
Progress, Future Plans & Supporting Integrating Together

The Employability Plan

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

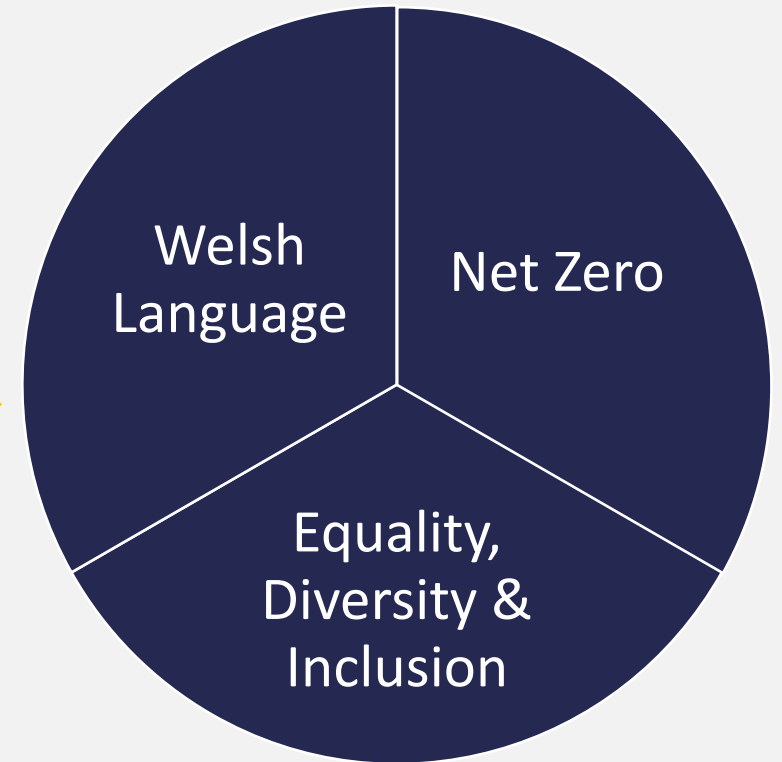
Ensure we are emerging, future thinking and institutional in our approach

Our Institutional Strategy Focus

Our Work

1. Teaching & Learning
2. Research & Innovation
3. Infrastructure
4. Student Recruitment
5. Finances
6. Our People

Employability



Aligning to AU Drivers & Metrics

Graduate Outcomes Data

74%
with positive outcome

74% of 585 graduates from Aberystwyth had a positive outcome (high skilled employment/self-employment or further study including interim study).

63%
in high skilled employment

63% of 400 working graduates from Aberystwyth are in high skilled employment.

19%
in further study

19% of 610 graduates with known outcomes from Aberystwyth are in further study.

Career Track Data

Final Year 24/25

63.1% Decide
16.9% Plan
20% Compete

Final Year 24/25

65.9% Casual work
13.6% No work experience

Graduation'24

31.6% Decide (52.4%)
28.1% Plan (9.5%)
40.1% Compete/Other (38.1%)

Other Drivers and Metrics

- EKPIs – Faculty Level
- Green League (117th to 29th)
- QS Rankings (400 employers approached)
- Decliners Survey (Employment prospects 2nd reason for decline)
- Curriculum Blueprint/Portfolio review

The Transformation Programme

Invest To Grow Workstream

Progress so far:

- Business case to Exec for re-design of Careers Service agreed Feb '24
- Name change – Careers & Employability Service
- Two new managers in place by start to '25
- Review of all services (in progress)
- Re-alignment of roles (in progress)

