



Aberystwyth University Employability Strategy 2024-2029





Foreword

At Aberystwyth University, we believe in the transformational nature of education and the key role we play in developing our students for the next stage of their lives. Employability is integral to what we do in order to prepare students for their future. This strategy represents a step-change in our approach, and a commitment on behalf of the University to ensure we do the very best for our students in helping them develop their employability skills.

Our strategy sets out five priority aims that we will deliver over the coming years. These are all designed to ensure we reach our whole student body, irrespective of student background or the subject they are studying. We are committed to working with key stakeholders to provide every student the opportunity to experience some form of work integrated learning, and ensuring we embed key employability skills in the curriculum.

Employability and developing student careers are integral parts of the learning journey, and we are determined to ensure we do the very best for our students through the delivery of this strategy.

Professor Jon Timmis
Vice-Chancellor

Aberystwyth University Employability Strategy 2024-2029

Aberystwyth University recognises the growing rich diversity of its student cohort and is fully committed towards offering a comprehensive employability approach.

This approach enables the future ambitions of all students by providing an immersive student experience that is integral to the curriculum, listens and incorporates the needs of industry, drives engagement with wider developmental co-curricular opportunities and encourages our students, undergraduate and postgraduate taught and research, to take personal responsibility and invest in their own continual learning and upskilling.

Thus, ensuring they better understand themselves, make informed decisions and achieve lasting graduate career success.

This strategy is integral to the vision and development of the following supportive strategies:

- **Strategic Mission**
- **Learning and Teaching Strategy**
- **International Recruitment Strategy 2023-2030**
- **Widening Access Strategy 2022-26**
- **Digital Strategy 2021-25**



Our Strategic Mission values guide our approach:

Transformational

providing a supportive, empowering, and enriching experience for our students.

Creative and innovative

valuing creativity in all and continually updating our knowledge, practice, and professionalism to enhance the student experience.

Inclusive

celebrating our diverse culture, by enabling, encouraging, and valuing everyone's ongoing journey of continual improvement

Ambitious

striving to always deliver the highest quality experience that prepares our students for their graduate futures.

Collaborative

by working together as a community with our partners to build lasting relationships that achieve our shared ambitions.



Priority Aims and Actions

- 1 Embed employability, enterprise, and skills development across all curricula.
- 2 Strengthen our connectivity with our alumni and employers.
- 3 Ensure work integrated learning is part of every student experience.
- 4 Tailor support and initiatives to meet diversity within our student cohort.
- 5 Ensure we are emerging, future thinking and institutional in our approach.

1 Embed employability, enterprise, and skills development across all curricula.

We will provide support to academic departments across faculties to develop and embed sustainable and tailored employability, enterprise and work-related learning initiatives into all stages of the student experience and ensuring a rich and transformative career focussed curricula for all students.

- Drive change through faculty-led Implementation Plans outlining annual priorities focused on achieving employability focused KPIs at departmental level.
- Map and support further integration of MAF 1 employability and enterprise skills across curriculum.
- Encourage academic and employer collaborations to target skills development and the use of embed authentic learning and assessment wherever appropriate.
- Enhance existing support for enterprise and entrepreneurial development across the university.
- Foster a shared approach to employability, showcasing good practice and working towards providing a suite of employability related staff training and an online integrated employability toolkit.



2 Strengthen our connectivity with our alumni and employers.

We will develop strong and diverse external relationships making us a choice institution for recruiting talent and strengthen our partnerships with industry, be advised on the skills, experience and knowledge needed for future employment and work collaboratively to ensure our students take advantage of every opportunity.

