

Career support for Undergraduates' Engagement with Services (CUES) Study

5 Tips to Enhance Students' Employability

For:

UCL Careers & Faculty

Enhance Year 1 students' awareness of work experience.

Provide practical assignments, placements and research opportunities.

Provide interactive & skills-based activities for students to engage with each other at career events.

Offer individualised career support based on students' skills, knowledge, and personality traits.

Help students explore and cultivate their career interests early on in their university degree.

For:

Students

Practice career skills not only during the application seasons but throughout the year.

Actively network with senior students, alumni, and engage with available resources.

Find time to engage with career activities and services instead of passively listening to others.

Proactively reach out to your personal tutors more regularly during the year.

Think about your career interests throughout the module, degree, voluntary services, and internships.

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3 Key Findings

Six reasons students engage with career services

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1. **Professionalism** of the careers event – e.g., promotion and quality.
2. **Year of study** – Engagement varied due to students' personal interests, alternative career resources, coursework deadlines at the time of the event.
3. **Relationships** – Student-staff relationship (trustworthiness) and peer pressure.
4. **Culture** – Students' career destinations, language and cultural barriers.
5. **Personality** – Proactive or laid-back approach.
6. **Self-efficacy** – Student's confidence in achieving career goals.

Employability skills that students value

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- **Year 1s:** communication skill, career development, subject-relevant knowledge, self-confidence, and empathy.
- **Year 2s:** communication skill, work experience, subject-relevant knowledge, collaboration skill, and career development.
- **Year 3s:** communication skill, career development, subject-relevant knowledge, collaboration skill, and work experience.

Perceptual differences in employability skills seen in the importance of work experience.

University career services that students want

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- **Year 1s:** Alumni events, interactive workshops, individualised support from personal tutors, departmental encouragement on using career resources, and Moodle page for the career support.
- **Year 2s:** Events with lecturers and researchers, longer 1-on-1 guided sessions, embedding support in curriculum, alumni events, and support involving diverse areas of psychology.
- **Year 3s:** embedding support in curriculum, bespoke support for international students, interactive workshops, career Moodle page, and more personal tutors' support.

