

IMPERIAL

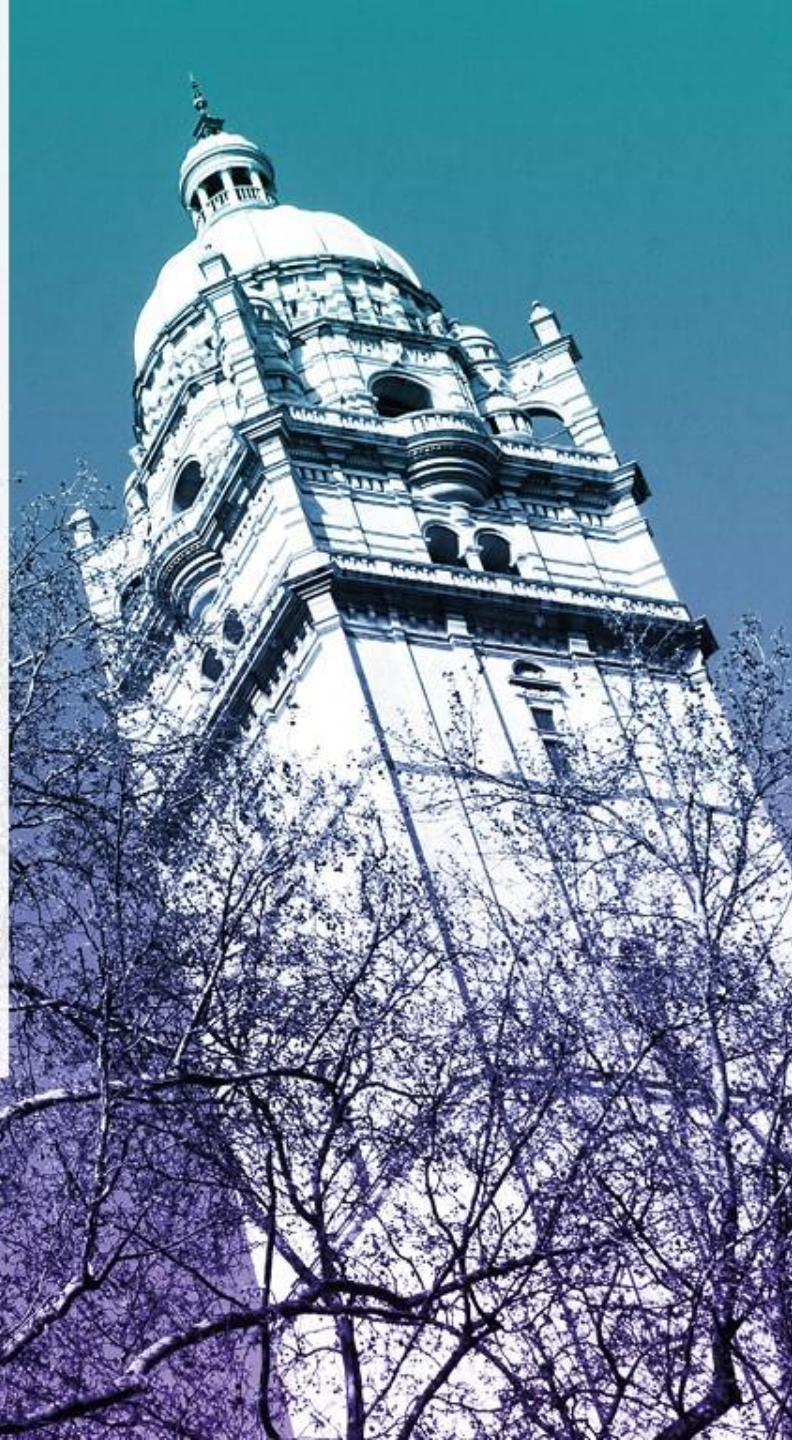
Careers Service

Transitions: an employer's view

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Careers Consultant



Timeframes:

