



STRATEGY FOR ENHANCING STUDENT EMPLOYABILITY

2020 - 2025

Vision:

“To embrace our philosophy to ‘educate in the round’ – mind, body and spirit. We seek to guide all students to find their vocation and calling. We will facilitate a journey of self-exploration, societal engagement, gaining appropriate work and placement experiences to stimulate confidence, creativity and innovation.”

Aim:

Our aim over the next five years is to provide our students and graduates with an extensive and expanding portfolio of employability opportunities and to develop students’ professional and social skills to enable them to engage and compete successfully on the world stage.

Guiding Principles:

Mind: We support students to become fully self-aware. Enabling them to identify their skills, recognise their strengths and develop strategies and confidence to overcome barriers. Leading to informed career decisions and achieving their potential.

Body: We provide opportunities for students to be active beyond their studies and engage with society. Students have the opportunity to complete the prestigious Duke of Edinburgh Gold Award, undertake a Student Service Award placement and apply for a Summer Academic Internship. They can connect with employers through placement and internship opportunities, placement year options and a range of employer insight events and career fairs. Students can give back to society, develop key transferable skills and gain experiences volunteering as part of our Service and Leadership Award.

Spirit: The Careers and Employability team are committed to inclusive practice. All of our students will develop into successful career managers. We provide targeted information, advice and guidance and access to career development opportunities aimed specifically at widening participation. Our priorities will be guided by the University’s Access and Participation Plan.

Primary Objectives:

1. To engage all students in developing employability skills and experience through every stage of their educational journey.
2. Engage all students in identifying and exploring their individual strengths and interests to assist them in planning their career development and graduate outcomes, starting at the recruitment and application stage of their journey.
3. Provide all students with the opportunity to gain work experience through work and / or subject related placements and internships to develop their professional skill set.

Key Performance Indicators:

1. To be above national average for graduate level employment from the Graduate Outcomes survey 15 months after graduation.
2. To be in the top 10% of universities for graduates employed or in further study from the Graduate Outcomes survey 15 months after graduation.
3. To increase the number of students who engage with the Student Service Awards, Summer Academic Internships, Employer Placement and Internship Programme, placement years and employer insight events, year on year.
4. Year on year improvement with Service and Leadership Award and D of E engagement.
5. To assist with achieving the University-wide Access and Participation targets.

Strategy:

Higher Education Institutions are, more than ever, having to be strategically responsive to a multitude of external and internal factors, some of which can be forecast whilst others are hard if not impossible to predict. Covid-19 has put graduate employment strategies into sharp focus and Liverpool Hope University's *Strategy for Enhancing Student Employability* will need to adapt a visionary and robust approach to withstand the uncertainties of the external environment by implementing and embedding the strategy across the whole organisation.

The Primary Objectives within the strategy aim to differentiate Liverpool Hope University from other institutions, by providing opportunities for students to form global networks, develop their resilience, their self-awareness and to build their confidence to enable them to be successful in their chosen career or field of further study.

The provision and support for students in this strategy will begin at the recruitment stage and be accessible to undergraduate and postgraduate students from home and abroad and all backgrounds. There will be additional work carried out to review and benchmark our provision for postgraduate research students as the support required is much more bespoke and we need to ensure this student group can also access high quality employability training and opportunities.

PO1. To engage all students in developing employability skills and experience through every stage of their educational journey.

- Each subject area will have a clear in-curricular programme of careers skills and development tuition supported by employer activities for each year of study to meet students developing employability needs.
- Develop student's engagement with a broadening and innovative range of extracurricular employability opportunities and activities.
- Develop student's engagement with online employability tools and effectively manage and support their use of My Careers Centre.

PO2. Engage all students in identifying and exploring their individual strengths and interests to assist them in planning their career development and graduate outcomes.

- Provide students with a supported, systematic, integrated approach to identifying their employability strengths and own career development plans.
- Develop our approach to employers to ensure subjects are informed of their employability skills and standard's needs.
- Develop a new employability offer to our Alumni focussed on recruitment and selection skills.

