

Network visualisations

Notes on the diagrams

1 We defined connectivity to be the number of connections that the person made themselves within their network. There was no real correlation between level of connectivity and the size of a person's network, i.e. between connectivity and connectedness, but connectivity was closely related to people's ability to find jobs and see opportunities around them. The more connective people were, the more likely they were to have professional friends.

2 Most jobs came through connections. The people who were more likely to connect people they knew to jobs were also the most likely to be connected to jobs themselves.

3 The capture of a person's network includes its diversity, and the range of uses it can be put to. Here we asked people how close they were to a diverse set of people and how easy it would be for them to find jobs for people with particular sets of skills.

4 Lily and Steve both feel that they are stuck in relation to work. Lily is long-term unemployed, and Steve has been cycling in and out of work for years. Both have small networks, are not very connective and have very few new friends. We think there are specific kinds of support that could help them become more connective and develop more nourishing networks.

5 Networks change over time. We found that the more different situations a person is exposed to, the more chance they have of developing networks that support employability. In this diagram, we track the network development of four middle class designers over a period in which they go through higher education, move country and enter the jobs market. All are particularly successful in using their networks for employability. Now we are building on the insights from their journeys to work out how to support people in different situations to develop some of the capabilities and attitudes that would help them to build their own networks for employability.

Nodes / Status

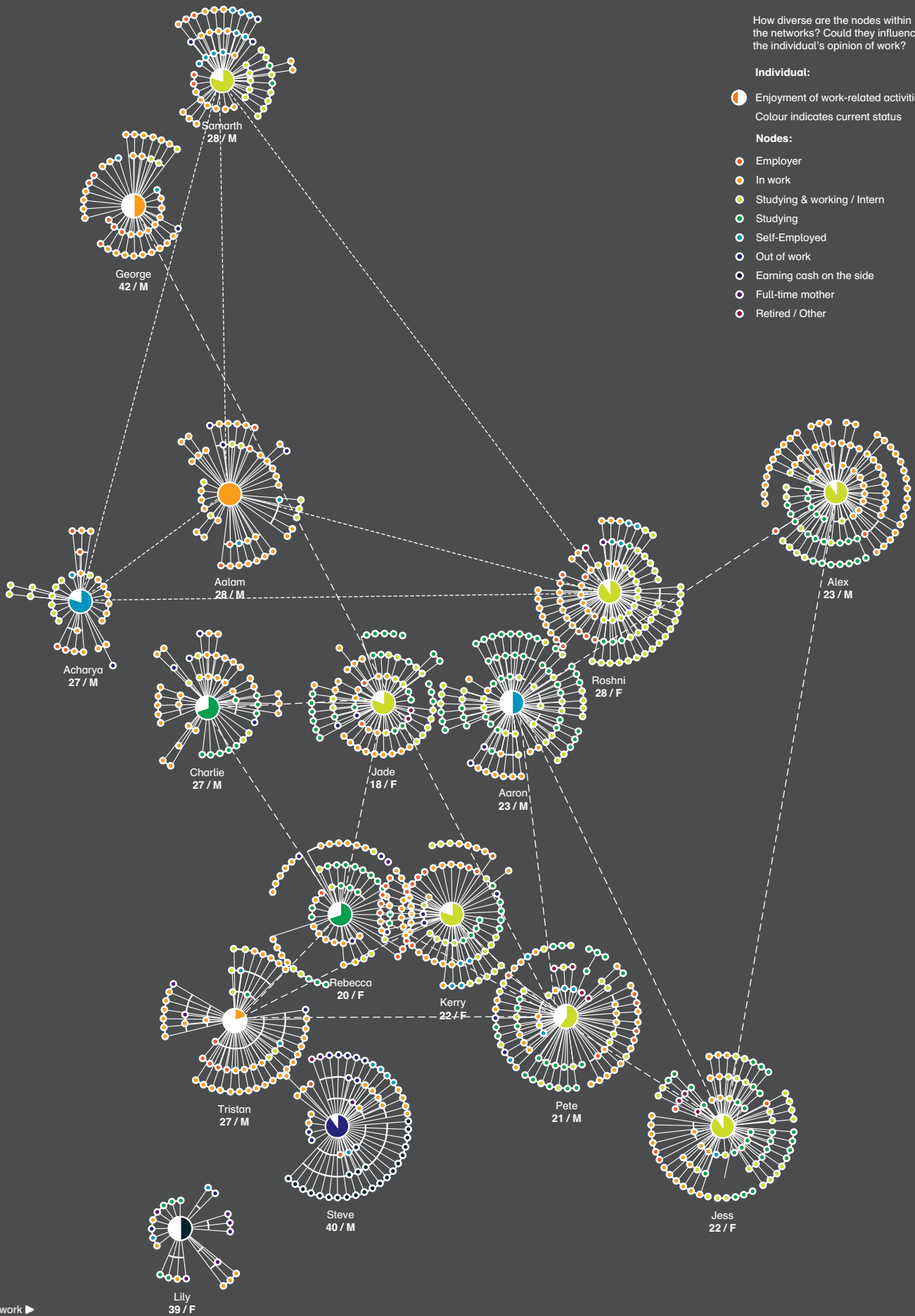
How diverse are the nodes within the networks? Could they influence the individual's opinion of work?