Uni year starts

Christmas Holidays

Easter Holidays

University ends or Summer Holidays

2024/2025

Grad Scheme
Recruitment

SME Recruitment

PhD Study Applications / Discussions

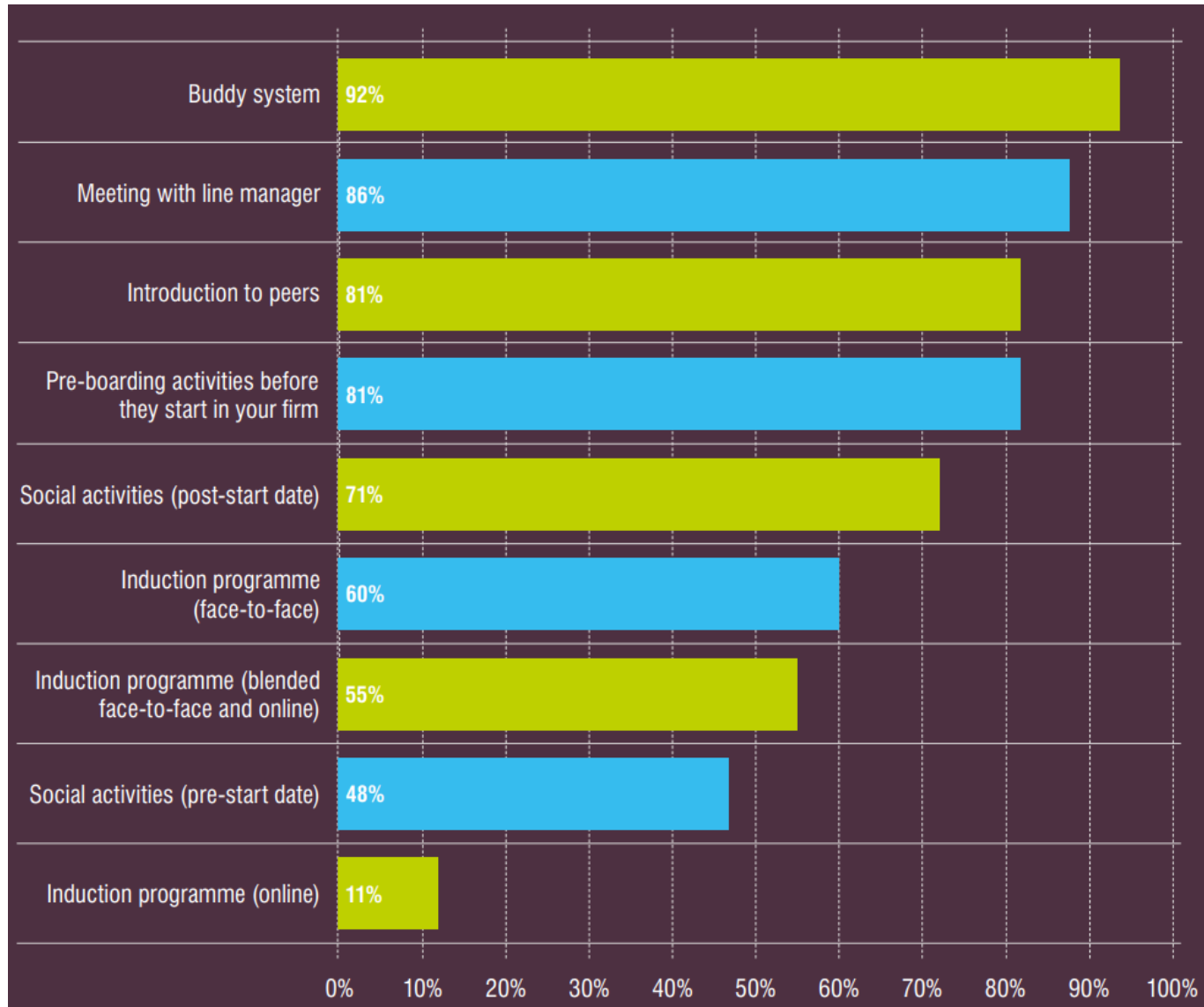


Recruitment Process:

