

One of the UK's top 30 universities (*The Times/Sunday Times Good University Guide 2019*)

The background of the slide features a collage of images. On the left, a man with dark hair and a beard is shown in profile, looking towards the right. On the right, a woman with blonde hair is shown from the chest up, wearing a striped shirt and looking down at a document. The central text is overlaid on a white rectangular area.

## Levelling the internship playing field

Shona Johnston  
Head of Careers, Employability & Enterprise

05 June 2019



## Current issues around work experience

“87% of respondents agreed that students who had completed an internship or placement had better skills than those who did not have this experience”

Institute of Student Employers, Student Development Survey 2019



“43% of middle-class graduates had taken an internship compared to 31% of working-class graduates”

Sutton Trust, Pay As You Go? (2018)

“Even those SIMD20 students with ‘good’ degrees, the same as their more privileged peers, are less likely to get professional jobs”

Commissioner for Fair Access Discussion Paper: Retention, Outcomes & Destinations (2018)





30 hour micro-placements

flexibly arranged around  
commitments

managed by the Careers Service

as part of a 20-credit module



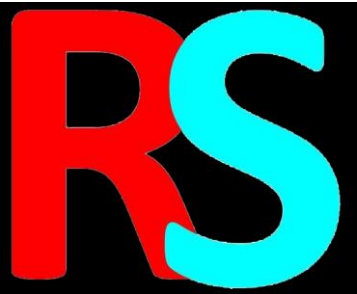




Along  
came  
KIRSTY



Malmaison



# Module structure



- Semester 1: Meetings and webinars to support placement process
- Semester 2: Weekly classes
  - Consolidate internship learning
  - Plan next steps
  - Interactive group-based teaching
  - Focus on reflection and self-awareness
- Peer support through Action Learning sets
- Assessment by online portfolio





# Online portfolio assessment



3 sections:

1. Preparing for placement
2. Skills development
3. Next steps

- Evidence & reflection
- Student driven
- Encourage creativity
- Portable



# Feedback on Portfolios



## Students:

*“It’s a good way to be creative and it alerts you to actually analyse what your placement did for you.”*

*“I believe it is very effective as it provides a comprehensive view of what has been gained from the module and placement.”*

## External Examiner:

*“Students gained a depth of learning through the portfolio that they wouldn’t have got using another type of assessment”*

*“Students are not only enhancing their digital literacy skills, they are learning how to apply these.”*

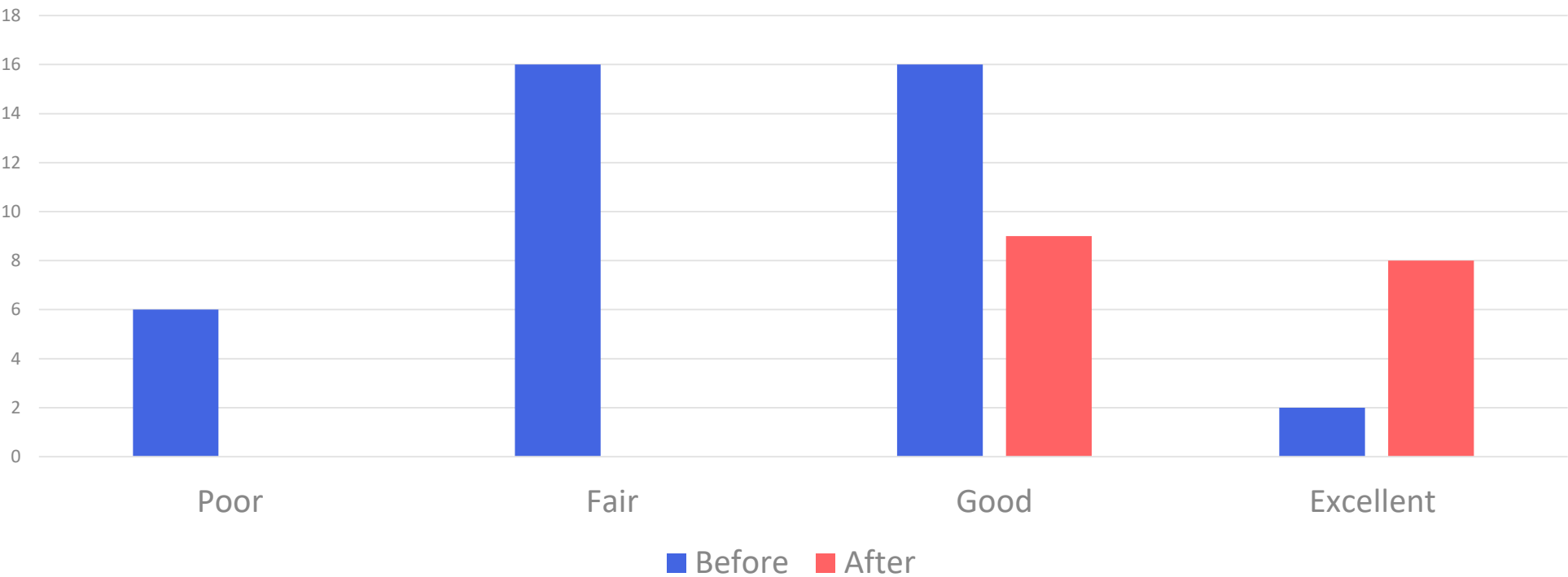




# Impact ... on skills



Knowledge of working environment and how to operate within it





## Careers modules and work placements 'should be compulsory'

Study finds classes can improve students' chances of getting a graduate job by 40 per cent

March 27, 2017



By Jack Grove

Twitter: @jgro\_the

# Impact ... on employers





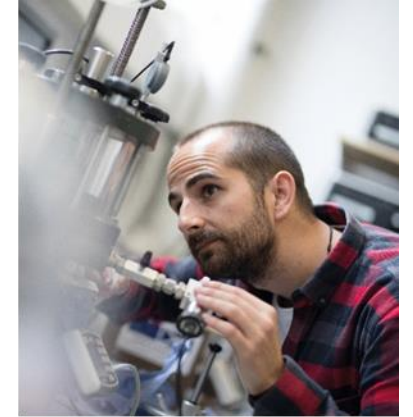
# Impact ... on students



*"I don't want this placement to end."*

*"It has given me more confidence in the skills I possess and I feel eager to demonstrate them on a more frequent basis"*

*"I can honestly say that this internship was life changing for me."*







# Next steps



- Employer Engagement:
  - Increase numbers and range
  - Feedback and longer-term impact
- Interrogating uptake & impact:
  - Do all student groups benefit equally?
  - Compulsory vs. self-selection
- Thinking about scale
  - What can be achieved without sacrificing quality?





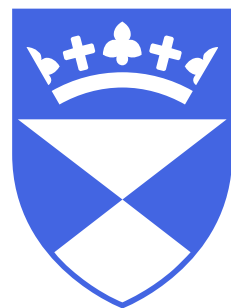


# References

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<https://www.gov.scot/publications/commissioner-fair-access-discussion-paper-retention-outcomes-destinations/>



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