

EMPLOYER OPPORTUNITIES

2023/24



Build your **brand**
Share your **skills**
Recruit York **students**

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WELCOME

A lot has changed in the last couple of years and whilst the Covid-19 crisis is now largely behind us, we continue to respond to new challenges; the cost-of-living crisis, student mental health, hybrid working and the way in which we engage and develop employer partnerships. Despite the challenges, we remain driven by our purpose; to increase student aspiration by preparing and enabling students to achieve their personalised career goals.

We are excited to collaborate with graduate recruiters to not only enhance the personal and professional development of our students and graduates but to work together to meet the current and future demands of a skilled workforce. We continue to experiment and learn and have a range of creative solutions to help employers to connect with students and graduates in a hybrid world.

Supporting you to make effective and valuable connections with our students remains our key priority. Our online offer has enabled so many opportunities for students and employers to meet and engage, uninhibited by geography, resources, or time zones. We recognise the flexibility and ease virtual solutions give employers. However, we also know attracting students’ attention and standing out as a graduate recruiter in this virtual world is key to forging personal connections and raising brand visibility. This is why we continue to blend virtual interactions with on campus activities.

The University’s vision is to provide an environment that attracts the best students from diverse backgrounds and from all over the world, where every individual feels valued and has a sense of belonging and community and we know that engaging with students from diverse backgrounds continues to be at the heart of your recruitment campaigns. Working with both international and underrepresented students offers great benefits, it fosters diversity and brings a fresh perspective to the workforce. The Graduate Route and Skilled Worker Route present excellent opportunities to hire international talent. A continued initiative for 2023/24 is the chance for employers to support our York Futures Scholarships. We want to ensure all York students can make connections with employers who inspire ambition, and that our students have access to a range of opportunities that allow them to explore their strengths and employability prospects fully.

This brochure is based around the personal career journey that we encourage our students to take in order to be confident and successful in the job market. We have mapped out the key points when we believe it will be most valuable for students to connect with you. As always, we hope, in turn, that this allows us to meet your ambitions and aims at York for the coming year.

Hannah Smith
Director of Careers and Placements



YOUR JOURNEY AT YORK

Employer opportunities for 2023/24 by semester

This guide will provide you with insight into our students and give you a sense of the key points to get involved within the academic year to best support the employability journey of our students. Some of our activities take place at fixed times of the year, others take place on a much more flexible basis.

CONTACT US

To find out more, and discuss any of the opportunities outlined in this brochure, contact the Employer Engagement and Events Team.

careers-employers@york.ac.uk
01904 322498
york.ac.uk/careers/employers

INSIGHT INTO OUR STUDENTS

WHO ARE OUR STUDENTS?

20,735
from over 160 countries

73%
undergraduates

27%
postgraduates

3 faculties
Typical A level entry
offers of
AAB or above

Over 80%
of our students come
from state schools

94%
of our graduates are
in employment or
further study six months
after completing
their course

22%
Arts and Humanities

43%
Sciences

35%
Social sciences

Our students are spread across three faculties (**Arts and Humanities**, **Sciences** and **Social Sciences**) and 35 departments and centres. Our Careers Service is uniquely placed to help you build and strengthen your profile on a discipline level and introduce you to other ways of working with academic departments.

38%
Racially minoritised

17%
Disabled

17%
Mature

17%
LGBTQ+

12%
Bursary recipient

By engaging and working with us on our initiatives and sharing your own events and programmes with us, you will gain access to underrepresented students.

28%
International students

We also have a growing global community of students who are keen to remain and work in the UK on graduation and are:

- Here on prestigious schemes such as the UK governments' Commonwealth scholarship
- Studying higher-level qualifications such as Masters and PhDs, predominantly in business and STEM subjects - helping you fill skills gaps in areas such as engineering, IT, healthcare and biological science
- Able to add value to your global operations, thanks to their language skills, knowledge of home region markets and intercultural agility.

On our **International Talent webpage**, you will find more information about the Graduate and Skilled Worker visa options.

STUDENT EMPLOYABILITY

York Leaders

All second-year students can apply for our innovative student leadership programme. The programme focuses on personal leadership (managing your own development and contribution) and leading others with a focus on collaborative leadership to drive positive change.

york.ac.uk/yorkleaders



Placements

All our undergraduate students have the opportunity to complete an extended piece of work experience. All York's STEM departments offer years in industry integrating technical projects.

york.ac.uk/placements

York Award

All students are encouraged to apply for the York Award, the UK's first employability award, that captures and recognises personal and professional development within and outside a student's programme of study.

york.ac.uk/yorkaward

Volunteering

There is a vibrant culture of volunteering at York with some courses integrating community engaged learning into the curriculum.'

york.ac.uk/volunteering

York Strengths

All first-year undergraduates have the opportunity to take part in an immersive Development Session, supported by an interactive online short course, to help them understand the skills, behaviours and capabilities employers are looking for and develop these during their time at university.

york.ac.uk/yorkstrengths

WHY YORK?