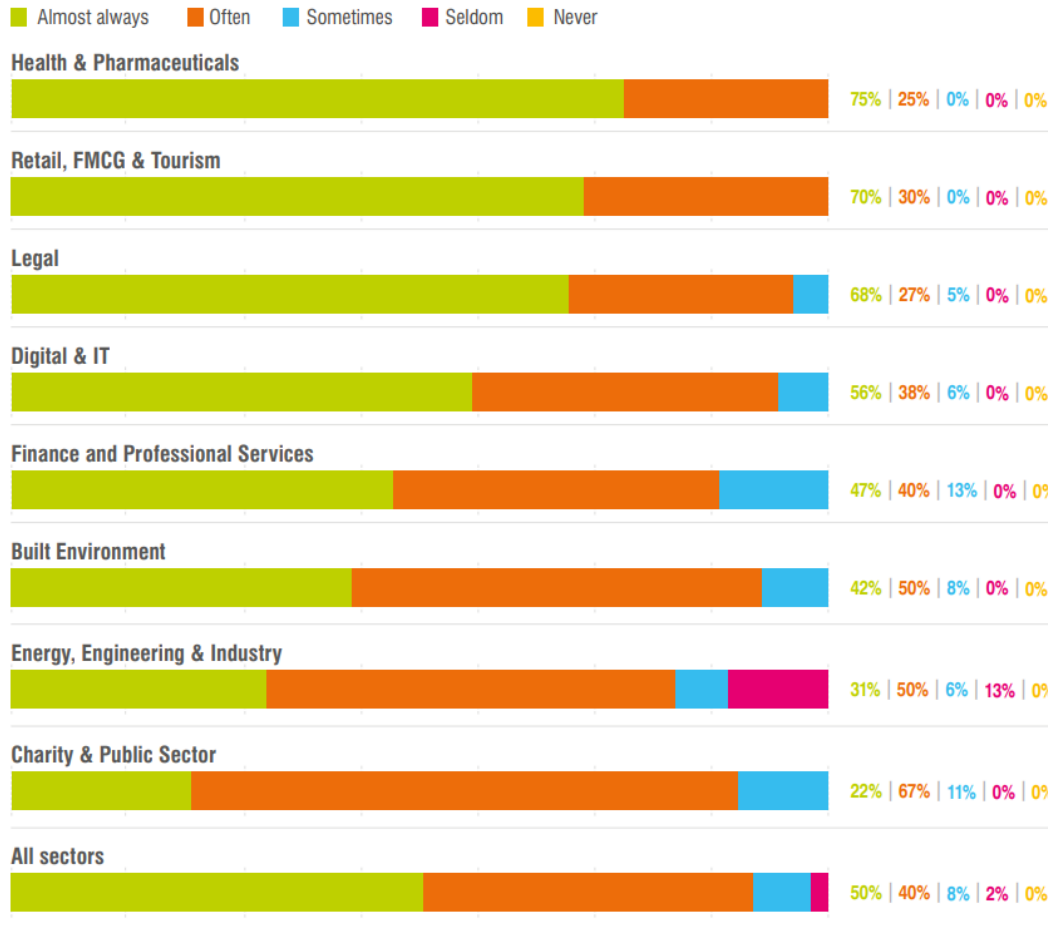
- Application Forms
- CVs
- Cover Letters
- Online Tests
- Assessment Centres
- Interviews



