



Northumbria
University
NEWCASTLE

**GRADUATE
FUTURES**
CAREERS | PLACEMENTS | ENTERPRISE
INTERNATIONAL MOBILITY

14 - 16 SEPTEMBER

**THE FUTURE
OF WORK
AND SKILLS
CONFERENCE** **22**

Reshaping Teaching & Student Experiences

northumbria.ac.uk/graduatefutures

WEDNESDAY 14TH - (ONLINE)

10:00-10:30	Welcome <i>Graham Wynn, Pro Vice Chancellor of Education - Northumbria University</i>		
10:30-11:00	Giving young people the skills they need for the changing labour market <i>Keynote: Olly Newton, Executive Director - Edge Foundation</i>		
11:00-11:45	Supporting Student Careers: Exploring graduate employer demands, the impact of the pandemic on student confidence, and why a focus on skills is critical to career success <i>Charles Hardy, University Partnerships Lead - Handshake & Ali Orr, Head of Graduate Outcomes and Employability - Kingston University</i>	Re-imagining Northumbria University as a provider of opportunities for student and graduate work, work experience, experiential learning, placements, internships and much more <i>Victor Ottaway, Head of Placements & Internships – Northumbria University</i>	The Future of Work <i>Matt Garner, Scientific Consultant – SRG Talent</i>
11:45-12:00	TEDxNorthumbriaUniversity: peer-to-peer knowledge exchange, and more! <i>Nerius Shah & Neeranjan Chitare, founders of TEDxNorthumbriaUniversity.</i>	The Transition from Study to Work: Enhancing students' employability skills <i>Roger Domeneghetti Senior Lecturer in Journalism & Eve Smith, Employability Partnerships Advisor - Northumbria University</i>	'Why Small Business Matters': A Podcast <i>Matt Sutherland, Associate Professor – Northumbria University & Sarah Stephenson, Project Manager – Help to Grow Management</i>
12:00-12:45	"How do we encourage our students to acquire the skills required on top of their degree, to meet employers Digital Skills needs"? <i>Dawn Fozard, TEL Analyst, (Training and Innovation), IT Services - Northumbria University</i>		
12:45-13:00	Version 1 <i>Uzma Ahmed, Early Careers Manager & Tanya Mathews, Business Analyst – Version 1</i>		

THURSDAY 15TH (FACE TO FACE) FULLY BOOKED DUE TO ROOM CAPACITY

10:00-10:15	Networking
10:15-10:30	Welcome <i>Andrew Haxell, Assistant Director (Graduate Futures) – Northumbria University</i>
10:30-11:15	Digital First – Supporting student career readiness at scale <i>Julian White, Head of Faculty Careers & Employability Support - Manchester Met University</i>
11:15-11:30 Online	Can you Stop the Ruthless Robots? <i>Marianne Savory & Marc Steward - University of Leeds</i>
11:30-12:30	What should young people already know about the world of work when they arrive at university? <i>Mark Fox, Yvonne Haymonds & Peter Hunter - North East Local Enterprise Partnership</i>
12:30-13:00	Lunch & Networking
13:00-14:00	Careers Leaders Panel <i>Andrew Haxell, Assistant Director (Graduate Futures) - Northumbria University</i> <i>Chris Traynor, Guidance Team Manager - Newcastle University</i> <i>Gareth Trainer, Head of Centre for Graduate Prospects - Sunderland University</i> <i>Jo Wheldon, Head of Student Employability - Nottingham Trent University</i> <i>Sue Stockwell, Head of Careers and Employability - Teesside University</i>
14:00-15:00	Beyond 'engagement': ways of working in partnership with students <i>Ran and facilitated by colleagues across Graduate Futures, International Mobility and Student Inclusion - Northumbria University</i>
15:00-16:00	Avoiding a 'bolt-on' approach: Linking employability and sustainability in the curriculum <i>Dr. Lee Higham, Senior Lecturer & SNES Lead for Employability Enterprise, Helen Atkinson, Careers Consultant and Dr. Elisa Lopez-Capel, Lecturer in Soil Science - Newcastle University</i>

FRIDAY 16TH (ONLINE)

