

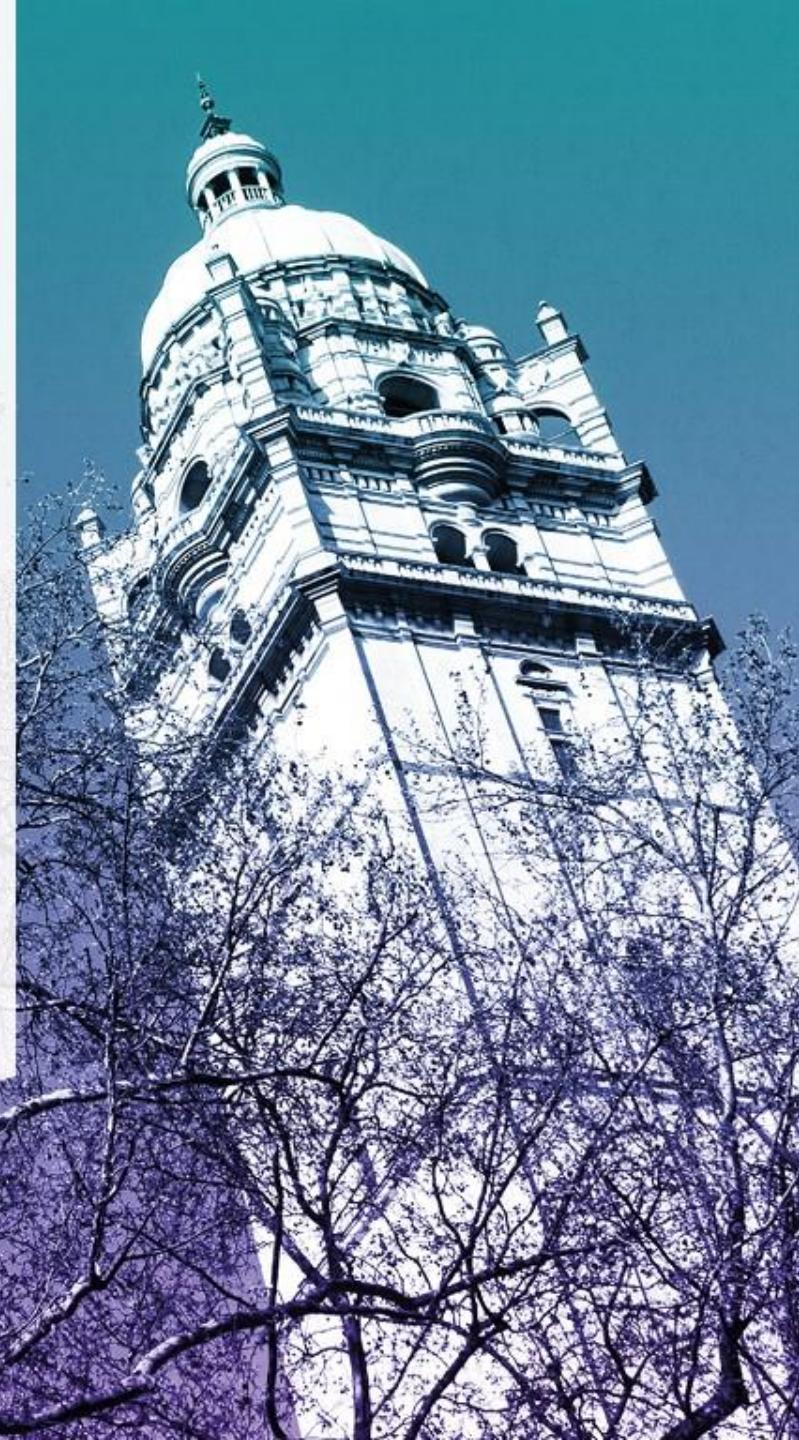
# IMPERIAL

Careers Service

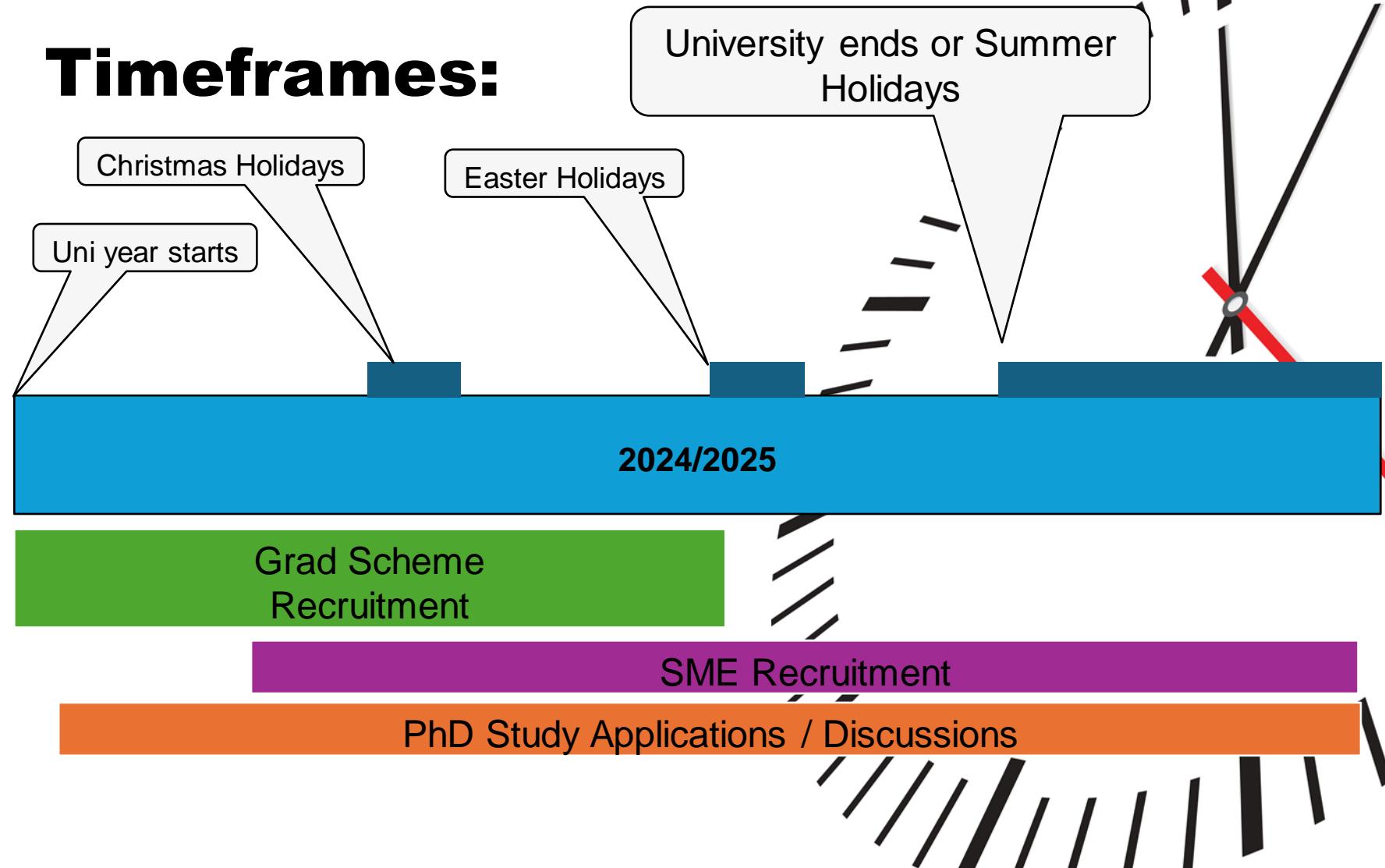
## Transitions: an employer's view

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Katie Dallison  
Careers Consultant



