

July 2016 Newsletter | Humanities

# Mission Employable

Knowing, growing and showing the skills for career success.

Now that we have reached the end of another successful academic year, we reflect on the achievements of 2015/16 and look forward to the developments in the upcoming year. The second year of ME activity has seen initiatives evolve and the creation of new resources and projects, explained by our student and careers partners in this issue.

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# Introduction

By Dr Eleanor Quince: [E.M.Quince@soton.ac.uk](mailto:E.M.Quince@soton.ac.uk)

As always, Mission Employable has had a busy year. Alongside launching our new second year employability module, HUMA2014, rolling out our updated first year module, HUMA1036, and hosting our first External Advisory Board, we have: explored how we might use Digital Badges; hosted LinkedIn Labs with Us. (formerly SUSU!); rolled out an online resource for Year Abroad students; and piloted a new e-portfolio. Oh yes, and we also ran our first Public Engagement project ... You can read about our activities in this newsletter and also find out about two new University level initiatives: the Year in Employment (YiE) and the re-launched Career Mentoring Programme.

**So, what's next for Mission Employable?** During this semester we have spent a considerable amount of time reviewing the current employability modules. We undertook this review with our colleagues in Careers, Heather Pasero and Julie Parfitt, who form part of the Faculty's Mission Employable team. The review focussed on levels of student engagement, student satisfaction with the modules and what we could do better. The results made for interesting reading:

- 1588 students (of c. 3500) engaged with employability activity during 2015/16 – making our students the most engaged within the University;
- 93% rated the quality of module content as 'good' or better; 82% found the sessions useful; 70% would recommend the module to a friend;
- Students do not always see discipline-specific content, and have commented that this should be at the centre of future delivery;
- Interactive elements, such as the online quiz tool Kahoot!, are well received and we should do more of this;
- First-years want content that is immediately useful to them, such as CV building for part-time work;
- Students want more content which they can revisit in their own time.

We have taken this feedback on board and with our two new summer employability interns – Ellen Blacow and Lizzy Oliver – we are improving and updating module content over the summer. You can read more about our plans on the final page of the newsletter.

We will keep you updated on our progress over the summer with regular newsletter updates; in the meantime, enjoy this issue and have a lovely summer!

## Public Engagement

By Charlotte Medland:

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In November 2015 Mission Employable received funding from the University's Public Engagement with Research Unit (PERU) to run our first public engagement project. This was the Community History Learning Programme, in partnership with Radian Housing's Solent Community team.

The aim of the project was to increase social aspiration amongst the young community in Swaythling, and decrease social isolation amongst the elderly, by involving them in three historical research projects that would be led by current students in Humanities. These projects were: Capability Brown's landscaping of the Stoneham estate; the role of the Swaythling community in WW1, especially the remount depot for over 400,000 horses that was based on Stoneham estate land; and the digitisation of Stoneham heir Richard Willis Fleming's war diary from February-August 1916 (his death in action).

Our 15 student volunteers led the projects and were so encouraging to the local community, hosting workshops at Mansbridge Primary School, building the Digital Diary website as an educational tool, and presenting their research at the Stoneham War Shrine community picnic on 21<sup>st</sup> June 2016.



All group members went way beyond their original remit, creating educational resources and competitions to encourage local engagement and talking to anyone and everyone, from the Highfield WI to MP Caroline Nokes, about their work.

The project has been so well-received that we are hoping to continue with further public engagement work alongside Radian next year – watch this space!

## To stay updated on our progress:

Like our Facebook page:  [www.facebook.com/missionemployable](http://www.facebook.com/missionemployable)

Follow the Mission Employable team on Twitter:  [@HumsEmployable](https://twitter.com/HumsEmployable)

Follow our team blog containing regular updates from all members of the team:  <http://blog.soton.ac.uk/missionemployable>

## Digital Diaries Public Engagement Project

By Connie Suggitt, graduating BA English student

As a volunteer for the Community History Learning Programme, I was part of a group that created a new web resource for the WW1 diary written by a young man who lived in Southampton. I signed up to be a part of this Project because it sounded really interesting, and gave me a chance to learn about an aspect of World War One history I hadn't studied before by helping to preserve Southampton heritage. I also thought it would aid useful skills, such as web literacy and editing.

