

SAGEA Careers Service Forum

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Johannesburg

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Manchester Metropolitan University



City-based Modern Civic University

Over 43,000 students

4,500 members of staff

One of the largest universities in the UK for student population

(next door to UoM – 45,000 and RNCM – 8,000 students)

Most applied to university in UK (UCAS)

Four faculties:

Faculty of Arts and Humanities

Faculty of Health and Education

Faculty of Business and Law

Faculty of Science and Engineering



The challenge..

When students engage the difference is clear:

Man Met average – 75.5% (in a grad-level destination at 15mths)

- Attended a Careers Appointment – 80.3%
- Careers event – 80.8%
- J4S – 81.1%
- Internship – 83.1%
- Placement – 91.7%

When the university experience supports career thinking:

- Bottom 2 categories – 65% GP score;
- Top 2 – 91% GP score

However, the challenge is that many don't have (or can avoid) the opportunity:

- 36.2% of courses do not have any form of Career Learning (CL) embedded;
- 24.0% do not have Work-integrated Learning (WiL) embedded;
- Of those that do, only 30.3% (CL) & 39.0% (WiL) are core i.e. not optional



Guiding Principles – moving from passive to active employability

Employability at Manchester Met is:

- **Unavoidable** – ensure employability is a central and visible part of every student's experience.
- **Clear and Accessible** – services are straightforward and easy to navigate for all students.
- **Tailored** – offer personalised support, meeting each student where they are on their career journey.
- **Data-Driven** – leverage insights and data to continually enhance our approach and outcomes.
- **Action-Oriented** – prioritise practical, hands-on experiences that lead to measurable progress.
- **Purposeful** – every step is designed to create meaningful career opportunities and impact.
- **Dedicated** – unwavering in our institutional commitment to helping students achieve their full potential.

Student Employability Journey

Career Learning (CL) and Work Integrated Learning (WIL) are scaffolded across students' programmes to ensure they access learning relevant to their needs and stage of career development. This scaffolded approach supports ongoing engagement, builds on prior learning, and prevents employability content from being isolated in a single unit, disconnected from the rest of their academic experience. Our ambition is for employability to become an unavoidable and integral part of the student journey, seamlessly embedded throughout their entire programme of study.

EXPLORE (Level 4)

Students are encouraged to take a future-focused approach by first exploring their own strengths, interests, and values.

By understanding themselves, they can better align their skills with career possibilities

KEY FOCUS

- Self Awareness
- Strength-based activities
- Goal-setting
- Industry-Awareness

EXPERIENCE (Level 5)

Students are supported to expand experience and skills through work integrated learning, co-curricular activities and self-sourced work related learning opportunities.

KEY FOCUS

- Placements/Internships
- Live Projects
- Simulated Learning
- Digital Literacy
- Field Trips
- Micro-Placements
- Enterprise
- Global Mobility
- Employer Insights
- Certifications

APPLY (Level 6)

Students learn how to find or create graduate work opportunities, successfully navigate recruitment processes and explain their employability to potential employers.

KEY FOCUS

- Job Hunting
- Connections & Professionalism
- Written Articulation (CVs/Applications)
- Verbal Articulation (Interviews/Presentations)
- Assessment Centres

KEY ELEMENTS inc.

- Future Me Week moves to Wk 6
- Future Me Plan/Career Learning are blended to avoid confusion.
- Employability serves to support multiple agendas (Sustainability, Wellbeing, AI)
- New 'Live' partnership plans are jointly owned and are tracked throughout the year.
- A visual map of the employability journey is being developed to support both academics and students

WIL, CL, Rise-Throughout their student journey, students engage in ongoing reflection and review to build a maturing view of their professional identity

'THE CAREER SPACE' - Students can create, refine and reset their own personalised career pathways at any stage of their journey.

BOOST YOUR SK

COLLEGE

THE AND FUTURE



Rise is Manchester Met's award-winning **co-curricular experiential learning** programme.

Combines self-led learning, project-work, volunteering, developmental workshops and more.

Delivered by a **specialist experiential learning team**, a **web-platform** and a revised set of institutional rules to allow '**over-crediting**'.



15000 engagements with students in 23/24...
...of which **7000** were sustained (30 hours or more)

Over time, positive impact for students with sustained impact:

5% more likely to report a positive change in the **career readiness** survey

5% higher ***Graduate Prospects*** score after 15 months

7% more likely to graduate with **good honours**

More likely to improve marks in the subsequent academic year

Significantly less likely to fail, withdraw or suspend

Self-reported increase in sense of belonging and community