10:00-10:30	Key note: <i>Charlie Ball, Senior Consultant: Labour Market Intelligence - Jisc</i>		
10:30-11:15	How to change the student mindset from job to career: An innovative approach to pursuing the employability agenda in postgraduate teaching <i>Dr Dawn Whitton and Dr Gillian Forster - Northumbria University</i>	Capturing the requirements to develop a VR educational sensory room to support autistic learners in Higher Education <i>Shaun Lillie, Computer Science PhD student – Northumbria University</i>	How well are Universities preparing students for the world of work? <i>Mark Mitchell, Chief Education Partnership Officer-GTI & Bethany Appiah, Marketing Executive - Cibyl</i>
11:15-11:30	Nurturing agility and resilience into your leadership skill set <i>Mwaka Lungo, Managing Director & Emily Ruffle, Propositions Lead - Agile Business Consortium</i>		
11:30-12:15	Turing on up! <i>Nick Cram, Employability Administrator, International Mobility – Northumbria University</i>	Exploring the use of data benchmarking to enhance employability at program level <i>Andy Fishburn & Mark Grant, Employability Partnerships Advisors - Northumbria University</i>	
12:15-12:30	International Student Employability Eco-system <i>Daneyal Mirza, Employability Consultant – London South Bank University</i>	Encouraging Student Participation in Work Experience Placement – Advice from Rate my Placement Top 100 Undergraduate Employer Enterprise Rent A Car <i>Louise Sivewright, Talent Acquisition Marketing Specialist - Enterprise Rent-a-Car, North East</i>	
12:30-12:45	I can't believe they have paid for that! ...Expanding Graduate Futures Collaborative Network <i>Mark Grant, Employability Advisor - Northumbria University</i>	The Role of Metaphor in Sexual Health Advertising <i>Dr Sarah Duffy, Director of Employability Department of Humanities & Senior Lecturer in English Language and Linguistics – Northumbria University</i>	Practice makes perfect? The role of the Northumbria University Law School practice interview scheme in enhancing student employability <i>Siobhan McConnell, Senior Lecturer and Solicitor (non-practising) – Northumbria University</i>
12:45-13:00	Close: <i>Andrew Haxell, Assistant Director, Graduate Futures – Northumbria University</i>		

KEYNOTE

Graham Wynn, – Pro Vice-Chancellor of Education, Northumbria University

Professor Graham Wynn was appointed to the post of Pro-Vice-Chancellor for Education in October 2021. Before joining Northumbria University, Graham was the Pro-Vice-Chancellor for Education at the University of Leicester.

As PVC Education, Graham is responsible for leading and shaping the University's Education Strategy, enhancing the quality and distinctiveness of the student experience and building a portfolio of high-quality, taught programmes that provide an excellent student learning experience and strong student outcomes. Graham leads the preparations and planning for the University's TEF submissions and other regulatory or sector-related returns, including the NSS.

A professor of theoretical astrophysics, Graham's research is focused on the study of astrophysical accretion. Graham has published over 80 peer-reviewed articles and has been principal or co-investigator on over £10M of research grants.



KEYNOTE



Olly Newton, Executive Director - Edge Foundation

Olly Newton spent 12 years in the Department for Education working on policies including 14-19 diplomas, raising the participation age and finally as Head of Apprenticeship Strategy. Olly is now Executive Director of the Edge Foundation, where he oversees a programme of primary research, is lead author on the charity's policy reports and runs the Edge Future Learning delivery programme for schools and colleges. Olly was Specialist Adviser to the House of Lords Committee on Youth Unemployment and a Commissioner on the Independent Assessment Commission. In his spare time, Olly volunteers with the Scout Association, is Enterprise Adviser and Governor at Firth Park Academy and supports community theatre in Sheffield.