New reporting line to PVC Education & Student Experience March '25

Essential to our approach

1

Employ(ability) – more about developing ‘ability’ across levels

2

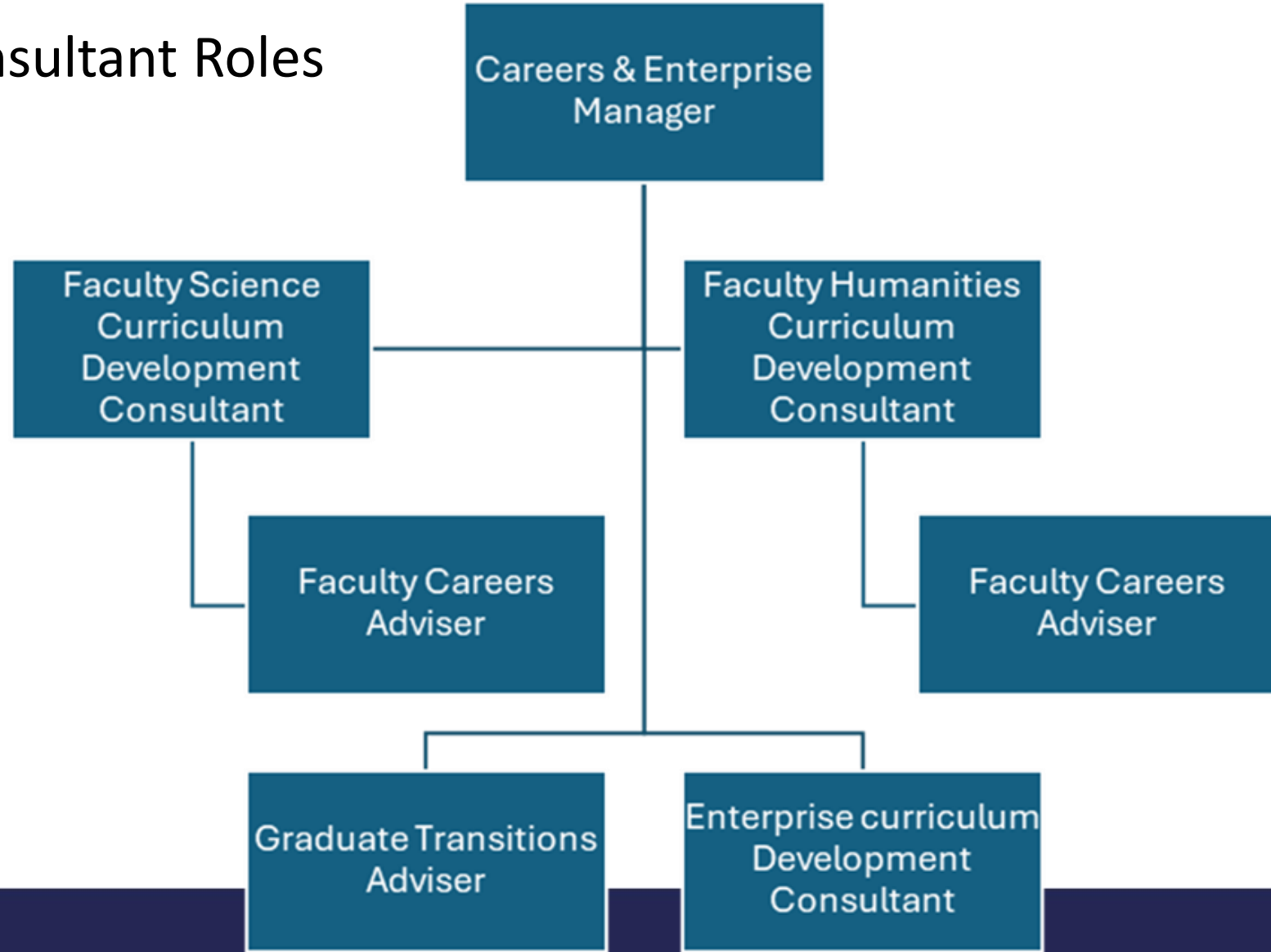
Integrated within programmes to ensure ‘inclusivity’

3

Student development journey mapping

CES Faculty Alignment

Redefined Career Consultant Roles



Faculty aligned CES staff

- Curriculum Development Consultants
- Supported by Careers Advisers & Graduate Transitions adviser

Working at Programme Level

- Mapping out the student development journey at levels 4, 5 & 6

Working at Module Level

- Developing skills, knowledge, behaviours and experiences
- Delivering accredited Employability Modules
- Building in active engagement with real world implications (live briefs, problem-based learning and authentic assessments)

Supporting Academic Developments

- Workshops/training
- Academic Employability Toolkit

Aligning to Wider Related Developments

- Education & Student Experience Plan (in progress)
- Curriculum Blueprint/Graduate Attributes (in progress)

**Monitored at working group and committee level*



The Student Development Journey

Level 4		Level 5		Placement Year/Study Abroad	Level 6	
Semester 1	Semester 2	Semester 1	Semester 2		Semester 1	Semester 2

Fieldwork / Insights

Semester Exchanges

Final Year Work Experience Module
(20 credits)

Integrated Year Out Module
(20 credits)

Welsh Medium Work Experience Module
(20 credits)

