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

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”

Internship Module

30 hour micro-placements
flexibly arranged around commitments
managed by the Careers Service
as part of a 20-credit module
Uptake

- Computing
- Psychology
- Geography
- History
- English
- European Studies
- International Business
- Politics
- Economics
- Mathematics
- Accountancy & Finance
- International Relations
- Philosophy
- Architecture
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

And I'm Karma Jiga
Hi there Eleanor, it's lovely to meet you. I'm Maggie.

I think that went really well. I hope I get to do my placement there!

Wahoo! I've been successful in securing my Internship with Nilupul!

First Day. Nervous but Excited.

Good Morning Eleanor, you are going to learn a lot over the next 10 weeks.

And I did...
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

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Before and After comparison.
Impact ... on outcomes

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

https://ise.org.uk/page/ISEPublications

