

A group of students are walking away from the camera on a paved path that is lined with trees. The path is covered with fallen leaves, and the trees have some autumn-colored foliage. The students are wearing backpacks and casual clothing. The overall scene is a typical university campus setting.

Welcome to Warwick

An Employers Guide

Employer
Connect 

Why choose Warwick?

Warwick produces highly employable graduates, who are equipped to deal with the most challenging of environments.

Warwick was voted the second most targeted university in the UK by Britain's top graduate employers in the High Flyers Report 2011.

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 one of the top careers centres in the UK by AGR recruiters.

Students not only excel in their subject area, but also make outstanding contributions in extra - curricular activities. There are over 200 student societies and 70 sports clubs at Warwick.

One World Week at Warwick is the world's largest student run international event.

“ For me, Warwick has exceeded its academic reputation and the support given to students has continued throughout my time here, right up to the present day. If I had it to do all over, I would do it all again with one exception: I wouldn't have bothered applying anywhere else!”

Chris Meir, PhD Film studies

myAdvantage is our new online portal which allows us to advertise vacancies and directly market your activities to our 22,000 students.

Warwick is the first university in the Northern Hemisphere to use the cutting edge technology of **myAdvantage** to connect students with employers and opportunities

The Centre for Student Careers & Skills supports student and graduate internships through a variety of funded internship schemes with employers.

“Although I initially had some reservations that I would be taking on someone with limited work experience, this has been more than compensated by the candidate's enthusiasm, academic ability and motivation to hit the ground running. I would highly recommend the internship programme to any employer looking to recruit talented graduates.”

Rachel Franklin, Associate Director Broadway Malyan

How can a Warwick student benefit your business?

Operating in such a volatile market climate, it pays to have a workforce which is driven to succeed. At Warwick, students develop an aptitude to question, challenge, and bring about new solutions. They have the desire to learn new skills, in the knowledge that they must compete and contribute effectively in a ruthless global environment.

We prepare our students for business and industry by equipping them with the higher level skills that you seek: **leadership, commercial awareness, adaptability, networking and customer focus.** This is through a flexible and versatile curriculum, allowing students to be generalists or specialists. For instance, an Engineering student can choose to specialise in mechanical engineering, but can also widen their options by studying finance modules from Warwick Business School or can develop their linguistic skills by studying modules from the German department.

Key skills (hard and soft) are also enriched via extra-curricular activities. With over 200 societies, students are engaged in a multitude of activities, ranging from starting up new businesses to running an award winning radio station (RaW). The skills gained are highly transferable, and are in much demand from recruiters. Harness these skills to benefit your business.

Warwick Advantage Award

The Warwick Advantage Award enables students to achieve University recognition and reward for the time, dedication and effort that they put into extra-curricular activities. These include societies, sports clubs, campaigns, committees, volunteering, events, work experience and research projects. Students are required to reflect on their personal learning, the skills they have developed and its impact. This prestigious award has been endorsed by the Vice Chancellor and is supported by employers.

Employable graduates

Warwick views work experience as a significant factor in students' employability. We take pride in equipping our students with the skills to find and secure their own work experience, thereby encouraging students to be entrepreneurial and independent. Students learn self-reliance skills, and are assisted to discover their own career path through a variety of methods, facilitated by careers staff, personal tutors, academics and employers. Practical skills sessions and career sector talks led by recruiters, provides the student with real-life scenario case studies requiring analysis, problem solving, communication skills and team work. So tap into this talent, and see your business prosper.

“ Teach First looks for exceptional graduates with the drive, resilience and creativity to really make a difference. We have been so impressed with the quality of applicants from Warwick to date which is why we keep coming back. We recruit from a variety of degree backgrounds at Warwick and candidates consistently show the competencies required for our demanding scheme.”

Belinda Shufflebotham, Graduate Recruitment Officer, Teach First





Recruiting at Warwick

With these strong transferable skills, our students are exposed to, and are competently equipped to pursue a variety of careers. This will bring many benefits to you as a new recruiter to Warwick.

So how do you stand out?

Competition amongst employers to recruit the best talent is fierce. How you decide to market your company and its opportunities to students will depend on the methods you choose to promote yourself.

