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Higher
Education
Achievement
Report

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HEAR the whole story.

Your Higher Education Achievement Report toolkit

HEAR is here

The Higher Education Achievement Report, or HEAR for short, has the potential to change the face of graduate recruitment.

Designed to enhance the recording of student achievement, the HEAR will bring clarity and detail to an employer's selection process. It will better equip students to show employers everything that they did at University, allowing them to demonstrate the full breadth of their capabilities. Furthermore, employers will be able to make far more informed decisions about the people they choose to become part of their business.

The HEAR will give you, the employer, a far clearer picture of your potential graduate hires. Hopefully this document will provide you with a better understanding of the HEAR.

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What is HEAR?

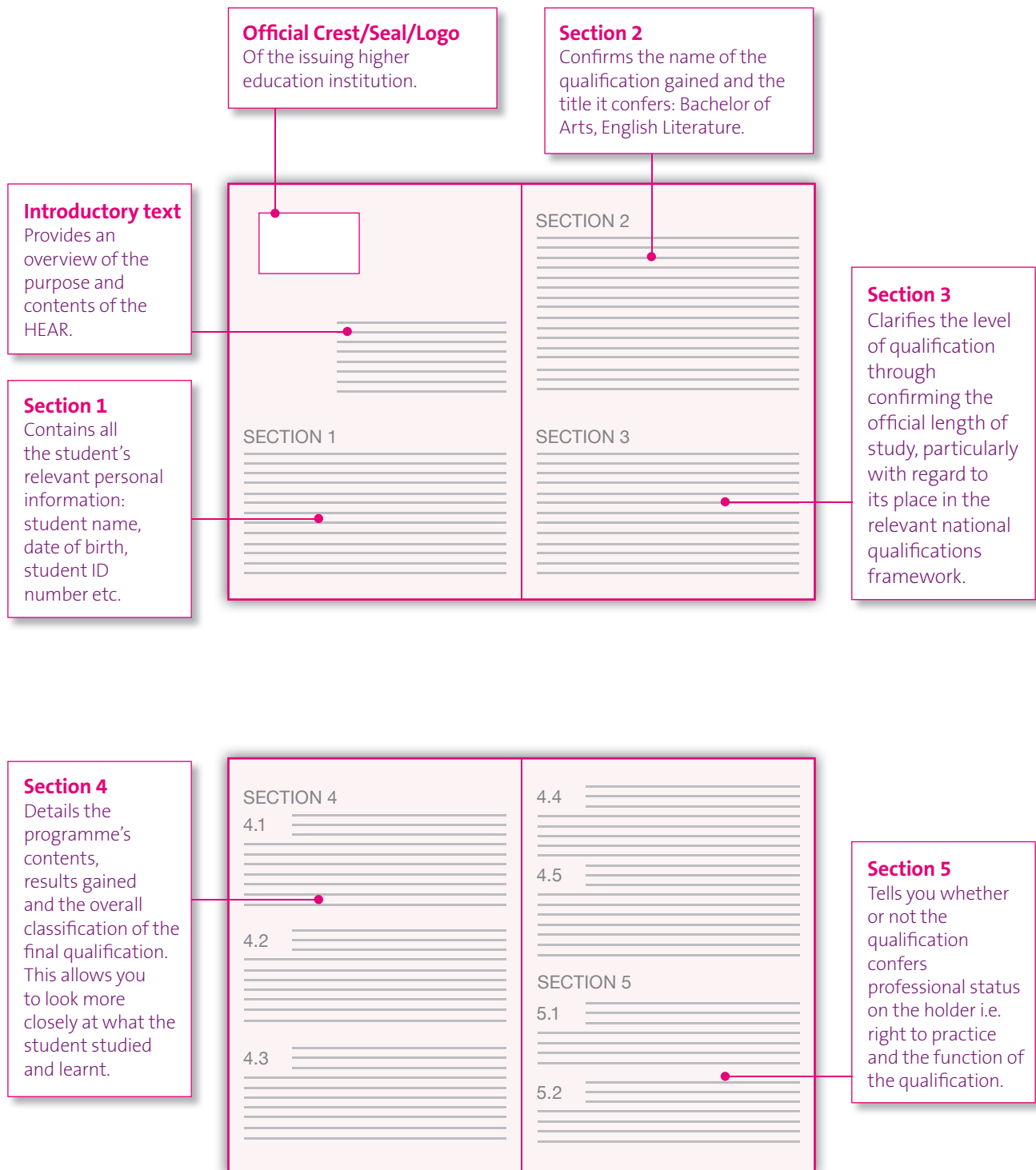
The HEAR is a detailed, standardised and authenticated record of a student's higher education achievements. It is neither a replacement for traditional degree certificates or degree classifications nor is it a ready-made CV. It will enrich rather than replace. From now onwards, more and more new graduates will leave higher education with a HEAR.