17th
in the Times Good
University Guide 2023 with
13 subjects ranked in the
top 10

Joint 17th
overall in the Complete
University Guide 2024 with
13 subjects ranked in the
UK top 10

21st
in the Guardian Good
University Guide 2023
with six subjects ranked
in the top 10

10th
for research quality in
the 2021 REF

21
Athena Swan Awards

7th
in the Russell Group for
'Overall Satisfaction' in the
NSS (2022).

Start your recruitment journey at York with

Handshake is an innovative platform which enables you to post opportunities and events in one place. Handshake connects employers to talent from the University of York and enables you to source candidates, track applications and promote your brand to our students and alumni.

Getting started

- ☐ **Register**
Register on Handshake free of charge.
- ☐ **Add details**
Add your organisation’s website, social media links and email address
- ☐ **Add York**
Add York as a ‘favourite’ institution.
- ☐ **Add staff lists**
Create a public staff list to enable students to engage with employees.
- ☐ **Build up your interactive profile**
Add a logo, branding image and company description.
- ☐ **Register for our in-person fairs**
Our in-person fairs provide you with the opportunity to engage with York students and promote your opportunities.

Handshake **Help centre**

On our **[vacancies webpage](#)**, you will find some useful Handshake references and some top tips to help you make the most of the platform. Handshake also has a **Help Centre** with articles and resources to support you with your early talent recruitment, and a dedicated team to answer any questions.

joinhandshake.co.uk

The world’s largest early talent recruitment platform

160+
Countries

1,400
Universities worldwide

12 million+
Active students

750k+
Employers

Post and hire!

- ☐ **Events**
Post your webinars, skills sessions and presentations through the Handshake ‘Events’ function.
- ☐ **Post opportunities**
Post your jobs, placements, internships and opportunities to our students and alumni.
- ☐ **Search**
Actively search for students who fit the criteria for your opportunities.
- ☐ **Contact candidates**
Pro-actively message potential candidates.
- ☐ **Manage schedules**
Post and manage your interview schedules.
- ☐ **Gather reviews**
Request that students who have worked for your company write a review on your profile to further build your brand.

