

CAREERS EDUCATION, INFORMATION, AND GUIDANCE

(Amendments to version 05.0, UPR SA09 are shown in *underlined italics*.)

1 INTRODUCTION

- 1.1 This document has been approved by the Academic Board with effect from 23 January 2002¹ and has been amended subsequently to reflect changes in University nomenclature and national policy.

(Notes:

- The University's policy concerning careers education, information, advice and guidance has been developed as part of the University's response to a strong emphasis being placed nationally on the development of vocational and career related skills by students in Higher Education. Internally, certain aspects of the vocational/professional development of students are covered in UPR TL03² and a particular range of graduate skills, known as 'Career Management Skills' (section 3, refers), are now being given greater prominence as a result of the publication, in 2013, of Quality Assurance Agency (QAA) UK Quality Code for Higher Education - Chapter B4: Enabling student development and achievement
- In developing its policy on careers education, information, advice and guidance, the University recognises the importance of ensuring that its graduates are fully prepared for employment (including business start-up) and able to compete successfully within a competitive graduate employment market. The University will provide appropriate support for its diverse student/graduate body throughout their time at the University of Hertfordshire and beyond, when needs are outlined by the University's graduate Alumni population.
- The policy also recognises the need to prepare the ground for the adoption of very similar processes which will be required for personal development planning provided through a range of resources and experiences.)

2 SCOPE

The policies and strategies set out in this document apply to undergraduate and taught postgraduate programmes and, as appropriate, to programmes of research.

3 CAREER MANAGEMENT SKILLS

For the purposes of this document, Career Management Skills are defined as the skills normally used by individuals in the processes of self-appraisal, opportunity seeking, planning and/or decision making, self promotion and achieving sustainable careers.

(Notes:

Career Management Skills are widely agreed within the Higher Education sector as being skills which underpin the processes whereby individuals seek career opportunities effectively and make decisions about their career development. They are a sub-set of general graduate skills such as communication, analytical and planning skills (sometimes referred to as soft skills, essential skills or employability skills). However, career management skills focus specifically on career related matters such as career choice, career motivation, job knowledge, the preparation of curricula vitae, targeting applications, interview skills and other practical issues associated with seeking employment and/or opportunities and are, therefore, regarded as being distinct from general graduate skills.)

¹ **Academic Board Minute:** 841, 28 November 2001, refers.

² UPR TL03 'Learning and Teaching Policy and Graduate Attributes'

4 POLICY

The University will seek to ensure that:

- i opportunities are provided through a combination of programmes and access to other services:
 - a for all students to develop Career Management Skills;
 - b to prepare students to be competitive in the graduate employment market;
 - c to equip students to make the transition from student to employee or employer;
- ii all students and Alumni of up to two years have access to the dedicated University-wide career development and employment offer for students and graduates (Careers, Employment and Enterprise: (herts.ac.uk/university-life/careers-and-recruitment/careers));
- iii the development of Career Management Skills by students is integral to its learning and teaching strategies.

5 IMPLEMENTATION

5.1 Students

Students will be expected to be individually pro-active in developing career management skills both within and outside programmes/modules and in recording their achievements (for example, through Personal Development Planning and independent learning).

5.2 Deans of School

Deans of School will:

- i be responsible for demonstrating that students are exposed to Career Management Skills during their programmes, recognising that these are developed through a wide range of academic and non-academic activities (within and extra-curricular);
- ii ensure that within professional programmes, there is good liaison with employers in considering curriculum content, delivering learning experiences and providing students with access to information about the employment market and career options.

5.3 Careers, Employment and Enterprise

5.3.1 Careers, Employment and Enterprise will be responsible for demonstrating that it operates within the context of the relevant precepts of the Quality Assurance Agency Code of Practice on Careers Education, Information, Advice and Guidance (Section 8).

5.3.2 *Careers, Employment and Enterprise will work collaboratively with other parts of the University (for example, the Learning and Teaching Innovation Centre, Schools and Information Hertfordshire) as well as impartially to achieve the objectives outlined in the QAA UK Quality Code for Higher Education - Chapter B4: Enabling student development and achievement in a manner relevant to the University's 2015-2020 Strategic Plan and with respect to individual confidentiality.*

5.4 Staff development

In planning staff development, the University will have regard for the importance of implementing the University's policy of careers education, information, advice and guidance and the acquisition of career management skills by students. Staff are encouraged to gain insights into the industries and professions to which graduates from their programmes are most likely to aspire and the requirements of related professional bodies.

6 **MONITORING**

Careers education, information, advice and guidance will be subject to the University's quality assurance arrangements.

Mrs S C Grant
Secretary and Registrar
Signed: **1 August 2015**