Consultancy Projects

Community Engaged Research Projects vs. Dissertation

Consultancy Projects

Level 4

Level 5

Placement Year/Study Abroad

Level 6

Semester 1

Semester 2

Semester 1

Semester 2

Semester 1

Semester 2

Enterprise Role Model Insights

Employer Events

Authentic Assessments

Industry Live Briefs

Career Education delivered across all year groups

Skills Workshops

AberWorks

Year in Employment Scheme

Professional Pathways

Graduate Placements

Flourish

Graduate Transition Development Programme

Getting Future Ready Week

Level 4

Level 5

Placement Year/Study Abroad

Level 6

Semester 1

Semester 2

Semester 1

Semester 2

Semester 1

Semester 2

CareerSet

Group Guidance

AberSkills Workshops & Webinars

Career Readiness Support

1-1 Guidance Appointments

Career Fest
(Semester 2)

Drop-in / Outreach

Alumni Careers Mentoring

Student Start Up Competition

Careers Fairs
(Semester 1)

Business Start Up Week
(Semester 2)

Short Opps Abroad

Academic Toolkit

- Our aim: develop and embed sustainable and tailored employability, enterprise and work-related learning initiatives into all stages of the students experience and ensure a rich and transformative career focused curricula for all students.
- Employability needs to be embedded within every aspect of the student journey (Tibby and Norton, 2020).
- QAA Inclusive Employability Development through the Curriculum



Emerging themes following consultation

- Shared narrative for employability
- Defining an Aber graduate/graduate attributes
- Training and development needs/resources – contextualising embedded employability/employer engagement/networking/case studies
- AU Community of Practice
- Focus on the needs of our diverse student cohort
- Graduate support/improving graduate outcome data

Student Career Development Journey

Level 4 - Transition into explore

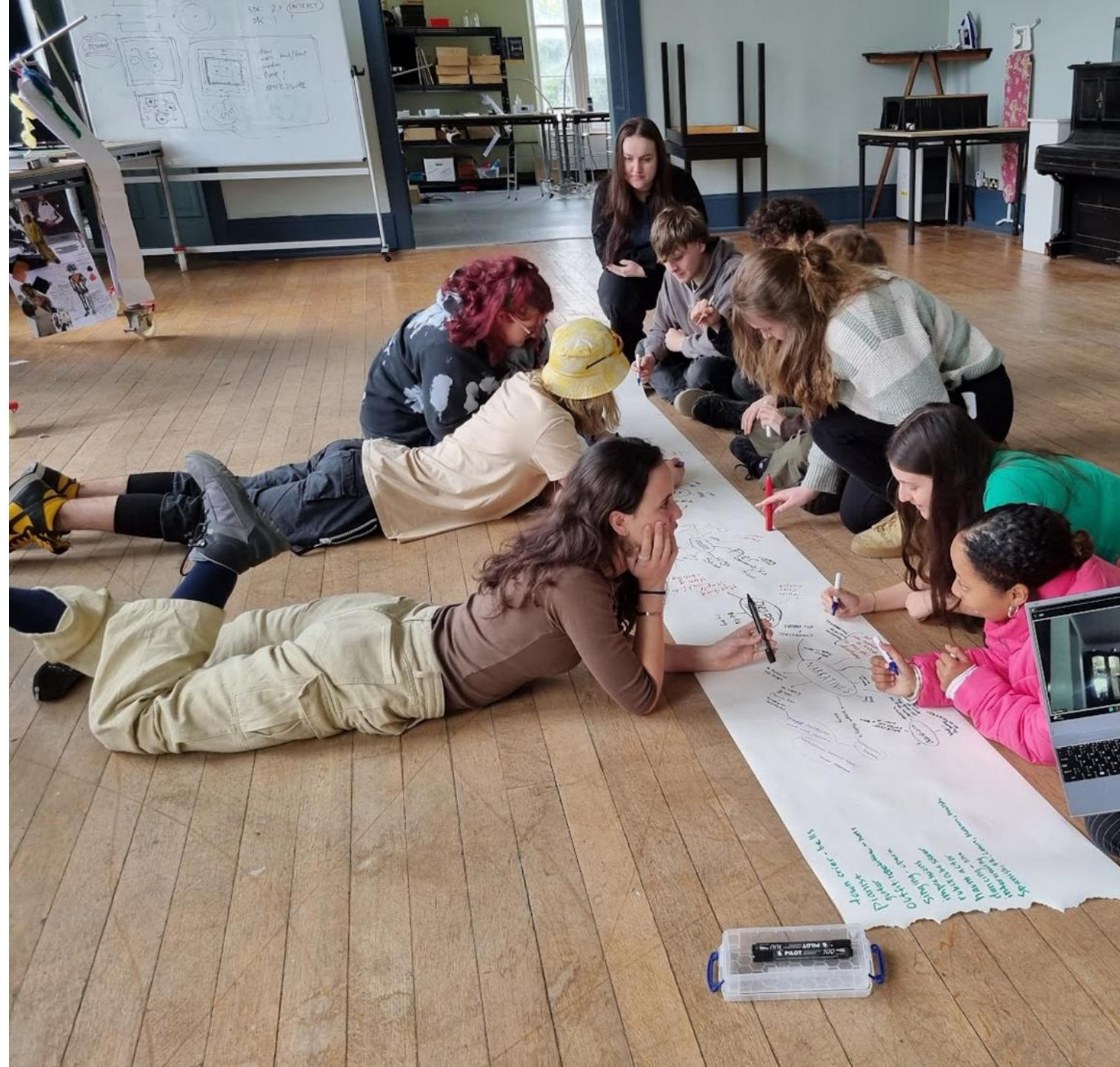
- Reflect
- Start to explore career options

