
The paper examines to whom Portuguese students attribute responsibility for the development of employability, and what extra-curricular activities they undertake to improve their employability. Particular focus lies upon how far students internalise responsibility for employability and if/how they seek to position themselves in the job market. The data was obtained through a survey of 828 Portuguese students. The analysis explored differences among student groups (higher education sector, gender, age and discipline). The attribution of responsibility was primarily to students themselves and to higher education institutions as key vehicles for employability development, echoing the theoretical conceptualisation which sees employability as an individual ability/responsibility. Yet, the observed variations provide empirical support for the conceptualisation of employability as complex and multi-dimensional. The study also revealed relatively high engagement with extra-curricular activities, evidencing that students not only assume responsibility for employability, but are proactively seeking to gain positional advantage in the job market.