



Summary Brochure

UK Career Ready

The International Student Employability Programme



Summary

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Why have we created this programme?

The number of international students studying in the UK has increased year on year, to **680,000** international students studying at UK universities in the most recently reported data.

Our international students make an incredible contribution both financially (international students bring a total net benefit of £37.4bn to the UK economy) and to the vibrancy and diversity of our campuses.

But supporting our highly-engaged international students is a real challenge for careers services, which I experienced first-hand when I was Director of Careers at the University of Liverpool. When I joined Gradconsult, I saw how the challenges we faced were replicated across the sector.

This programme has been designed to help careers teams meet these challenges effectively and at-scale.



Emma Moore

Head of University Partnerships, Gradconsult

What are the challenges careers teams face?



- A need to deliver multiple synchronous sessions across different time zones on different topics



- A demand for new high quality, video based materials to use in induction



- Increased pressure on the team managing increased numbers of international students around UK careers support during the first few weeks of term



- An expectation of careers support in the UK, based on previous experiences of careers support at home

What is UK Career Ready?

UK Career Ready is an online, asynchronous learning experience for international students. The programme brings together Gradconsult's expertise in developing the employability and recruitability skills of students and Shortlist.Me's innovative technology solution to create a **unique experiential learning journey for all international students**.

The programme has been designed in consultation with our founding university partners, and tested with international students and an international communication specialist. It has been designed to empower international students and help them **make the most of their university experience from day one**.

Founding Partner Universities



Hear from our founding partners



'We are really excited about the impact the UK Career Ready Programme, developed by Gradconsult and Shortlist.Me, will have for the employability of our international students at DMU. This programme will make it easier for students to engage more meaningfully from day one with our careers offer. It will increase student confidence and ensure that our international cohort are better prepared to enter the UK labour market. We really love the experiential design approach and how it works both as a full support programme for students pre-arrival and also in modular form as an on demand resource for current students. Given this flexibility and scale, this product offers a great value solution enabling us to deliver an outstanding experience to De Montfort's growing international student cohort.'

Richard Bowden, Head of Careers & Graduate Success at De Montfort University

"We want to give our international students the best possible support for their future careers. There is so much to take in when starting a course at University and for international students it can be challenging to navigate the UK jobs market to gain experience or look for a role after graduation. A pre-arrival course will enable our students to engage flexibly with the content and enhance their employability at a time that suits them. With Shortlist.Me and Gradconsult, we hope to give our international students a greater awareness of the support we can offer them while they study with us. We also believe they will engage confidently with the activities in the programme to help enhance their employability and understanding."

Tracey Wells, Careers & Employability Service Manager at the University of Westminster

Programme aims

UK Career Ready is a fully online, asynchronous programme that is on-demand and can be accessed from anywhere. Students can complete the programme at their own pace and re-play video content, which makes it suitable for students with different levels of English.

It's highly interactive and engaging, with each module containing an introductory webinar, situation-based Q&A activity and a final video-based activity.

- » Build students' confidence and resilience
- » Develop knowledge of UK recruitment processes, the graduate recruitment cycle and how to succeed when applying for different types of opportunities.
- » Improve students' understanding of careers support in the UK, and how this might be different to what they've experienced previously, effectively managing their expectations and empowering them to take ownership of their employability development
- » Encourage students to go beyond the curriculum and engage with a range of employability-enhancing opportunities on offer to them through their university
- » Provide insight into UK workplaces, culture and norms

Who is it for, and how can it be used?

The programme has been designed in collaboration with an international communication specialist and our founding university partners to support both undergraduate and postgraduate international students. It can be used:



As an **employability development programme** designed specifically for international students at every stage of their student journey. The programme develops students' understanding of the UK labour market, from part time jobs to graduate roles, and empowers them to improve their employability independently, alleviating key pinch points for careers services.



By **international student recruitment teams** as a pre-arrival tool, demonstrating the support on offer to international students at your university and supporting the conversion of international student offer-holders to acceptances.



To support key activities, like careers fairs and placement applications, with 'plug and play' features that can be deployed individually at specific points during the student journey.

What's in the programme?

Through consultation with university partners and colleagues across the sector, we have created seven distinct modules with 21 unique activities that reflect situations that international students will encounter during their time in the UK. Every module follows the 'watching, thinking, doing' approach to learning.

