**Royal Academy of Music Employability Strategy 2010-2015**

**1. Background**

Employability can be defined as the development of skills required to succeed in education and recognising how these skills can be transferred into professional development and graduate employment. Higher Education Institutions are being required to demonstrate the extent to which students' employability is enhanced as a result of studying in higher education; and to continue to monitor and review effective mechanisms by which students can expand and enhance their practical employability skills to enable them to make and implement realistic, well-informed decisions about their careers.

The Royal Academy of Music is committed to promoting and enhancing the employability of its students and recognises that it is essential to provide appropriate support in the realisation of their academic, personal and professional career ambitions.

**2. Aims**

The Academy aims to achieve this by:

- Enabling students to make the most of the learning experience by ensuring that individuals understand the benefits of and engage in the many and varied Professional Development opportunities available to them at the Academy
- Providing further opportunities for students to gain experience from work placements (both performance and non-performance based)
- Embedding and making explicit professional development and employability skills in the context of their programmes of study
- Providing access to effective careers education, information, advice and guidance in line with the QAA's Code of Practice.

**3. Operating Targets**

| Target | Action | Timeframe | Staff Lead |
|--------|--------|-----------|------------|
| Continue to provide professional training of the highest standard to maximise employability to match student aspirations and the expectations of the profession | Increase emphasis on Professional Development in programmes of study | Ongoing | Heads of Programmes, Professional Development Advisor |
| Continue to embed key employability skills, such as self-management, marketing and self-promotion within the programmes of study, thus providing opportunities for students to take control of their own learning and development; | Consider the development of these skills as Learning Outcomes of the new Reflective Portfolio on the BMus programme | By the end of summer term 2010 | Head of Undergraduate Programmes |

| | + enhance by bringing in visiting speakers who specialise in these areas. | | |
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| Create opportunities for experience in the workplace through work placements and extra-curricular activity; | Increase promotion of the External Bookings Office to new students + appropriate work experience opportunities are circulated to relevant students | Week Zero 2010 | Programme Teams, Professional Development Advisor |
| Provide a transparent framework for students to identify their achievements; | Develop UG and PG portfolio elements. | Ongoing | Programme Teams, Professional Development Advisor |
| Continue to provide the information, advice and guidance that enables students to effectively research professional development and employment opportunities, and develop the transition skills required to gain access to these; | One to one meetings with the Professional Development Advisor | Ongoing | Professional Development Advisor |
| Ensure that employability is recognised as a core objective by all stakeholders and that all staff are adequately supported in meeting that objective. | Promote Professional Development initiatives and material on employability to all staff via AIR | Ongoing | Deputy Principal, Professional Development Advisor |
| Ensure that students are satisfied with the level of support they receive in this area via the institutional feedback exercise; | | Ongoing | Academic Secretary |
| Ensure that Employability issues are represented in | Co-opt Professional | By the end of the spring term 2010 | Academic Secretary |

| appropriate internal discussion and decision making forums | Development Advisor onto UGPB and PPB and have a standing item on the agenda on Employability at least once per year. | | |
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## 4. Responsibility

Responsibility for the Academy's Employability strategy and resulting policy lies with Academic Board and is monitored through its Standing Committee. Responsibility for the implementation of the strategy and its place within programmes of study lies with the Professional Development Advisor, all teaching staff and the Programme Boards.

## 5. Related Documents

Royal Academy of Music Codes of Practice Mapping Exercise, Section 8 - Career Education, Advice and Guidance

## 6. Review

This strategy forms one element of the Academy's strategic plan and is subject to annual review by the Academic Board. The policy is monitored by Standing Committee of Academic Board to ensure that it is responsive to external and internal requirements. Agreed regulatory changes are published in the Academy's Academic Regulations which are reviewed, revised and re-issued annually by the Academic Secretariat.