tools but have limited experience of them. I need to develop my confidence in selecting the right digital tools, beyond those I am familiar with.

○ **Competent:** I can use some digital tools but sometimes find myself thinking 'there must be a better way of doing this'. This prompts me to seek out more effective solutions and try them out.

○ **Proficient:** I use a range of digital tools and usually select the most appropriate tool for the job. I keep up to date with developments in digital tools, can assess how they might be used, and have the confidence to try them out.

○ **Advanced:** I have mastered a wide range of digital tools. I'm confident in their use and can select the most appropriate tool for a given task. I research new tools to help me be more efficient and effective. Others recognise my confidence in using digital tools.

MY SKILLS

Skills check

Volunteering at East Bristol foodbank

📅 09.11.2023

I volunteer on a weekly basis at the East Bristol foodbank, in the food collection and ...

WORK WELL WITH OTHERS

WORK WELL ACROSS COMMUNITIES

Student representative for my degree programme

📅 09.11.2023

This year I have been the student representative for my course year group. I ...

WORK WELL INDEPENDENTLY

WORK WELL WITH OTHERS

Online wellbeing course

📅 09.11.2023

I completed an online 'How to enhance your wellbeing alongside your studies' course o...

PROACTIVE ABOUT MY WELLBEING

CLEAR ABOUT MY DIRECTION

Leading group coursework project

📅 09.11.2023

I volunteered to take the lead on a group coursework project. Working with four othe...

ACADEMIC SKILLS

KNOWLEDGE HANDLING SKILLS

WORK WELL WITH OTHERS

Call centre job last summer

📅 09.11.2023

I worked as a call centre operator for a charity last summer. This helped me to dev...

WORK WELL WITH OTHERS

WORK WELL ACROSS COMMUNITIES

End of year coursework project for Critical Thinking

📅 09.11.2023

My end of year coursework project on my Critical Thinking module required me to de...

ACADEMIC SKILLS   RESEARCH SKILLS

KNOWLEDGE HANDLING SKILLS

09.11.2023

Volunteering at East Bristol foodbank

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WORK WELL WITH OTHERS

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WORK WELL INDEPENDENTLY

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ACADEMIC SKILLS
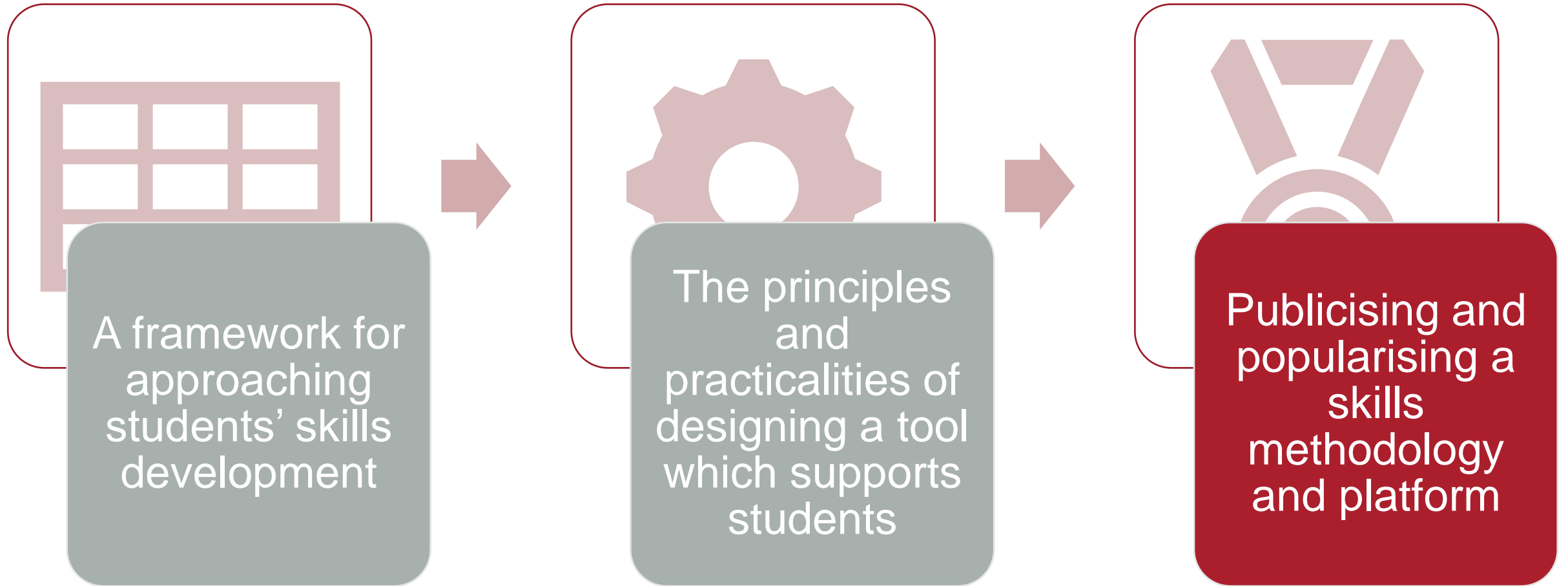
KNOWLEDGE HANDLING SKILL