Level 5 – Transition to experience

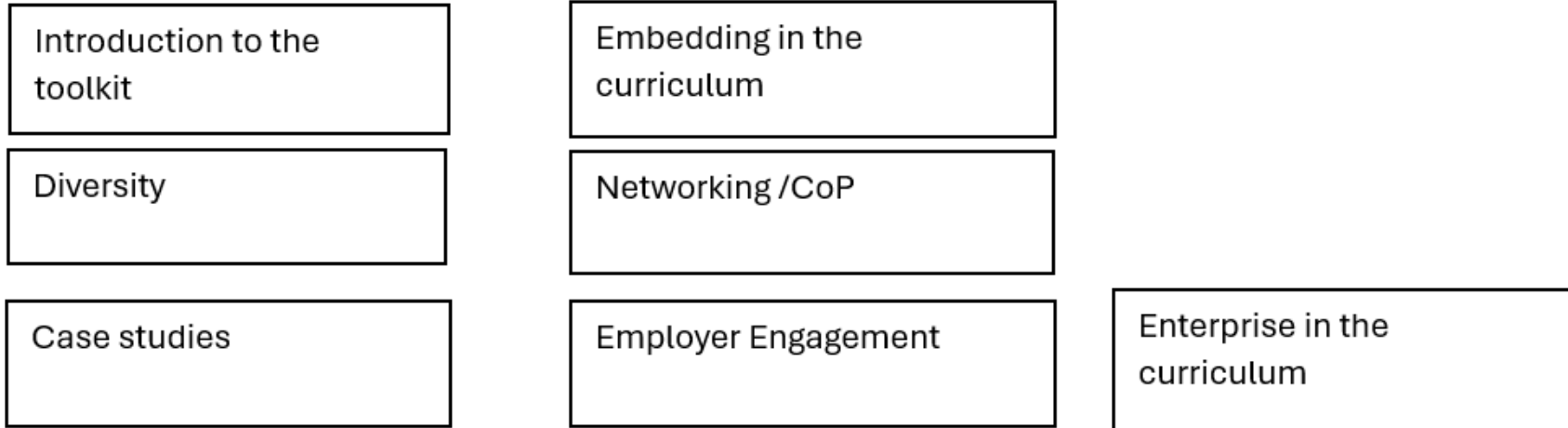
- Explore Career options
- Use curricular experience to progress their career thinking

Level 6 Transition to Action (Graduate level work/postgraduate study)

- Use curricular experience to progress their career thinking
- Be prepared to find and apply for next steps after their degree



Academic toolkit website design – tile for each topic areas



Hosted on the
Intranet -

Embedding in the curriculum



Rational & Student journey



Level 4 Transition into explore:
Reflect
Start to explore career options



Case studies – level 4
examples from AU

Level 5 - Transition to experience: Explore Career options
Use curricular experience to progress their career thinking



Case studies – level 5
examples from AU

Level 6 - Transition to Action:
Use curricular experience to progress their career thinking
Be prepared to find and apply for next steps after their degree

