

SOAS Careers, Employability and Skills Plan 2026



Careers, Employability and Skills Plan 2026

Informed by...

SOAS Strategy 2026-2030 and Education Plan 2026

SOAS EDIW Plan 2026 & APP 2025/26-2028/29

Examples from other HEIs

Student Feedback and Career Stories

Data e.g. GOS, NSS, SEMs, Career Thinking, LEO

Student engagement & applications

Academic, PS and Employer Partnerships

Professional Bodies e.g. GFI, ISE,

Trends in the world of work

Relevant research and reports e.g. WEF, ISE

SOAS' vision and mission

To be an excellent research-intensive university that responds to the learning needs of our diverse students. We will enable an equitably grounded global academy as a means to challenge hierarchies of knowledge and assist in the building of a socially just future.

We do this through teaching and research on the arts, humanities and social sciences as they relate to and are expressed in Africa, Asia and the Middle East. Our graduates develop knowledge and skills that are globally competitive, comparatively oriented and contextually grounded.

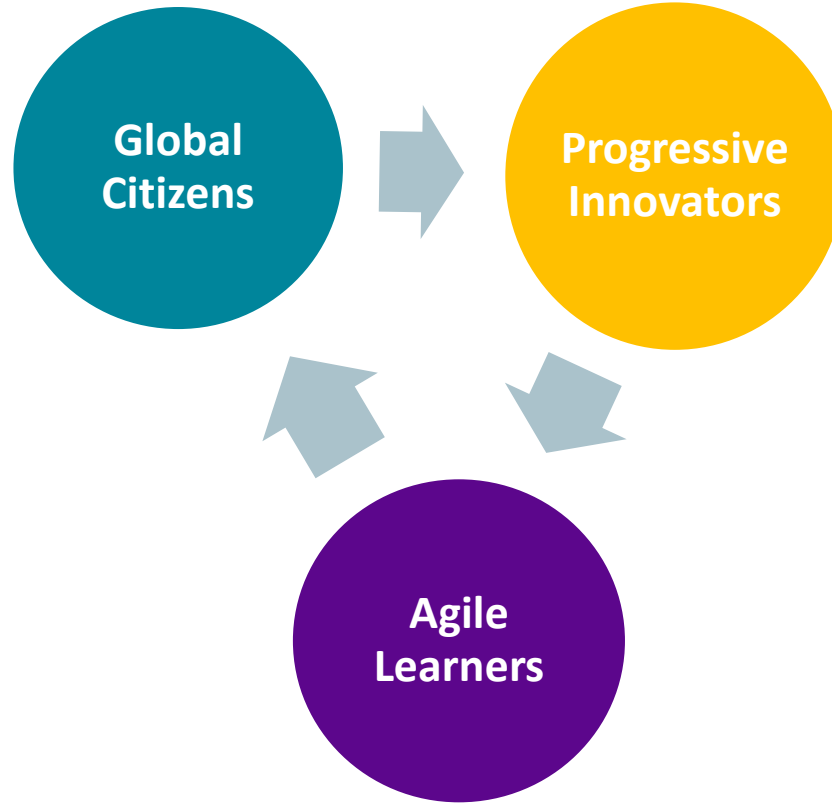
Teaching & Learning:
We are committed to delivering academically outstanding and inclusive on-campus and online education through innovative curricula and pedagogies, and a focus on student experience.

Research & Knowledge Exchange:
We consider some of the most urgent challenges of our time. Inherently inter-disciplinary, we value deep partnerships with scholars from the regions and diasporas of SOAS' focus.

Community:
Our success is defined by the quality and commitment of all our staff and students.

SOAS Graduate Attributes

- Globally competent
- Contextually grounded
- Culturally, socially and environmentally responsible



- Critical thinkers and creative practitioners
- Imaginative proactive changemakers
- Skilled communicators and effective collaborators

- Academically capable
- Comparatively oriented
- Digitally fluent

SOAS Education Plan 2026

Transformative, research-informed education

Live our **Graduate Attributes** prioritise active learning, critical thinking, and real-world application in all educational programmes

Empowering students to become **global changemakers**

Global Experience

Exposure to the world-globally focused work aligned learning opportunities

Promoting **progression**, improving our **rankings and reputation.**

Careers and Employability Strategy 2023-2026 Strategic Goals

Embed the championing of diversity and the promotion of equity and inclusion at the centre of all aspects of our work with our stakeholders



Resources, guidance and workshops support students to understand their rights in the workplace and develop awareness of support available

EDI embedded in all Work Aligned Learning programmes and opportunities. Wider access and participation in these opportunities

EDI as standing item on our team meeting agenda and a SDR objective for every team member

Ongoing development of our physical and virtual learning spaces, events and opportunities to make them as accessible and inclusive as possible- accessibility checklist

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



Reporting on example destinations to departments to support student aspiration

Analysis of graduate outcomes data and career thinking data at department and college level

Further integration of Careers in the Curriculum sessions

Positive feedback from students about guidance, workshops and events

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



Revised Graduate Attributes in consultation with staff, students and employers.

