

Employability Strategy - Overview

Background

In February 2022, working under the strategic direction of both the Director of People and Services and Vice Chancellor & Vice Principal of Learning and Teaching, the Head of Student Futures was instructed to undertake research, development, and delivery of Edinburgh Napier University's first ever employability strategy. Beginning with a draft version (attached) the strategy itself has been created to establish a clear pathway of benchmarking and enhancement of all employability delivery across the institute, closely aligned to the ENhance employability strand and its associated ambitions.

Research & Development

Utilising a wide range of source materials which evidence current HE employability best practice, government led employability agendas and external employability models and frameworks, research has been focussed on identifying how effective employability strategies have been developed and rolled out in leading HE institutions previously. These strategies have also been balanced against the external factors with directly impact on how HEI's are measured and monitored and try to reflect the landscape for HEI's employability delivery over the next 5 years. The findings of the research included have been tailored to the specific needs of Edinburgh Napier and its students, and aligned to our overarching university strategy, '**Shaping Our Future: Driving Distinctiveness**'.

Working Group & Other Contributors

As part of the process, a group of key contributors from across the institute were brought together to discuss the early draft of the strategy, provide feedback, and share views on the merits of such a strategy through both the lens of academic and professional services.

Employability Strategy Development Lead:	Adam Watling , Head of Student Futures
Employability Strategy Sponsors:	Carolann Begbie , Director of People and Services Nazira Karodia , Deputy & VP of Learning & Teaching
Academic and Professional Services advisory Group:	Catriona Cunningham , Head of Learning & Teaching Enhancement, DLTE Fiona Forrest-Anderson , Head of Employer Engagement, Colin Smith , Associate Professor, SOC Patrick Harte , Senior Lecturer, TBS Nick Fannin , Head of Enterprise, BRT Rosemary Allford , Lecturer, TBS Christopher Cramphorn , Associate Professor, TBS Vishal Khattar , ENSA
Additional review, feedback, and input on draft:	Mark Wilkinson , Head of Student Wellbeing & Inclusion Jonathan Staal , Inclusion Services Manager Thomas Feige , Policy Advisor, Strategy Hub Andrew Quickfall , Head of Planning & Bus.Intelligence Student Futures Team