



# 21<sup>ST</sup> CENTURY LEADERS.

Building employability through higher education.

Employers want all higher education students to enter work with practical management and leadership skills – not just those graduating with business and management degrees. We surveyed 1,045 managers, 837 business and management students and carried out 13 case studies of universities that are delivering innovative practices to improve student employability.



**7 in 10** employers want management, enterprise and leadership modules integrated into all degree subjects to boost employability.



**85%** of employers want students to have work experience. Yet only **29%** say they actually offer placements.



**66%** of employers say students should graduate with professional qualifications.



**75%** of business students look for degrees that combine professional body accreditation.

*“Every graduate should leave education with a professional qualification to enhance their employability – and, as CMI’s data show, it also increases student satisfaction scores for universities. Employers must now work with higher education and professional bodies to create a skilled workforce ready to meet the business challenges of the 21st century.”*

Ian Myson, Director of Higher Education Partnerships, CMI



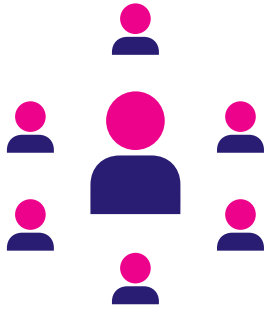
**Three in five** employers say they expect graduates to have practical management and leadership skills.

Download the full report and university case studies at: [www.managers.org.uk/21CenLeaders](http://www.managers.org.uk/21CenLeaders)  
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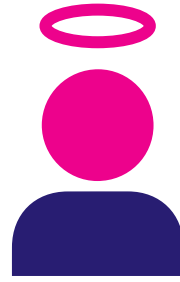
## The top five professional abilities employers want in new managers are:



Taking responsibility



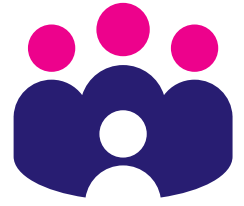
People management skills



Honest and ethical



Problem solving and critical analysis



Collaboration and team-working

## Recommendations for universities and employers



1. Give all learners management and leadership skills to improve employability



2. Develop practical, professional skills and behaviours



3. Improve opportunities to get experience of work



4. Make students more aware of the skills they've acquired



5. Meet learner and employer demand for professional standards through dual accreditation



6. Expand the reach of degree apprenticeships



7. Build partnerships to improve employability



8. Prepare students for opportunities and independence in SMEs

### Become a Partner

CMI works with universities to deliver dual accredited programmes that produce work-ready graduates. Gaining a degree with a professional qualification sets graduates on a CMI accredited course apart, helping them develop the skills they need to become tomorrow's leaders.

For more information on all of CMI's services, visit [www.managers.org.uk/partnerresources](http://www.managers.org.uk/partnerresources)

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