The Edinburgh Napier Graduate Employability Project

Rationale

Our strong record on graduate employability (93.6% were in work or further study six months after graduating) masks:

- **Falling graduate-level employment rates**: only 77% of those in full-time paid work six months after graduating in 2011 were in **graduate-level** employment. (78% - 2010 and 83% - 2009)
- **Wide variations in employability rates by subject area**: The % in a graduate level job varies from 96% in Subjects Allied to Medicine to 26% in Sports Science
- **Low rates of students entering SMEs**: Only 19% of our graduates in 'full time employment only' joined organisations with fewer than 50 employees.
- **Less than 1% of Scottish students taking opportunities to study abroad and develop their global citizenship**.

Successful Approaches to Developing Employability

- Explicitly integrating **employability into the curriculum** so that it forms part of the learning outcomes
- Aligning employability to **subject of study** and relevant **labour market**
- Variety and capacity in the **work-related experiences** available to students
- **Involvement of employers and professionals** in design and delivery
- Systematic and tailored opportunities for **skills development**
- Formal preparation for **employment-seeking**
- Supporting students in the six months **post graduation (Stand Out)**

Policy Context

- Supports Scottish Funding Council Outcome Agreement
- Student employability is a University priority for 2013/14
- Strong reputation for developing 'confident employable graduates'
- Strategic Plan & Academic Strategy priorities underpinned by:
    - Programmes linked to economic needs of Scottish economy
    - Work-related learning opportunities for all students
    - Conscious development of graduate attributes
    - Promotion of student mobility

Project Strands

- Strand 1: Enhanced Student Employability Development
- Strand 2: Faculty based Employer Relations Units (curriculum development)
- Strand 3: Employer Relations Unit (non-credit bearing work-related experiences)
- Strand 4: Student Mobility
- Strand 5: Monitoring, evaluation, review & dissemination

The Project

- funded £898k per year to 31st January 2015 & potentially to 31st December 2015
- 22 new posts

Aims

- Increase the % of students in employment overall
    - in graduate level employment in key subject areas
    - entering employment within SMEs
- Increase number and diversity of students engaging in student mobility programmes
- Monitor and evaluate project impact

Project Management

- *Project Sponsor: Cathy Lambert*
- *Project Leads:*
    - **Brian Webster/Samantha Campbell Casey** - FHLSS project lead for strand 2
    - **Arthur Morrison** - ENBS project lead for strand 2
    - **Helen McMillan** – S&AS project lead for strand 4
    - **Sally Smith** - FECCI project lead for strand 2
    - **Veronique Johnston** – S&AS project lead for strands 1, 3 & 5 and S&AS project lead for strand 2
- *Additional Project Team members:*
    - **Lesley Broadwood**, Head of Employer Relations, S&AS
    - **Jamie Brogan**, Business Engagement Manager, F, P & C
    - **David Surtees**, Head of Careers, S&AS
    - **Fiona Wager**, Project Evaluation Co-ordinator, S&AS
    - **Jenny Westwood**, Head of Confident Futures, S&AS
    - **Maria Pouso Lista**, Project Administrator

Exemplar Initiative

Stand Out from the Graduate Crowd: Summer employability programme

Aimed at:

- students who are graduating in 2013
- parents of graduates at Graduation June 2013
- students in 3/4th year in Tri 1 - 13/14

Key message is that graduates can access Careers services for 3 years post-graduation

- Launch event on 30th May attracted 43 graduates

- Graduates need to 'Get Connected : Stay Connected' to access information post-graduation, by:
    - following twitter (@EmployEdGrad);
    - liking the Edinburgh Napier University Careers Facebook; and
    - registering onto the Prospects Vacancies Site (www.napier.prospects.ac.uk)
- New webpages for graduates to be launched from June

STANDOUT
Be different. Be excellent.
www.napier.ac.uk/standout

The Project Programme Focus

We will work with programme teams to:

- Further enhance employability and skills development within the curriculum.
- Increase the capacity for tailoring professional development to programme requirements;
- Develop online resources to support off campus and part-time students;
- Support students and graduates into professional level employment;
- Increase work-related opportunities for students (both credit bearing and non credit bearing);
- Enhance employer relations and their contribution to careers education and curriculum development; and
- Expand opportunities for embedding international experiences into programmes.