

## **University of Warwick Student Careers and Skills**

The Employer Connect team within the Centre for Student Careers and Skills assists the entire range of employers from SMEs to multinationals and across all sectors, from commercial to public sector and not-for-profit, to connect with the exceptional talents and potential of Warwick students.

From simply marketing vacancies to students, to major profile-raising events, online and face to face; whether the need is for a single internship recruit or volunteer, or a high volume, long term graduate campaign, we can help. Our knowledge of the Warwick campus and our long experience in working with students mean we are uniquely placed to act as your point of access to the entire range of connections on campus.

According to your need, budget and circumstances, we can advise on how best to promote your company and opportunities to students, and can also connect you with other colleagues on campus (including specific academic departments, student societies, and research programmes) as necessary. Some of our services are free; others attract a charge to cover our costs in offering them. This is used to support the costs of providing Careers and Skills support services for Warwick students.

## **Why choose Warwick?**

- **Warwick is uniquely placed to understand the needs of your business**

*Warwick's Centre for Small & Medium Sized Enterprises is one of the leading centres for enterprise research in the UK.*

- **We can offer you highly skilled students to work in your organisation.**

*Every year, our MBA and Specialist Masters programmes students complete over 100 business-critical projects for organisations in the public and private sector.*

- **Warwick produces highly employable graduates, many of who pursue challenging careers in local organizations.**

*More than 10,000 of our graduates live and work in Coventry and Warwickshire.*

- **Warwick students are enterprising and innovative, consistently winning regional and UK awards for their work.**

*A Warwick BSc Manufacturing and Mechanical student won 'Most Enterprising Student 2008' at the national STEP awards.*

- **Student Careers & Skills has a dedicated team focusing exclusively on you – the employer. We offer you a friendly, personal and tailored service, which translates into a successful experience at Warwick.**

*Student Careers & Skills has consistently been voted as one of the top Careers Centres in the UK by AGR recruiters, and in the top 3 most targeted universities by major employers (High Fliers Research).*

- **myAdvantage is our new online portal, which allows us to advertise vacancies and directly target your profile raising activities to our students.**

*Warwick is the first university in the northern hemisphere to use this software to connect their students with employers.*

## **Student Views on SMEs**

Warwick students' career aspirations are changing. Many students are recognising that a career within an SME offers more autonomy and faster career progression.

As an alternative to some of the larger graduate recruiters, many of our students are now looking to smaller, local employers to find work that offers faster progression and increased responsibility early in their career.

Instead of a structured training scheme, many students are interested in work that offers immediate challenges whilst giving them valuable experience in a specific area of business.

A Warwick degree emphasises the importance of practical experience. Many of our students have undertaken a period of work experience or volunteering alongside their studies.

These often take place within local businesses, which value the high level of knowledge, skills and fresh perspective that they bring to their organisation.

**Many students identify career goals such as these, which could easily be met within an SME:**

- Earlier opportunities for promotion and career advancement;
- The opportunity to see and experience different parts of the business;
- To undertake projects where they can see the results and impact of their work on the business, and to be entrepreneurial, creative or innovative;
- To have more direct contact with senior management;
- To undertake work aligned with their interests and personal values;
- To be competitively or intellectually challenged;
- To be a leader or manager of people;
- To be a technical or functional expert;
- To be autonomous or independent.

## **Our services**

We offer opportunities to:

## **Advertise vacancies**

We offer a free service to advertise your vacancies to Warwick's 22,000 students which is targetable by student department. Students can search online for specific vacancies according to the sector, company or degree discipline preferred by an employer. Advertisements must meet our guidelines, which are available [here](#).

Registering your organisation on our IT system myAdvantage is the first step, allowing you to add a short company description, a link to your website, and to manage your vacancies online.

## **Recruit a Graduate Intern**

This year Employer Connect is managing the Warwick Graduate Internship Programme which seeks to assist employers across the region in their engagement of Graduates and aims to demonstrate the benefits of graduate level resource in a cost effective manner. You will be offered the opportunity to engage the services of a suitable graduate from the University of Warwick for a period of up to 4 weeks with no costs incurred. The provision to extend the internship is also available at minimum cost if required.

### **How will I benefit as an Employer?**

- Engage the services of a graduate at no cost
- Benefit from the services of a highly educated individual who is enthusiastic, motivated and keen to learn and contribute to your company
- Resource short term assignments or project related work in a flexible and cost effective way
- Gauge the calibre of a graduate's work both as a short term resource and a prelude to longer term employment - risk free
- Experience the fresh ideas and new perspective that a graduate will bring and offer an insight into the latest thinking in a specific business or technology area
- Engage graduates in a supportive programme providing both administrative and financial support ensuring a "hassle-free" internship

### **How does it work?**

We will ask you to register details of a potential internship with the Warwick Graduate Internship programme. We will then work with you to identify suitable graduates meeting your needs and your project requirements. A shortlist will be submitted to you for consideration and the successful graduate chosen. The Warwick Graduate Internship programme will pay the graduate on your behalf via Unitemps and liaise with all parties throughout the placement process to ensure it runs as smoothly as possible.


