

EMPLOYABILITY STRATEGY 2016-2020



Document Title:	<i>Employability Strategy 2016-2020</i>
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Approving Body:	Senate
Date of Approval:	14 June 2017
Date Effective From:	14 June 2017
Review Date:	01 September 2019
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Summary: This Employability Strategy sets out, in broad terms, the means by which we intend to enhance the employability of our graduates and how we will measure our progress.	

Employability Strategy 2016-2020

STRATEGIC CONTEXT

The University has set out its commitment to enhance graduate employability in the 'Strategic Plan 2015-2020':

1.4 A Resolute Focus on Graduate Employability

Enhanced graduate employability is a vital outcome from all our programmes.

We will:

1.4.1 Ensure that employability is embedded as part of all programmes so that our graduates and postgraduates are equipped with the skills and experience necessary to progress to fulfilling professional careers, entrepreneurial or creative endeavour, postgraduate study, or research.

1.4.2 Ensure that every student has the opportunity to engage with accredited work placements, volunteering or an internship during their studies, including some international opportunities, and that every student is encouraged to take advantage of those opportunities.

1.4.3 Expand our graduate internships offer.

1.4.4 Create the conditions and experiences for all students to assist them in identifying and developing their sense of vocation.

1.4.5 Collaborate actively with employers, and seek their advice as part of an ongoing and open dialogue.

1.4.6 Ensure that all our undergraduate programmes have taught postgraduate progression routes, designed where appropriate with industry partners.

1.4.7 Use the tools of insight management to effect rapid and continuous improvement in our employability outcomes.

This Employability Strategy sets out, in broad terms, the means by which we intend to enhance the employability of our graduates and how we will measure our progress. The five strategic priorities are as follows:

STRATEGIC PRIORITY 1

We will create opportunities within the curriculum to enable students to develop their employability skills in practical contexts

	Key Objectives
1.1	Every student will have the opportunity to engage with work-related learning (e.g. volunteering, work experience, internships or placements) as part of their degree
1.2	We will enable students to gain employability skills through undertaking study internationally
1.3	We will engage with alumni in order to draw on their experience and advice in promoting graduate employability
1.4	The Careers Service, through the Faculty Employability Advisers, will continue delivering tailored employability support to departments

STRATEGIC PRIORITY 2

We will support opportunities outside the curriculum for students to participate in employability-enhancing initiatives

	Key Objectives
2.1	We will maintain and further develop partnerships with employers, charities and other organisations, governors and alumni to increase opportunities for students to carry out work experience, internships and volunteering, and explore setting up their own businesses
2.2	The Student Union will continue to develop students' employability skills through providing training and networking opportunities, encouraging students to partake in a range of student engagement opportunities
2.3	The Careers Service will continue to promote opportunities for students to enhance their employability and will provide a central programme of careers/employability events including the annual WOW (Winchester Opportunities Week) and Employability and Skills Weeks activities
2.4	Faculties/departments will continue to develop employability-enhancing opportunities for students e.g. student helpers within departments at Open Days, WRAP projects.
2.5	We will continue to provide links for students to outward-facing University events and external events to enhance networking opportunities for students
2.6	Students will be encouraged to engage with the Winchester Hub, giving them the opportunity to address educational disadvantage through Schools Plus, prepare for social impact careers, support critical engagement with international volunteering and access a programme of leadership development

STRATEGIC PRIORITY 3

Provide opportunities for students to reflect on the competences they have acquired through carrying out employability enhancing activities, and the value of these attributes to employers

	Key Objectives
3.1	We will ensure all students leave Winchester aware of the skills they have developed through studying their course, and with the confidence to articulate these to their chosen employer as part of the application process and at interview
3.2	We will provide models of assessment techniques to support the development of reflective practices relating to employability
3.3	We will encourage students to engage with Section 6.1 of the Higher Education Achievement Report (HEAR) and reflect on their experiences

STRATEGIC PRIORITY 4

Support students to undertake further academic study and opportunities after they graduate in order to further enhance their skills

	Key Objectives
4.1	All undergraduate programmes will have taught postgraduate progression routes designed where appropriate with industry partners
4.2	We will provide an alumni scholarship scheme for our graduates to encourage them to continue studying at the University
4.3	We will run an in-house graduate internship scheme to provide opportunities for recent graduates to enhance their skills and gain experience
4.4	We will explore the possibility of developing additional graduate internship schemes together with external organisations following the successful graduate internship scheme currently in place with the Mary Rose Trust

STRATEGIC PRIORITY 5

We will measure our progress and achievement

	Key Objectives
5.1	The Employability Committee will monitor achievement of the Employability Strategy development and actions
5.2	We will improve the University's position in KPI 1i: Graduate and non-graduate employment (including further study) and 1ii: Graduate Employment (including further study), full-time first degree, contributing to the Teaching Excellence Framework measures