1. Introductory webinar

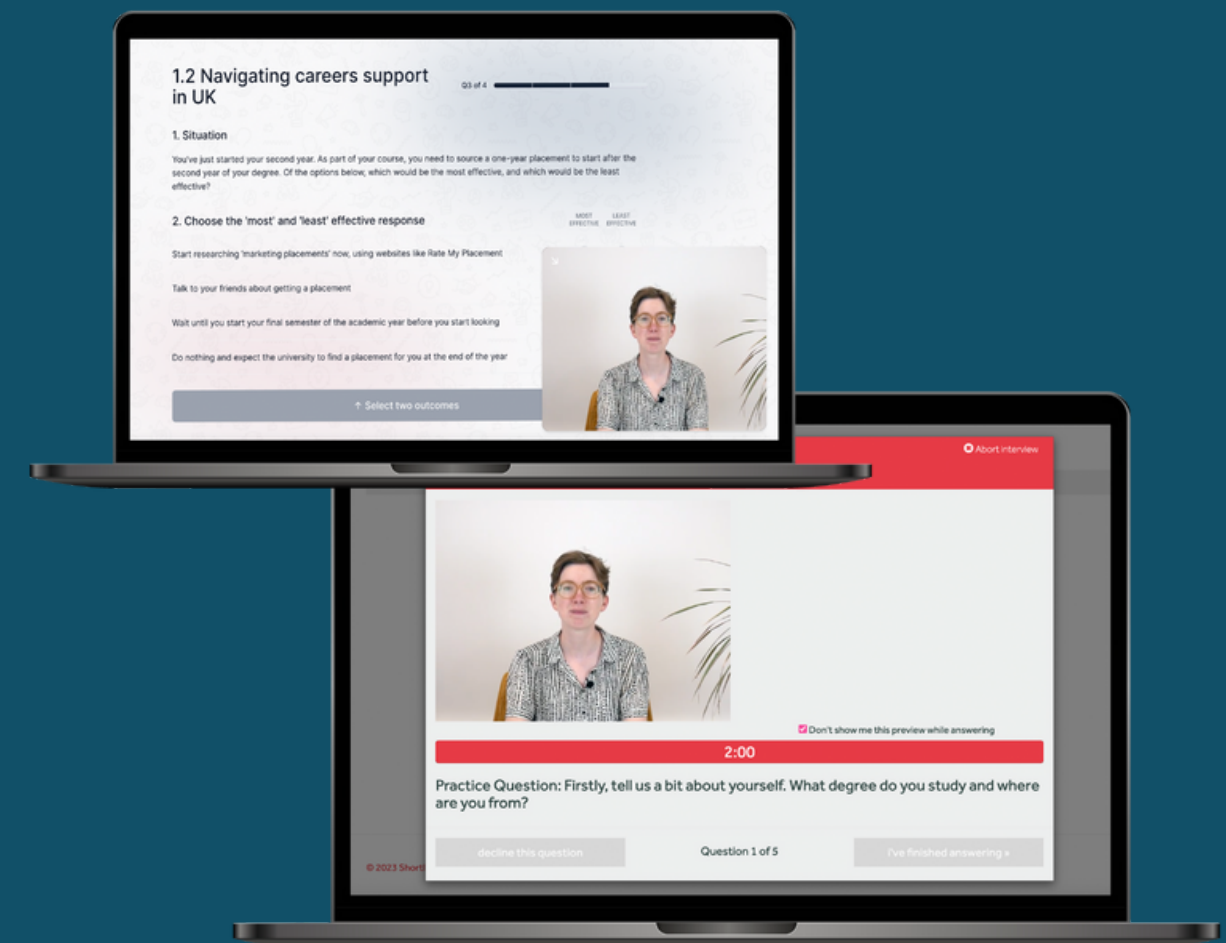
The participant starts each module by watching an introductory webinar that sets the scene for each module and introduces them to key concepts and information.

2. Situation-based activity

The participant watches video scenarios, based on real-world situations they may encounter while studying and working in the UK, and uses the knowledge gained in the webinar to identify the most and least effective approach to the situation.

3. Reflective video activity

The final activity in each module is an opportunity for participants to reflect on their learning and begin to put it into practice. The participants receive AI-generated feedback, supporting their continued development.