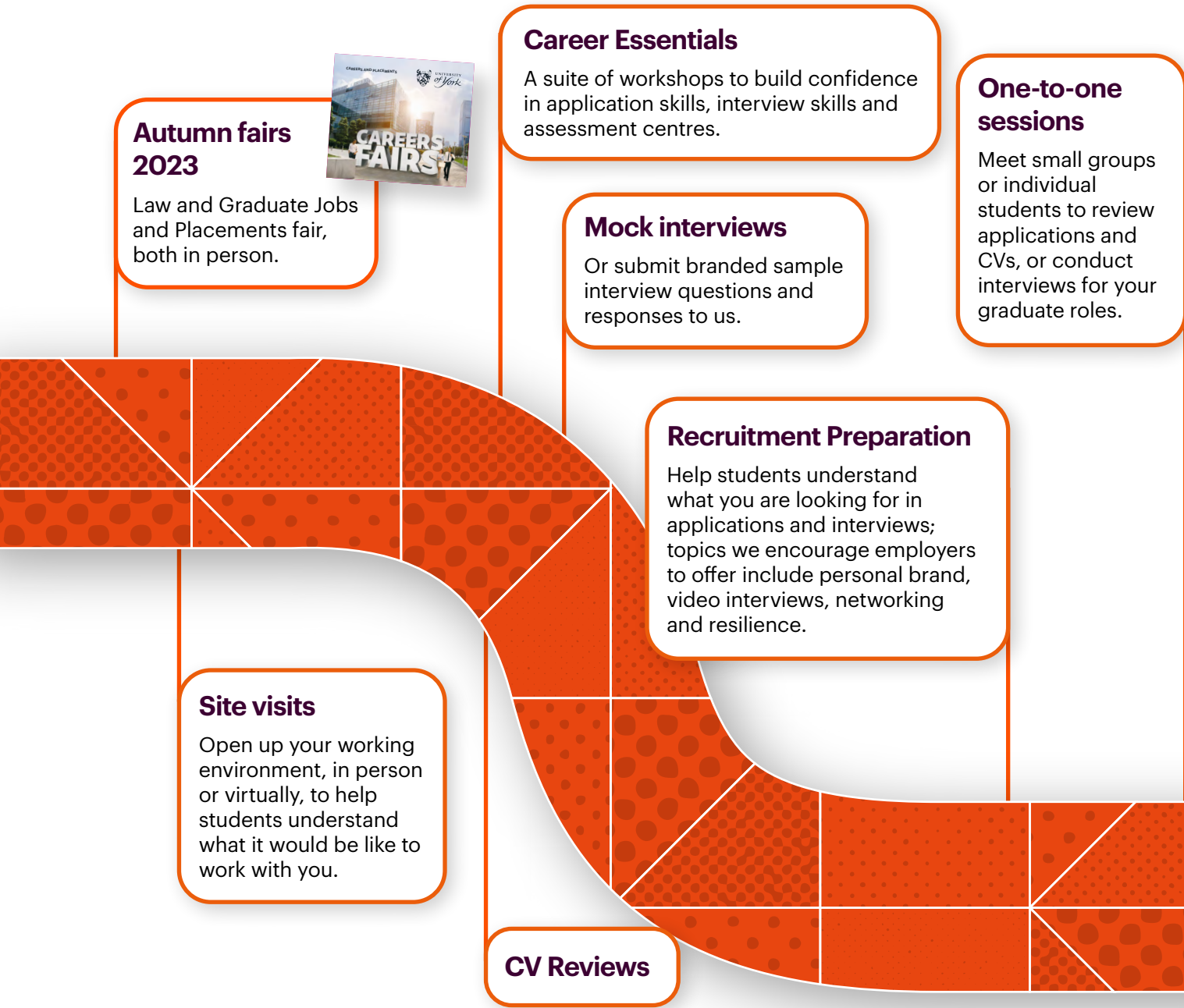
Handshake **Premium**

Handshake Premium enables employers to proactively develop a sophisticated approach to early talent recruitment. Premium account holders have access to advanced analytics, personalised message campaigns and enhanced brand promotion and benchmarking.

To find out more information and discuss the premium account option, contact **[Handshake’s Employer Partnership Team](#)**.

SEMESTER 1
(September 2023 to January 2024)

Key events and activities



Why not try?

