FUTURE TALENT

2nd in the UK for graduate employability
Guardian University League Tables 2020
Highly Ranked

Top 10 in all three major UK league tables in 2020
- 8th The Times
- 7th The Guardian
- 7th The Complete University Guide

Diverse and Inclusive

- 90% of our UK undergraduates from state schools
- 30% first generation entering higher education

Academic Excellence

- Gold ranking in the 2017 Teaching Excellence Framework
- High Entry Tariff – courses published to attract applicants who achieve A*AA-ABB

Skills for Achievement

- Strong leadership
- Commercially aware
- Cross cultural team working
- Advanced communication skills
- Digital Fluency

Lancaster University out ranks majority of Russell Group

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lancaster</strong></td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>Warwick</td>
<td>10</td>
<td>Exeter</td>
</tr>
<tr>
<td>Leeds</td>
<td>13</td>
<td>Warsaw</td>
</tr>
<tr>
<td>Exeter</td>
<td>12</td>
<td>Exeter</td>
</tr>
<tr>
<td>Manchester</td>
<td>18</td>
<td>Leeds</td>
</tr>
<tr>
<td>York</td>
<td>22</td>
<td>York</td>
</tr>
<tr>
<td>Newcastle</td>
<td>28</td>
<td>Newcastle</td>
</tr>
<tr>
<td>Liverpool</td>
<td>29</td>
<td>Manchester</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Liverpool</td>
</tr>
<tr>
<td></td>
<td></td>
<td>York</td>
</tr>
</tbody>
</table>
Welcome

Lancaster University is one of the leading universities in the UK. We pride ourselves on nurturing our future talent, reinforced by our top 10 position in all three major UK league tables, performing better in the league tables than the majority of Russell Group institutions, and recently awarded The Times and Sunday Times International University of the Year 2020.

Lancaster is one of the few universities awarded the highest accolade in teaching excellence (TEF Gold). Lancaster does not compromise on academic quality, with a first or 2:1 degree remaining challenging to achieve.

In the most recent UK Research Excellence Framework (REF 2014) 83 per cent of Lancaster’s research was rated internationally excellent or world leading. Our four faculties of Arts and Social Sciences, Health and Medicine, Management, and Science and Technology offers students dynamic research led course content, placement year learning opportunities and embedded employability skills and commercial awareness, reflected in their outstanding graduate prospects once they leave Lancaster University.

We are unique amongst other top 10 universities in the UK, with 90% of our UK undergraduates from state schools and 30% being first generation entering higher education. Lancaster prides itself on being a very diverse and inclusive institution.

Our students are highly employable, working across a broad range of industries and occupations. The dedicated employability staff at Lancaster ensure our academically strong students are supported to develop key employability skills, gain valuable work experience and meet with mentors and alumni.

At Lancaster we know you work hard to attract the best talent for your team and so we are keen to support your attraction and recruitment cycle and I hope the information in this booklet provides a flavour of how you can ensure you get our talented people into your fantastic jobs and placement opportunities.

Please do not hesitate to contact me or the Employer Engagement Team at futuretalent@lancaster.ac.uk

Tara McLaughlin
Head of Employer Engagement
Connect through Events
Come and meet our students face to face in a number of ways…

CAREERS FAIRS

Autumn Careers Fair
Our flag-ship event that launches a new season of events and attracts a broad range of graduate recruiters offering graduate and placement opportunities.

Management and Business Fairs
Our quadruple-accredited and world-ranked Management School host a series of fairs and events where all students can learn more about work experience, placement and graduate opportunities.

Placement and Work Experience Fairs
A perfect event for employers who offer 12 month placements, internships or work experience to engage with students from all faculties and departments.

Just in Time Jobs Fair
Held in June, this event is for employers who are still looking to recruit final year students, ready to start a graduate role in the summer.

Championing Diversity
Are you looking to diversify your talent pool? Here at Lancaster we raise the profile of inclusive employers as part of our ‘Welcoming Workplaces’ event in February and ‘International Women’s Day’ celebrations in March.

