

Global Graduates - The Latest News

January saw the launch of the 2002 Global Graduates scheme, a positive action scheme aimed at penultimate year Law undergraduates.

Now 6 months on, we see four of our Impact students working with Global Graduates towards their goal of securing a training contract and ultimately working as a solicitor. Yolande Beckles (Director of Global Graduates) has been working closely with all 42 of the carefully selected trainees to prepare them for work in a Law environment.

This included vital preparation to secure summer placements with top law firms such as Freshfields Brukhaus Deringer. 16 students were shortlisted by Freshfields with 2 of the Global Graduates trainees securing a summer placement. One of these students was Impact student Pallavi Sekhri who commented "I wouldn't have had the motivation to apply for the

summer scheme without the support of Global Graduates. They have definitely helped me by introducing me to the major law firms and this exposure has improved my chances".

Impact contacted Hugh Crisp (Managing Partner of Graduate Recruitment and Training) at Freshfields who stated "This is not about filling quotas, nor about having enough of any particular type of person – it's about getting the best people regardless of background. It is recognised that law firms have to recruit only on the basis of merit in order to prosper. The intention is to identify people who have the ability to be lawyers of the quality required and to give them the opportunity and the confidence to realise their potential".

Yolande added that the competition in Law firms, is high and that "these students are expected to deliver from the day that they arrive and

this can be a real eye opener for some of them". She was also pleased to add, "so far, 50% of the other Global Graduates trainees have secured summer placements".

The trainees are currently applying for training contracts and this will be supported by jobsearch skills workshops to give the Global Graduates trainees the cutting edge on their competitors.

The students still have another year to go but Yolande is confident that she can assist them through their final year and comments "I'll continue to work hard with these students and prepare them completely".

For more information on the scheme please contact Yolande Beckles on 020 74687450 or email her at yolandebeckles@globalgraduates.fsnet.co.uk

Calling All Members of the "Supporters Club" of Employers - Impact Needs You!!

*How serious are you about diversity?
How can you turn your ideas into action?*

Do you want to reach an enthusiastic group of several hundred minority ethnic students in West Yorkshire?

IMPACT can help!

Work Experience Opportunities

Whilst evaluating what students think of our services we noticed that more and more students are requesting direct contact with employers, mainly in the form of work experience. Some of our students are doing well academically but are missing one vital aspect – the practical experience that you so value!

We have recently worked in partnership with The Crown Prosecution Service, Halifax Bank of Scotland and Park Lane College in order to set up structured

placements and shadowing opportunities. However, as the number of students that we deal with grows, so do the requests for work experience, and we are keen to engage more employers in this aspect of our work.

These opportunities can be in the form of a few days shadowing a professional, to a block of several weeks experience. We don't expect our employers to provide paid work experience (though the students will be eternally grateful if you do!) but a contribution to travel expenses is always welcomed.

Six months to one year paid industrial placements

We are also keen to assist our sandwich students to secure that much needed industrial placement and we have had numerous requests from students asking for help in putting them in contact with organisations in our Supporters Club.

Mentoring

We will be running our mentoring programme again in the next academic year and would like to hear from interested employers. Mentees will be carefully selected and matched to an employer mentor (and this could be you!) based in the career area of their choice. Induction training and support will be provided.

Job search skills workshops

We are now planning our activities for next year. For the past 2 years, students have particularly enjoyed and appreciated the time you took to deliver and to talk to them. A good number have benefited and credited the sessions for their success in securing various jobs, placements, work experience and work shadowing opportunities.

If you can help us with any of the above we would like to hear from you.

For further information contact any of the team or see our website at www.bradford.ac.uk/admin/impact



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Working in partnership across the University Careers Services at:



Making an ...



Enhancing employment skills

Impact - Employers Newsletter July 2002

Impact Celebrates the end of a Successful Pilot Mentoring Scheme



Naseem Ullah - Mentee, University of Bradford and Sharon Bray from HSBC

To celebrate the formal ending of the Impact pilot-mentoring scheme, the "Celebrating Success" event was held on Wednesday, 24th April 2002.

The event was attended by most mentors and mentees, Professor Grace Alderson, the Chair of Impact Steering Committee; Impact Directors; Rob Ward, Impact's External Evaluator and DMUK staff, Consultants to the programme. Our special guest was Jiten Patel, Race Equality Manager from HSBC, who outlined the benefits of the programme to mentees, mentors and participating organisations.