During the project I was part of a hardworking and united group of students, who worked both for and with the University. We also worked with the local community in Swaythling and Radian Housing, who gave us help and guidance. The links created by the projects between the students and the local community are, I think, a very positive thing. The experience the Digital Diary Project gave me really was invaluable, and I gained experience in researching, editing, web skills, working as a team, public outreach, event planning, and many more.

The project was rewarding on many levels, not least in seeing the product of your work finished and available for all to see, and hopefully benefiting others.

Being a part of the project has definitely enriched my university experience.

## Year in Employment: Experiencing a work placement as part of a Humanities degree

By Nick Johnson: [N.Johnson@soton.ac.uk](mailto:N.Johnson@soton.ac.uk)

The Year in Employment is an opportunity to work for up to 12 months for an organisation of a student's choosing. This placement forms part of the degree programme and, if passed, is recognised on the degree transcript at graduation.

Completing a placement brings numerous benefits:

- Valuable work experience to demonstrate to future employers
- Clarity on the type of work the student would thrive at
- The opportunity to build a network of contacts

Students entering their second year of study upon returning to campus in September may be eligible to participate in the Year in Employment. The full list of eligibility criteria can be viewed at <http://www.southampton.ac.uk/careers/students/work-experience/year-in-employment.page>

The Placements Team in Careers can help students source suitable placements and signpost support for navigating recruitment processes. The team will then guide students in preparing for the placement and completing the necessary administration.

If your students are interested in completing a work placement, we recommend you encourage them to consider the roles and organisations they might like to experience and refer them to the team in Careers who can answer any questions about the Year in Employment.

We're available over the phone or on email and are more than happy to help.

The Placements Team

Telephone: 023 8059 3501

Email: [Placements@soton.ac.uk](mailto:Placements@soton.ac.uk)

<http://www.southampton.ac.uk/careers/students/work-experience/year-in-employment.page>

Soar into your future.

Year in Employment  
Placement  
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Fantastic placement  
year opportunity for  
eligible undergraduate  
students in penultimate  
year of study.



# REALIE : Reviewing the first year of student-led activity

By Francesca Rock: [F.Rock@soton.ac.uk](mailto:F.Rock@soton.ac.uk)

This time last year I had just completed my first month working on the REALIE resource, redesigning, updating and launching the website, with plans to set up the student-led blogging platform for outgoing undergraduates to share their Residence Abroad experiences with fellow students. Twelve months later, and having returned from my own Year Abroad in the South of France, it is now time to update and improve the site before welcoming the new Educational Development Officer for Year Abroad Intern.



Throughout the academic year, Humanities students spending either a semester or a yearlong Residency Abroad as a part of their degree have blogged about their experiences of living, studying and working in a foreign environment. Southampton undergraduates have travelled from Asia to America and Australia and throughout Europe, developing a wide range of skills and enhancing their employability. REALIE bloggers have shared the struggles and achievements of their individual Residency Abroad, reflecting on the skills they have improved upon and developed whilst living in an unfamiliar culture. Second and third year students, from a range of departments – not only Modern Languages – noticed an improvement in their communication skills, adaptability and problem solving and cultural awareness. The blogging platform has therefore provided not only a wealth of advice for students preparing to go abroad, but also given RA students the opportunity to reflect upon the skills they have gained as a result of the experience, encouraging self-assessment and reflection.

After a successful inaugural year, I'm looking forward to increasing student engagement with REALIE and welcoming a new group of student bloggers and contributors, ensuring that the project continues to be **for** students, **by** students.

If you would like to comment on, contribute to, or simply find out more about our work, please contact us at the relevant address:

Project Director - Dr Eleanor Quince: [E.M.Quince@soton.ac.uk](mailto:E.M.Quince@soton.ac.uk)  
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Peer Mentoring 2016-17 – Kirstie Guildford: [K.A.Guildford@soton.ac.uk](mailto:K.A.Guildford@soton.ac.uk)

## Working Group Member Reflection

By Sophie Pitman, graduating BA Film & English student

As a member of the Mission Employable Student Working Group, I have been a part of a great social group of like-minded people, which has enabled me to develop my skillset in areas such as event management, communication and entrepreneurship. The Group consists of a range of students from different areas within the Faculty, from Film to Modern Languages, and is a great space for sharing new ideas on how each department can encourage students to think ahead to life after graduation. With additional members from the University's entrepreneurial society Fish on Toast and the career-focused group Bright Futures, Working Group members are equipped with vast amounts of knowledge to provide their fellow students with information on different career sectors, skills development and alumni relations.