On-boarding



Satisfaction with grads recruited

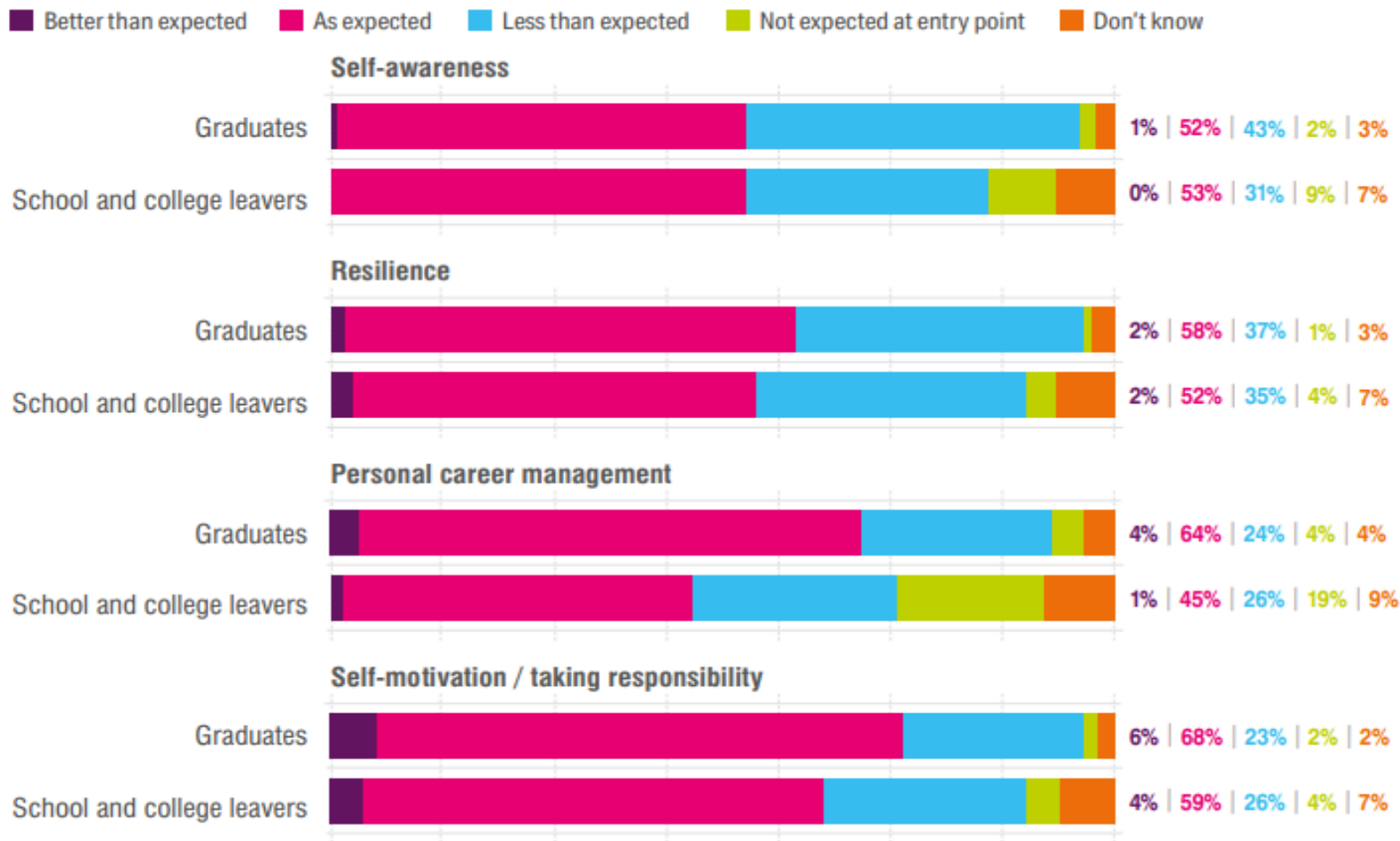


90%

of employers
'almost always'
or 'often' able to
find the quality
of graduate they
require



Meeting employers' expectations



Insights from students

Q. What do you think employers value most in graduates joining their scheme(s)?

Existing industry experience	1
Problem-solving skills	2
Passion for the business	3
Communication skills	4
Confidence	5
A 2.1 or above	6
Commercial awareness	7
Resilience	8
Organisation & team management skills	9
Teamwork	10
Digital skills	11
Leadership skills	12

Insights from employers

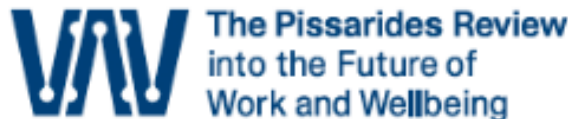
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Existing industry experience	12



Changing skills – Pissarides Review

- Tech skills are not just for tech jobs
- Non-technical skills rising in importance to support adaption to changing markets
- Communication, analytical thinking, problem-solving, creativity and leadership













**Institute for the
Future of Work**




WEF Future Skills 2030

2025

1.  Analytical thinking
2.  Resilience, flexibility and agility
3.  Leadership and social influence
4.  Creative thinking
5.  Motivation and self-awareness
6.  Technological literacy
7.  Empathy and active listening
8.  Curiosity and lifelong learning
9.  Talent management
10.  Service orientation and customer service

2030

1.  AI and big data
2.  Networks and cybersecurity
3.  Technological literacy
4.  Creative thinking
5.  Resilience, flexibility and agility
6.  Curiosity and lifelong learning
7.  Leadership and social influence
8.  Talent management
9.  Analytical thinking
10.  Environmental stewardship

