EMPLOYABILITY AND STUDENT SUCCESS STRATEGY

Our University
Our Future:
Connected

This strategy sets out the direction of travel and overarching ambitions for the Employability and Student Success teams.

It is a living document, designed to encapsulate the work being done by teams to develop the employability and success of all students at Bath in the coming academic year. We intend for it to reflect and inform our work, but also to evolve as different workstreams progress and come online. This means that it may be updated from time to time and change to ensure it's always representative of the needs of our students.

Employability strategy

Aim

Empower Bath students to be future focused, impact driven and socially minded

Ambition

To enable all Bath students to fulfil their potential, graduating with the knowledge, skills, experience and confidence required to achieve career success and lifelong employability
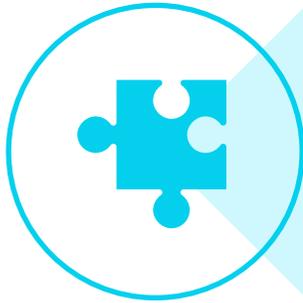
Principles

- Embed employability, enterprise and skills development throughout the student lifecycle

- Facilitate access to professional and work-related learning for all students

- Expand our portfolio of inclusive and innovative employability opportunities

- Ensure we are connected, cohesive and future focused

The Bath experience is transformative, supporting Bath graduates to:

Define their vision of career success → Become part of a global community → Respond positively to change → Take ownership and agency → Build connections to the past, present, and future

The university continues to have a reputation continues to have a reputation amongst **employers** for supporting the development of outstanding students, who operate effectively, and positively impact their organisations

The university continues to have a reputation amongst **past, present, and prospective students** for offering the best professional development opportunities available in the UK Higher Education

End to end careers support

- Access to alumni and peer mentoring
- Meaningful Careers-focused conversations
- Opportunities to engage with employers and professional organisations

Personal & professional development

- Appropriate curriculum-led skills development
- Opportunities for personalised skills development
- Supported reflective practice (record, reflect, review)

Inspiring & enriching experiences

- Appropriate curriculum-led employability development
- Opportunities for professional and entrepreneurial experiential learning
- Rich extra-curricular activities (volunteering, societies, projects)

Empowering every Bath student to realise their potential as
a dynamic thinker, who can
drive progress and
make an impact.

Our vision

EMPOWER BATH STUDENTS TO BE FUTURE FOCUSED, IMPACT DRIVEN AND SOCIALLY MINDED

To enable **all Bath students** to fulfil their potential, graduating with the knowledge, skills, experience and confidence required to achieve career success and lifelong employability.

The **Bath** experience is **transformative**, supporting Bath graduates to:

- **Define their vision of career success**
- **Become part of a global community**
- **Respond positively to change**
- **Take ownership and agency**
- **Build connections to the past, present & future**

The University continues to have a **reputation amongst employers** for supporting the development of outstanding students, who operate effectively and positively impact their organisations.

The University continues to have a **reputation amongst past, present and prospective students** for offering the best professional development opportunities available within UK Higher Education.

Capabilities Framework

Four focus areas to empower students to be dynamic thinkers who can drive progress and make an impact

PROFESSIONAL SKILLS

Professionalism
Understanding time management, workplace etiquette, professional boundaries and appropriate conduct.

Communication
Expressing ideas clearly across formats, engaging actively with others, adapting to audience need and presenting with confidence.

Collaboration
Working effectively in diverse teams, contributing constructively, navigating group dynamics, and building strong, professional relationships.

Leadership
Inspiring and guiding others, delegating effectively, taking accountability, and making informed and ethical decisions to achieve shared goals.

ADAPTING TO CHANGE

Adaptability
Embracing change, managing uncertainty, adopting new ideas, and responding positively to shifting priorities and environments.

Resilience
Managing pressure and setbacks, coping with adversity, maintaining a growth mindset, and developing through change and uncertainty.

Drive and initiative
Setting and pursing goals, managing work independently, taking smart risks, seize opportunities, and thinking entrepreneurially in dynamic situations.

GLOBAL AWARENESS

A sustainability mindset
Knowing how to apply environmental, social and economic principles, use resources responsibly, and contribute to sustainable solutions.

Social & cultural awareness
Recognising, appreciating and respecting difference, understanding cultural nuance, and collaborating effectively in professional and global contexts.

PROBLEM SOLVING

Critical thinking
Evaluating evidence, questioning assumptions, considering different perspectives, and developing balanced, well-reasoned arguments and strong problem solving.

Data literacy
Collecting, interpreting and communicating data effectively, applying statistical concepts, and making informed decisions using both quantitative and qualitative analysis.

Digital and AI literacy
Using and applying emerging technologies, solving problems, considering ethical implications and ensuring digital security.

Creativity and innovation
Generating original ideas, challenging approaches, and developing inclusive, practical solutions to complex problems.

Questions

If you have any questions about this document, please contact the Employability and Student Success team by emailing employability@bath.ac.uk.