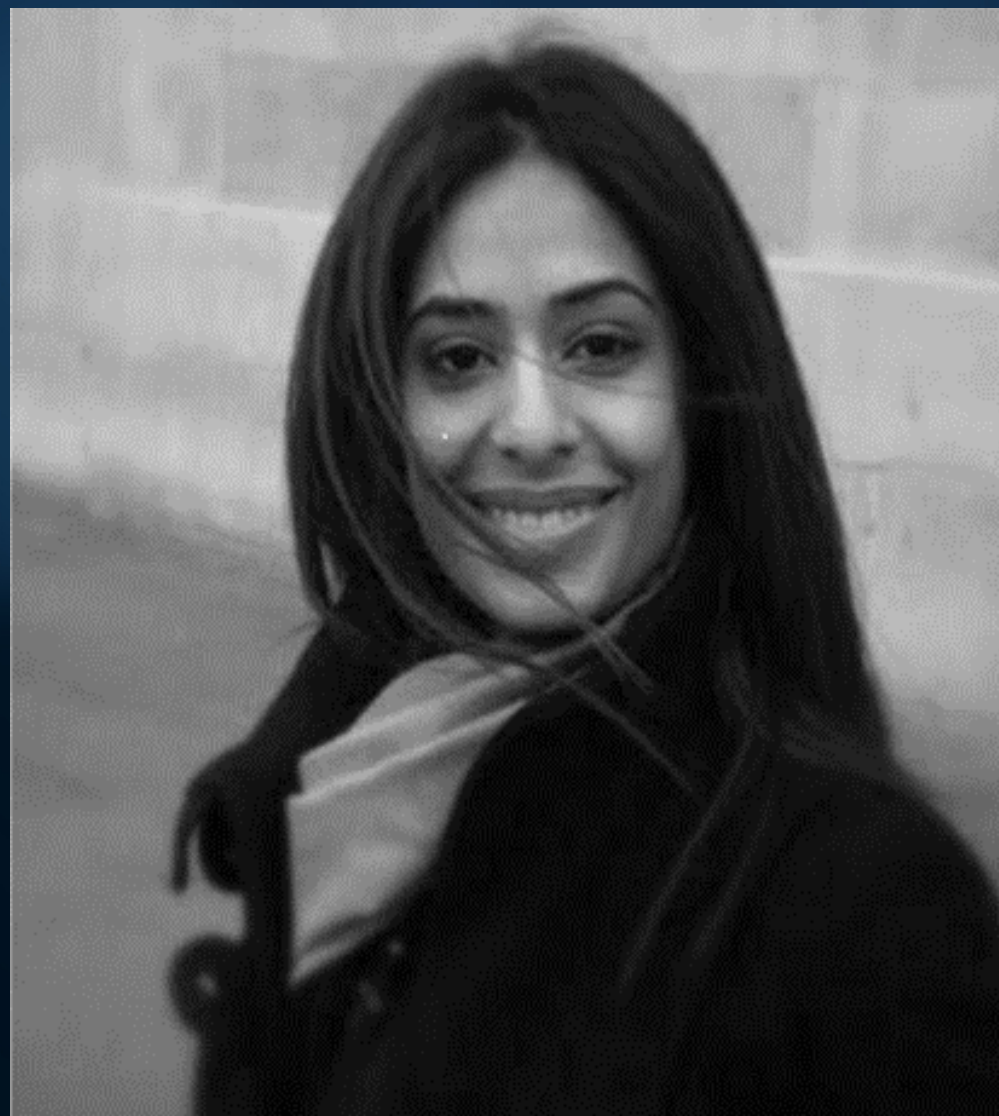
SPEAKERS



Charles Hardy - University Partnerships Lead at Handshake

Since graduating from Durham University in a previous millennium, Charles has enjoyed a career to the theme tune of recruitment technology. He managed the first online career websites / job postings for IBM, pioneered LinkedIn's university engagement, and now he's leading the expansion of the new student careers network Handshake in the UK. He has a passion for helping people find their own career path, and for the power of networking. And leveraging the latest technology. And for cricket.

SPEAKERS



Uzma Ahmed – Early Years Careers Manager at Version 1

Uzma is currently the Early Careers Manager across Version 1. She has 21 years of experience in the Education Sector and was a Senior Leader across a Multi-Academy Trust for 10 years. Since taking over at the helm, Uzma has driven the international Early Careers function at Version 1 and has supported women get back into the place of work and the world of Tech through a re-boot programme. She has introduced 140 Early Careers people into the organisation so far with many more to come.