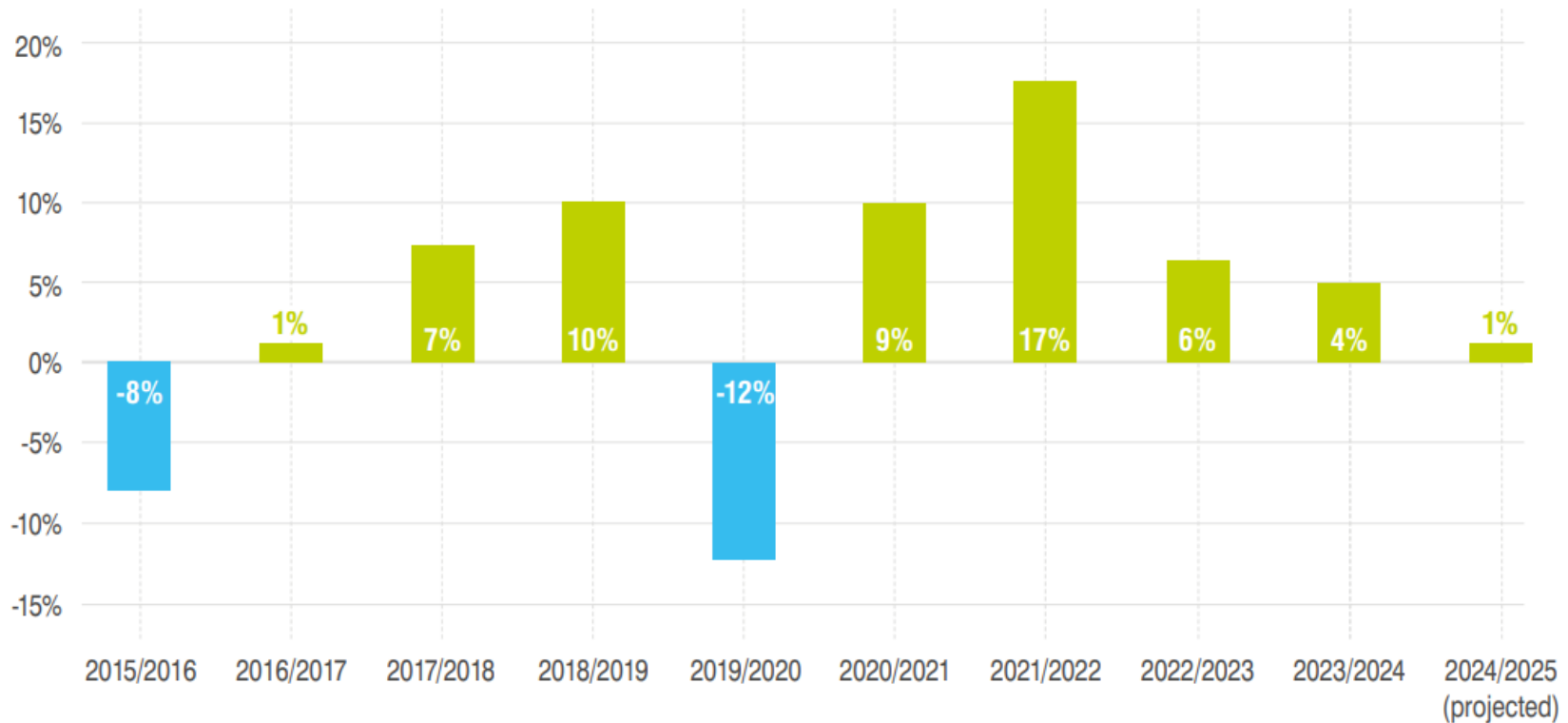


Graduate LM Trends

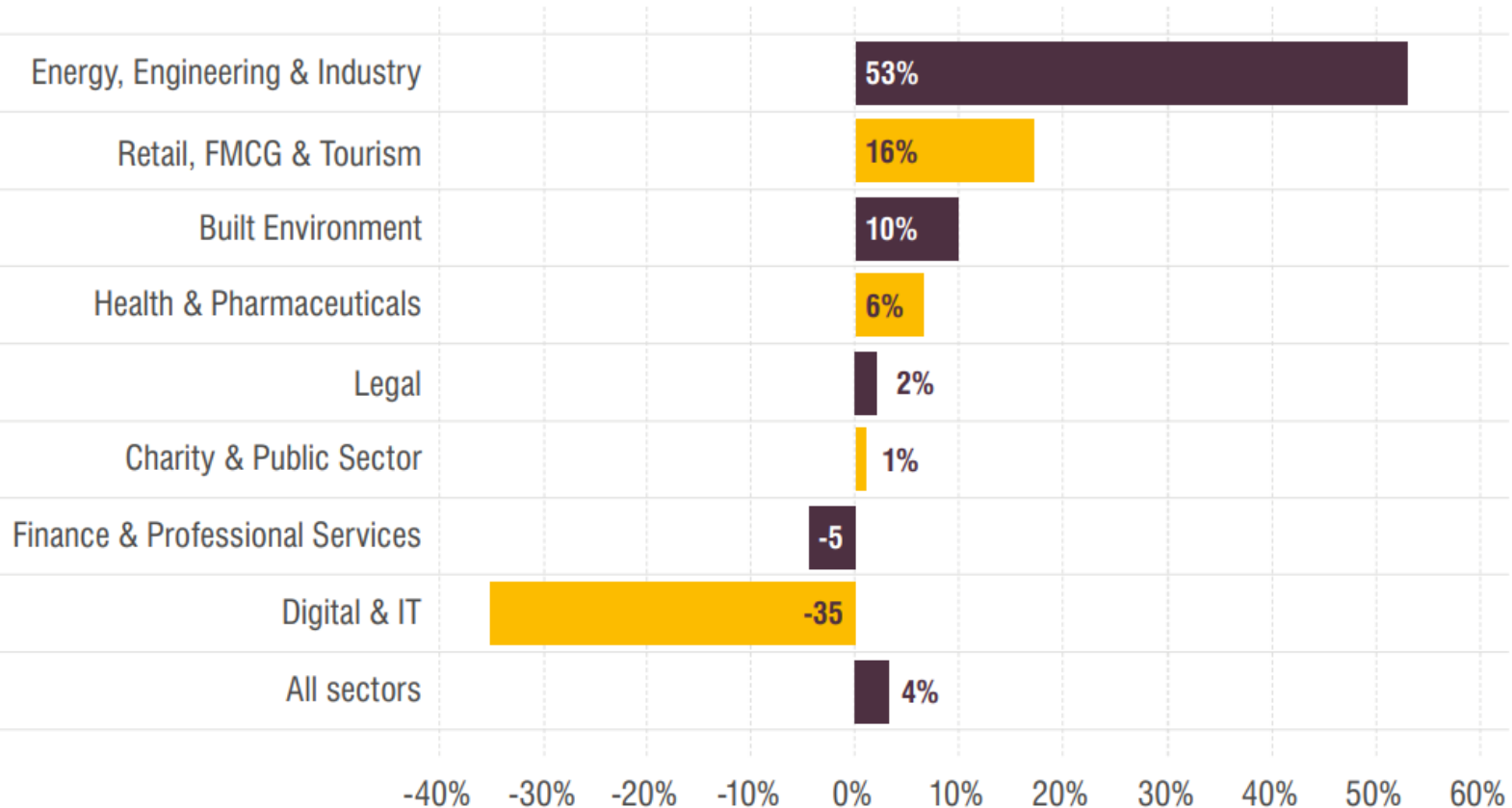
- Large increases in applications per job avg 140 per job
- Uncertainty for International Visas still effecting numbers
- Drop off in internships being offered by larger companies
- Increase in NHS contributions and wages effecting SME?



Graduate Labour Market up-date

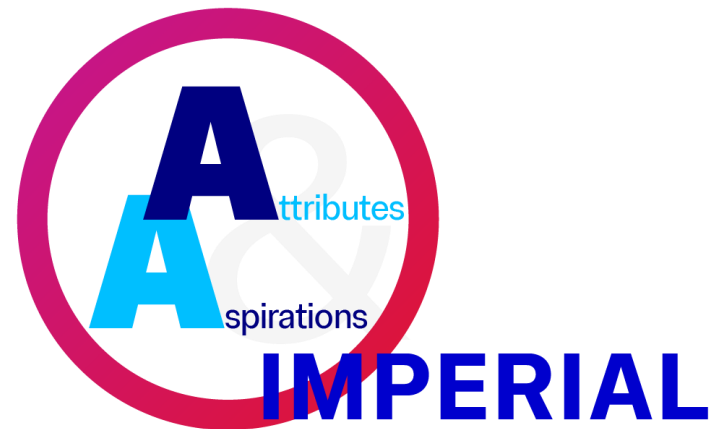


Break-down



Transitions from the Careers Service and beyond

- Careers Consultants in departmental sessions
- Employer run session
- Attributes and Aspirations online course



Skills transitions and assessment

Careers Services perspective



Ideas when working with students

- Encourage reflection, esp when things didn't work
- Think about motivation as well as skills
- Explore assessment methods
- Signpost to support



IMPERIAL

Careers Service

The Careers Service

Supporting our students during their studies and for three years after graduation.

Opening hours

Open throughout the year
Monday – Friday 10.00 – 17.00

Keeping in touch

Subscribe to our newsletter from the profile settings via your JobsLive account or follow us on social media.



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