## Timeframes:

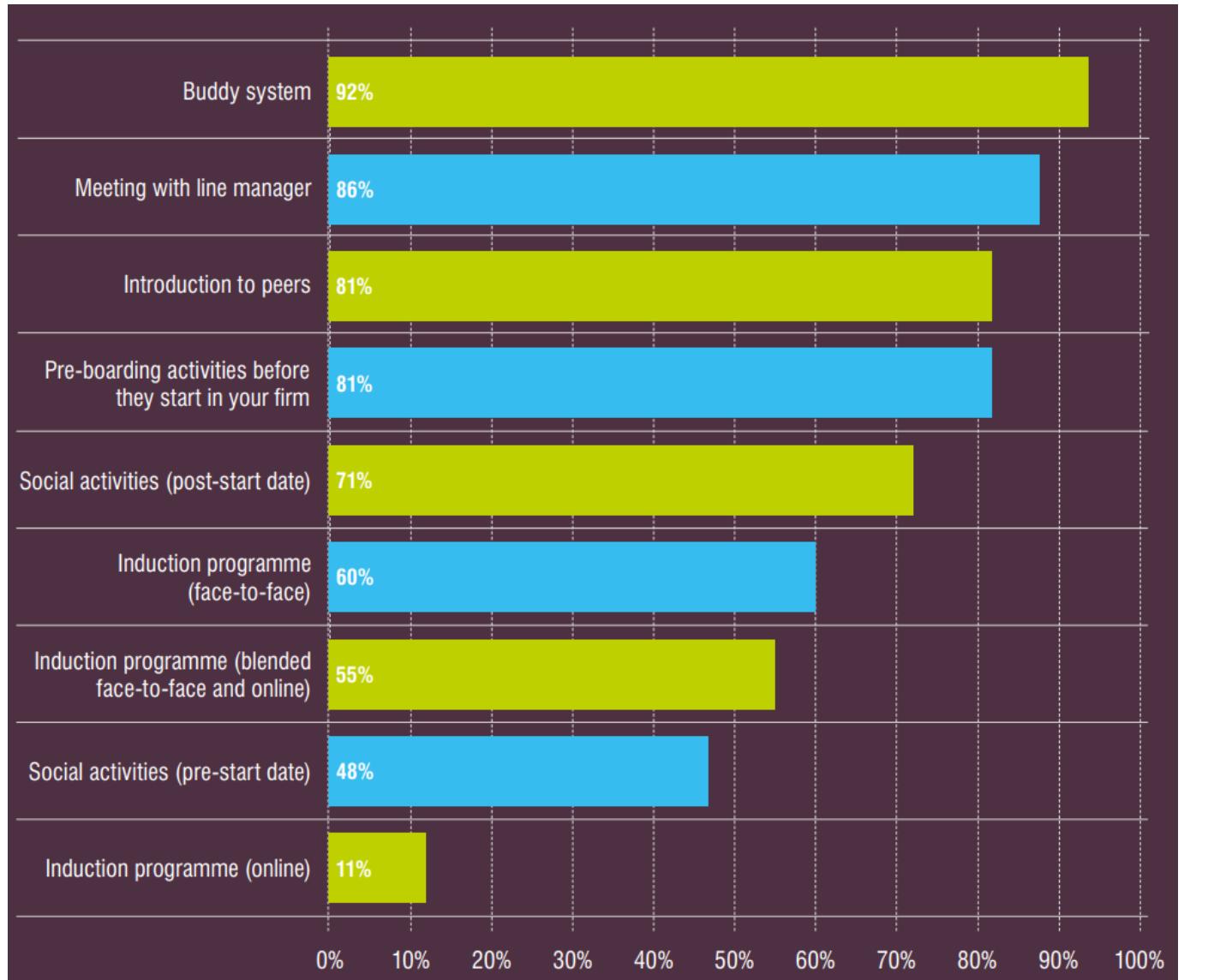


## Recruitment Process:

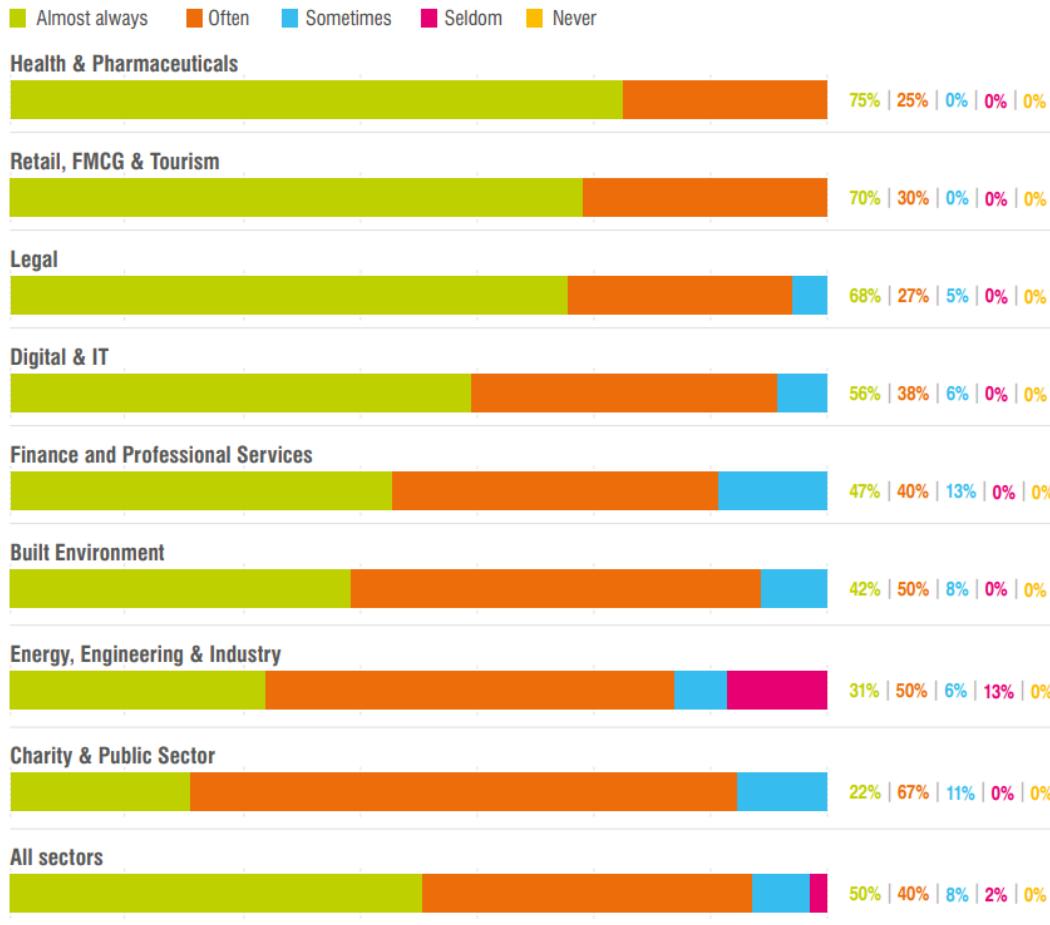
- Application Forms
- CVs
- Cover Letters
- Online Tests
- Assessment Centres
- Interviews