WORK WELL WITH OTHERS

Volunteering at East Bristol foodbank

I volunteer on a weekly basis at the East Bristol foodbank, in the food collection and sorting areas.

Reflections

Taking responsibility for the organisation of foodbank donations into different categories of need and distribution has allowed me to develop my ability to organise and use initiative. Working with other volunteers from a variety of backgrounds has allowed me to develop skills in communication and working with others.

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PILOTS (23/24)

In **each faculty**, spanning:

- pre-sessional training
- skills units
- intended learning outcomes

In **extracurricular settings**, including:

- Sports, Exercise and Health
- Bristol SU
- Student Inclusion
- Study Skills

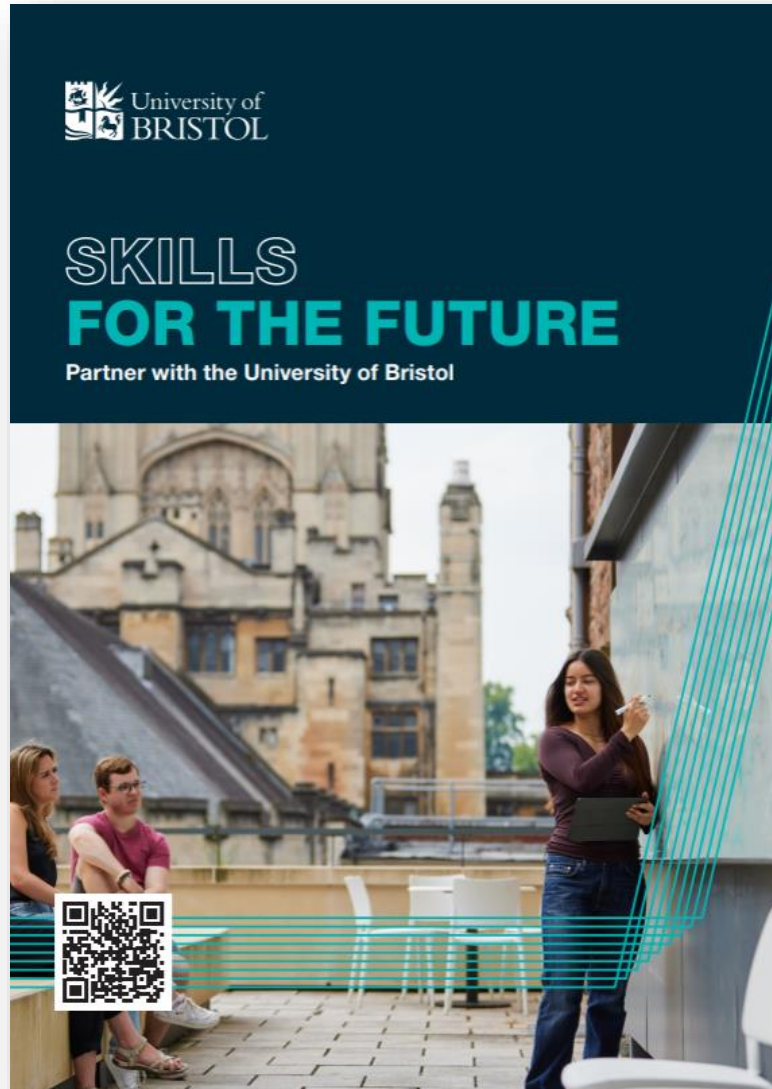bristol.ac.uk/myskills

LAUNCHED TO STAFF

LAUNCHED TO STUDENTS

"

From taking up cheerleading as a new sport in my first year of university, to becoming a competition team captain in my final year, my time with Bristol Jets Cheerleading Squad has developed my personal and professional skillset in ways I couldn't have imagined.

