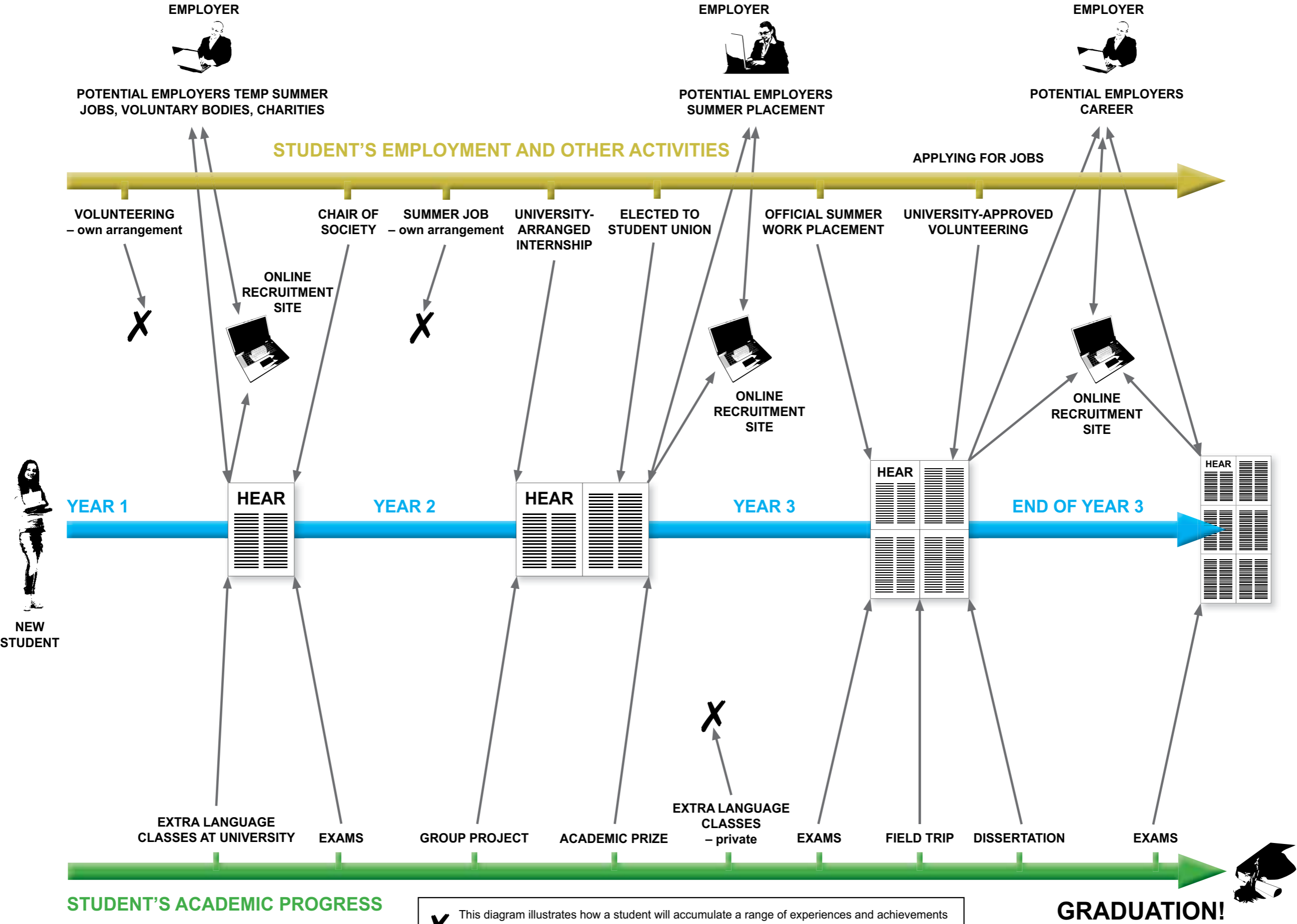


How the HEAR can be built up and used



X This diagram illustrates how a student will accumulate a range of experiences and achievements which then go into the HEAR (and some which do not, marked with an 'X') and points at which different employers might access the HEAR to find out about the student.

Employers' Guide to Using the Higher Education Achievement Report

From now onwards, increasing numbers of new graduates will be leaving higher education with a Higher Education Achievement Report - a HEAR.

The HEAR is an electronic document, prepared, validated and signed off by a higher education institution, which provides a record of a student's achievement during their time in higher education. All HEARs will be in electronic format and will follow a standard template, updated at specific points.

Higher education institutions start compiling the HEAR when the student enrolls so it is a cumulative document, but is final when issued at graduation.

The HEAR will be accessible by potential employers (with the student's permission) at any point during the student's academic career and afterwards. It will enable employers to access better, more detailed, information about the performance of student/graduate applicants.

The enclosed diagram illustrates how a student will accumulate a range of experiences and achievements which then go into the HEAR (and some which do not, marked with an 'X') and points at which different employers might access the HEAR to find out about the student.

A suite of documents and resources have accompanied the announcement of the changes. A set of materials and resources, dedicated to employers, including introductory text, an Employers' Quick Guide and a more technical Employers' Detailed Guide are available on the HEAR website at www.heacademy.ac.uk/hear

Employers' GUIDE TO USING the Higher Education Achievement Report