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1. Introduction

Fife College Employability Strategy aims to create a strong College framework in which the career development and career management skills of students are seen as an integral part of their time at Fife College; with clearly articulated provision that is high profile, professional and relevant to their career aspirations.

“Placing dignity and respect at the heart of all we do means that the delivery of Employability support is as important as the policy” (Scottish Government 2016).

Fife College will prioritise full-time programmes which align with the economic requirements and prepare learners for employment supporting the Developing the Young Workforce (DYW) Agenda. Our Fife College community has a responsibility to contribute to the development of our learners’ Employability through:

- The support for individual learners
- Provision of information and awareness raising
- The provision of opportunities for the acquisition of knowledge and the practice of skills
- Engagement by learners with the range of opportunities provided

It is intended that the Faculties respond to the Employability Strategy with their own Operational Plans which take greater account of their discipline and particular needs in relation to Science, Technology, Engineering, the Arts and Maths (STEAM). Employability support at Fife College will always be a mixture of embedded provision offered through departments, centrally coordinated support and student-led activity, set within the wider context of external relationships; the aim of the Strategy is to ensure that these strands cohere for maximum impact and are monitored effectively. The Strategy outlines specific objectives relating to some of the College’s central activity strands, the expectations of Schools and departments, and some areas of targeted support for specific cohorts of students.

The Strategy uses as a measure of success improvements in the employment of our graduates but it is recognised that wider career options are equally important for some learners and therefore improvements in the graduate employment statistics should not be seen as the only valuable outcome. Additional value should be recognised for Internships, Work Placements and valued employer partnerships where the curriculum responds to employer input and this is reflected in the curriculum design and delivery.

It is the responsibility of every staff member of Fife College to engage with this to ensure that our learners are supported and prepared for their future paths, whatever those paths may be. There is a real desire to build a stronger culture of entrepreneurship and innovation amongst the student body, including enhanced support for those who want to move into self-employment.

2. Strategic Themes

Our strategy will address three key themes:

1. Student Recruitment	<ul style="list-style-type: none"> ■ Increased focus on Employability amongst prospective learners complementing the School College Partnership Strategy. ■ Recruitment challenges in new markets supported by Skills Development Scotland (SDS)
2. Student Satisfaction & Employment Outcomes	<ul style="list-style-type: none"> ■ Student feedback on improved access to work related experiences and destinations
3. Employer Relations & Community Engagement	<ul style="list-style-type: none"> ■ Significant investment amongst many key competitors on highly visible and coordinated employability support, especially around work experience

3. Strategic Aims

The strategic aims of the Employability Strategy are based on the following:

1	To embed Employability into each academic area and develop the Employability skills of our learners throughout their learner journey.
2	Develop learner skills to include an additional range of Employability and Career Management skills and attitudes, principally through the resources and guidance of the Employability Hubs and supported by My World of Work (MWOW).
3	To develop entrepreneurial mind-sets and create confident, dynamic and competitive learners.
4	To work with SDS, employers and alumni to support curriculum development in line with industry standards and requirements.
5	To offer staff Career Long Professional Learning opportunities across the academic year that support all staff of the College to fully engage with and contribute to the Employability agenda.

4. Strategic Objectives

The strategic objectives of the Employability Strategy support the strategic aims, they are based on the following:

1	Increased student engagement in Career Learning and Employability activities reflected in higher student satisfaction and better impact measures (student engagement figures).
2	The Employability & Partnerships staff will develop resources, supported by (MWOW) that will enable learners to fully access support available and will improve the positive destinations for the College.
3	A more visible and coordinated offering around employability skills and developing entrepreneurship and innovation skills, as well as more focus on including active support for start-up and self-employment as graduate career options DYW.
4	Increased opportunities through the College's SDS employer and alumni networks, building on existing mentoring & engagement programmes to connect more learners with individuals and opportunities.
5	Increase the number of staff who have an understanding of National Drivers or initiatives around Employability and implement a range of activities aimed at making learners work ready.

5. Operational Implementation

Employability support will be clearly planned and evaluated at College level , informed by robust data from SDS and the objectives of the Strategy. Work-based experiences and other career enhancement activities will be seen as a key part of the educational offering at Fife College.

Alumni networks will be utilised to ensure that learners benefit from the College's alumni connections. Innovation and enterprise skills will be integrated where appropriate within disciplinary learning and co-curricular opportunities. Learners will be supported to develop their own employability, including specific support for student-led career enhancement activities.

6. Strategy Success

The Strategy's success will be based on productive partnership working across Fife College between faculties, learners, services (SDS) and business. The Strategy adopts an impact focus in its approach and Employability will be measured, reviewed and planned using robust impact indicators of success.



7. Impact

The impact of the Employability Strategy will be reflected in developed skills for learning, life and work of Fife College students. Fife College will:

Innovate and create opportunities that ensure all graduates are equipped with the life long career management skills and the resilience to succeed in the job market.

Transform student opportunity by creating an innovative curriculum and student experience that embeds Employability practice from pre-arrival through to graduation.

Connect learners and staff with businesses locally, nationally and globally to create mutually beneficial outcomes.

8. Recommendations

As the strategy is implemented the following recommendations will ensure the success and ambition of our students and partners.

- Collaboration in college between curriculum and professional services
- A targeted and output focused delivery approach
- Effective, valuable and embedded partnerships
- Innovation and recognition of developing economic changes

Fife College views embedding employability as providing the opportunities to develop knowledge, skills, experiences, behaviours, attributes, achievements and attitudes to enable all learners to make successful transitions and contributions, benefitting them, the economy and their communities addressing STEAM and other economic priorities. Employability is relevant to all learners and at all levels of study.

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