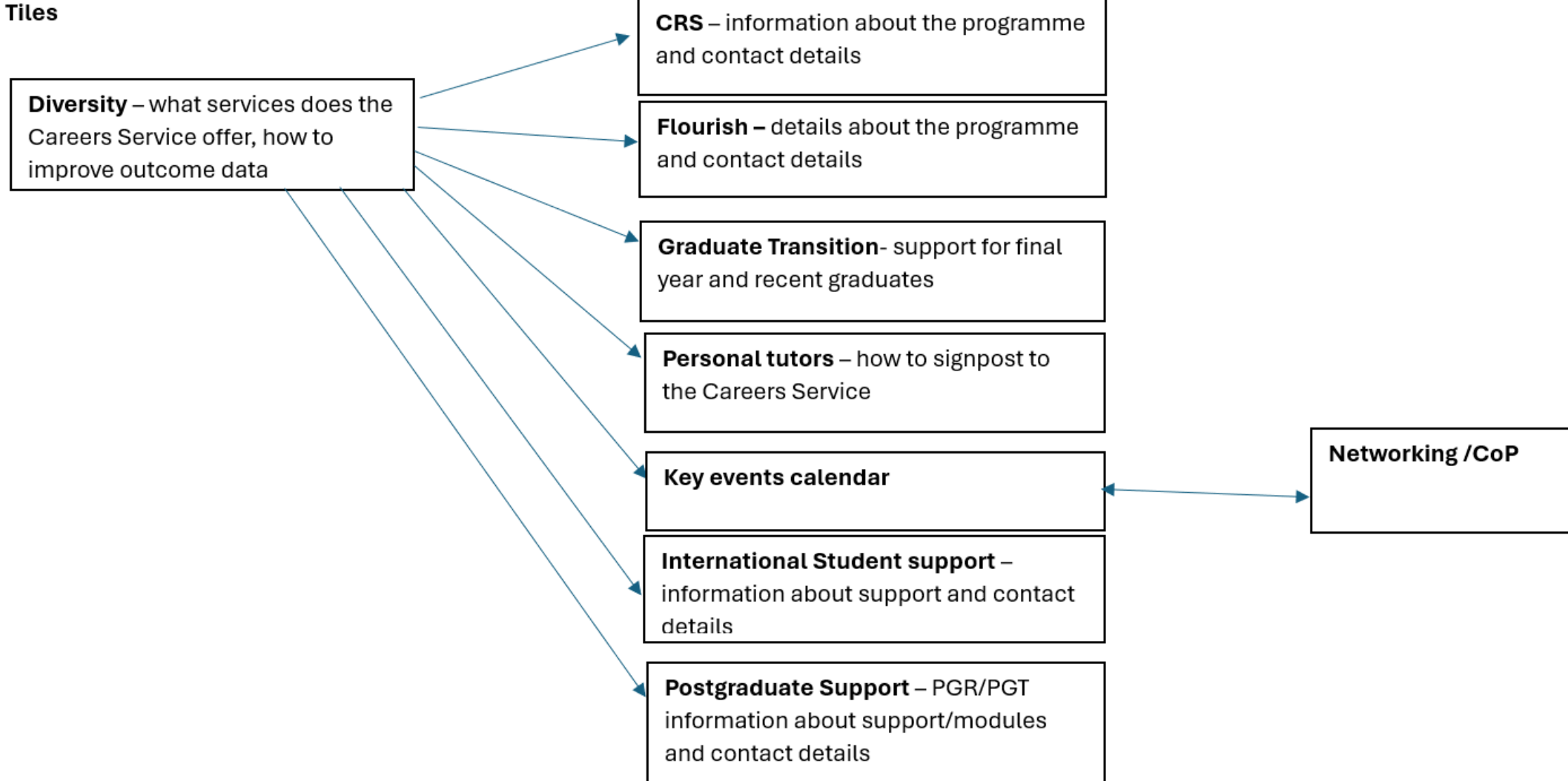


Case studies- level5
examples from AU

Networking/
Cop



Tiles



Initial Thoughts

On how we ensure the employability toolkit, as an embedded part of the curriculum, effectively equips students with diverse career skills, practical workplace readiness, and inclusive opportunities whilst complimenting academic objectives?



Community of Practice/ Networking

- Build a discussion forum into the toolkit
- In person events
- Professional Development

8th May

**Small Tweaks, Big Impact: Embedding
Employability Skills in Your Teaching**