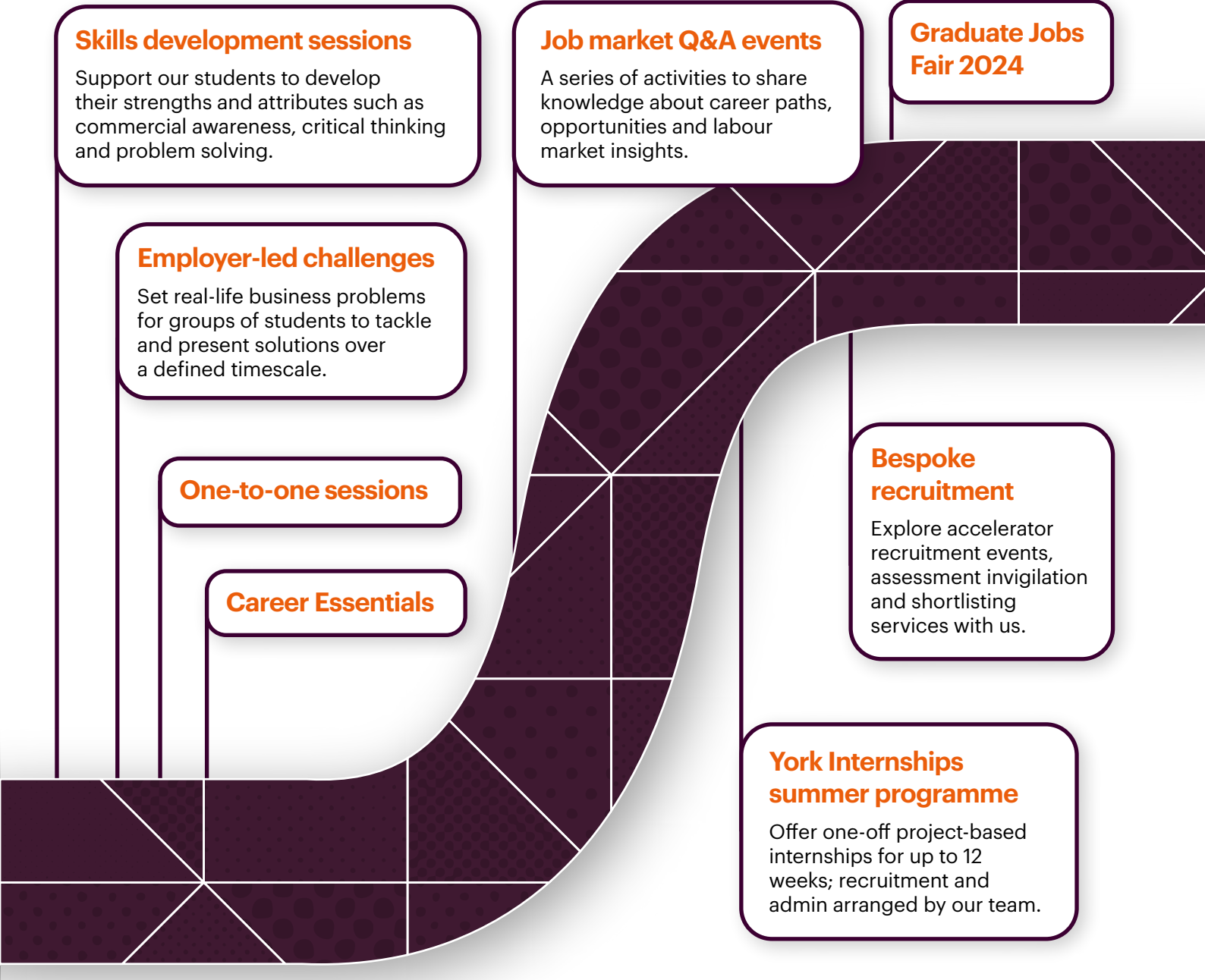
York Profiles and Mentors

Are you a University of York alum? Add your career experiences to our **York Profiles and Mentors** platform. Inspire current students, answer their questions and help build their networks.

york.ac.uk/careers/profiles

SEMESTER 2
(February 2024 to June 2024)

Key events and activities



Why not try?

Internships and placements

Thinking about recruiting a summer intern or placement student for next academic year? Registrations for our **York Internships** and **placement year opportunities** open in Spring.

york.ac.uk/careers/employers

Year-round activity

- **Online content** – Gain exposure on our **Careers Blog** and **Podcast**. Write about workplace culture, film a ‘day in the life’ video or guest star in our ‘**What do you actually do?!**’ series.
- **Shortlister interview questions** – Share your knowledge and help students prepare for the recruitment process with employer branded interviews on **Shortlist.me**
- **Departmental engagement** – Establish and develop relationships with academic departments and explore opportunities to engage with our students directly through the curriculum.
- **Virtual internships** – Offering flexibility and support to your business throughout the academic year.
- **Employer challenges, case exercises and competitions** – An increasingly popular option for employers to explore real-life problems, while supporting students to find out more about certain sectors in a fun and motivating way.
- **Volunteering** – We support over 1,000 students each year to access mutually beneficial volunteering opportunities in the local area.
- **Student Development and Student Leadership** – Endorse our **York Strengths, York Award** or **York Leaders** programmes by contributing promotional content, or get involved as a speaker or panel member, or provide video content or case studies for exercises.
- **Student enterprise** – Support the businesses of tomorrow by delivering workshops or mentoring student entrepreneurs.
- **Widening participation** – Opportunities to get involved with student employability initiatives to engage students from underrepresented groups.
- **Sponsorship** – Options include sponsorship of flagship programmes such as York Strengths, or our York Futures Scholarship fund. We can also provide links to student societies, clubs and our Students’ Unions.

Other University of York business services and stakeholders

- **Higher and Degree Apprenticeships** boost the skills of your workforce.
- **CPD opportunities** including leadership and management training, and courses designed for specific sectors.
- **Collaborative research and funding** including Knowledge Transfer Partnerships (KTPs) and Product Transfer Development Funding (PAPI).
- **Office of Philanthropic Partnerships and Alumni** working with a community of global donors and our alumni.
- **University of York Students’ Union (YUSU)** including links to over 200 student societies.
- **University of York Graduate Students’ Association (GSA)** including connections to our postgraduate networks.
- **Centre for Global Programmes** including study and work abroad, summer schools and short courses.
- **York Cares** employee-volunteering for organisations based in the city.
- **Maths Skills Centre** co-deliver a workshop and support students to develop their numerical skills.
- **Student recruitment and widening access** including opportunities to mentor participants on our pre- and post- 16 initiatives.





UNIVERSITY
of York

york.ac.uk/careers/employers