The modules



1 Navigating careers support in the UK

3 Confidence, wellbeing and mindset

5 The power of networking

7 Insight into the world of work

2 Understanding your skills

4 Looking for work and applying for jobs

6 Enterprise and entrepreneurship

1. Navigating careers support in the UK

There's a great deal of careers support on offer to students through their university experience, and support in the UK can be different to the careers support they've accessed before. This module helps students understand careers support in the UK and identify different ways of gaining CV-enhancing experience in the UK.



In the webinar, students learn what careers support looks like in the UK, how this might be different to what they've previously experienced and how to use careers support in the UK. We encourage participants to think about how they can develop their career independently, enabling them to engage more effectively with support.



This situation-based activity will inspire participants to think differently about the range of opportunities that can help to enhance their CV and develop critical skills. We ask students to put themselves in the shoes of someone looking for a placement and encourage them to think about how they would look for suitable placement opportunities.



The final video-based activity simulates the experience of attending a 1-1 careers appointment. It gives insight into the type of conversations they might have and how to approach them effectively. This is a great opportunity for students to reflect on the career thinking they've done already, and what they can do proactively before accessing careers service support.

2. Understanding your skills

Students will learn about transferrable skills and competencies, identify their own transferrable skills and become familiar with the competencies that employers are looking for on job adverts.



In the webinar, we deep-dive into what we mean by 'transferrable skills', 'technical skills' and 'strengths'. We introduce students to the concept of 'competencies' and, using real job adverts, show students how to identify the competencies or skills that an employer is looking for. Finally, participants learn about the STAR technique and how to use it to answer competency-based questions.



Using the understanding of job adverts they gained through the webinar, participants answer situational questions about the competencies and skills most required by employers for different types of roles. The students watch videos describing different types of roles and try to identify the most valuable competencies for each job.



The final activity is a competency-based interview simulation that provides students with an opportunity to talk about their skills in a way that reflects real recruitment processes. We take students through each step of using the STAR framework to answer competency questions in a safe, no-pressure environment and provide them with AI-generated feedback to help them improve their performance in future interviews.

3. Confidence, wellbeing and mindset

All students and graduates can face challenges when applying for opportunities during their studies or securing a role after graduation, but these challenges can be amplified for international students. Using theories and practical tools, this module aims to build participants' confidence and resilience.



In the webinar, students learn about what confidence is and why developing it can be beneficial when networking, looking for work and applying for jobs. We introduce students to mindset theory and give practical advice on how to use this tool when things don't go to plan. We also share tips and guidance on how to look after their wellbeing while studying in the UK.



During this situation-based activity, participants are provided with scenarios they might encounter during their studies or when applying for jobs. Students are encouraged to reflect on the tools and tips we provided in the webinar and use them to select the response to each situation that will enable them to build their confidence, resilience and support their wellbeing.



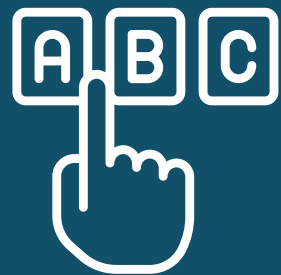
In the video-based activity, participants practice using positive self-talk. We encourage participants to identify a goal they would like to achieve while studying in the UK and use growth mindset principles to plan how they will work towards their goal.

4. Looking for work and applying for jobs

Gradconsult regularly recruits graduates and students on behalf of employers. We know where students and graduates can make mistakes in recruitment processes. We bring this knowledge to the programme and help international students understand the graduate recruitment cycle, typical stages in a recruitment process and provide our tips on how to succeed in CVs, applications, assessment centres and interviews.



In the webinar, we explain the difference between types of work in the UK, including part-time work, internships, placements and graduate jobs - as well as where students can look for different types of opportunities. We provide an overview of common recruitment practices in the UK, including the graduate recruitment cycle and when to apply for graduate jobs, and share tips on CVs, cover letters and interviews.



Using what they learned during the webinar, students identify the most effective response to different recruitment situations, like when to start looking for jobs, submitting a CV, preparing for an interview and communicating in an assessment centre.



