

## Review of the Careers and Employment Service [2010]

### Implementation Plan

Recommendations	Actions	Accountability	Timelines
<p><b><u>Recommendation 1: Strategy (ToR1 and ToR3)</u></b>  <i>That the C&amp;ES staff, in collaboration with academic staff, develop a future focussed career development learning strategy that is based on evidence, current best practice and takes in to account the changing nature of the higher education environment and of the labour market.</i></p>	<p>An overall strategy for student career development will be drafted under the auspices of the Deputy Vice Chancellor (Academic)</p>	<p>Deputy Vice Chancellor(A)</p>	<p>30 June 2011</p>
<p><b><u>Recommendation 2: Leadership, Organisational Structure and Reporting Relationships (ToR2 and ToR4)</u></b>  <i>That the University reconsider the current organisational location, reporting relationships and service delivery model of the C&amp;ES so that a holistic and consolidated approach to career development learning is established within academic elements and elsewhere across the University:</i>  <i>Specific to this recommendation, the following is required:</i></p> <ul style="list-style-type: none"> <li><i>a) a new position of Director, Career Development Learning be established to provide overall strategic leadership and integration of current C&amp;ES Work Integrated Learning activity;</i></li> <li><i>b) service delivery is to follow the hub and spoke or account management model as employed elsewhere in the University.</i></li> </ul>	<p>The various components of this recommendation will be considered in the light of the overall strategy developed under Recommendation 1</p>	<p>Vice Chancellor</p>	<p>30 September 2011</p>
<p><b><u>Recommendation 3: Building Sustainable Relationships (ToR4)</u></b>  <i>The C&amp;ES further develops a targeted relationship with key internal and external stakeholders to ensure a sustainable approach to career development learning over the longer term.</i></p>	<p>This recommendation is accepted and will be considered further in the light of the overall strategy developed under Recommendation 1</p>	<p>Academic Registrar</p>	<p>Immediate and ongoing</p>
<p><b><u>Recommendation 4: Branding, Visibility, Influence (ToR4)</u></b>  <i>(Following on from Recommendation 2) The C&amp;ES undertake a campaign to raise its professional profile and visibility to staff and students and employers.</i></p>	<p>This recommendation is accepted</p>	<p>Academic Registrar</p>	<p>By 30 June 2011 and ongoing</p>

Recommendations	Actions	Accountability	Timelines
<p><b><u>Recommendation 5: Building Capability across the University (ToR4)</u></b>  <i>The C&amp;ES Staff are provided with appropriate levels of ongoing professional development, including participation in national and international conferences (where appropriate), and have opportunities to cross-train and team teach with academic colleagues.</i></p>	<p>This recommendation will be considered in the overall budget context and comparative provision of professional development support for general staff broadly</p>	<p>Pro Vice Chancellor (A) Academic Registrar</p>	<p>31 March 2011</p>