SPEAKERS

Tanya Matthews – Business Analyst at Version 1

Tanya is a Business Analyst in Version 1, working with customers and technology teams to deliver digital transformation across the public sector accounts. Tanya started her career in technology through an apprenticeship 7 years ago, which kick started her passion in giving back. She now leads ESG Education Collaboration at Version 1 - working with schools, colleges, universities and other institutes to encourage and inspire the next generation into technology. This is done through provision of work experience, mock interviews, and other experiences which break down stereotypes held on technology careers and provide valuable skills to young people.



KEYNOTE

Andrew Haxell, Assistant Director Graduate Futures - Northumbria University



Andrew joined Northumbria as Head of Careers and Employment in the summer 2014. A Modern History and International Relations graduate from St Andrews University, he worked initially for eight years in the banking sector as a graduate trainee in corporate banking for Bank of Scotland in Nottingham, then responsible for the Bank's graduate recruitment and graduate training programme – based in Edinburgh – before joining Newcastle University as a trainee careers adviser. He worked at Newcastle in a variety of Careers practitioner and management and leadership roles for over 14 years. Since joining Northumbria Andrew has led the development of the University's careers and employability support offer to students and graduates, including the creation in 2020 of the Graduate Futures service, bringing together Careers, Placements and Enterprise support roles and activities in a new structure to support the employability objectives in the University Strategy.

KEYNOTE

Charlie Ball, Senior Consultant: Labour Market Intelligence - Jisc

Charlie has 18+ years as an expert on graduate employment, producing, analysing, interpreting and disseminating complex higher education and LMI. He has authored reports on multiple aspects of higher education, including (not exclusively) the general labour market for university leavers, student and graduate demand, the labour market for postgraduates (both taught and research), the labour market in STEM, regional graduate employment markets, graduate migration within the UK, the relationships between HE and the wider economy, and higher education policy



SPEAKERS



Mwaka Lungu, Managing Director - Agile Business Consortium.

As Managing Director of the Consortium, my drive is to see the mission of the organisation fulfilled as we advance Business Agility worldwide and support the professional development of our members.

I implement and deliver the strategic objectives as agreed by the board and maintain an extensive up to date understanding of the organisation's finances.

Special areas of interest:

- Finance models, Forecasting, Business agility and leadership, recreational baker, and love nature walks.

SPEAKERS



Emily Ruffle , Propositions Lead - Agile Business Consortium

Emily is responsible for Proposition development and delivery, a varied role working with the team to enhance the consortiums communications, partnerships, and products and services.

Her evenings and weekends are taken up by sailing, crafting, allotment digging and exploring the great outdoors! Following her mantra "Live your life and eat cake!"

SPEAKERS



Mark Mitchell, Chief Education Partnership Officer - GTI

Mark leads the GTI team who collaborate extensively with Universities across the UK and Ireland. This work primarily centres around the development and support of the targetconnect Career Discovery platform, but also incorporates content (targetjobs) and research (Cibyl).

SPEAKERS



Bethany Appiah, Marketing Executive - Cibyl

Bethany is the Marketing Executive for Cibyl, Group GTI's student market research consultancy. This involves understanding students' perceptions and attitudes towards careers and managing relationships with key university stakeholders across the UK.

SPEAKERS



Louise Sivewright, Talent Acquisition Marketing Specialist for North East England - Enterprise Rent-a-Car

Louise began her career with Enterprise in August 2019 on the graduate management scheme. After two years within the rental sector, Louise was promoted into Talent Acquisition as the Marketing Specialist for the Northeast of England, due to her transferable skills she had acquired whilst on the trainee scheme. Louise now manages all university relationships across the Northeast, running assessment centers, careers fairs, employability sessions, as well as in curriculum lectures. Through her work, Louise spots and recruits' future leaders onto the same Graduate Scheme, that she herself began her career journey on.

PROGRAMME DETAILS

Wednesday, 14th September

10:30-11:00

Giving young people the skills they need for the changing labour market

Olly Newton, Executive Director- Edge Foundation

In this session, we'll hear key insights from the latest research and data on the changing labour market, which the Edge Foundation publishes biannually in their Skills Shortages Bulletins (<https://www.edge.co.uk/research/projects/skills-shortages-uk-economy/>). We will then hear about international examples of different approaches in schools, colleges and universities trying to prepare young people with the skills they need to prepare for the future.