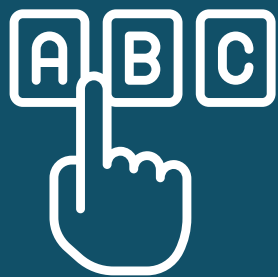
In this video activity, we remind participants about 'strengths' and provide an opportunity to practise their approach to answering strengths based questions, in a supportive and safe environment.

5. The power of networking

In this module, students will learn how to approach online and offline networking. We provide practical information to increase confidence, build meaningful connections, and learn how to maximise chances to network at university careers fairs and in other environments.



In the webinar, we define what we mean by networking and why it is important. We share our '*do's and don'ts*' of networking and engaging with employers professionally. We explain the differences between online and offline networking and share our tips for building a professional network on LinkedIn. Finally, we introduce students to the concept of an 'elevator pitch'.



In this activity, students are presented with scenarios related to attending a careers fair, and use the knowledge gained during the webinar to identify the most effective action to take. Scenarios include: deciding the types of employers to speak to at a fair, following up with an employer and how to approach connecting with the employer on LinkedIn afterwards.



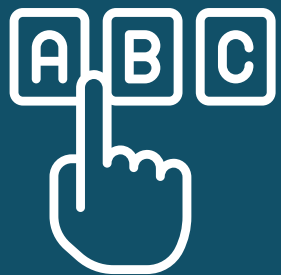
This is the students' opportunity to practise speaking with employers about themselves! Using the elevator pitch as a guide, the participants practise how they would begin a conversation with an employer at a careers fair. We take them through each stage of a good elevator pitch, building their confidence and providing a safe space to practise their approach.

6. Enterprise and entrepreneurship

Whether they're interested in starting a business in the UK after graduation, or developing enterprise skills for their future career, this module provides international students with an insight into entrepreneurship and enterprise. During the module, we encourage students to think about how they can develop their enterprise skills while studying. If they are interested in starting a business after graduation, we provide some tips for what they can do during their degree to support this ambition.



Terminology around enterprise and entrepreneurship can be confusing, so we start by defining key terms. We discuss skills that are connected to entrepreneurship and ways that universities can support entrepreneurial activities. We introduce students to the enterprise funnel and acknowledge that while they may not be able to start a business during their studies, they can still take action to develop their ideas.



In this activity, students use their understanding of entrepreneurship in the UK to respond to video scenarios based on working in a team on an interdisciplinary enterprise challenge. Participants identify innovation skills, consider how they work effectively with group members to generate ideas and respond to feedback on their ideas.



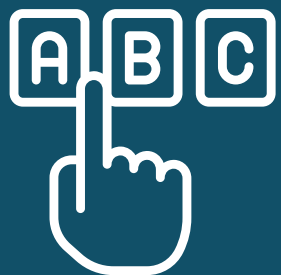
Students will imagine they are taking part in an enterprise challenge run by their university, to provide an insight into what it is like to solve a real business problem. They follow the four stages of the enterprise funnel, to come up with a creative solution to a problem faced by an organisation.

7. Professional communication in the UK

Effective communication skills are key to success in any UK workplace. This module provides practical support to help students improve their written and verbal communication skills when communicating with employers in the UK. This module gives students an insight into UK workplaces and cultures, enabling them to consider how UK workplaces may differ from those they've experienced elsewhere.



In the webinar, we provide practical communication tips, including how to actively listen, how to structure messages (delivered in-person or via email) and how to be professional when communicating with UK employers. We talk about the importance of politeness and professionalism in UK workplaces and share our tips for communicating with UK colleagues.



Using their knowledge of communicating in UK workplaces, students watch a series of video scenarios, based on UK workplaces, and select what they think is the most effective response. The scenarios have been designed to reflect real situations, such as communicating a difficult message to a customer, asking for clarity during a team meeting and having a conversation with a manager about workload.



In this video-based activity, students put themselves in the shoes of a graduate in their first job in the UK. The participants are given some communication scenarios and have the opportunity to practise how they would respond.

What students are saying about the programme

"Its so well made and really makes me feel like there are people out there worried about International students getting a job after graduating. Very reassuring on my end and I feel less anxious about attending career fairs, reaching out to the careers service, and networking."

"I liked that the programme showed me the types of work I could get into"

"Very clear information and useful!"

"Easy to follow and informative."

