

AGCAS POSITION ON IMPARTIALITY AND THE PROMOTION OF PARTICULAR EMPLOYERS AND INDUSTRY SECTORS

Impartiality is core to careers education, information, advice and guidance. HE careers professionals support students to make well informed decisions about their career and to align their career plans with their values and ethics. As a profession, impartiality is core and written into the AGCAS Code of Ethics.

Careers services and their institutions are not all the same, individual institutions plan their careers support based on the context (region, mission group, specialties, civic role etc.) and student make up. All careers services encourage students and graduates to investigate whether future employers match their own values.

Careers services actively work with employers who are of interest to their student cohort, meet the needs of the, often local, labour market and support the wider institutional mission. This work can include advertising job vacancies, careers fairs, work experience opportunity, in curriculum activities and numerous other ways. Not actively pursuing opportunities for their students and graduates in certain sectors or with certain employers would be a matter for individual institutional policies.

The AGCAS Code of Ethics requires members to demonstrate their impartiality in their support of students and graduates who are looking to pursue a career in one of these sectors or with one of these employers. Careers professionals should act with trustworthiness and transparency and encourage employers that they work with to do the same.

Freedom of speech and encouraging students to hold the conversation

Universities should decide for themselves whether or not to work with particular employers or sectors. In making these decisions, they should carefully consider the best interests of their students and graduates using the principle of impartiality to support people in making well-informed decisions about their own future, and use data to support decision-making wherever possible.

AGCAS continues to support and deliver work which maintains and enhances understanding of current and future labour and job markets, to identify emerging trends and opportunities for students and graduates. This includes both sustainable jobs and transitional industry roles.

Sustainability

AGCAS members are developing approaches to ensure students and graduates can access information to enable them to make informed decisions on future employers in regard to sustainability for example, the University of Oxford has developed [a set of questions](#) to enable employers to identify their sustainability credentials.

Future of work

AGCAS and its members continue to support and deliver work which maintains and enhances understanding of current and future labour and job markets, to identify emerging trends and opportunities for students and graduates. This includes both sustainable jobs and transitional industry roles.

Identifying what careers services do

Not all careers services will have identified an ethical careers policy or sustainable careers strategy on their website. They may have given these initiatives other names or integrated this into their wider strategy. To identify metrics which truly reflect the work of the sector on sustainable careers, a discussion with the sector and co-creation of these metrics would provide a more useful resource for students and graduates to make informed choices.

Practical ways in which the AGCAS community could improve support for students making decisions on employers and sustainability

Careers services work with a series of external suppliers to provide vacancy systems. AGCAS could work with these suppliers to make it clear to students and graduates the sustainability of potential employers.