



SOAS Careers and Employability Strategy 2023-2026

This is an intentional 3-year strategy. When the current Education Strategy is updated in 2026 it is anticipated that this strategy will be revised to align with new strategic institutional objectives.

Context- SOAS Mission Statement and Education Strategy

In line with the SOAS Mission to 'challenge perspectives, broach debate, and empower our students to question the global status quo and find solutions to the issues facing the world today' SOAS Careers provides student centred, impartial services and resources, designed to give our students the tools to succeed in their chosen careers.

The [SOAS Education Strategy](#) states that we aim to provide 'preparation for work and further study that ensures SOAS graduates from all backgrounds are positioned to have an impact on the world in the roles of the future' and the Careers Strategy below demonstrates our commitment to this.

Specifically, we work towards 'improved career outcomes for all students which build on their aspirations, knowledge and wider skills' as committed to in our institutional Education Strategy.

SOAS Careers Mission Statement

We empower all SOAS students and graduates to make informed career decisions which will enable them to realise their potential and make a positive difference in the world.

Goals

Our strategic goals are to:

- Embed the championing of diversity and the promotion of equity and inclusion at the centre of all aspects of our work with our stakeholders, including students, graduates, SOAS colleagues, alumni, employers and other external partners.
- Support both students and colleagues across the SOAS community to understand the importance of our graduates leaving university with a career plan and how this impacts future success
- Develop the capability and employability of our students by enabling them to identify the value of their degree, as well as work based learning opportunities and internships, and how to articulate that to progress their career
- Enable effective partnerships to achieve these goals working through collaboration, open communication, evidence-based practice and continued work on building impactful relationships with our stakeholders

Embed the championing of diversity and the promotion of equity and inclusion at the centre of all aspects of our work with our stakeholders, including students, graduates, SOAS colleagues, alumni, employers and other external partners.

- SOAS Careers commits to empowering our students and graduates to understand their rights in the workplace and to call out and challenge any discrimination they might see or experience, as well as develop stronger awareness of the people, organisations, resources and systems available to support them
- We aspire individually and collectively to continually work towards further understanding of the lived experiences of others, how these might differ from our experiences, and the huge value that diversity in its many forms brings to workplaces of all kinds
- Through our evidence- based partnerships working SOAS Careers aims to challenge structural inequalities and particularly those that impact our students and graduates and to challenge discrimination and bias

- We aim to provide safe spaces for learning and discussion of difficult careers-related personal and social issues, in partnership with colleagues across the institution.
- All Careers Service team staff have an objective in their appraisal/ staff development review which focuses on growing their knowledge and understanding of diversity, equity and inclusion, through, for example, continuing professional development, or delivery of a project or initiative for one of our stakeholders.
- We aim to monitor, evaluate and continually develop our physical and virtual learning spaces, our interpersonal interactions, and our career development learning opportunities (guidance and workshops) to make them as accessible and inclusive as possible

Support both students and colleagues across the SOAS community to understand the importance of our graduates leaving university with a career plan and how this impacts future success

- In collaboration with Planning and academic partners we aim to work towards developing understanding of our 'golden thread' between advanced career thinking and graduate outcomes across the institution
- We will continue to provide example destinations to departments and analyse graduate outcomes data at department and college level to brief colleagues and SLT about areas of risk for the institution
- We aim to integrate understanding of the career readiness journey into academic partnership working
- We will work towards further integrating careers and employability education into the curriculum, including bespoke sessions focused on career planning for students in the early stages of career thinking
- Supporting students and graduates to undertake effective action planning to move confidently towards their next steps
- Encourage students to develop awareness of their career readiness throughout their degree and what they can do to maximise each phase of career thinking

Develop the capability and employability of our students through enabling them to identify the value of their degree, as well as work based learning and internships, and how to articulate that to progress their career

- We aim to evolve institutional narratives towards recognising 'Graduate Voice' questions as a measure of career success
- Working in close partnership with Learning and Teaching Enhancement and academic partners we commit to developing the capability and employability of students to help them succeed after SOAS
- Working in close partnership with colleagues in Student and Academic Services, we will work towards providing mechanisms to support students to articulate and record skills developed at SOAS
- Further awareness across the institution of the SOAS Graduate Attributes and the ways in which departments can map their provision onto these and students can evidence these
- Work in partnership with academic colleagues, external partners and providers to facilitate work based learning and internship opportunities for our students and help them to articulate the value of these experiences

Enable effective partnership working through collaboration, open communication, evidence based practice and continued work on building good relationships with our stakeholders

- Build and sustain effective collaboration with all our stakeholders, including academic partners and professional services teams at SOAS to inform our work and tailor our approaches to the needs of our diverse student body

- Develop and nurture relationships with external stakeholders and professional bodies to inform the work we do and aim for best practice in the field of careers education
- Further develop partnership working with SOAS alumni and our alumni team to support student career development learning
- Closely monitor and evaluate student and other stakeholder engagement with all our services, embedding student voice in our practices and services
- Close partnership working with Planning to ensure our partnership working is evidence based and data led
- Clear communication with our stakeholders to build understanding of our services and collaboration to support students to find success in a way that is meaningful to them
- Continue to develop excellent reciprocal relationships with external partners including employers and internship partners

Impact Measurement

Embed the championing of diversity and the promotion of equity and inclusion at the centre of all aspects of our work with our stakeholders, including students, graduates, SOAS colleagues, employers and other external partners.

- Student engagement data
- Feedback from colleagues, employers and other partners
- Evaluation in partnership with EDI and Staff Development teams at SOAS

Support both students and colleagues across the SOAS community to understand the importance of our graduates leaving university with a career plan and how this impacts future success

- Career Thinking Data,
- Golden Thread Analysis
- Graduate Outcomes Data
- Student Evaluation

Develop the capability and employability of our students through enabling them to identify the value of their degree and how to articulate that to progress their career

- Student and academic partner feedback
- Employability Framework
- Case studies

Enable effective partnership to achieve these goals working through collaboration, open communication, evidence-based practice and continued work on building impactful relationships with our stakeholders

- Stakeholder feedback and completion of collaborative tasks and projects