Creating the ‘Global Graduate’ through innovation in technology and employability

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Today

• Learn about University of Birmingham’s approaches to developing Global Graduates
• Logistics, Pros & Cons of virtual vs. physical opportunities
• Examples of technology
• Discuss possibilities of setting up something similar
Introduction

• Research intensive Russell Group Institution
• 38,000 students, UG, PGT & PGR
• Careers Network – Award winning careers service
• Supports employability of graduates through traditional and innovative provision
• Successful! 86.4% graduate employability in 2015/16

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<tbody>
<tr>
<td>Graduate employability</td>
<td>74.10%</td>
<td>79.10%</td>
<td>80.80%</td>
<td>84.30%</td>
<td>86.70%</td>
<td>85.30%</td>
<td>86.40%</td>
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www.apaie2018.org
Technology for learning

• Panopto – lecture capture
• Canvas – VLE
• Pebblepad – Reflection and CPD
• Getting better, listening to our students
• Challenge is to keep up
Global Graduates

• Internationalisation – but how do we overcome the barriers?
• UK – Most employers want work experience
• Reluctance
• Inability – particularly for disadvantaged students
• Innovation needed
Gaining experience

- Traditional methods – placements, in-curricular
- Unique support through bursaries
  - 1321 students received a bursary since 2012
  - 620 students were from a WP background
  - Sri Lanka, Canada, Hong Kong, USA, Vietnam, Europe, South Africa, Argentina, China, Australia and Indonesia
  - Mental Health, Medical Research, Teaching, Legal, Museums, Human Rights, Social Media and Advertising
  - £1,092,290 by UoB and alumni
- Global Challenge Internship Programme – 66 students so far
- Bring in the technology – Virtual Internships

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Virtual Internships

• Getting work experience from around the world without leaving the country!

• What is a Virtual Internship?

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The Project

- Research
- Design
- Promotion & Marketing

- 3 Students from each Uni
- Paid
- 8 hours/week
- 10 weeks

www.birmingham.ac.uk/virtualinternships

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Challenges

- Managing different time zones (BST!)
- Technical – new resources/tools discovered
- Building relationships virtually (trust)
- Projects over-running (allowing for more time)
- Students working at different paces
- Communication between students
- Timing (student exams)
- Keeping students engaged
- Employer time
- Admin (for university)
# Physical vs. Virtual Students

<table>
<thead>
<tr>
<th>Pro’s</th>
<th>Con’s</th>
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<tbody>
<tr>
<td>Flexibility (hours, working remotely)</td>
<td>Lack of access to resources</td>
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<tr>
<td>Accessibility (for students) international experience (technology!)</td>
<td>No Physical work environment, lack of interaction</td>
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<tr>
<td>Less cost and logistics (of travelling)</td>
<td>Lack of company culture insight (and challenges)</td>
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<tr>
<td>Developing on-line network</td>
<td>No physical networking</td>
</tr>
<tr>
<td>Developing global mind-set, future ready skills</td>
<td>Adequate support from the employer?</td>
</tr>
<tr>
<td>Doing actual work, just like a physical internship</td>
<td>Communication (issues and barriers)</td>
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<td>Student buy-in – compared to a physical “proper” internship</td>
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## Physical vs. Virtual Employers

<table>
<thead>
<tr>
<th>Pro’s</th>
<th>Con’s</th>
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</thead>
<tbody>
<tr>
<td>Cost (cheaper than physical internship?)</td>
<td>Communication — adequately show/explain things to the students</td>
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<tr>
<td>Access to students around the world, unique perspective</td>
<td>Employer reluctance, buy-in</td>
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<tr>
<td>Country based research/on the ground contacts</td>
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<td>Transferrable (local, national, global)</td>
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# Physical vs. Virtual University

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<thead>
<tr>
<th>Pro’s</th>
<th>Con’s</th>
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<tbody>
<tr>
<td>Social mobility</td>
<td>Employer reluctance, buy-in</td>
</tr>
<tr>
<td>Fairly easy to organise</td>
<td>Funding</td>
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<tr>
<td>Developing international network (employers, universities)</td>
<td>Admin, organising?</td>
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Outcomes

• Positive impact for the University and its students
  • Increased international reach and employer network
  • Social mobility
  • Graduate employability
  • Case studies
  • Engaged students

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What else is new?

- **My Global Story**
- Interactive programme embedded in “Canvas” VLE
- Facilitates students’ reflection on their study abroad preparation and experience
  
  - Before
  - During
  - After

DISCOVER  
Aimed at first year students

PREPARE  
Aimed at second year students

EXPERIENCE  
Aimed at third year students currently abroad

REFLECT  
Aimed at final year students

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Preparing to Study Abroad

- Step 2: providing students with useful resources to prepare for study abroad
  - Personal support
  - Application information
  - Links
  - Students’ testimonials
  - Self-assessment exercises

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<th>Prepare for going abroad</th>
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<tr>
<td><strong>Step 2 PREPARE</strong></td>
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<tr>
<td>introduction</td>
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<tr>
<td>how to apply</td>
</tr>
<tr>
<td>student support</td>
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<tr>
<td>foreign office advice</td>
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<tr>
<td>meet and greet</td>
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<tr>
<td>return to My Global Story homepage</td>
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My Global Story activity sample:
Year 2 'Soft Skills' exercise

Students’ self-assessment of ‘soft skills’ before going abroad.

- Section A: introductory questions
- Section B: impact on employability
- Section C: ‘soft skills’ self-assessment
Experiencing Study Abroad

• Step 3: using digital tools to keep in contact and maintain support while abroad
• Check-in points
• Personal contact
• “Bucket lists”
Introduction to Pebblepad

• Student-centred digital workspace to document:
  • Experience
  • Learning
  • Reflection

• Interactive with Canvas – My Global Story module
• Perfect for mobile students’ self-assessment
• PepplePocket  https://www.pebblepad.co.uk/
Introduction to Pebblepad
Linking mobility with employability

• Step 4: Working with CN to support students in verbalising their experiences and selling their new ‘me’
• CV and interview workshops
• E-portfolio optimisation workshops
• Global Graduates!

Step 4 - Reflect

Reflect and plan ahead

- introduction
- events
- back to brum
- student support
- academic support
- student ambassadors
- quiz: how have I changed?
- employability support
- further study
- meet and greet
- the new me
- final assignment

return to My Global Story homepage

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Questions?
• Please remember to complete the session evaluation on the APAIE 2018 conference app

Thank You!

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