

Enterprise and Employability Strategy 2017-2020

The new strategic plan consists of three pillars. One of these pillars is 'Skills for the Economy'. Our Employability and Enterprise offer significantly contributes to the success of delivering this strategic aspiration. As the Employability and Enterprise Sub Strategy is coming to its conclusion it is important to refresh plans and review our offerings to make sure we are putting students first. Further to this with the planned introduction of the Teaching Excellence Framework it is imperative that we stay ahead of our competitors in the field of Employability. It should be noted that the 'highly-skilled' graduate employability is key to our success.

Our Students' Employability (KPI 5)

Our KPI's have been identified. The following paper identifies the key aims and activities to ensure we meet them.

KPI; To achieve above benchmark for graduate employability indicator in the DLHE return (first degree and PG) at both subject and Faculty level.

Currently our position is **96.1% ABOVE** a benchmark of 92.3% for the full time first degree home leavers. PG is currently 98%, however there is no benchmark given.

- AWARD; Develop and Embed careers education in the curriculum to ensure students have the opportunity to develop **skills** for life long career management and secure graduate level employment (DLHE / TEF).
 - Embed Wolverhampton Enterprise and Employability Award (WEEA) in 93-100% of courses by September 2018 (Currently at 60%)
 - Review and implement a 'one stop shop' IT solution for all services offered by CEW by September 2018
 - Ensure the successful delivery of Career Development Week annually

KPI; To achieve above benchmark for highly-skilled graduate employability indicator in the DLHE return (first degree and PG) at both subject and Faculty level.

Currently our position is that **53%** of graduates gain highly-skilled jobs against a benchmark of **55%**. There is a positive correlation between students doing a placement / and or volunteering and securing a highly-skilled employment. Therefore increasing the number of **opportunities** available and encouraging students take this option is key to success.

- INTERNATIONAL; Increase number of students and graduates undertaking International Opportunities, and generate a model of external income generation to fund these, in order to achieve a higher percentage of Students and Graduates securing professional level employment as measured by the DLHE Survey.
 - Identify funding opportunities (Inc. Erasmus, Santander etc.) to increase and maximise the number of opportunities offered.

KPI; To increase annually the number of students on placement activity and/or employed by the University, with consistency across all key protected characteristics (i.e. age, gender, disability, and ethnicity)

- PLACEMENTS; Increase number of students and graduates undertaking Placements, Internships, Volunteering opportunities and work based projects in order to achieve a higher percentage of students and graduates securing professional level employment as measured by the DLHE Survey
 - Deliver Challenge Academy across all faculties. Challenge Academy is an initiative that delivers in-company projects and placements to students.
 - Increase number of students on sandwich year placements. 86 students have taken this option during the academic year 2016/17
 - Deliver and develop the WXP program, generating income and opportunity for students and highly skilled employment for graduates
 - Identify courses within the institution with / without opportunity for a sandwich year placement, with a view to offering the option in 90% of courses
 - In partnership with the SU continue to deliver a quality service for students wishing to engage with volunteering opportunities. Currently 2455 students are registered volunteers.

KPI; Raise retention of graduates in the region (improving skills gap)

- ENTERPRISE; Develop and deliver Enterprise Education and Start-up Support
 - Deliver *Enterprise Action* achieving all required ERDF outputs
 - Deliver on SANTANDER contract all required outputs
 - Develop a University wide offer for enterprise and business start-up that does not solely depend on external funding

KPI; Less than 5% differentiation by 2021 between students with key protected characteristics against overall graduate employability indicators in the DLHE return (first degree, PG and highly-skilled) at both subject and Faculty level

- To be monitored annually

Recommended Targets by 2020;

- Award embedded in 100% of courses
- 300 International Opportunities
- 250 Sandwich Year Placements per year
- 90% of courses offering the option of sandwich year placements
- 2500 students taking volunteering opportunities

DLHE

- 96% of graduates are in employment and/or training within 6 months of graduation
- 65 % of graduates are in highly-skilled graduate employment.