### **How do I get involved?**

To offer an internship position please contact the Employer Connect team via email at [employerconnect@warwick.ac.uk](mailto:employerconnect@warwick.ac.uk) in the first instance. We will then ask you to complete an Internship proposal form with details of the position you would like to offer and refer your enquiry through to Unitemps who will advertise the internship and continue to liaise with you throughout the programme. For employer feedback on our previous internship scheme IN-Place, please see below.

## **Target Students**

### **Email Shots**

Sending an email shot is an effective way of ensuring your message reaches Warwick University students. We are able to send emails to students studying specified courses, or to given departments and year groups to highlight your vacancies, events or other opportunities, thereby reaching those who are not logged in to myAdvantage.

The more targeted your email shots, the more effective they will be. We recommend that you make the content as tailored and relevant as possible to the student groups receiving the email. For guidance on what to include in your email shots, please read our guidelines: [Email Shot Guidelines](#) 

### **Web Banner Advertising**

We offer monthly web banner advertising, displayed throughout the myAdvantage web pages to logged-in students, and targetable to those studying in specific departments. Interested students clicking on the banner can be directed to a variety of destinations such as your vacancies or your external website, to discover more.

## **Raise Your Profile**

### **myAdvantage Microsite**

We can work with you to develop your own Employer Microsite within myAdvantage. This unique page is especially valuable as a central point of reference linking together all of your student marketing and engagement initiatives and can feature the following:

- Information about your organisation (your employer profile)
- Links to your website
- Vacancy advertising
- On- and off-campus activities and events
- Films and videos
- Case studies featuring Warwick alumni working for you

### **Sponsorship**

We offer sponsorship opportunities for:

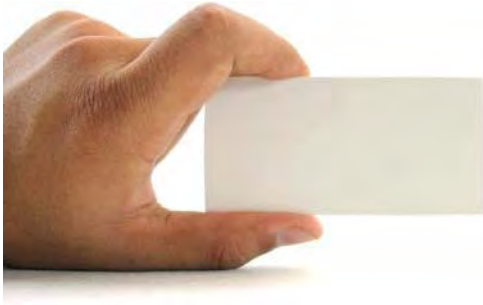
- Activities
- Information resources
- Events
- Student Societies
- Academic Departments
- Initiatives such as the Warwick Advantage Awards and Warwick Volunteers

Throughout the year the University bids for additional funding through a variety of government initiatives

and funding streams. We use this funding to work more closely with SMEs and local businesses to enable all to experience first-hand the benefits a Warwick Graduate may bring to the organisation.

**Need further information?**

See our web pages at: <http://go.warwick.ac.uk/careers/employers>. Alternatively call us on 024 7657 4087 to find out more.



## Employer feedback on our previous internship scheme IN-Place

**Rachel Franklin** – Head of Communications at global architectural practice Broadway Malyan

We have recently recruited a graduate to work as an assistant within our busy marketing and communications team. The skill set I required was very specific and after placing the position with a number of recruitment agencies I was struggling to find a suitable candidate. IN-Place listened to my requirements and carefully matched cvs, sending me a number of excellent candidates for interview. Although initially nervous that I would be taking on someone with limited work experience, this has been more than compensated by the candidate's eagerness and motivation to hit the ground running. Being a graduate with a good academic background and a sound understanding of the sector, she has been able to very quickly pick up on tasks and is already proving a valuable member of the team.

I would highly recommend the IN-Place programme to any employer in the West Midlands looking to recruit talented graduates.”

**Richard Lomax** - Head of Consultancy Support at Consulting INPlace

At this stage the internship hasn't started but as yet but I am supportive of the scheme - I think it is an excellent idea, we could think of numerous projects an intern could do. I have also found the process of hiring the intern so far, a pleasant one. I am particularly impressed that I didn't have to arrange the interviews of the interns and that was all done for us, so (so far) this has been a good experience for us as an employer.

**Lorraine Heath** - Midven Limited

The In-Place graduate programme is an excellent programme. It gives the graduate a real insight into business working life as well as the Company seeing what a graduate can offer the Business. Sometimes the lengthy process of recruitment distracts you from the talent these individuals have to offer. Interviews can never really show either party what is required within the Company and this scheme gives a real opportunity for both parties to see where a graduate can fit in with the business offering a huge benefit. This makes it hassle free as there is no long list of candidates to interview and the fact that they can start almost immediately means they can be slotted into tasks and projects very quickly. They can showcase their enthusiasm for tasks given to them and get a real opportunity to be involved. The extra resource benefits the Company and can free up other staff to do other tasks. The fact that they are paid for the work is also excellent for the graduate without putting a burden on the Company.

**Tim Beaumont** - Commercial Director Powershift Television

We are still at an early in the process, but have to say the internships seems to be going very well. The first intern has been here for 5 days. On the first day, we covered Health & Safety and then an introduction to the business and products. We then agreed what we were going to achieve over the month internship and laid out what was expected. Adam [the Intern] has responded well getting really involved in the initial research project. We have a meeting every 2 days to see how he is doing and assess the results to-date. The process of recruitment, selecting suitable candidates and interviewing went smoothly and we look forward to second graduate starting on Monday.