## On-boarding



## Satisfaction with grads recruited

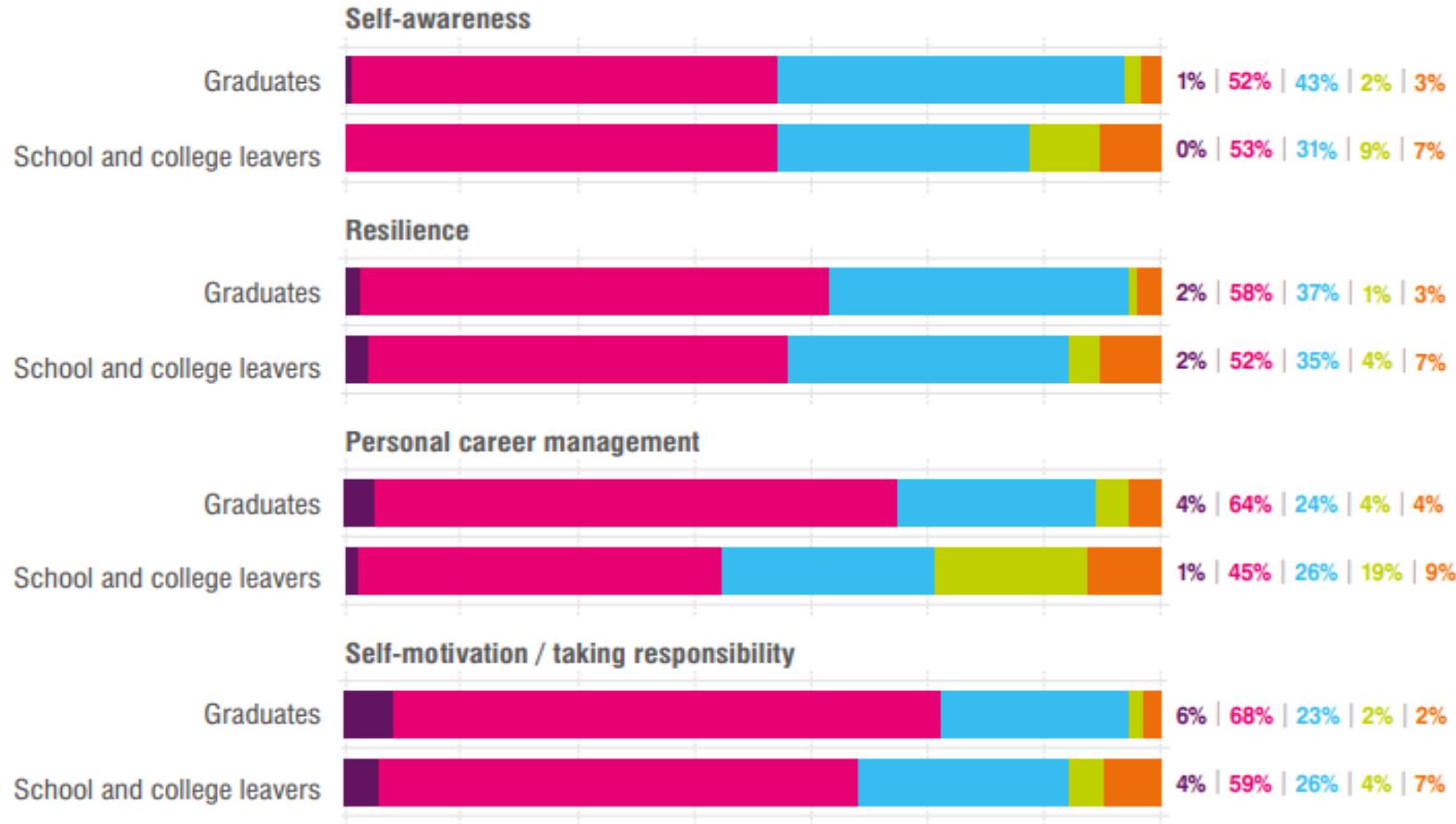


of employers  
'almost always'  
or 'often' able to  
find the quality  
of graduate they  
require



## Meeting employers' expectations

■ Better than expected ■ As expected ■ Less than expected ■ Not expected at entry point ■ Don't know



## 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



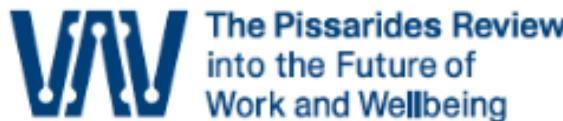
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A 2.1 or above	10
Confidence	11
Existing industry experience	12