11:00-11:45 PARALLEL SESSIONS

Exploring graduate employer demands, the impact of the pandemic on student confidence, and why a focus on skills is critical to career success

**Charles Hardy, University Partnerships Lead - Handshake & Ali Orr, Head of Graduate Outcomes and Employability
- Kingston University**

Charles Hardy, University Partnerships Lead, at Handshake and Ali Orr, Head of Graduate Outcomes and Employability, from Kingston University will explore the impact of the pandemic on students' skills, what employers are looking for in graduates and how universities can educate students on their capabilities to prepare them for their future career.

PROGRAMME DETAILS

Wednesday, 14th September

11:00-11:45 PARALLEL SESSIONS

Re-imagining Northumbria University as a provider of opportunities for student and graduate work, work experience, experiential learning, placements, internships and much more.

Victor Ottaway, Head of Placements & Internships – Northumbria University

How Northumbria University is proactively increasing the numbers/quality of opportunities across our Faculties and Service Departments to meet our students/graduates work and work experiences that also support wider University ambitions/initiatives. What next for the opportunities costing money, and those that don't? And how transferrable is this to your institution?

The Future of Work

Matt Garner, Scientific Consultant – SRG Talent

The current market, what is available in terms of diversity, average salaries across STEM and where flexible work is being introduced post pandemic. Additionally, we will look at 'in demand' skills and how graduates can improve their chances of being seen by the right people through effectively presenting themselves on paper.

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PROGRAMME DETAILS

Wednesday, 14th September

11:45-12:00 PARALLEL SESSIONS

TEDxNorthumbriaUniversity: Peer-to-peer knowledge exchange, and more!

Nerius Shah & Neeranjan Chitare, founders of TedXNorthumbriaUniversity

The TEDx platform can connect with people's deep-rooted desire to create a better future and inspire them. The founders of this student led society will discuss their experiences of organising their TEDx Conference in June 2020, and how students' employability skills can be developed through creating, running and organising such events.

The Transition from Study to Work: Enhancing students' employability skills

Roger Domeneghetti Senior Lecturer in Journalism & Eve Smith, Employability Partnerships Advisor - Northumbria University

This presentation outlines how the core final-year module Employability Portfolio, on the BA Media and Journalism degree supports students in transitioning into employment post-graduation. The industry-focused module is a collaboration between academics who have experience working in the media and members of the university employability partnerships team.

PROGRAMME DETAILS

Wednesday, 14th September

11:45-12:00 PARALLEL SESSIONS

'Why Small Business Matters': A Podcast

Matt Sutherland, Associate Professor – Northumbria University & Sarah Stephenson, Project Manager – Help to Grow Management

Today, universities and businesses are encouraged to form stronger working partnerships in order to access talent and share skills. Yet, for businesses finding the front door of any university and speaking to the right person is often a challenge.

Consequently, last year colleagues in Newcastle Business School established the Why Small Business Matters podcast that helps bridge the gap between industry and academia. The podcast features many NU graduates and targets SMEs and entrepreneurs, allowing the guests to share their stories and reflections on what it means to be a successful SME owner in 2022. The podcast is currently ranked in the Top 20 of the UK Apple Podcast Chart.

12:00-12:45 PARALLEL SESSIONS

How do we encourage our students to acquire the skills required on top of their degree, to meet employers Digital Skills needs"?

Dawn Fozard, TEL Analyst, (Training and Innovation), IT Services - Northumbria University

How Northumbria University (TEL team) is using their Student Digital Induction project to build the academic and professional digital capability of students before, during and after their studies.

PROGRAMME DETAILS

Wednesday, 14th September

12:45-1:00

Version 1

Uzma Ahmed, Early Careers Manager & Tanya Mathews, Business Analyst – Version 1

Version 1 partners with global technologies such as AWS, Microsoft, Oracle and Red Hat to provide customers with the highest quality IT solutions and services, and has a team of over 2000 based in a number of countries. The presenters will cover Version 1, the Early Careers programme and what they look for in a candidate.

