

Frequently Asked Questions

Why is this an opportunity just for female students?

Women are significantly underrepresented in science, engineering and technology industries. For example, the proportion of female professional engineers is less than 9%. The total proportion of women in STEM careers is 13%.

CareerWISE aims to encourage more girls and women to consider STEM careers by offering opportunities for women to participate in work experience while at college and university. Only 27% of STEM female graduates actually work in a STEM occupation. Therefore, work placements play a crucial role in influencing career intentions, as female students are more likely to pursue a STEM career if they have undertaken a work placement during their studies.

What will my placement student do?

CareerWISE placements aim to provide your business with the talent to deliver a specific project to help your business develop. Students will make a significant contribution to your organisation. CareerWISE students will work to a high level on different projects, depending on your organisation's requirements.

Is there a cost involved?

There is no fee other than the student salary. Employers must commit to paying the national living wage to all students at £8.25 per hour.

When does the work placement programme run?

Placements take place between June and August 2018.

My organisation already runs a successful summer placement programme, can I still get involved?

Yes. Any employer with STEM opportunities can get involved. CareerWISE is unique in that it is an opportunity to specifically engage women in STEM careers. If you already have an established placement programme you can use the same model to recruit a CareerWISE placement student. All we ask is that you ring fence one of your placements for a Careerwise applicant.

Do I need to pay for travel, accommodation or re-location?

If you would like to offer help with travel and accommodation this is at your own discretion.

Who will I get?

You'll get a woman currently studying a STEM subject at a Scottish university or college.

How long are the placements?

We recommend that summer placements last between one and three months as the students will return to college or university after the summer break.

How many students can I take on?

You choose. You can offer as many placements as you like.

Where are the students from?

They could come from anywhere in the world but they will be currently studying a STEM subject at a Scottish university or college.

How are the posts advertised?

Once you have identified a project we will advertise it through the Equate Scotland website, our Interconnect network and student champions, Social Media, University Careers Departments, University Vacancy Systems, STEM Departments/Academics, and other relevant channels such as attendance at various Careers Fairs. Reciprocal links placed within your own careers job/internship pages will also be helpful in advertising the opportunity.

When do I need to advertise the placement?

Between October 2017 and March 2018. Placements should commence in June or July 2018.

Who is responsible for shortlisting and selecting students?

You are. We do not match you with a student. It is entirely the employers decisions as to who you offer the placement to. It is also the employer's responsibility to check visas of foreign students to ensure they are eligible to work full time in the UK.

Employers should also complete an *Interview Assessment & Decision Form* (template will be provided by Careerwise) detailing:

- the names of the students who were interviewed
- feedback on the actual interview and the final decision
- feedback on each of the interviewees CV and cover letter

What happens after the work placement has finished?

We ask employers and students to complete a post placement survey to analyse the impact the scheme has had on your business and the student's career intentions. Your feedback also enables us to shape future rounds of Careerwise and to develop marketing collateral such as case studies and an Annual Review.

Student Workshops

Students who obtained a placement will be invited to a pre and post placement workshop to ensure they make the most of their placement and to help them translate their new learning/skills to their CVs, at future job interviews and in job applications. Students also receive 1-2-1 career advice and help to develop a Career Action Plan. Attendance at these workshops is mandatory as they are an important part of the programme of support provided via Careerwise. Employers should make all students aware of the requirement to attend the workshops.

How do I get started?

If you are interested in finding out more about the CareerWISE initiative please get in touch to discuss project details.

Contact Joanna Glenfield, Project Officer - CareerWISE on 0131 455 2267 or email careerwise@napier.ac.uk