

**The OD Question** (explored on 3<sup>rd</sup> December 2021) at the **ODN Europe network meeting** with representatives from NHS, HMRC, MoD, University of Liverpool, LJMU, Liverpool Combined Authority, Ai Law, hosted by Ai Change Management.

**How do we align the needs of employers with those who are working to prepare students for work? What are the skills needed, the frameworks used to assess competence?**

**Strategic Requirement** (how can things get done?)

Opportunity wall - what do students need what can employers offer?

Create a bridge between education and employment

Work together

Develop an approach to improve recruitment

**What do students need?**

CV writing interview skills coaching and mentoring offer

Interviewing skills

Star competency-based skills development

Leadership behaviours framework

Work experience during studies

Work based learning is our policy at LJMU - we need 7000 projects

Employment charter

Social skills

**Communication** (Continuing the conversation)

Interested in having a way of contacting members of the group in between meetings -either a social or media space distribution list

I would like to be able to connect members of the group

I'd be interested to attend another group when I am more established in my new role within group

**Ideas**

Connect with any NHS recruitment managers forum

Tap into any NHS talent team national regional and local

Happy to share details of HMRCs outreach activity with a wider group

I'd also like to link up with university leads to explore setting up a mentoring programme for students from a BAME background

**Comments**

I've really enjoyed the afternoon it was great to meet such a diverse group - interesting to find that we all share common goals.

Civil service cradle to grave professions and professionals

Help employers be more appealing for students to consider different routes into the career or profession of choice

What is good or bad employment

Only 5% of any staff under 25 years old

Adaptability and flexibility

See staff as customers and respond to their needs

**Questions**

What is the work model of the future portfolio model?

What can we learn from the students – how do they prefer to be interviewed