Individual:

- Employment of work-related activities
Colour indicates current status

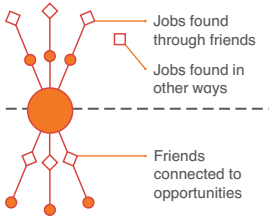
Nodes:

- Employer
- In work
- Studying & working / Intern
- Studying
- Self-Employed
- Out of work
- Earning cash on the side
- Full-time mother
- Retired / Other

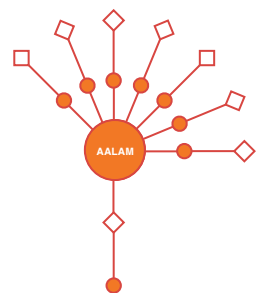
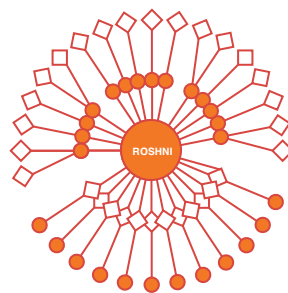
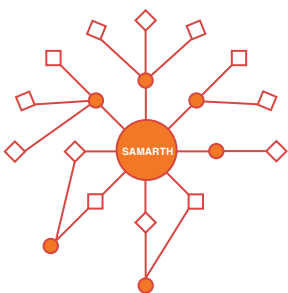
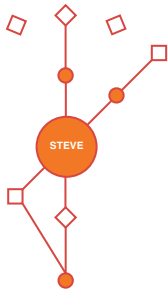
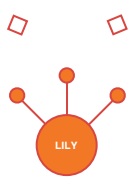
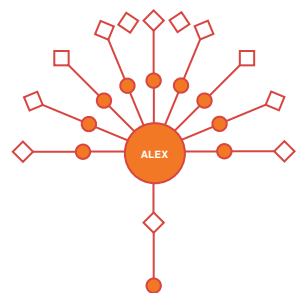
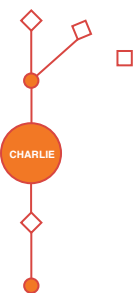
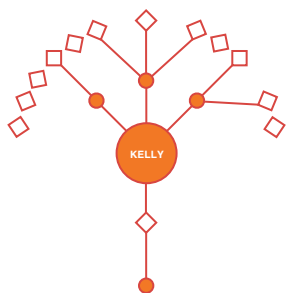
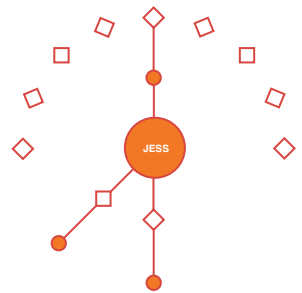
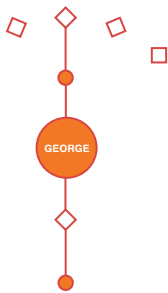
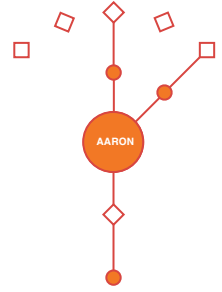
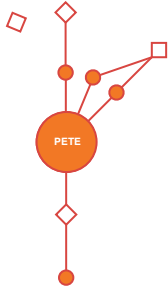
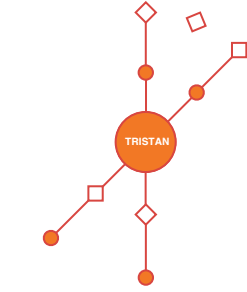


▲ connectivity
► size of network

Networks / Employment History

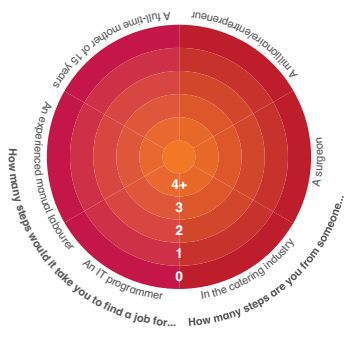


How many jobs have the individuals had? Have they used their networks to find work or to connect friends to work opportunities?



Journeys / Capture

How diverse and efficient are the nodes and connections within the networks? Do the networks connect individuals to different skills and knowledge?