LAUNCHED TO EMPLOYERS

ROLLOUT (24/25) WITH £25k FUNDING

1. **Education**: National Education Nature Park challenge
2. **Law**: students as dealmakers
3. **Dentistry**: General Dental Council response
4. **Humanities**: NSS questions 6 and 9
5. **Psychology**: alumni Insights for the Bristol Skills Profile
6. **Modern Languages**: My Skills and the year abroad podcast series
7. **Economics**: authentic assessment in the age of AI
8. **Biological Sciences**: Embedding skills into the assessment and feedback portfolio
9. **Anthropology and Archaeology**: King's Weston Roman Villa Heritage Engagement Project
10. **SPAIS**: integrating skills into applied learning opportunities
11. **Bristol Institute of Learning and Teaching**: facilitating student engagement with feedback
12. **Careers**: enhancing and improving pathways within the My Skills platform
13. **Bristol SU**: Recognition and visibility of skill development through volunteering

SKILLS DATA

Data from the My Skills platform

Current

How well has your course developed your knowledge and skills that you think you will need for your future?

Medium-term

I am utilising what I learnt during my studies in my current work

Long-term

All   EDIT Shared   Careers Service

File   Share   Export   Subscribe   ...

Education Data and Insight - Careers

Graduate Outcomes

    Guidance

    Single Year Overview

    Employment Detail

Engagement

My Skills

    Guidance

    Skills checks engagement

    Skill levels

    Skill level comparisons

← Go back

My Skills | Skills checks engagement   2024/25

Skills check completed date

01/08/2024   13/02/2025

8.0%
of students

2,857
Students

35,740
Student population

● Has skills check   ● No skills check

Population   % with skills checks

Population characteristics
- ● Faculty
- ○ Department/School
- ○ Fee status
- ○ Sex
- ○ Disability
- ○ Career Readiness
- ○ Level of study
- ○ Stage of study
- ○ Has a WP module
- ○ Geographical area
- ○ Has recent work experience

10K

5K

5.6K   5.6K   4.0K   3.3K   4.3K   10.1K

0K   0.8K

Arts   Engineering   Health Sciences   Life Sciences   Science   Social Sciences and Law

Faculty

● New skills checks completed in week   ● Total skills checks

3K

2K

1K

0K

Sep 2024   Oct 2024   Nov 2024   Dec 2024   Jan 2025   Feb 2025

Week ending

93%

TOP TIPS

1	2	3	4	5
Get your PVC-E on board (find a hook)	Co-create (but selectively)	Skills not employability skills	Create a broad steering group	Create a narrative

6	7	8	9	10
Focus on embedding skills not platform uptake	But get a platform and get uptake	Pick a broad range of pilots	Use the data from the platform	Have a comms and content plan

News

+ Add ⌄

Innovative Learning in Modern Languages: Bristol Skills Profile Training

In December 2024, the School of Modern Languages hosted a training session for academic...
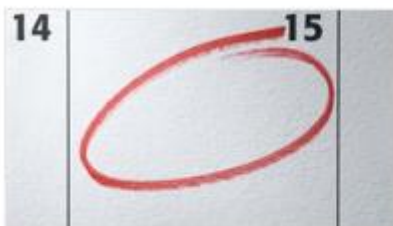
Francis Peppett 23 January
277 views

Thirteen projects awarded Bristol Skills Profile funding

After careful consideration by the Bristol Skills Profile steering group, thirteen projects were...

Stuart Johnson 10 January
353 views

Final call for round-2 of the funding bids

We've had some good responses to round-2 of the funding call , but if you're interested...

Stuart Johnson 12 December 2024
227 views

Developing students' skills through your teaching and assessment

On 13 November 2024, we welcomed 100 Programme Directors, Faculty and School...

Naomi Love 4 December 2024
308 views

AND IT HELPS EVERYTHING*

Transition in	Personal tutoring	Programme design	Authentic assessment	Intended learning outcomes
PG Cert in Academic Practice	External benchmarking	Employability award	Student leader/rep development	Student satisfaction
Pedagogy	Student wellbeing	Themed requirements	Transition out	Alumni narrative

* Well, lots of things

THANK YOU

University of BRISTOL