PROGRAMME DETAILS

Thursday, 15th September

10:30-11:15

Digital First – Supporting student career readiness at scale

Julian White, Head of Faculty Careers & Employability Support Manchester Met University

Providing scalable online resources is a key enabler of our strategy yet encouraging students to engage with these resources is a major challenge. This presentation provides an overview of our main careers digital resources and invites discussion on how we can effectively embed these resources into the student career journey.

11:15-11.30 (ONLINE)

Can you Stop the Ruthless Robots?

Marianne Savory & Marc Steward, University of Leeds

The presenters will discuss their experience of propelling students into an interactive assessment centre role play using VR headsets. How can this type of technology can be used to benefit the student learning experience and how can interactive student learning experiences better prepare them for the future world of work?

PROGRAMME DETAILS

Thursday, 15th September

11:30-12:30

What should young people already know about the world of work when they arrive at university?

Mark Fox, Yvonne Haymonds & Peter Hunter - North East Local Enterprise Partnership

Are the changes in the career's guidance landscape over the last ten years radical enough? Do they enable young people and their parents and carers to navigate a rapidly changing world of work with a potentially mind-boggling array of post-16 pathways? Join a lively discussion to compare policy with reality.

1:00-2:00

Careers Leaders Panel

Hear from careers leaders from a diverse range of institutions – in the North East and beyond – as they share their thoughts on how careers teams in universities are adopting different approaches to preparing students and graduates for the future world of work, what the priorities and strategic approaches are, the challenges being faced and how careers teams are going about addressing them, and how collaborative and partnership work with academic colleagues, employers and other stakeholders is being developed. The format will be some brief introductions, then a facilitated Q&A session with the opportunity for participants (attending in person, or online) to ask their own questions of the panel.

PROGRAMME DETAILS

Thursday, 15th September

14:00-15:00

Beyond 'engagement': ways of working in partnership with students

Ran and facilitated by colleagues across Graduate Futures, International Mobility and Student Inclusion - Northumbria University.

This interactive workshop aims to give both the audience (and the presenters!) new ideas and practical tips around working collaboratively with students. After showcasing how various teams at Northumbria do this, and then hearing from students themselves, we'll consider best practice and what we can learn from each other's experiences. Come prepared to share!

15:00-16:00

Avoiding a 'bolt-on' approach: Linking employability and sustainability in the curriculum

Lee Highman, Senior Lecturer & SNES Lead for Employability & Enterprise, Helen Atkinson, Careers Consultant & Dr. Elisa Lopez-Capel, Lecturer in Soil Science - Newcastle University

Join this session to hear more about the Sustainable Solutions module at Newcastle University's School of Natural & Environmental Sciences, which sees 270 students work in interdisciplinary teams to devise an innovative solution to an authentic, sustainability-based challenge set by a graduate employer. Find out how we delivered Sustainable Solutions as part of a diverse team and the impact the module is having on student employability so far.

PROGRAMME DETAILS

Friday, 16th September

10:30-11:15 | PARALLEL SESSIONS

How to change the student mindset from job to career: An innovative approach to pursuing the employability agenda in postgraduate teaching

Dr Dawn Whitton & Dr Gillian Forster - Northumbria University

This presentation showcases an innovative and student led Business School module which places more emphasis on 'life-long careers' as opposed to focussing on securing a 'graduate job'. The module was first rolled out online in 2020 during the global pandemic when the marketplace for graduates was particularly challenging.

Capturing the requirements to develop a VR educational sensory room to support autistic learners in Higher Education

Shaun Lillie, Computer Science PhD student - Northumbria University

This presentation showcases the data collected from the first phase of my research, which investigates methods and techniques that autistic learners use in higher education. Furthermore, identifying and exploring emotional regulation using a sensory environment, study room and AI to help support the autistic learner to understand their own emotions.

PROGRAMME DETAILS

Friday, 16th September

How well are Universities preparing students for the world of work?

Mark Mitchell, Chief Education Partnership Officer- GTI & Bethany Appiah, Marketing Executive - Cibyl

Cibyl surveys over 100,000 students each year. This session will explore findings from our latest Graduate Research and Student Mental Health Research. We will explore students' sense of preparedness for the world of work, their understanding of their skills development, how they feel about the services Universities provide to support their employability, and how this is impacted by their mental health.