Produced to a standard template to ensure consistency, HEARs are electronic documents that are compiled throughout the student's entire higher education career. HEARs will provide a rich and fully rounded picture of each student's higher education experience. They will do this by recording the:

- specific contents of the programme studied
- knowledge and understanding that this programme will have imparted
- intellectual and practical skills that will have been developed, and
- information that goes beyond academic achievement, such as additional awards, recognised activities and university prizes.

Every single HEAR will be prepared and signed off by a higher education institution. And, with the student's permission, employers can access verified information at any stage of a student's higher education career.

A brief look at the HEAR



A brief look at the HEAR

Section 6

Is a key part of the HEAR. This section paints a rich picture of each student's achievements. Additional awards, activities and interests – both academic and non-academic – are discussed. All are verified by the institution.

The diagram shows a representation of the HEAR form layout. It is divided into two main columns. The left column is labeled 'SECTION 6' and contains a sub-section '6.1' followed by several horizontal lines for text entry. A red dot is placed on the first line of this section, with a vertical line extending upwards to the 'Section 6' callout box. The right column contains a sub-section '6.2' with horizontal lines, followed by 'SECTION 7' which includes a 'Signature' line with a red dot and horizontal lines, and 'SECTION 8' with horizontal lines. A red dot is placed on the bottom line of Section 8, with a vertical line extending downwards to the 'Section 8' callout box. Another red dot is placed on the signature line, with a horizontal line extending to the right to the 'Section 7' callout box.

Section 7

Is the all-important formal authentication of the HEAR.

Section 8

Contains a web link reference to a description of the national higher education system to which the qualification and institution belongs.

Why does the HEAR matter?

It matters because of everything it offers both students and employers. For students, the HEAR presents the opportunity to let their true capabilities shine through and better represent their full range of skills. For employers, it means:

Better insight

You'll be able to access better, more detailed information about the performance of applicants during their time in higher education. This makes it easier to differentiate between candidates.

Confidence

As the issuing higher education institution signs them off, HEARs are authenticated and validated.

Accessibility

You will be able to access your applicants' HEARs before they graduate, which will help when it comes to recruiting interns during the academic year.

Ease

Being an electronic document, the HEAR will allow you to see key information about a candidate far quicker than before in a consistent format.

A broader view

You'll be able to learn more about the skills and capabilities of each candidate – their extra-curricular university activities and their potential. This will help you identify candidates with the right skills, personality and approach for your organisation.

A long-term view

The HEAR is designed to underpin continued learning and professional development. You'll be able to use the information they contain to plan your candidates' future growth.

The top ten reasons why you should support the HEAR

1.

They create deeper, more rounded records of achievement that allow students to show off their strengths and distinguish themselves.

2.

They are a broader expression of a candidate's abilities. The inclusion of non-academic skills encourages students to embrace the broader skills and experiences that increase employability.

3.

HEARs show a candidate's entire university journey, allowing you to identify consistent performers.

4.

They help to level the playing field by lessening the reliance on beautifully (and possibly professionally) created CVs.

5.

HEARs are university ratified, so help discourage CV fraud. They'll save you the time and money involved in checking the integrity of CVs.

6.

They'll enhance your existing recruitment processes by helping you quantify experiences, better understand competencies and identify the right cultural fit.

7.

They help to restore the importance of employability by enabling students to highlight their extracurricular experiences, whether it is through work or general interests.

8.

HEARs can be used to signpost training and development, by allowing you to determine future needs and begin planning the development programmes that will meet these.

9.

Because HEARs are transcripts, they will enhance the degree classification and have the potential to provide better applications to employers.

10.

HEARs help graduates better articulate their experiences, which will lead to better applications and therefore greater clarity for employers.

Key misconceptions, and why they're wrong

X THE MISCONCEPTION

The HEAR downgrades the award of a 2:1.

✓ THE TRUTH

The HEAR qualifies and deepens the award of a 2:1, by showing everything that went into it.

X THE MISCONCEPTION

HEARs challenge existing recruitment processes and competency frameworks.

✓ THE TRUTH

HEARs introduce a further 'window' into the type and level of skills that candidates have developed.

X THE MISCONCEPTION

The HEAR will make all students look the same.

✓ THE TRUTH

While the HEAR will undoubtedly encourage social mobility, it highlights the student journey and not just the end result.

X THE MISCONCEPTION

The HEAR lacks credibility because not every university has adopted it.

✓ THE TRUTH

It's true that it has not yet been adopted by all universities, but 50% already have. There is every sign that this will continue to snowball, as students start requesting it, and employers start to feel the benefit.

What next?

The HEAR has the full endorsement of the National Union of Students, half of the UK's universities and a host of employers and professional bodies. It has also been officially endorsed by the government and Guild HE; so its growth is already well underway.

If you want to know more about the HEAR – how you could (and why you should) make it part of your graduate recruitment process, please get in touch with us here at the AGR. We would be delighted to speak to you.

www.agr.org.uk

www.hear.ac.uk

