

## Student Employability at The Open University

Our vision is to reach more students with life-changing learning that meets their needs and enriches society through our provision of high-quality university education and student support, providing students now, and in the future, with the opportunity to achieve their full potential.

Developing employability is a vital component of student success; enabling you to build the skills, behaviours, experience and knowledge to achieve your personal, educational and career outcomes.

- a) We see employability as: 'A set of capabilities and achievements that support students in developing their careers, raising their aspirations and enhancing their contribution to society.'
- b) Our Student Employability Strategy has several objectives that come under three themes: Enhancing Student Support and Engagement; Embedding Employability in Curriculum Design; and Deepening our Employer Engagement. The core aims of our strategy are to:
  - Support our students to visualise their personal and career development goals and aspirations
  - Empower OU students to realise their career and life ambitions
  - Embed employability more explicitly in the curriculum to ensure students are aware of the capabilities and achievements they're developing
  - Enable our students to evidence, reflect upon and articulate core employability skills and attributes gained through OU study
  - To enhance student employability by deepening our engagement with employers.

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- c) We understand that our students have personal reasons for studying at the OU, along with specific ideas about their personal development and career. Our role is to be flexible in supporting your reasons for study, which can change throughout your time with the OU.
- d) The OU supports students with their personal development planning, by providing targeted online services and resources (such as FutureYOU web resources) and through our [Careers and Employability Services](#).

## Our commitment to you:

- e) You'll learn about enhancing your employability through a curriculum that covers vocational and professional study, work-based learning and knowledge-based modules. We'll help you identify how you'd like to apply your OU study to your life beyond study, discovering goals you might aspire to and exploring potential pathways to achieving them.
- f) We'll continue to embed higher-level skills development within the curriculum design and study support, offering you many opportunities to develop, reflect on and articulate the core employability skills and attributes you've gained while studying with us.
- g) To achieve this, we'll work with employers and professional bodies to develop our curriculum, create and facilitate opportunities for students to gain career-relevant insight and give you direct access to employment opportunities.
- h) You'll be fully supported throughout the time you're studying with us and beyond, with access to information, advice and guidance on all aspects of understanding where you are in your career readiness and planning your next steps. You'll receive this support both during and for up to three years after you've completed your studies from our [Careers and Employability Services](#). You can find the [Careers and Employability Services Statement of Service here](#).

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# The Open University Student Charter Values

This document specifically aligns with the following [Open University Student Charter](#) Values:

2. We value diversity and challenge inequalities and we are stronger for doing so.
4. We communicate with each other in ways which are clear, relevant, accurate and timely.

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## Commitment to Equality, Diversity and Inclusion at The Open University

Policies are inclusive of all Open University Students, Learners, Enquirers and Alumni, regardless of age, civil status, dependency or caring status, care experience, disability, family status, gender, gender identity, gender reassignment, marital status, marriage and civil partnerships, membership of the Traveller community, political opinion, pregnancy and maternity, race, religion or belief, socio-economic background, sex, sexual orientation or trades union membership status.

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## Safe Space Reporting

The Open University is committed to creating a diverse and inclusive environment in which everyone feels safe and is treated with dignity and respect. Unlawful discrimination of any kind across The Open University will not be tolerated. Safe Space Reporting is available through [an online tool](#) through which staff, students, learners and visitors are encouraged to report incidents of assault, bullying, harassment, hate crime, or sexual harassment. It also provides information about what you can do if these incidents happen to you, or to someone you know, and where you can find support.

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