Timing is crucial.

The Careers Centre's experienced team "Employer Connect" will help you to achieve your goals. Our judgments are informed by regular feedback with students, internal departments and recruiters. We know and understand what works and what doesn't work on campus, including the intricate factors that make a successful campaign. Through understanding your business, we are able to offer you an individual service, which will optimise your success at Warwick.

Best practice

Experience shows that the most significant success factor for your campaign is clarity. We encourage all recruiters to focus on defining precisely what their employer brand should mean to students and which important messages need to be communicated.

Consider:

- » What are the unique attractions of your business which will appeal to target students or graduates?
- » What are the typical career paths other graduates have pursued? (using some case studies or graduate profiles).
- » If you have a graduate scheme, what happens after the programme ends?
- » What training and development opportunities are available to nurture and grow your talent?

The next step is to establish a presence and profile on campus that will make you stand out from the crowd. Market research with Warwick students reveals that face to face contact is much preferred to a remote relationship. Students prefer the personal touch; to ask individual questions to role models they can aspire to and recent graduates whom they can relate to. They want to gain a "feel" for the organisation, to determine whether they will "fit in". As a result, careers fairs and presentations have been voted as the most preferred methods for hearing about job opportunities by students.

A multifaceted approach

Discussions with Employer Connect will highlight the wide range of services available, from campus-wide events such as Fairs to more specific marketing such as email shots. For new recruiters to Warwick, there is tremendous value in adopting a mix of approaches tailored to your own circumstances. We can assist you in defining that exact combination for your benefit.

Optimum times to advertise

It depends on the position, but to maximise the number of student applications for a graduate or work experience post, we advise that you publicise positions from early October – February. From March onwards, students are consumed by course work, are planning and attending interviews for jobs and are preparing for exams. Advertising from mid-June is also preferable as students have completed their exams. The exam period commences in May and ends mid-June.

From your perspective, this requires early planning, but the students' study cycle must be considered to achieve the quality and higher number of applications you seek.



Services guide

Employer Connect offers a portfolio of tried and tested services which enable you to raise your organisation's profile, communicate your vacancies effectively to students, and facilitate a strong and successful relationship with Warwick students.

We encourage you to work closely with us, so that we may learn about and understand your business. We can then confidently suggest the most appropriate services, ensuring a smooth, reliable and successful experience.

Advertise:

- » Full time permanent positions
- » Temporary positions
- » Vacation internships
- » 12 month placements
- » Shorter term placements
- » Term time projects
- » Work shadowing
- » Competitions
- » Sponsorship Opportunities
- » External events

FREE SERVICES FOR MAXIMUM COVERAGE

Online Vacancy Advertising

To advertise your vacancies free of charge, simply register your company on myAdvantage – our online careers portal. Over 22,000 Warwick Students can search vacancies online, according to industry sector, company or type of employment. Students will also receive a weekly newsletter which includes vacancies filtered according to their preferences.

CHARGED SERVICES FOR A SELECTIVE APPROACH

Targeted Email Services

Target students by course, faculty, year or nationality. Messages can promote your vacancies, open days, presentation times, etc. Charges are priced according to the number of departments and students.

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 including your vacancies or your external website, to discover more.

Employer Profiles

We can work with you to develop your own Employer profile or "microsite" within myAdvantage. This unique web page is especially valuable as a central point of reference linking together all of your student marketing and engagement initiatives.

Employer Presentations

If your company's name is relatively well known by students, and the timing is right, this method is very successful. Innovative business games can profile the competencies you require and inspire the right students to apply to your organisation. Case studies and Q&A sessions also provide insight and key information, raising awareness and defining your recruitment requirements. Presentations are usually held in evenings (mostly autumn term) to capture a wider audience.

Sector Events

Sitting between employer presentations and career fairs, these events bridge a gap between students and occupations that are not always strongly represented on campus. The atmosphere is informal and the focus is on providing information with speakers talking to students about their personal experiences and careers to date. These programmes run across the autumn and spring terms.

Careers Fairs

Held on campus at our award winning conference centre, our five fairs consistently attract large numbers of talented students. High attendance is linked to students seeking comparisons and personal advice, so that they can make more informed choices. As an employer to Warwick, Fairs offer you both maximum exposure, and selective targeting.

