

Policy Proposal: Careers Education

Submitted by University of Birmingham Guild of Students

Summary

It is clear that careers education is lacking in Universities as there is latency between industry led innovation and the traditional model. This gap is often exacerbated for [liberation] minorities as there are notable socioeconomic, institutional and systemic issues in provision. This policy aims to redeploy the onus of inclusive careers education onto student's unions/universities rather than having minority students fight for limited third party support. Ultimately, this policy hopes to create a conversation on campuses about how inclusive careers education feeds into existing university stratagem and steering groups, for example, RACE or Gender Equality. This includes a renewal of policy commitments and engagement with key stakeholders in the Universities region, for example, Chambers of Commerce, LEP's and local government to aid in talent retention.

Liberation campaigns are often committed to esoteric silos, with a lack of engagement to other minority groups, which is why this policy seeks cross-liberation backing. It is not a controversial policy commitment and will only work if all liberation groups band together for common cause. There are distinct problems in the way Higher Education treats social mobility; the archetypal response of dealing with one minority group at a time is no longer effective. Instead, we must take cross-campaign action united with a single voice on careers.

Solutions

Inclusive careers education drives both the social mobility and representation agenda across a swathe of different liberation groups. The intention for this policy is to start a localised conversation on how well campuses are doing in the support of minorities. This in turn will feed into a reporting stage and then a national picture, which should provide clear data on where to improve. The question of stakeholder engagement is crucial; as buy-in from regulatory and executive partners is vital to drive this policy. I hope this proposal is not just considered at face value, but also on future capabilities in a growing space for all.

Ideas for Implementation

Ensure an NUS wide commitment in engaging with the topic of careers education for minorities

Commit student's unions to reviewing their respective campus responses and collate these reports on a national scale

Establish best practice to curate a usable toolkit and set of guidelines for the future

Engage with OfS and industry regulators to see how an inclusive careers agenda can be added to the Teaching Excellence Framework.

Encourage all Universities to expand the graduate destinations section in their course prospectuses, which should include a breakdown for liberation

Prioritise normal and reverse mentoring opportunities for Liberation officers in student's unions to connect with University SMT and executive boards

Focus on creating policy communities and alumni programmes to continue the work after the initial policy implementation