## 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

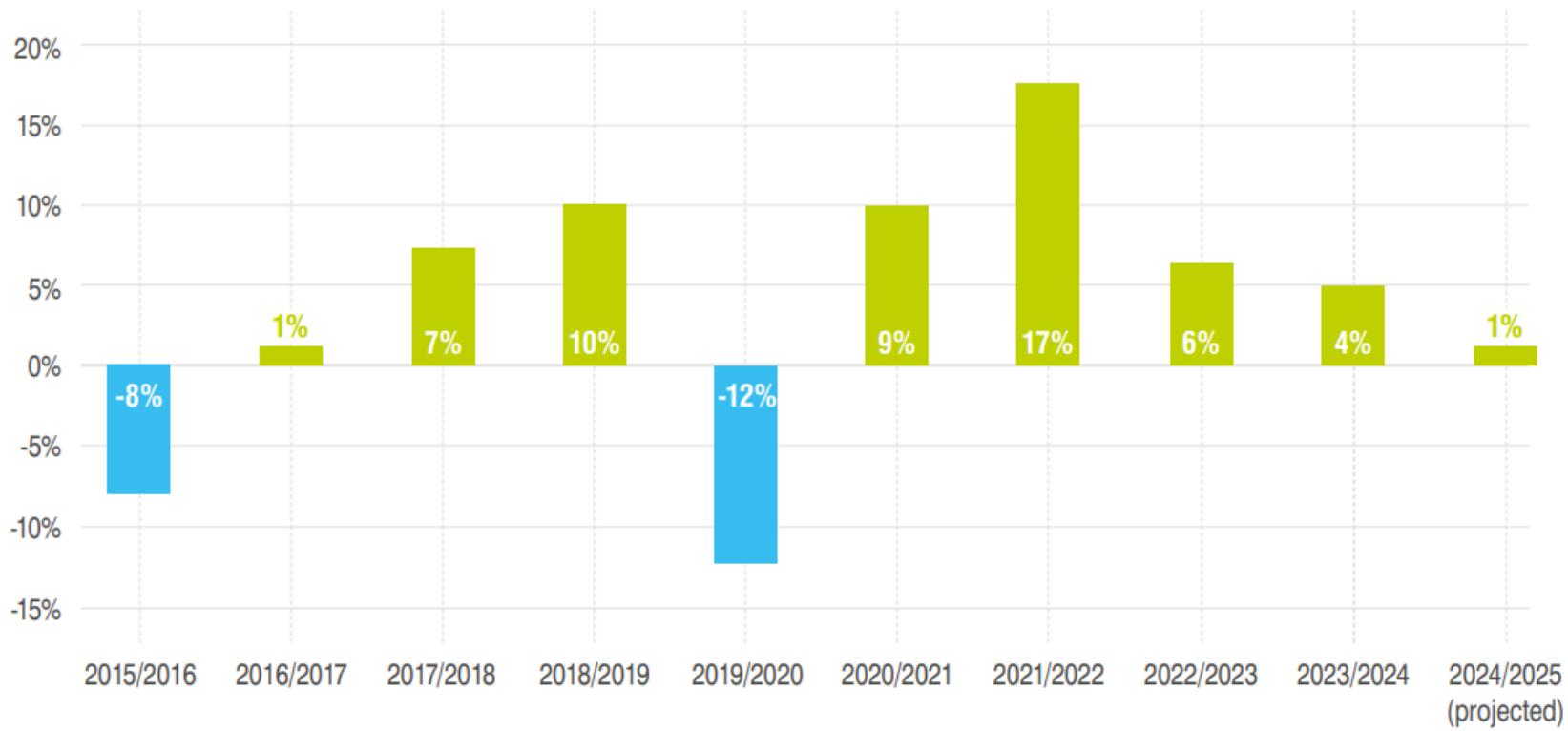


## Graduate LM Trends

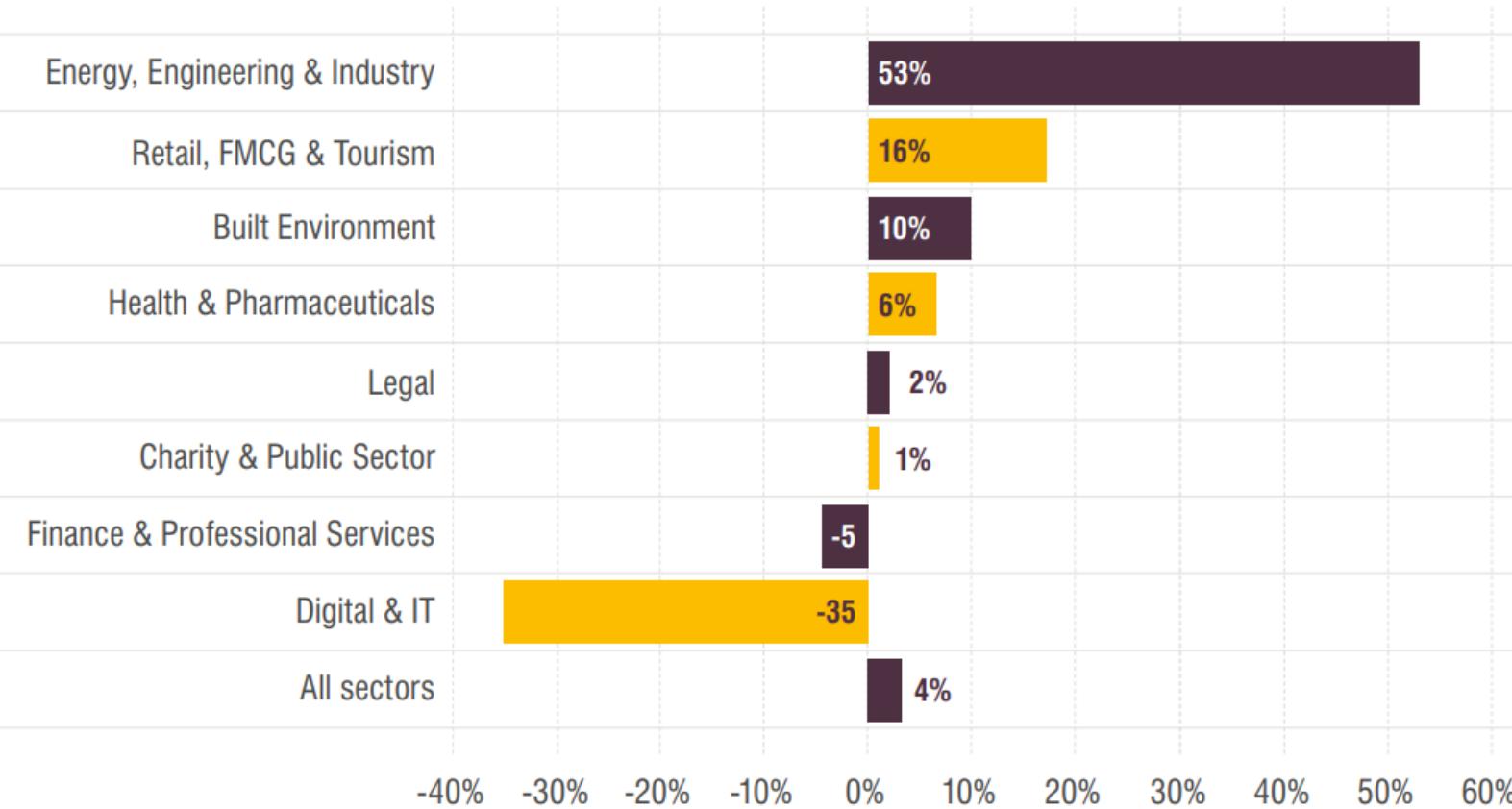
- Large increases in applications per job avg 140 per job
- Uncertainty for International Visas still effecting numbers
- Drop off in internships being offered by larger companies
- Increase in NHS contributions and wages effecting SME?



## Graduate Labour Market up-date

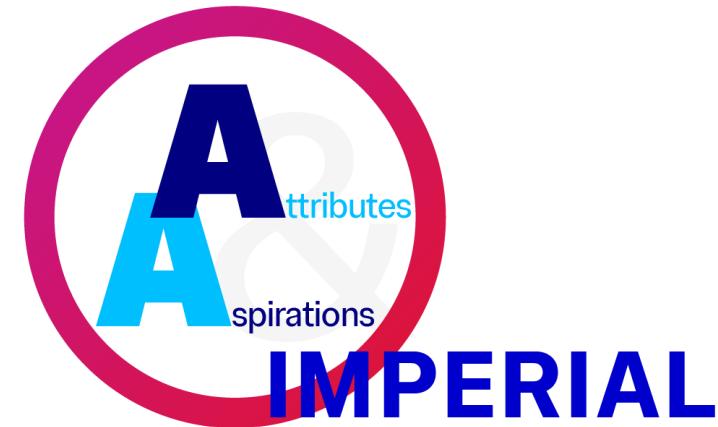


## Break-down



## 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



## 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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