



UNIVERSITY  
OF HULL



**Student Futures**  
Realising **your** potential

# Graduate Employability and Progression Strategy 2022-2027





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## The vision

Hull’s vision is to continue to advance its sector place and reputation for outstanding graduate employability; regionally, nationally and internationally. Building upon our excellence in education, research, innovation and student support, Hull’s vision is to produce highly qualified and employment ready graduates.

Motivated by society’s challenges and inspired by the power of our global community, we’re shaping a fairer, brighter, carbon neutral future. We place great importance upon supporting students with the acquisition of exceptional graduate competencies and attributes in readiness for their progression; empowering our graduates to determine and achieve their own personal and professional successes.

We will provide a pipeline of graduate talent and in doing so ensure our graduates are equipped to continue to help shape and contribute to local, regional and national economies.



## The Goal

**Hull graduates are already known as leaders, innovators and industry disruptors, who have made significant contributions across many sectors - regionally, nationally and internationally.**

The University remains committed to ensuring this legacy endures and that it continues to meet the social, cultural and professional challenges of the fourth industrial age and evolving sectors. We are unapologetic in our efforts and continue to be ambitious and driven in order to maximise opportunities for our students and graduates to define their own success and navigate and manage their own (lifelong) progression.

We all have a responsibility, individually and collectively, for student experience and success - to achieve this, we will co-ordinate our planning, activities, systems and processes across the whole University journey. A journey beginning at first contact, through to graduation and beyond.

Our Student Experience and Success Strategy sets out the University’s interconnected priorities, objectives and metrics for achieving ‘success’ and maximising the student experience; creating a joint focus across academic and professional service areas. With this in mind, this strategy is closely aligned with the University’s Education and Graduate Employability and Progression strategies.

### Programmes of Study:

To continue to enhance, innovate and develop our education portfolio, including postgraduate research, into sector leading provision centred on a competency-based approach which places student and graduate employability at its core.

### Employer and Partner Collaborations:

To continue to develop a broad range of sector (HE) leading employer and partner collaborations with the purpose of enhancing the personal and professional development and career readiness of our graduates; therefore, meeting future workforce needs.

### Wider Employability Support:

To remain focused on achieving innovative, accessible and current student support resulting in sector leading careers and employability service provision across all programmes of study.





# Who is this document for and how should it be used?

**The Graduate Employability and Progression Strategy sets out the University's interconnected priorities, objectives and metrics for achieving graduate progression and success; creating a joint focus across academic and professional service areas. With this in mind, this strategy is closely aligned with the University's Education, Student Experience, Knowledge Exchange, Research and International Strategies.**

To ensure a whole institution approach to the development of graduate success, progression and employability, this strategy should be considered by academic and professional service teams across the institution. The strategy identifies three strategic areas of focus, each with a definitive aim. Subsequently, each aim is followed up with statements of intent to help aid the progression and evolution of each strategic area. In doing so, all departments can start to consider areas for development; internally to them or as part of a wider (central) working party/group.

Content is written in a manner which will hopefully enable further conversation, development of service provision and positively impact upon consistency of approach across all departments. Furthermore, enabling all staff to consider their impact on the student journey and how they can continue to contribute to graduate success, progression and employability.

For external stakeholders, this document will serve as a reference point, identifying what the University, as the region's anchor institution, is trying to achieve in terms of ensuring graduates are ready for their next steps and continue to help shape

and contribute to the local economy and beyond. It is hopeful that in reading this document, external stakeholders will also be able to consider ways in which they can engage with the institution, provide support and take advantage of the University's efforts and approaches to developing graduate success, progression and employability.

## What do we mean by 'Employability'?

**The University recognises that employability is a complex and multifaceted discourse, which will continue to adapt to a wide variety of drivers, including national policy developments and employer and graduate needs. As such, the University will continue to evolve its approach to delivering employability outcomes and commit to an institution wide approach.**

It is essential to the success of this strategy that all staff have a good understanding of employability and what it means for their delivery and support of students. Taking a lead from this current definition, all staff will be supported by the central Student Futures team, who will provide ongoing workshops to discuss current employability trends and implications for us as an institution, departments and teams.

### The University defines employability as:

“the knowledge, experience and self-awareness necessary to make informed decisions to navigate a successful graduate future: lifelong graduate careers, professional development, learning and service to community”



# Strategic Areas:

## Enhancing Programmes of Study:

To continue to enhance, innovate and develop our education portfolio, including post graduate research, into sector leading provision centred on a competency-based approach which places student and graduate employability at its core.