» Impact Recruitment Fair

This fair launches the new season of employer events with graduate and placement opportunities from some of the highest profile graduate recruiters.

» City & Finance Fair

The fair places the focus squarely on opportunities across banking, insurance, accountancy, actuarial and finance, a highly popular sector amongst Warwick students from all disciplines.

» Insight Recruitment Fair

Insight features the full range of employers, with graduate and placement opportunities offered across roles including engineering, management, marketing, consultancy and IT.

» Law Fair

The law fair targets both law and non-law students with the vast majority of firms attending welcoming students from every subject.

» Summer Careers Fair

This fair features employers from a range of sectors offering exciting graduate roles.

Bookings for Presentations and Fairs open in February. Book early to secure preferred dates.

“ Employer Connect have contributed immensely to the success of our campus activities. From the support provided when booking events, through to building relationships with key academic departments, the team at Warwick continue to provide the highest levels of service to its clients.”

Darren Page, Graduate Recruitment, Deloitte





Interview rooms

A selection of rooms are available on campus for interview or assessment centre purposes.

Webinars and Online Presentations

Unable to visit Warwick? Interact with students face to face without leaving the office. Use video conferencing to interview, chat or present to students.



Become a partner - join our recruiters' club

The Recruiters' Club is a select group of partner employers, targeting Warwick and wishing to gain the benefit from developing their employer brand and working closely with the University and its students. In addition to the benefits of cost saving, this partnership helps achieve an increased success ratio of Warwick applicants to successful graduate hires through your feedback and involvement in the development of our services.

Through Recruiters' Club members' commitment across a tailored group of services, students' self-awareness and career choice benefit through access to alumni, resources such as case studies and Warwick Advantage, and engagement with Careers at the earliest stage in their University life.



In return for a small annual subscription, all member organisations gain:

- ▶ Priority bookings for recruitment fairs
- ▶ Priority employer presentation booking
- ▶ Priority invitations to attend Warwick Advantage Awards
- ▶ An invitation to attend the annual Student Careers & Skills Recruiters' Club Forum where new initiatives, student preferences and market research are discussed, and feedback is sought.
- ▶ Biannual Newsletter, keeping members informed of developments at Warwick and new marketing opportunities.
- ▶ Discounted bookings for training or conference events, both day meetings and residential, at Warwick (excluding careers and recruitment events).
- ▶ In addition, we offer a range of our services at preferential rates to club members only.

For further information on all services:

t: 024 7657 4087 • e: employerconnect@warwick.ac.uk

w: go.warwick.ac.uk/careers/employers

Broader initiatives - raising your profile

It's worthwhile considering what your business means to students. What messages do you want to convey? The more students are aware of not only your company, but of your actual recruitment offering, the more likely you are to achieve your goals – long term. Positive word of mouth will spread.

These initiatives are about adding value to students' personal development; supporting student enterprise; sharing your knowledge and conveying your firm's ethos.

- » Delivering skills related sessions on campus
- » Providing internships and work experience opportunities for students and graduates
- » Taster days or shorter work experience placements
- » Utilising digital media to cover career related themes
- » Sponsorship of skills and sector related activities run by Student Careers & Skills
- » Sponsorship of student societies
- » Alumni participation at events
- » Alumni "careers stories" for publication on the website
- » Where your facilities are local to Warwick, visits for small groups of students to see your work environment

Targeting specific departments

These activities offer other ways of maximising your exposure on campus, and are of value to the students through their course. Student Careers & Skills can put you in contact with particular academics keen for your involvement.

- » Prizes for academic performance in relevant disciplines
- » Sponsorship of outstanding academic performers in their final year
- » Provision of guest lecturers on agreed topics – possibly presenting case studies to illustrate learning points
- » Participation in games and simulations to illustrate learning points—you may have these from previous training courses
- » Involvement with judging and providing feedback on student presentations
- » Support for placements and exchange arrangements specifically required by given courses
- » Project support for dissertation topics
- » Involvement with postgraduate research topics
- » Postgraduate bursary funding
- » Sponsoring staff e.g. Chairs in relevant subjects
- » Sponsoring resources - from handbooks to equipment to departmental events

Tips for maintaining momentum

We cannot overstate the importance of a long term commitment to building your employer profile with any university. The most successful graduate recruiters have developed their image and employer brand over many years.