With regards to personal development, the Working Group has given me the chance to try my hand at event management by creating Employability events. I've worked with a small team of Film students to create alumni panels for the current cohort, inviting graduates to return to the University to discuss their career progression. Within Film, we've welcomed back alumnus from a variety of sectors including film marketing and theatrical sales, cinematography and VFX, and have received positive feedback on how these talks have helped students decide upon their future career path.

Being a part of the Working Group has been an incredibly uplifting experience, giving me the opportunity to help students address and enhance their employability skills. Employability is not an easy topic to discuss, but the Working Group is a fantastic way to overcome the initial fears of graduation and entering the job market.

A close-up photograph of a computer keyboard. The focus is on a white key with the text 'Contact Us' printed on it in a black, sans-serif font. The background is blurred, showing other keys and a blue light effect.

## Working Group Member Reflection

By Henry Tyrrell, third year BA History student

In the 2015-16 academic year, I was fortunate enough to hold the position of Welfare Officer for the History Society, a role which led to my involvement with Mission Employable as a member of the Working Group, allowing me to build upon the employability agenda already in place within the Society.

In the year previous to my involvement with the Working Group, the Society had piloted two careers events; one based on the University's internal employability resources and the other in partnership with external organisations that represent the diverse industry options available to a History graduate. Due to the success of the former, we held another 'internal' careers event in November 2015. As a framework was already in place, it proved to be a Society-led employability event that was well-received and a continuation of the Society's successful employability schedule. We aimed to change the focus of the 'external' event to an alumni panel, comprising of History graduates from a diverse range of employment sectors and career paths, to be followed by a networking reception. This idea stemmed from the Mission Employable Student Working Group, in which other Societies had shared their experiences of hosting alumni panel events. This was my favourite experience of sitting on the Working Group, and reflects its collaborative nature. Indeed, as a Society, we gained numerous tips from several other WG members that will continue to enhance the HistSoc employability agenda.

We have already laid the foundations for such an event next year. The Society will continue to sit on the Working Group, further benefitting from the continued partnerships with other Societies and members of the Mission Employable team that the group sustains.

# Humanities Peer Mentoring 2016/17

By Kirstie Guidford: [K.A.Guildford@soton.ac.uk](mailto:K.A.Guildford@soton.ac.uk)

This September I will begin the final year of my BA History degree at the University of Southampton. Throughout the summer I am interning with the Mission Employable team as the Peer Mentoring Coordinator, a role that requires me to continue, but also enhance, the pre-existing scheme which has run for the previous two years. I will then continue my role part time throughout Semester One, in order to oversee the Peer Mentor Scheme.



Two weeks into my internship and I am already very aware of how necessary and beneficial this scheme is for students. The feedback which I have reviewed from last year emphasises just how much the Mentees valued their Mentors. The students left highly positive comments regarding both their meetings, and how they felt the scheme as a whole had helped them settle into University life.

The first weeks of my internship have been dedicated to Mentor recruitment; this involved advertising the scheme to current Humanities students, reading through applications and ultimately choosing the next round of Mentors. The application responses further demonstrated to me just how much students appreciate the scheme and want to get involved as a result of their own experiences. Moreover, it was evident that most of the applicants have a great understanding of how a Mentoring role could expand their skill sets and ultimately make them more employable individuals.

It has been a successful start to the 2016/17 scheme with a total of 152 Peer Mentor applications. I look forward to seeing how both the scheme and I develop over the coming weeks and months.

## Mission Employable

*'Knowing, growing and showing the skills for career success'*

# Creating Connections – Career Mentoring Programme 2016-17

By Heather Pasero: [H.M.Pasero@soton.ac.uk](mailto:H.M.Pasero@soton.ac.uk)

In October 2016 the Career Mentoring Programme will launch the brand new Diversity Mentoring in addition to the current mentoring offer to all students across the University. Diversity Mentoring can be accessed by those students who might want specific support from a Mentor who understands the road ahead and can support and advise on unique issues relevant to the shared experience of student and mentor.