We will do this by:

- Ensuring employability and the development of competencies, knowledge management, disciplinary/professional experience and self-awareness are seen as high profile and are visible across all programmes of study.
- Ensuring links between academic study and research and employability development (and/or indicative industry skills), are made explicit across all programmes of study (e.g. Knowledge Exchange skills).
- Consistently linking the relevance of academic digital literacies skills, gained through academic learning, with career management, progression and employability.
- Support wider progression opportunities, beyond roles which do not naturally extend from the programme of study, to accommodate wider professional development.
- Guaranteeing 'authentic assessments' (real world task/practice in context) are routinely and consistently embedded across all programmes of study and are utilised as a key part of module assessments.
- Ensuring all students have the opportunity to undertake subject and non-subject specific employability enrichment activities, including study abroad, summer schools and field trips both within programmes and as additional activity.
- Promoting and helping to embed the Knowledge Exchange Student Skills Framework, recognising that it is relevant for all students irrespective of their career pathways.
- Creating opportunities for all students (including PG) to engage with and complete the Hull Employability Award as part of, or alongside, their programme of study.
- Offering a desirable, contemporary portfolio of postgraduate (taught and research) programmes of study, aligned to current and future employer needs across the whole education portfolio. And ensure undergraduates have access to the support, information, advice and guidance they require to make informed decisions about academic progression.
- Continuing to regularly audit employability provision (and related success and progression activities) across all programmes of study.
- Creating a culture across all student cohorts of self-awareness, self-development and motivation by recognising and making explicit the importance of taking personal responsibility for their own success, progression and development.
- Recognising and continuing to promote enterprise activities, skills and starting up a business as a career option and supporting access to specialist support services, internal and external, to maximise success, support and graduate opportunities.

## Enhancing Employer and Partner Collaborations:

To continue to develop a broad range of sector (HE) leading employer and partner collaborations with the purpose of enhancing the personal and professional development and career readiness of our graduates; therefore, meeting future workforce needs.

We will do this by:

- Continuing to engage with stakeholders (including the Local Enterprise Partnership, NHS Trusts and Local Authorities) to ensure course design, delivery and outcomes continue to maintain their currency and relevance (and future relevance) to industry, the work place and community; ensuring future workforce needs are analysed and reflected in our programmes of study.
- Ensuring all programmes of study include multiple opportunities to develop knowledge management (and exchange), professional experience and self-awareness by engaging, in a variety of ways, with local, regional and national employers.
- Maximising existing and new partnerships to leverage opportunities for students and graduates to undertake a period of work-based or experiential learning outside of their programme of study.
- Ensure there are suitable and resourced opportunities for students to have the chance to take up international mobility during their time at university, developing their global mindset and transferable skills in readiness for careers in an international context (including vacation internships, international internships and mobilities, study tours and volunteering etc.).
- Continuing to seek and explore external funding opportunities to engage with and support regional employers; with a view to leveraging that support to develop work-based and experiential learning opportunities for students and graduates.
- Working in partnership with colleagues from HUSU and local authorities to consolidate and develop the coordination of existing volunteering and 'casual' jobs processes; therefore, increasing opportunities for students and graduates to gain critical experiences beyond programmes of study.
- Consider and develop relationship management processes to enable effective management of employer and partner relationships across the whole institution.
- Continue to regularly communicate and work with Alumni, leveraging these relationships to identify and strengthen links with industries, sectors and employers (of all sizes).





# Strategic Areas:

## Enhancing Wider Employability Support:

To remain focused on achieving innovative, accessible and current student support resulting in sector leading careers and employability service provision across all programmes of study.

We will do this by:

- Continuing to review and ensure the currency and quality of careers information, advice and guidance (on and post programme); including the use of current labour market intelligence to inform guidance.
- Ensuring our most disadvantaged cohorts have equitable access to information, advice and guidance and also benefit from quality, evidence based and differentiated activities/projects and support to aid their progression and lower progression gaps.
- Committing to the formulation of service level agreements between the central Student Futures resource and programmes of study; outlining service provision, expectations, responsibilities and accountability.
- Ensuring all Personal Supervisors have the necessary 'tools' and resources to actively engage in positive success and progression conversations with their students; including an efficient and effective referral process into central support functions.
- Recognising and continuing to promote enterprise activities, skills and starting up a business as a career option and supporting access to specialist support services, internal and external, to maximise success, support and graduate opportunities.
- Utilising 'careers registration' and 'careers exit' data capture and routine data; ensuring adequate management of internal resource and ensure individual and cohort progression and success needs are being met.
- Monitoring and managing national policy context and guidance ensuring employability metrics, destination data and engagement data are analysed and utilised to inform, develop and evolve employability provision and activity across the institution (including aforementioned registration and exit data).
- Placing an increased emphasis on continuous improvement, by establishing and undertaking regular quality assurance activities and processes with student led evaluations of employability activities and projects.
- Guaranteeing that all students and graduates have access to self-help development support and resources which aid their progression and are individualised to enable them to meet their specific needs.

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