The additional surprise was the presentation of "certificates of acknowledgement" to mentors and mentees by Ron Harle, Impact Lead Director.

Susan Hibbert, HR Manager from Yorkshire Building Society and Sharon Bray from HSBC and two mentees (Farooq Aftab and Nussrat Iqbal, 2nd year LLB Law students from the University of Huddersfield and Leeds Metropolitan University, respectively) shared their mentoring experiences on the day. All four commented on the success of their partnerships and how much they have gained by being involved in the programme. Farooq, mentored by Sean Anderton, Senior Crown

Prosecutor at CPS in Leeds, stated how much he benefited from the experience.

"I was given the opportunity to work shadow my mentor, attended courts to observe and listen to cases in session and received valuable hints and tips about my studies and job search process, particularly how to focus my answers in my applications".

The mentoring programme has given me a role model and a professional contact in my chosen field, a good understanding of the CPS and developed my confidence in communicating with professionals.

Meanwhile, mentors commented on the benefits the experience has brought to them and their organisations:

"In addition to raising our profile and hopefully stimulating applications for new graduate schemes, the students' comments provide a useful insight into how they see our organisation".

"Better understanding of issues and difficulties faced by minority ethnic students (for me and the organisation)".



Farooq Aftab - Mentee, University of Huddersfield

The Impact team would like to thank all mentees and employer mentors (representing 11 different participating organisations) and particularly to HSBC who provided 10 mentors. The participation of all mentors has been instrumental in our success!

The programme has exceeded our expectations and Impact aims to continue mentoring for the next academic year in response to demand from students, employers and HEIs alike.



Jiten Patel - Race Equality Manager HSBC

GOOD NEWS FOR IMPACT – We'll be here for a while!

After wondering if we would be able to continue our work, we are pleased to announce that we've secured funding for a further year!

The four universities involved in the project (Bradford, Huddersfield, Leeds and Leeds Metropolitan) have worked together to provide funding for another year of Impact's work and we aim to have other plans for the years after that.

Roy Christian and Linda Holdsworth will continue as

Project Officers and Hermione Berry is due to take up post as a part time Careers Adviser at the University of Bradford in August this year.

We really value the assistance that you, our "Supporters Club", have offered Impact over the last two years and appreciate your comments on how we can improve our services. A big thanks to all of you who have helped us to run workshops, offer work experience, participate in our mentoring

programme and provide mock interviews for our students. (Phew, we have been busy!)

We are planning for next year and will contact you shortly to update you on our plans. Meanwhile if you want to suggest ways in which you feel we can improve both our services to you and our students or to offer your support for the forthcoming year, then we would be happy to hear from you.

Let's hear what they say about Impact

This academic year has been a very busy time for Impact activities as shown below:

- 70 job search skills workshops were delivered with the help of employers
- We provided 750 one-to-one appointments including mock interviews
- In partnership with DMUK, launched a successful pilot of 27 partnerships linking students with employer mentors
- Arranged work experience/shadowing opportunities (15 placements to date)
- Assisted students to secure highly competitive paid summer work placements with HSBC, Cabinet Office and Inland Revenue

An Employer's Perspective

*Adele Cunningham Graduate Recruiter,
PricewaterhouseCoopers, Manchester.*

"I have been involved with the Impact employability skills workshops since September 2001 and what an experience it has been! I am fully aware that most careers services run their own adviser led programmes but the impact of an employer coming in and telling students directly is greater.

During the busy recruitment season between autumn and spring, I spent many days and evenings travelling up and down the M62 arriving to give a general overview on what recruiters are looking for from students. The sessions I ran varied from the essential skills such as applications, interview techniques and presentations, to the soft people management sessions such as assertiveness and negotiation skills. Using exercises that they could all relate to, I noticed the transformation from laid back, bemused students to very confident and assertive individuals! All the sessions I ran, I hope, have given students a practical insight into developing the skills to make them attractive to employers.

From an employer's perspective, the workshops have given me a chance to meet students from a diverse pool that I may never have seen. I believe the employer led workshops help give Impact students the confidence to overcome potential barriers when entering the graduate employment market place and promote their personal strengths to recruiters.

Long may the Impact Programme continue!"

PRICEWATERHOUSECOOPERS 

Students' Perspectives...

