**Employer Advisory Boards: Implementation plan**

**Faculty: SBS**

**Dept.: Finance, Accounting & Business Systems (FABS)**

**Subject Area: Finance, Accounting, Business Systems, Economics**

***Course (S):***

**EAB Lead:** Dr Jonathan Gorst

**Please identify below which category your EAB is operating within for 2019-2020: 1, 2 or 3**

1. Starting from scratch (Need to start now) ~~Yes~~ | NO
2. Have EAB but weak HSE outcomes (It’s time to change) ~~Yes~~ | NO
3. Have an established EAB and good HSE (Need to review) Yes | ~~NO~~

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| **Category** | https://media-public.canva.com/MADBydlVqEM/2/thumbnail_large.png**Starting from scratch**  **(Need to start now)** | https://media-public.canva.com/MADByeJr70A/2/thumbnail_large.png**Have EAB but weak HSE outcomes**  **(It’s time to change)** | **Have an established EAB and good HSE (Need to review)**https://media-public.canva.com/MADByRQmsGg/2/thumbnail_large.png |
| **Next steps** | - Need an employer board in next academic year  - Templates and training (June/July) to save you time – but NOT there to dictate  - Use timeline to work out what you need to do NOW  - Attend existing successful board to observe and learn  - Better to do one well in March 2020 than doing it badly in Sep  - Choose employer ‘friendly’ staff to lead/chair groups  - Keep it simple | - You need a plan  - Refocus current EAB on HSE or create a complementary one focussed on HSE  - Use templates, tips and training (June/July) to help you do this quickly and think differently  - Focus on group membership mix, actual employers and employment destinations of your students, agenda items linked to employment and employability | - Opportune time to reflect, refresh, review, critique  - Look at your membership mix, tenure, sector and diversity representation  - Can you leverage these boards more for brand advocacy, research, knowledge transfer, student recruitment or more?  - Are they lively, engaging and memorable?  - Tips and best practice ideas can help |

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| **Actions** - e.g. proposed date(s), membership, ambitions, impact, membership, application to wider activity, agenda items, Communications, etc. | **Timescale** | **Owner(s)** |

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| **Background:**  Executives in Residence (EiR) - All of FABS Advisory Group members are formally recognised as Executives in Residence, or Entrepreneurs in Residence (EniR) of Sheffield Business School. The department currently has 33 EiRs (32) and EniR (1) who regularly support the department. They represent a number of different types of organisations including SMEs; LEs; Professional Bodies; Support Organisations who operate either locally, nationally and globally.  The EiRs are people who are at different stages of their careers from people who are just a few years from graduating, through to Chief Executives of large companies and onto people who have had a wide and varied career and have now returned from their first career and are pursuing consultancy opportunities.  **2018/19**  2 Advisory Group meetings during 2018/19. Themes:   * The future of work * BAME - the advisory group was followed by the Departmental Management Lecture which was given by one of the EiRs and supported by about 10 others   Each event had about 20 participants. |  |  |

**Academic Year 2019/20 - 3 Events planned**

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| **Actions** - e.g. proposed date(s), membership, ambitions, impact, membership, application to wider activity, agenda items, Communications, etc. | **Timescale** | **Owner(s)** |

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| September 11 - Selected members of the Advisory Group were invited to support (and in some cases host) the department away day which focused on employability and industries requirements from future graduates.  The departments 3 subject groups all went to different employer locations to undertake discussions around our current curriculum to ensure that we were future proofing out products. Executives in Residence supported these sessions by providing their view of the skills and attributes that graduates will need in the future in their discipline area. The sessions were hosted by Grant Thornton; Yorkshire Bank; Jaywing | EE Lead; HoD | EE Lead; DHoD; HoD |
| November 12 - Advisory Group Meeting. The Advisory Group has been planned to correspond with Graduation and will involve advisory group members attending Prize Giving , Graduation as well as taking part in discussions - topic tbc. this event is about giving the EiRs a memorable experience | 12 November | EE Lead; HoD |
| May 2020 - Advisory Group Meeting - Date to be confirmed | Confirm date by end of December 2019 | EE Lead; HoD |

**Areas of improvement**

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| **Actions** - e.g. proposed date(s), membership, ambitions, impact, membership, application to wider activity, agenda items, Communications, etc. | **Timescale** | **Owner(s)** |

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| ***Diversification of group:***  The department has worked hard to ensure that we have a diverse group of people as far as possible. In terms of a gender split we have 18 males and 15 females. In terms of our BAME make up we recognise that there is still some work to do in order to make the group more representative. At the moment 3 members are not White / British. We do have representations from Women in Business Network and the Yorkshire Asian Business Association.  In terms of types of organisation this is broken down as follows:   * SMEs 17 * LEs 16 * Local 22 * National 18 * Global 12   We also invite the department's student representatives to attend the Advisory Group meetings.  ***Economics Subject Area:***  The Economics subject area is not directly represented, although we do have access to Economists through the bank representatives. We are working towards recruiting an Economist to the group. | Ongoing  By December 2019 | FABS Leadership Team  EE Lead; HoD; DHoD; F&D Subject Group Leader |

To be completed and submitted to Esther Kent [E.L.Kent@shu.ac.uk](mailto:E.L.Kent@shu.ac.uk) for each department by 20th September 2019.