

Employability Statement – Nescot

Nescot is committed to preparing its students for work as an integral part of their studies and to enable their progression and success in a competitive economy. Our programmes and support services are designed to equip students with the entrepreneurship and employability skills and to help them gain employment and succeed in their chosen occupation.

Employability at Nescot is defined by two elements:

- 1) Employability of Nescot graduates through the development of effective interrelationships between the College, employers and the labour market.**

The College's Mission is ***“to inspire and enable all our learners to achieve their goals and provide the skills needed in the economy”***

One of the strategic aims underpinning the mission statement is *“to engage with employers to meet their needs by ensuring our course offer and content at all times meets their current and future skills needs”*. Nescot's Higher Education Strategy has been defined to support the implementation of this aim. It identifies key priorities for the development of programmes that meet the needs of employers and specific vocational areas and addresses the priorities contained in the Government's White Paper “Skills for Growth” and the Government's strategy for the HE system in the future “Aiming Higher”.

Nescot deliver a diverse range of models attractive to non-traditional learners and employers. This aims to develop growth in part-time and work-based study for learners drawn from non-traditional backgrounds.

In response to employer needs, Nescot has developed an Employer Engagement Strategy that aims to *“lead the necessary transition to an employer and community focused culture across the whole College”* and to *“provide high quality, flexible and cost-effective training and development solutions, customised to meet the individual needs of employers and organisations by ensuring access to government funding is maximised to their benefit”*.

It has also enhanced flexibility to meet employer requests for HE-level continuing professional development (CPD) to deliver the Employer Engagement Strategy. New programmes in Education, Biomedical Sciences and Counselling have been developed that enable learners to complete half of their modules entirely within the workplace.

The college has implemented the following strategies to improve the interrelationships between the College, employers and the labour market:

- A wide range of higher education awards are provided. Many programmes have Work Related Learning and Personal Professional Development modules that provide strong links between employment and an individual's aspirations and goals.
- Courses are delivered by specialist staff with direct links to vocational sector organisations.
- Courses at Nescot are highly vocational with significant input in their design from our employer partners to ensure that the graduates are equipped with the appropriate skills set to engage with industry. The College convenes specialist Higher Education Employer Forums that provide opportunities for practitioners working in industry to meet with programme teams. The Forums help to ensure that the course content meets industry expectations and requirements and is fit for purpose.
- Programmes are aligned to professional standards to ensure they reflect sector needs. Most courses are recognised by professional bodies and some include professional qualifications delivered alongside their main programme.

2) Graduate employability as a set of achievements (skills, understanding and personal attributes) that makes an individual more likely to gain employment and be fulfilled in their chosen occupations.

Nescot is committed to providing students with an opportunity to gain the skills necessary to ensure their employability. Students are also provided with opportunities to develop and apply their skills and learning within work-related settings. Students are provided with relevant impartial advice and guidance before, during and after their studies to enable them to be prepared for their future employment and development.

The following strategies are undertaken by the College to prepare students for employment.

- Support for personal and professional development is an integral part of the College's programmes. This is supported by Learner Services, teaching staff and the College's Careers team. A central Careers Advisor supports students in preparing applications and in identifying job vacancies. High quality impartial information, advice and guidance through group and individual sessions are provided. The sessions include careers guidance and planning, CVs drafting, applications and practice interviews. The quality of our advice and guidance is accredited by the Matrix Standard.

- Opportunities for work placements form an integral part for some full time programmes of studies. Students are prepared to ensure that placements provide appropriate developmental opportunities and relate to current and future career interests.
- The College seeks to support business and employer sponsorship of projects and assignments which contribute to the programme of study. The projects are sometimes directly commissioned by employers or by student sponsors. The projects make an effective contribution to the workplace and facilitate the development of higher order and professional. The projects facilitate the development of wider employability skills such as communication, literacy, numeracy, personal and social, team work and leadership skills that underpin the curriculum
- Former students of Nescot can continue to access the resources of the Career Service upon graduation.