11.15-11:30

Nurturing agility and resilience into your leadership skill set

Mwaka Lungo - Managing Director & Emily Ruffle – Propositions Lead, Agile Business Consortium

Generation Agile is a term used by the Agile Business Consortium since 2017. We believe Students are naturally agile, open minded and resilient. Having grown up in the technological era of fast – everchanging technologies, Millennials, Gen Y&Z have not only experienced but have grown up with the pace of change.

In this Volatile, Uncertain, Complex and Ambiguous (VUCA) world, it has never been so important to adapt and change. This is where agility and resilience come in, how can we nurture and grow these skills and mindset before the world of work quenches the flame.

PROGRAMME DETAILS

Friday, 16th September

11.30-12:15 PARALLEL SESSIONS

Turing on up!

Nick Cram, Employability Administrator, International Mobility – Northumbria University

International mobility has been a huge part of the student offer at Northumbria University, with the introduction of Turing we have now for the first time been able to fund students for short summer programmes. The session will outline the three experiences that the students were offered and how they were selected for the programme as this reflects the way students would apply for jobs upon graduation well as the impact on employability skills.

Exploring the use of data benchmarking to enhance employability at program level

Andy Fishburn & Mark Grant., Employability Partnerships Advisors - Northumbria University

This presentation aims to showcase how the Employability Partnership team (EPT) at Northumbria University are benchmarking data to enhance their employability offer at program level. Being non-data specialists, we will highlight our current journey, how we have combined four data sets to help benchmark programs and help the EPT establish priorities.

PROGRAMME DETAILS

Friday, 16th September

12:15-12:30 PARALLEL SESSIONS

International Student Employability Eco-system

Danny Mirza, Career Development Consultant, University of Northampton

50 word summary: 600000+ international students in the UK! Who require and deserve careers and employability services from the HEI they are studying at, not many universities have dedicated resources for them (only 7 universities have dedicated international careers consultants) and none of them are former international students. I am a former international student, working in the field of careers and employability at LSBU. The issue at hand is that international students get support from silos within the HEI's but they require a proper holistic approach to manage their careers in the UK.

Encouraging Student Participation in Work Experience Placement – Advice from Rate my Placement Top 100

Undergraduate Employer Enterprise Rent A Car.

Louise Sivewright – Talent Acquisition Marketing Specialist Enterprise Rent-a-Car, North East.

How do we encourage students to undertake a placement year as part of their University degree? Placements or Internships are a great way for students to gain employability experience, enhance their CV and increase their confidence, yet some universities are struggling to get students interested. Louise Sivewright, Talent Acquisition Marketing Specialist for Enterprise, will be diving into why this is, alongside tips on how to sell the benefits of a placement year to students.

PROGRAMME DETAILS

Friday, 16th September

12:30-12:45 PARALLEL SESSIONS

'I can't believe they have paid for that!' ...Expanding Graduate Futures Collaborative Network

Mark Grant, Employability Advisor - Northumbria University

Our Employability Partnerships Team continually explore opportunities to expand our professional networks and collaborative partnerships. In this session we'll explore collaboration that has taken place over the 21/22 academic year – the benefits and challenges this has provided, and how we look to further develop this activity moving forward.

The Role of Metaphor in Sexual Health Advertising

Dr Sarah Duffy, Director of Employability Department of Humanities & Senior Lecturer in English Language and Linguistics – Northumbria University

This presentation provides an overview of a live brief project undertaken by Northumbria English Language students in conjunction with Big Cat advertising and branding agency on how metaphor can be used as a tool for raising awareness of sexual health.

PROGRAMME DETAILS

Friday, 16th September

Practice makes perfect? The role of the Northumbria University Law School practice interview scheme in enhancing student employability

Siobhan McConnell, Senior Lecturer and Solicitor (non-practising) – Northumbria University

This paper considers how a practice interview scheme led by academics at Northumbria University's School of Law enhances student employability. Whilst there is a significant focus on skills development in law schools, there is much less consideration on how to support students in conveying those skills at interview in an articulate and effective way.