

## 将学生可雇佣性的培养融入课程：约克大学的经验

Embedding Student Employability into the Curriculum: Experiences from the University of York

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### Summary

This paper examines the definition of employability in terms of its translation from English into Chinese. As there is currently little Chinese-language research into employability, it is suggested that the Chinese term for employability be re-defined.

The traditional translation of employability is *jiù yè* (就业), which means “the ability to be employed”. However, it is argued that “the ability to find a job” is rather too vague and broad a definition to describe employability. A better translation, *kě gù yòng xìng* (可雇佣性) is suggested to replace *jiù yè* as a new definition of employability in Chinese. The new term, *kě gù yòng xìng*, describes the combination of the personality, knowledge, skills and characteristics a successful employee should possess.

This paper also discusses the reason why it is important to integrate employability into the curriculum. Firstly, most Chinese students—particularly those from disadvantaged backgrounds—do not generally receive careers guidance within their university careers. It is very common for students to feel confused and lacking direction on reaching the final year of university. By embedding employability into the curriculum, students can gain the knowledge and guidance they need, from within their academic studies, and consequently become more employable. The second reason is that the information to which careers advisors and teachers have access may not be in line with current developments in the Higher Education environment. It is sometimes observed that the information they provide is out of date or even incorrect. As a result, it is important to embed employability into the curriculum in China.

A number of literature findings are discussed in this paper. Also, the University of York is given as a good example for embedding employability into the curriculum. It is suggested that the practice of designing new academic modules—as well as stand-alone activities such as the York Award—be followed.