PO3. Provide all students with the opportunity to gain work experience through work and / or subject related placements and internships to develop their professional skill set.

- Provide students with the opportunity to apply for a Student Service Award which is linked to their subject area or employment aspiration and encourage them to apply for a Summer Academic Internship within their discipline.
- Increase the number of students pursuing an accredited placement period e.g. Placement Year; Study Abroad.
- Provide work related learning opportunities in all subject areas for students to practise their skills and reflect on their development in-curriculum.
- Provide students with opportunities to develop business acumen, enterprise and entrepreneurial knowledge and skills.

PO4. Ensure all students recognise the value of the work they undertake working part-time whilst studying full time.

- Introduce a ‘passport’ programme to all subject areas, similar to the Business School Passport programme so students can record their skills development and work experience achievements gained through part time working.
- Develop students’ understanding of how this experience can translate into graduate management scheme applications, particularly in larger organisations.

Supporting Objectives aligned with Key Objectives and Guiding Principles:

Key Objective	Supporting Objective	Guiding Principle
1 & 2	Develop a detailed graduate outcomes strategy.	Mind, Body and Spirit
1 & 2	Continue working in partnership with academics and other key stakeholders across the University to embed career learning in the curriculum.	Mind
1 & 2	Provide a fully accessible drop in and appointment careers and placement advice service for prospective students, students and graduates.	Mind
3 & 4	Develop a communications plan. Effectively communicate with prospective students, students and graduates via regular e-bulletins, blogs and posts on social media to promote opportunities and provide themed advice alongside the ‘Out of Curriculum Careers and Employability Programme’. Ensuring the Careers, Employability and Alumni services are known by each student and graduate.	Mind and Body
1 & 3	Foster an early relationship between graduates / employers and the Alumni service, encouraging alumni to be part of the subject talks.	Mind, Body and Spirit

1 & 3	Increase the number of job opportunities, careers information and resources on My Career Centre: providing online support 24/7 365 days of the year.	Mind, Body and Spirit
1 & 3	Continue to offer a range of opportunities to students within the Summer Academic Internships, Student Service Awards and Placement & Internship Programme, improving engagement year on year.	Body
3 & 4	Continue to develop and build strong employer links within the region and nationally.	Body
3	Dedicated staff member to deliver, promote and encourage students to engage with the Service and Leadership Award and Duke of Edinburgh Gold Award.	Body
5	Work with internal and external stakeholders to provide targeted support to improve graduate level employment for females, disabled students, mature students and BAME students, encouraging the equality of opportunity particularly identified in the Access and Participation Plan of the University.	Spirit

Outcomes:

We want all our students to be successful regardless of the career choices they make. To reflect this ambition the target outcome for this strategy is for Liverpool Hope University to be in the top 10% for employment outcomes across all league table metrics by 2025.

This target will encompass metrics used by The Times Higher, Guardian and the Good University Guide league tables. A set of strategic targets and measures will be modelled and defined to support departmental performance across all key objectives and supporting objectives and outcomes will be monitored on an annual basis to ensure that we are set to achieve this ambitious target. We will also monitor the graduate outcomes of student groups that do not directly feature in league table publications, such as, international students, to ensure they are benefitting from this new provision.

In order to support the main target outcome, the Employability & Placement Team, supported by Careers Advisers, will work closely with academic departments and the External Relations team to benchmark department employment outcomes. This will enable the creation of

departmental plans that align to the Employability Strategy key objectives, with a view to improving overall employment outcomes for the University.

Some existing measures will be used to track progress towards this target outcome, and provide interventions to ensure students are progressing towards a positive destination, including professional one-to-one support. However, as part of this strategy, additional data and robust tracking mechanisms will be further developed to enable better support for individuals, (particularly those who are harder to reach) and will allow us to monitor their journey from the applicant stage towards graduate success.