Impact boosts Marvin's confidence

"Prior to my awareness of Impact, I was trapped in an atmosphere of poor self esteem, ignorance of the job market, lack of self confidence, fear of challenges, competitions and I generally felt I was not suitable for employment. My drive and desperation for future success led to my awareness of the Impact Programme, which I consider today as my **'Manual to Success'**."



The workshops have been of great value both for boosting my confidence and in enhancing my chances for future employability. Ever since I joined the programme, I have been very successful in all my applications including my most recent offer with Inland Revenue. I will recommend the programme to anyone who has a burning desire for future success and who wishes to be in full control of their destiny."

Marvin Munzu – 2nd year BSc (Hons) Pharmaceutical Sciences, University of Bradford

Feddus learns how to market himself

"The workshops and one-to-one sessions were excellent and of vital help with my job applications and interviews. Prior to the sessions, my CV was poor and I was not confident in presenting myself at interviews.

The Project Officer was very helpful and encouraging and together we worked at improving my CV/application forms and interview skills. The experience have taught me more than just improving my job search skills. She made me realise that in order for people to help me, I must first learn to help myself. This is the attitude, which I now apply to everything I do!

Thanks to Impact, I have now been offered a paid summer placement with Inland Revenue and unpaid work experience with CPS in Leeds."

*Mohammed Feddus Ali – 2nd year LLB (Hons) Law,
University of Huddersfield*

Pinny values Impact's support

Pinny comments "Working with Impact has made me feel that I've really got somebody helping me. The one to one support is great and getting professional advice from someone who you get to know on a personal level has really helped me".

*Pinny Jassi – 1st Year BSc Human Genetics,
University of Leeds*

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Michelle feels understood

As a mature student Michelle had many skills to offer in addition to her qualifications, but was unsure of how to sell this to employers. After using computer based packages, and discussing her experience with the Project Officer, Michelle felt much more confident in her approach and commented that "It was the first careers appointment where I felt someone understood me as she knew what I was getting at".

*Michelle White – 3rd Year BSc Psychology,
University of Leeds.*

Noreen has to choose between 2 placements

"I am happy with the help I received as Impact helped give me the motivation to get started and do something about getting a summer placement. I didn't know what to expect from the workshops but I am so glad that I came as I've now got two placements (one with CPS) arranged for the summer!"

*Noreen Hussain – 2nd Year, LLB Law,
Leeds Metropolitan University.*

Lucy makes the most of Impact

Lucy states "Before I met my Project Officer I didn't have a career plan but she has given me direction and a good support base". After meeting the Project Officer Lucy worked on improving her CV, attended workshops and participated in mentoring stating "it has been a great experience and a good learning opportunity for me".

*Lucy McLoughlin – 2nd Year BA (Hons)
Humanities and Social Studies, Leeds Metropolitan University.*

Krishna gets the placement she dreamt of

"I have had the opportunity to meet representatives from major graduate recruiters such as Ford, PWC, Hobsons, Inland Revenue, BT and CPS at the workshops. These sessions are invaluable, as I am now more aware of the key skills employers look for in the applications. I have also participated in the mentoring programme where I spent a day work shadowing my mentor in her London office – the experience has really boosted my confidence. I have now secured an industrial placement with Panasonic and I am very grateful to Impact for the help and encouragement given to me!"



*Krishna Lad – 2nd year BA (Hons)
Marketing with Innovation, University of Huddersfield*

Enhancing Employability Recognising Diversity Conference

Wednesday, 3rd July 2002
Congress Centre, London



Impact was invited to run 2 seminar discussion groups at this conference to which 25 delegates attended.

The Impact Project was one of the 16 case studies selected in the Universities UK and CSU newly published report "Enhancing employability, recognising diversity".

The findings of the report were presented at the conference, which was attended by Rt. Hon Margaret Hodge MP MBE, (Minister of State for Lifelong Learning and Higher Education) and various representatives from employers and higher education institutions.

The full report, executive summaries and supplementary material can be viewed and downloaded from the Universities UK and CSU websites at:
www.UniversitiesUK.ac.uk/employability
www.prospects.csu.ac.uk

Impact contributes to national survey

The Institute of Access Studies based at University of Staffordshire, working as part of the Universities UK national survey on student services selected Impact Project delivery at University of Huddersfield as an example of good practice. Dr Jocey Quinn of the Institute undertook research of Impact students and staff at Huddersfield. Information from this research will feed into the national report on student services.

Dr Quinn has since asked the University of Huddersfield to contribute an article on Impact for its "Widening Participation" magazine.