# University Employability Framework 2025-2030

## *Employability is taken as:* *“a set of achievements – skills, understandings and personal attributes – that makes graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy*.” [[Yorke (2006)](https://researchgate.net/publication/225083582_Employability_in_Higher_Education_What_It_Is_What_It_Is_Not)].

**Senior lead**

Head of Department/ AHoD/ Strategic Employability Lead (usually AHoD)

**Strategic Lead**

* Develops annual employability strategic plan reporting to relevant Faculty Committee before being shared at University Employability Sub-Committee.
* Responsibility for producing departmental improvement plan to include summary of employability strategic plan.
* Presents departmental improvement plan at relevant departmental or Faculty meeting/s.
* Member of Employability Steering Group\*
* Member of FLTASE Steering Group.

*\*if in existence in Faculty, if not an appropriate alternative reporting route to be identified.*

**University Employability Sub-Committee**

* Monitors Faculty employability reports and recommends interventions as appropriate.
* Monitors Careers developments.
* Acts as a commissioner and approver of employability developments.
* Central oversight of student experience with regard to work experience and placements.

**Careers**

* Delivers relevant employability content within and alongside the curriculum.
* Responsible for managing the annual career readiness process and sharing outputs with students, staff and relevant external stakeholders.

**Quality/ Validation of new programmes**

* Oversees the development of employability and work experience within the curriculum.

## *We recognise that each Faculty currently oversees employability differently. Therefore, this framework is expected to be fully implemented by 31 July 2029.*