Diversity Mentoring includes:

- Disability
- Women
- LGBT
- BME
- First generation university students

The aim is to provide an opportunity for students to network with successful business and community leaders and gain a practical insight into the mind-set, business and personal skills needed to succeed in the graduate labour market. The idea is not to 'problematize' those wanting to access diversity mentoring, but to offer the opportunity of a Diversity Mentor to all applicants who may or may not take up the opportunity to connect with a like-minded Mentor.

The general Mentoring offer will continue to be available to all students across all disciplines who may want:

- individual matching with a mentor from the employment sector of their choice
- general mentoring support to develop career plans
- to learn about life after graduation and develop skills employers value

In addition to this exciting news the Career Mentoring project team delivered a 'Mentoring the Mentor - how mentoring supervision can improve your mentoring performance' at the University Mentoring CPD and Networking Conference on July 5th, held at The Highfield Hotel and organised by ILIaD. This was led by Rob Wood and Andy Port, who have worked on the project for several years training and supervising mentors from a wide-range of sectors and professions.

We very much look forward to the new academic year ahead and encourage you to refer students to the programme via our website.

## Mentee Feedback

*'I was able to see more objectively where I was and where I wanted to be'*

*'I would definitely recommend this to other students as it's a way of testing the waters of graduate life'*



If you, or any of your students have the skills and expertise to offer as a Mentor, you can find more information via the links below :

Students:

<http://www.southampton.ac.uk/careers/students/mentoring.page>

Mentors:

<http://www.southampton.ac.uk/careers/employers/mentoring.page>

## Explaining Pathbrite

By Lizzy Oliver :

[E.Oliver@soton.ac.uk](mailto:E.Oliver@soton.ac.uk)



Pathbrite is an online portfolio building tool which allows students to showcase both their academic achievements as well as the extra-curricular opportunities that they have taken up during their university studies. The tool has been introduced to Humanities students through the employability module to help them track their progress.

Over the past year I have made two ePortfolios on Pathbrite. The first I used to track my academic progress throughout my first year at University, and my second is a showcase of the activities and skills that I developed during my OPUS internship with the Mission Employable team last summer. Both ePortfolios have been helpful to refer back to when preparing for job applications. I am currently in the process of making a new ePortfolio, showcasing my role as the Educational Development Officer with the Mission Employable team this summer.

In the age of social media, students need to stay ahead of the game, and Pathbrite allows students to do this while making their job applications unique and memorable. Not only can Pathbrite be used as a memory bank for storing and recording opportunities, Pathbrite web links can also be added to various social media platforms including LinkedIn and to CVs to support job applications.

# Humanities Employability Modules

By The Mission Employable Team

The Mission Employable team are excited to be launching the last of our three employability modules in 2016/17. HUMA3010 will be available to final year Humanities students across all disciplines from October. The new final year module will build on the success of the modules delivered to year one and year two students (HUMA1036 and HUMA2014) which 93% of students rated as 'good' or better.

Mission Employable is a forward-thinking student-led model of employability support and education, so once again the team has employed two student interns to work over the summer to design and develop the modules. Ellen Blacow and Lizzy Oliver will be working to create module content which is current, relevant and accessible. Alongside the new final year module, a key development for 2016/17 is the introduction of standalone online content, running in response to student feedback and as a pilot to increase engagement and present a more personalised learning experience.

As well as the lectures which form the core of the three modules, the team will be offering complementary Careers Service open sessions called 'Pop-ups'. These sessions will run at half of the evening employability events run by the Mission Employable Student Working Group; seven events – one for each department. The Pop-ups will provide an opportunity for students to access advice and guidance in an informal setting.

Lead Career Practitioner, Heather Pasero, comments:  
*"Humanities is truly a leader of employability innovation with this dynamic and progressive approach to careers and employability education. We are working hard to equip students and future graduates with the skills and knowledge to fulfil their career potential".*

During 2016-17 we will continue to gain feedback from Humanities students and staff, taking on board their ideas to further develop the employability modules.

**Don't Forget:** Excel Internships, based in Careers, publicise term-time and vacation work experience placements throughout the year, all of which are paid and vetted to ensure that each role involves graduate-level skills. Direct your students to the MyCareer portal for the most recent opportunities and details of how to apply:

<https://mycareer.soton.ac.uk/home.html>