Law Fair
An array of prestigious law firms exhibit to attract our academically strong students from all degree disciplines.

Science, Technology, Engineering and Maths (STEM) Fair
A sector specific careers fair showcasing graduate vacancies, placements and work experience opportunities within dynamic industries.

Spring Careers Fair
Another opportunity for graduate recruiters to attract our talented Lancaster students, offering graduate, placement and work experience opportunities.
Employer Presentations
Meet our students and provide hints and tips on your application process or an insight into a ‘day in the life’ at your company through:

- A traditional individual presentation, whether on campus or at your place of work.
- A panel presentation alongside other employers, followed by Q&A and networking.
- A small conference event focused on a career sector or topical theme. This brings together students, academics and employers to explore a theme and enhance career awareness.

Networking
Throughout the academic year there are a number of high profile events including formal evening dinners, awards ceremonies, and speed networking events, each offering the chance to network with our talented students.

Skills Workshops
Boost your number of successful applications by delivering skills sessions that mirror your recruitment process, for example how to succeed in a video interview or at an assessment centre.

Drop-ins
A perfect way to connect with students in a more informal way. Have a coffee with students who just drop in to find out more about your company and application process, at the same time building your brand on campus.

Webinar
Can’t come to us? We can arrange a webinar. A perfect way to speak directly to students about your company and application process, without having to leave your office.
Connect through Study

Connect with our students and academic colleagues within their faculties and departments.

Arts and Social Sciences
- Educational Research
- English Literature and Creative Writing*
- History*
- Lancaster Institute for the Contemporary Arts (LICA), encompassing Art, Design, Film and Theatre*
- Languages and Cultures
- Law School*
- Linguistics and English Language*
- Politics, Philosophy and Religion (PPR)*
- Sociology*

Management School
- Accounting & Finance*
- Economics*
- Entrepreneurship, Strategy & Innovation*
- Leadership & Management*
- Management Science*
- Marketing*
- Organisation, Work & Technology*

Health and Medicine
- Biomedical and Life Sciences*
- Health Research
- Lancaster Medical School

Science and Technology
- Chemistry
- Computing and Communications
- Engineering
- Lancaster Environment Centre (LEC) encompassing Environmental and Biological sciences and Geography*
- Mathematics and Statistics*
- Natural Sciences*
- Physics
- Psychology

*Offers a Placement year as part of their degree courses
Work experience for a shorter period of time provides invaluable experience for students and an opportunity for you to complete smaller projects. It also allows you to consider how a student or graduate could contribute to your company.

Placements
Lancaster University now offers an in-curricular 12 month placement opportunity for students in all four faculties, including arts and social sciences, business management, STEM, environment, and biological life sciences. Get the chance to work with our talented students over a long period of time and find out how an inquisitive student can bring a fresh perspective to your organisation.

Internships
Short-term paid internships over a vacation period offer you the opportunity to recruit a student to complete a discreet project. This will allow you to observe potential future talent in your workplace and consider employing the student on a longer term basis in the future. We offer services to support you with recruitment, selection and payroll.

Be part of the curriculum
Would you like to shape and inform our students’ learning to keep them current with the demands and changes in your sector? We welcome your input into our curriculum – whether this is subject specific or more generic such as updates in the sector or sharing valuable insights as to how students can succeed in your recruitment and selection process.
Connect through Services

Advertise vacancies on our web-portal TARGETconnect

We can advertise your graduate recruitment opportunities free of charge on our online careers portal. This provides a communication link between students, employers and careers professionals. This interactive portal allows you to create a profile and upload your own vacancies and allows students to search for vacancies that suit their career path.

Employment and Recruitment Service

Here at Lancaster, we run our own professional recruitment service. This offers a specialist service to hiring managers seeking to recruit students and graduates for temporary or permanent positions. Services include designing and advertising vacancies, screening and shortlisting, contracts, and payroll.
Interview and meeting rooms on campus

There are a number of meeting rooms of varying sizes across campus that can be booked for you. Many employers use these rooms to support their application process, including hosting interviews or assessment centres.

