Careers and Placements

Objectives & Key Results

07.09.22

Value Proposition

**Through active engagement and collaboration,
we promote a diverse careers offer making sure employability is an integral feature of the student journey.**

Careers and Placements provide expert assistance, to our stakeholder groups in ways that allow us to **influence** the employability and employment of York graduates. We do this through the **deployment** of our recognised **expertise** in career guidance, employability, experiential learning and labour market knowledge. We nurture partnerships and provide access to relevant networks whilst delivering our offer at **scale**.

When it comes to careers support, no student is left behind!

Aspirational Stakeholder Quotes

Student Quote
The careers service team supports me to know myself better, what I'm good at and how I can reach my goals for the future. They help me make sense of the options available. I know I can rely on them for advice, a challenge, or to try new things.

Academic Partner Quote
The relationship and rapport we have developed with Careers and Placements are fantastic. They are knowledgeable and always happy to collaborate with the department around career themes and projects. This partnership really adds to the student experience. It is a pleasure to work with such a professional team.

Community Partner/ Employer Quote
Working with the University has helped us develop projects that are strategically important to us and add to our capacity. York students bring expertise and knowledge which allow us to upskill staff, do things bigger and better and have a major impact on our organisation.
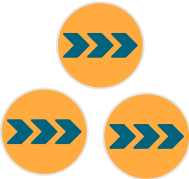
STUDENT EMPLOYABILITY 2022-25 : OBJECTIVES & KEY RESULTS

Activity

Objective

Purpose

Delivering our core service

1 — **TO LEAD EMPLOYABILITY INTO THE CURRICULUM**

2 — **TO SUPPORT STUDENTS FROM UNDER-REPRESENTED GROUPS**

3 — **TO RESPOND TO GROWING INTERNATIONAL MARKETS**

4 — **TO DRIVE VALUE FROM THE PROGRAMMES WE OFFER**

To increase student aspiration by preparing and enabling students to achieve their personalised career goals

Key Results

⬆ **% Increase in Graduate Outcomes**

⬆ **% Increase in Graduate Voice**

TO LEAD EMPLOYABILITY IN THE CURRICULUM	TO SUPPORT STUDENTS FROM UNDER-REPRESENTED GROUPS	TO RESPOND TO GROWING INTERNATIONAL MARKETS	TO DRIVE VALUE FROM THE PROGRAMMES WE OFFER

WE WILL ACHIEVE SUCCESS BY

Through our influence, all programme designs will include professional and transferable skill development that will be visible in the programme learning outcomes and mapped throughout the degree in core modules	Developing and implementing tailored programmes of support that inspire and build the confidence of students to engage with early careers provision	Undertaking research to develop a deeper understanding of the diverse mix, composition and expectations of growing student markets	Driving scalable activities in support of self-awareness, confidence, reflective learning and skills growth across student life
Ensuring self awareness and confidence to personal/professional development feature in in-curricular activity	Reviewing the needs of under-represented groups to ensure existing offer remains inclusive, accessible and impactful	Developing an approach that responds to the needs of a diverse international student community	Exploring and curating an approach that supports a *seamless student experience* for career development
Ensuring real world experiences and professional viewpoints are embedded through taught modules	Targeting investment to further this objective - developing the case to ensure support for all under-represented groups is sustained over the longer term	Targeting investment to further this objective - developing the case to ensure support for international students is sustained over the longer term	Working in partnership with our student body to ensure the student voice is represented throughout our offer
Ensuring regular and impactful reflection and ongoing reference back to self awareness is made throughout each stage of the programme			Raising the profile and visibility of Careers and Placements across the University

ENABLING OBJECTIVE

WE WILL MONITOR AND MEASURE OUR REACH AND IMPACT THROUGH THE IMPLEMENTATION OF A DATA INFORMED APPROACH THAT BLENDS DATA INSIGHT WITH SERVICE EXPERTISE AND EXPERIENCE

WE WILL KNOW WE ARE SUCCESSFUL WHEN

- There is an increase in-curriculum reach of embedded employability interventions and activity

- Our collective expertise is recognised and we are seen as trusted experts. Academic colleagues proactively engage and consult with us

- Robust evaluation mechanisms and KPIs (both qual and quant) exist and inform what we do

- Barriers to engagement and progression are reduced

- Gaps in student outcomes are reduced

- Gaps in current provision are identified and plugged to meet the needs of our learners

- We are recognised and respected by the student body for the co-partnering and collaborative approach we take