Tristan



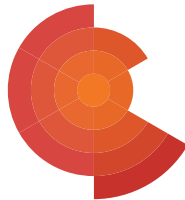
Pete



Rebecca



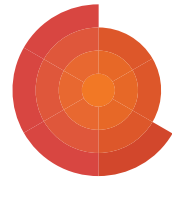
Aaron



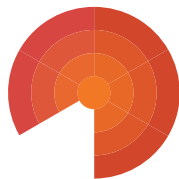
George



Jade



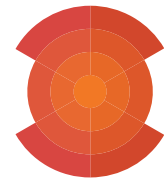
Jess



Kelly



Charlie



Alex



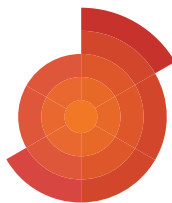
Lily



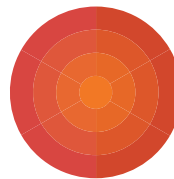
Steve



Acharya



Samarth

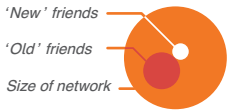


Roshni



Aalam

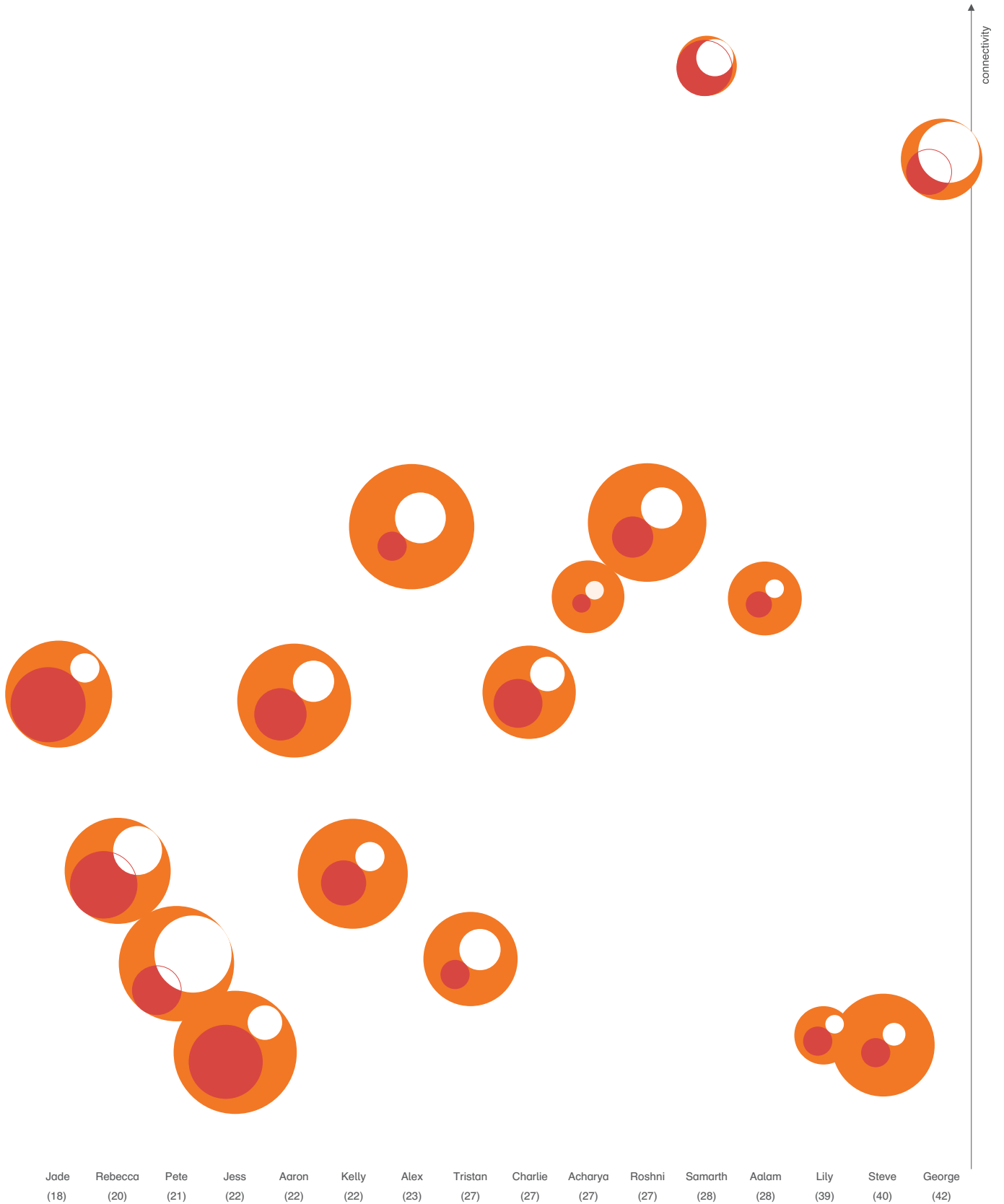
Networks:



The terms 'New' and 'Old' friend were defined by each individual

Flow / Growth

How much do the networks change shape? How many 'new friends' and 'old friends' do the individuals include in their networks and how is this affected by age?



Individual:

- Enjoyment of work-related activities
- Colour indicates current status

Nodes:

- Employer
- In work
- Studying & working / Intern
- Studying
- Self-Employed
- Out of work
- Earning cash on the side
- Full-time mother
- Retired / Other

Nodes / Status over time

How have the networks changed shape for our third network of friends? Has this influenced individuals' choices and opportunities with relation to work?