Increased visibility of attributes and employability skills in SOAS Strategy and Education Plan 2026, academic modules and Careers Service delivery

Close partnership with academic colleagues and LTE to deliver Surfacing Skills CPDs and workshops

Reporting on graduate reflection questions and employability bank of NSS questions

MySKILLS Portfolio self-assessment tool for students

Sustainable growth of Work Aligned Learning opportunities for our students

Enable effective partnerships to achieve these goals



Effective collaboration with all our stakeholders, including academic partners and professional services teams at SOAS

Growth in relationships with employers and professional bodies

Student engagement and voice integrated into service delivery, resources and programmes

Data analysis and liaison with Planning to ensure our partnership working is evidence based and data led

SOAS Careers – A Year In Numbers

1100 student appointments
3500 student signs ups across 83 events
15 CPD workshops
18 department partnership meetings and action plans
3 modules and more than 20 in curriculum sessions

Partnerships with more than 200 employers
70 internships provided
94 students across 3 placement modules
5 PGT Placement Year and 3 Year in Industry programmes

12,000 vacancies advertised per year
62 MySOAS pages, 20 digital pathways and platforms accessed by at least 2000 students a year

Guiding Principles

Inclusive by Design

Empowering our Students

Embedded and Visible

Data and Student Voice Led

Ethical and Impartial

Scalable and Sustainable

Reflective Practice

Impactful and Collaborative Partnerships

SOAS Careers Employability and Skills Plan 2026

We empower all SOAS students and graduates to make informed career decisions which enable them to successfully navigate their future

Provide **Inclusive Careers and Skills Education**, which recognises lived experience, working in partnership to offer career learning opportunities and impartial guidance which empowers students to move forward in a way that is meaningful to them

Further develop our distinctive SOAS offer of **Work Aligned Learning** through the delivery of a scalable, well-branded range of opportunities which widens student participation and supports positive graduate outcomes

Provide **inclusive, student-centred digital resources** that are evidence-informed and data-driven, ensuring responsive provision that adapts to evolving student needs

Inclusive Careers and Skills Education

Provide **Inclusive Careers and Skills Education**, centring care & respect, which recognises the lived experience of all learners. Deliver innovative career learning opportunities and impartial guidance, working in partnership to embed learning practices that empower students to identify the attributes they develop at university, build on their aspirations and move forward in a way that is meaningful to them.

Surface the employability skills students develop at SOAS, working in partnership with academic, professional services & Student Union colleagues to increase awareness of the ways student's university experiences positively impact their futures.

Use evidence-informed approaches to influence curriculum design and learning practices so employability is understood, visible and embedded across the curriculum at SOAS.

Provide inclusive, co-created career learning opportunities to develop the employability and capability of students and empower them to recognise, articulate & record their skills. Rigorously monitor, evaluate and continually develop career learning activities to support positive student experiences and graduate outcomes.

Provide ethical, impartial, client-centred advice and guidance by committing to respectful and reflective practice that values diversity, equity and inclusion. Encourage self-advocacy and student's own learning so they are equipped to make informed career decisions & plan effectively for their next steps.

Work Aligned Learning

To further develop our distinctive SOAS offer of **Work Aligned Learning** (WAL) through the delivery of a scalable, well-branded range of opportunities which widens student participation and support positive graduate outcomes.

Inclusive design of WAL to ensure that more students can take part, actively reducing barriers to participation.

Routes that work for different circumstances (time, confidence, prior experience, competing commitments), and engagement encouraged through recognition of achievement.

Scalable and sustainable work-aligned learning model —clear pathways, consistent quality, and the ability to grow gradually and sustainably.

Strategic use of partnerships with practitioners and employers as well as external suppliers to complement internal provision and respond to emerging needs.

Further develop our well-branded, coherent WAL offer that is easy to understand and identifiable as a distinctive SOAS approach.

Digital Resources and Student Engagement

To design and provide **inclusive, student-centred digital resources** that are evidence-informed and data-driven, ensuring responsive provision that adapts to evolving student needs and aligns with institutional priorities and best practice.

Enhance awareness and engagement with the MySKILLS Portfolio and institutional Graduate Attributes

Ensuring these frameworks are actively embedded, regularly updated, and effectively integrated into learning and employability development.

Further develop impartial, digitally enabled employability resources by evaluating, and curating high-quality, credible careers information

Provide resources which support students at all stages of their career journey, and keeps pace with technological advances, such as AI.

Strengthen a data-informed culture by systematically analysing engagement data and user feedback to identify gaps in provision and opportunities for innovation.

Use these insights to inform guidance practice, enhance skills development, and improve the consistency, effectiveness, and overall student experience.

Embed co-creation, student voice, and inclusive design principles into team practice

Ensuring these approaches consistently inform resource development and contribute to a more accessible, student-centred, and equitable careers offer to meet the evolving needs of learners.