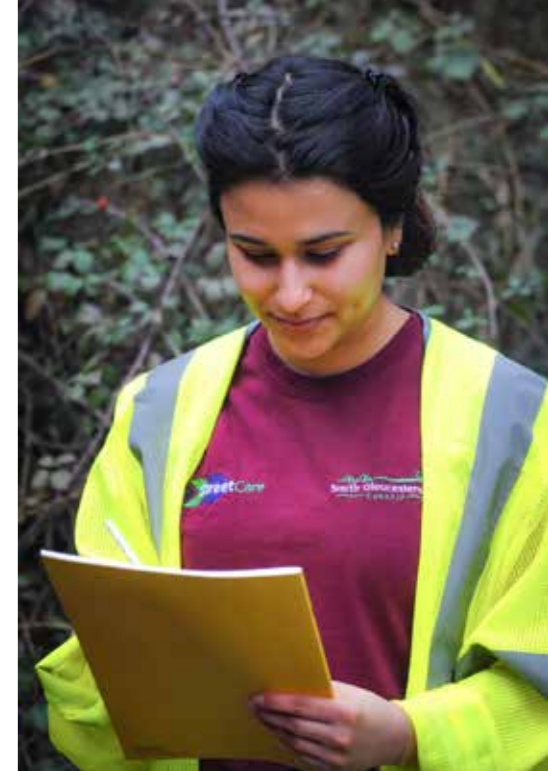
- Aim to 'Level the playing field' for every student by offering a diverse range of employer interventions both within the curriculum and at Service level.
- Proactively seek out long term, meaningful, and mutually beneficial relationships with local, national, and international employers.
- Provide a suite of targeted interventions on campus to connect students and recent graduates with these employers throughout the year, including key events such as the Annual Careers Fair & the AU CareerFest.
- Consult industry experts, to ensure all learning meets the skills required for the future.
- Support local employability related project activities.



3 Ensure work related learning is part of every student experience.

We will ensure that every student can expect to add professional experience to their student journey, helping all our students improve confidence in their skills and expand their professional networks and lessening gaps in role progression for students and graduates identified as less likely to progress into graduate level employment.

- Seek to work across the University and develop an Aberystwyth University 'Student First Employability Pathway' (routes to secure employment and study at Aberystwyth University) through part-time work, internships, graduate opportunities, and academic employability modules.
- Work collaboratively with Faculties to increase student engagement with a year placement either as an Integrated Year in Industry (IYI) or the University Careers-led Year in Employment Scheme (YES).
- Provide targeted work experience for students enrolled on our Career Readiness Programme and expand our offer for International and Postgraduate students.
- Proactively support placement provision across Faculties and at Service level.



4 Tailor support and initiatives to meet the diversity within our student cohort.

We are committed to the social mobility of every student and believe that everyone, regardless of their socio-economic background should be able to thrive and do well. In doing so we will:

- Work with specialist support providers and employers looking to improve social mobility in the workplace.
- Offer targeted initiatives including our 'Career Readiness Support' for students from underrepresented groups in higher education including our recent graduates.
- Provide dedicated careers advice, guidance, work experience and resources for our international and postgraduate students.



5 Be emerging, future thinking and institutional in our approach.

We encourage our students to embrace creativity, be inspired, realise ambition, and make ideas happen by collaborating to provide an incentivised cohesive Institutional level skills, employability, and enterprise programme. Work cohesively with colleagues across the institution and by developing our online Careers Service support.

- Invest in providing an interactive and fully immersive online careers service.
- Work across the University to introduce an incentive scheme to encourage engagement with
 - Central provision of employer, employability and entrepreneurial training, events, and experiences to build skills, develop confidence and encourage student creativity.
 - Aberystwyth University Skills Programme (AberSkills) a framework that maps the student journey and includes a university wide student skills training programme, micro-credentials (LinkedIn Learning), and online skills pathways.
- Build a sustainability-led approach in line with the University Strategic Mission ensuring employability opportunities prepare students to become active global citizens, with the ability to make a positive impact on the world.



Success criteria

% increase in AU Graduate Outcomes (GO) measure for

- Graduate Prospects Score
- Graduates into highly skilled work

(using the graduate outcomes data released in 2021 as a benchmark).

- Yearly increases in
 - a) Reported career readiness in our final year students.
 - b) Students reporting to have had work related experience.
 - c) Students with protected characteristics accessing activities that will develop their employability.
 - d) International students taking up the Post Study Work Visa
 - e) Students creating own graduate level work through self-employment, company creation or professional portfolio development.

Implemented by

Led by the University Careers Service but fostering a collaborative approach towards embedding and awareness raising of employability across the institution throughout the life of this strategy.





Aberystwyth University
Penglais Campus
Aberystwyth

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