Throughout your student marketing and recruitment process, we would encourage you to involve recent graduates from representative disciplines, and senior managers. We find that students appreciate the chance to talk to a range of professionals, for a wider and in-depth perspective.

“The vast amount of help you get from the Careers Centre not only opens up new doors for your careers search, but ensures you hit the ground running when you leave Warwick.”

Ram, Chemistry with Management





About Warwick

Warwick is located in the heart of England, close to the city of Coventry and on the border with Warwickshire. Its accessible location, together with its reputation and high graduate employment record, attracts the highest calibre students from across the United Kingdom as well as overseas.

Campus

The University of Warwick has a lively, cosmopolitan campus with its own shops, banks, bars and restaurants, making it an exciting place to live and work with everything you could need close at hand.

Community

There is a great sense of community at Warwick – the campus is home to students and staff from over 120 different countries representing a diversity of backgrounds, but also provides a great resource for the local community, with excellent facilities open to the public such as Warwick Arts Centre and the University Sports Centre.

Investment

This university campus is constantly evolving and developing: in August 2008, the Warwick Digital Laboratory was opened by Prime Minister Gordon Brown, Warwick Arts Centre, including Butterworth Hall, underwent a £6.9 million redevelopment that was completed in Spring 2009, and January 2010 saw the opening of the newly rebuilt Students' Union building while a brand new hall of residence, Bluebell View, is due to open for the start of the 2011-2012 year alongside a brand new Physics and Chemistry building.

The University was established in 1965, and is consistently ranked in the top ten UK universities. It has a student population of over 22,500, of which almost 60% are undergraduates. As a result of its global reputation, approaching one third of the student population are international. Warwick is made up of 4 faculties: Arts; Social Studies; Science and Medicine. There are over 30 degree courses.

Environment

The campus occupies 290 hectares on three adjacent sites: Central campus, Gibbet Hill campus and Westwood campus. These are characterised by pleasant lakes and luscious woods, magnificent flowers and charming landscaped gardens. But whilst the campus has much greenery to boast, inside the buildings, ground-breaking research is taking place and academics and students are working together to further their knowledge and work towards new academic objectives and goals.

Centre for Student Careers and Skills

An integrated service providing everything students need to develop their skills and plan for the future. Skills development opportunities cover academic, personal and career management skills, and there are tailored programmes for undergraduate, Masters and research students. The centre works proactively with employers, external organisations and academic departments to provide resources and opportunities for work experience and graduate employment. Other innovative approaches include the online personal development tool, Warwick Advantage; our very active volunteering programme, Warwick Volunteers, and myAdvantage, our online portal for students, graduates and employers.

Summary

- » Come to campus in the autumn term to gain access to a wider pool of candidates. Students are less likely to be bogged down by course work
- » Advertise your work experience and graduate positions ideally between September and February
- » Offer work experience and other opportunities to first and second years – they are eager, less targeted and are a pipeline for your future recruitment
- » Recruit postgraduates for higher technical, research and business skills
- » Adopt a mix of marketing approaches so that you successfully reach your target audience
- » Plan for long term commitment at Warwick as relationships build success.

Facts & Figures

- » Entry requirements at least an ABB (A Level) or equivalent
- » Consistently ranked in the Top Ten UK Universities in the national league tables » 3rd – The Guardian, May 2011
- » **6th** – The Independent, April 2010
6th – The Sunday Times, September 2010
- » Top University in the Midlands for ten years (The Sunday Times University Guide 2007)
- » The results of the 2008 Research Assessment Exercise (RAE) again reiterate Warwick's position as one of the UK's leading research universities, with Warwick ranked 7th overall in the UK
- » Teaching quality: 22 out of 24 academic departments so far assessed by the Quality Assurance Agency for Higher Education rated 'excellent' or scored 21 or more points out of 24; 7 departments had perfect scores of 24.
- » **79%** students gain a first or 2:1



Contact details:

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**Student
Careers & Skills** 

THE UNIVERSITY OF
WARWICK