Targeted communication

We can support you to engage with particular student groups, for example through targeted emails based on course, faculty, year of study, or occupational interest.

“We return to Lancaster year on year as the careers team support us in raising our profile on campus, targeting students most interested in our sector, and offering excellent facilities where we can engage with students. The quality of student talent at Lancaster is excellent and students are always enthusiastic to find out more about a career in our company”

Laurie Watson, Student Recruitment, PWC
Raise your profile

We work closely with you to raise your profile on campus and assist you in securing applications from our talented students.

We can communicate your messages in many ways, including:

- Linking with our Students’ Union and connecting with any of our 200 different societies.
- Advertising through social media, campus plasma screens, printed literature, or sponsorship of campus events, societies or sports clubs.
- Working with academic departments, including guest lectures and sponsorship of academic prizes.
- Engaging with students in competitions or challenges, such as Hackathons.
Here at Danone we have recruited a number of high-calibre students from Lancaster University. Lancaster is a truly inclusive university and we have recruited graduates and placement students from a wide range of backgrounds and a variety of degree disciplines. This has increased the diversity of our organisation and brought highly skilled and innovative young people into our company.

Jessica Vincent, Emerging Talents Manager, Danone

futuretalent@lancaster.ac.uk
Lancaster students are amongst the best future talent in the UK and are nurtured through an extensive employability support programme, reflected in their outstanding graduate prospects once they leave. Dedicated careers professionals create personalised career plans that encourage students to engage in employability skills workshops, employer presentations, valuable work experience and placements, and connect with alumni through initiatives like the Mentoring Programme.

**Mentoring Programme**

Connecting students with mentors who work in the ‘real-world’ offers a hugely beneficial insight into the industry or sector of their chosen career path. Mentors share their wisdom, assist in developing the student’s career management skills, and prepare for the transition out of university and into the workplace.

“When I was deciding on a marketing route, my mentor was able to set up phone discussions and invaluable work experience which ignited some real interest and opened my eyes to marketing in the pharma/healthcare industry. As a direct result of the Mentoring programme, I was able to secure a market research graduate job in the pharma/healthcare industry.”

Cynthia Lee, Marketing
“The mentoring programme gave me the opportunity to share my wisdom and help to nurture the career aspirations of budding talent. I was so impressed with how eager my Lancaster mentees were to learn all about our industry and determined to develop skills to boost their employability.”

Abu Saleh, Deloitte
The Lancaster Award, developed in partnership with employers, rewards students for taking part in extra-curricular activities. This could include volunteering, work experience or attending careers workshops, each time acquiring new skills and experiences valued by employers. The Lancaster Awards helps students stand out from the crowd as being amongst the top, well-rounded, future talent.

**Pledge for Excellence**

The highest achieving Lancaster Award students are nominated for the Lancaster Excellence Awards. To reward their achievement, we invite employers to pledge an “experience” in their organisation, or an opportunity to meet key aspirational role models.

Previous pledges include a mentoring meeting with a senior leader, work shadowing, or a behind the scenes insight experience of a dynamic and high profile industry.

This is a great opportunity to meet talented students graduating from Lancaster University. Do you have something interesting to share as a rewarding “money cannot buy” experience?

“Getting to spend the day with an outstanding Lancaster student at our offices has been a real privilege. I was hugely impressed by how eager the students are to learn more and develop their skills. For me it’s a win-win, the students get the chance to learn more about their chosen career and we get the chance to showcase to the top talent what it is like to work in our company.”

Madeleine Auer, Recruitment Officer, Frontline.
“I took part in voluntary work in South Africa over the summer and was head coordinator organising a campus party involving 16 different societies. The skills I have learnt will really help me in the pursuit of my future career.”

Claire Parker, Biological Sciences
Contact details:
Employer Engagement Team
01524 510750
futuretalent@lancaster.ac.uk
lancaster.ac.uk/future-talent