"It gives clarity on skills"



International Student Recommendation



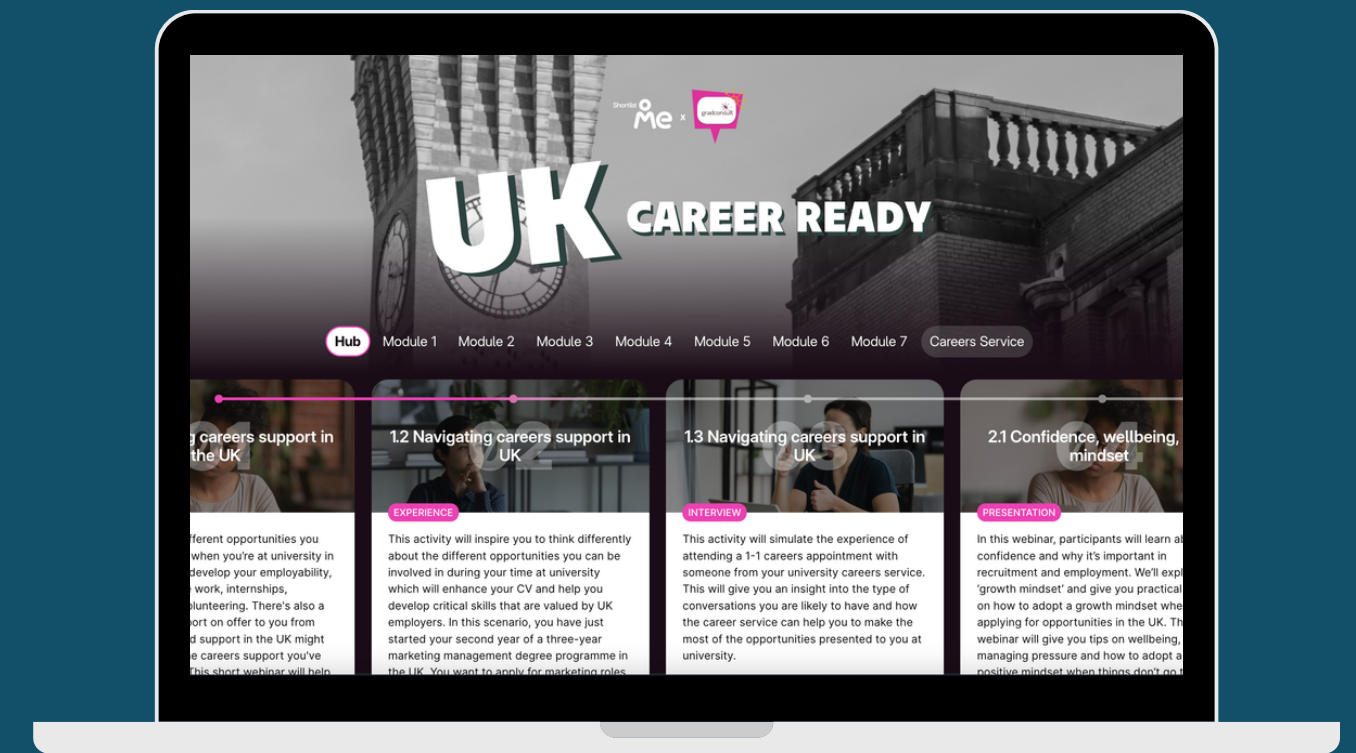
Support for your service

Ongoing support is offered throughout, from onboarding to implementation and beyond to ensure the success of the programme within your institution:

- **Platform customisation** that enables you to co-create a programme that looks and feels like your institution
- **Comprehensive onboarding support**, making sure you are all set for International student success
- **Dedicated Customer Success Manager** to help maximise engagement
- **Access to 24/7 IT support** for quick troubleshooting times and to resolve issues whenever they arise
- **Reporting dashboard** that gives you the ability to measure and report on the impact of the programme
- **Regular account health checks** with customer success team to check progress, feedback and enhance utilisation

Costs

- This on-demand support available year-round to your international students between **£8k - £12k**
- Prices is **scalable depending on size** of the institute
- **Discounts available** for existing Shortlist.Me customers



Get in touch with David or Emma for an initial conversation...



DAVID DEWEY

david@shortlist.me

www.linkedin.com/in/shortlister/



EMMA MOORE

emma@gradconsult.co.uk

www.linkedin.com/in/emmagradconsult/

