

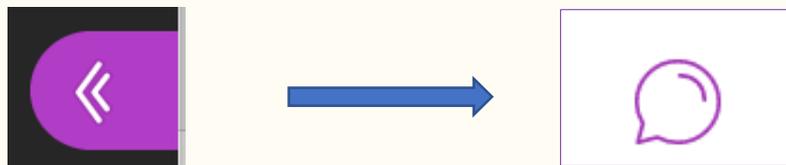
Career Essentials: Connecting With Employers Remotely.

Jo Budd, Careers Consultant

Moderator: Sally Brown, Careers Consultant

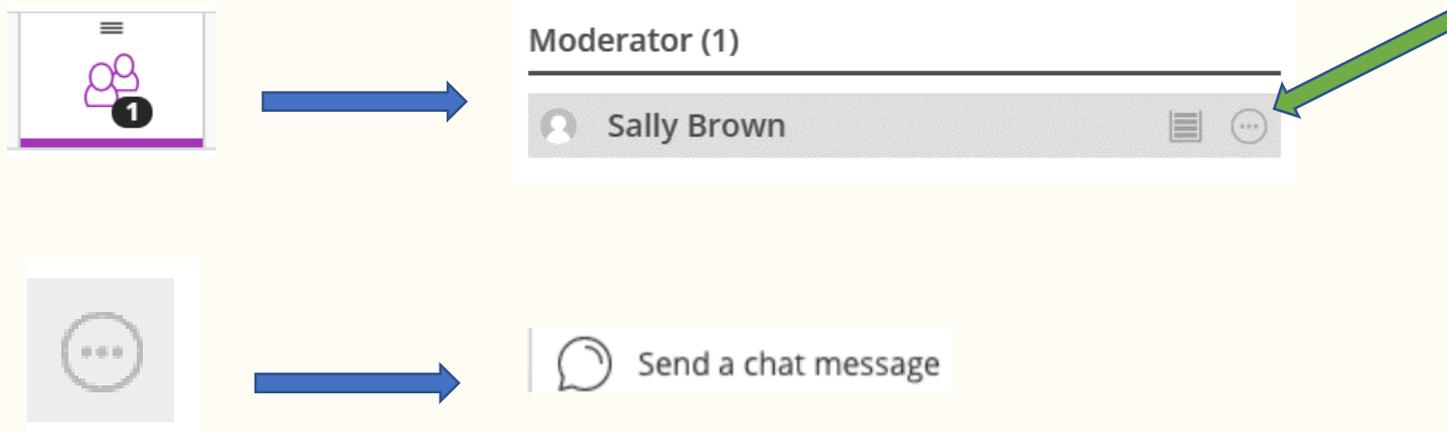
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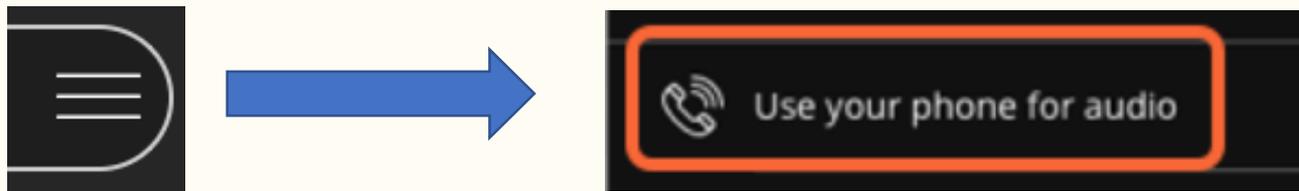
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3. Use the menu tool (top left) and select “use your phone for audio”



Career Essentials Summer 2020

- Mix of online talks and workshops
- **Small Group Work sessions (CV)**
- 6 module e-learning course

<https://www.ucl.ac.uk/careers/resources/elearning>

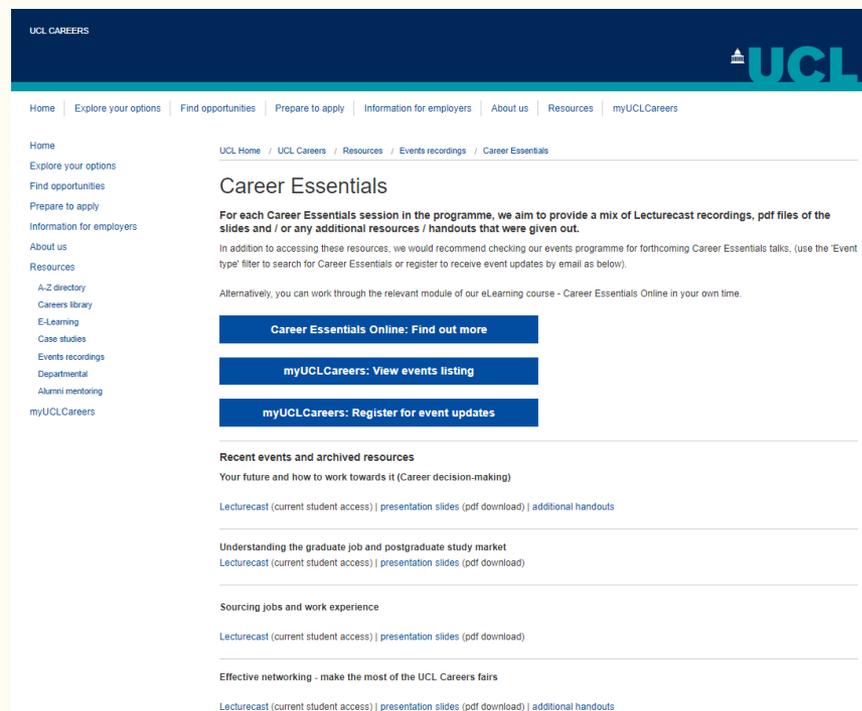
Talks May and June 2020

Connecting with Employers Remotely	26th May
Sourcing Jobs & Work Experience	27 th May
Considering a Masters	28 th May
CVs – small groupwork	29 th May
Your Future and Working Towards It	2 nd June
How to Build your Skills and Experience Over the Summer Without an Internship	5 th June

Slides and recordings

<https://www.ucl.ac.uk/careers/resources/slides/career-essentials>

Search 'UCL Career Essentials'



The screenshot shows the UCL Careers website page for Career Essentials. The page has a dark blue header with the UCL logo and navigation links. A left sidebar contains a list of menu items. The main content area features a breadcrumb trail, a title 'Career Essentials', and introductory text. Below the text are three prominent blue buttons. Further down, there are sections for 'Recent events and archived resources' with links to various resources like 'Lecturecast', 'Understanding the graduate job and postgraduate study market', 'Sourcing jobs and work experience', and 'Effective networking'.

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Career Essentials

For each Career Essentials session in the programme, we aim to provide a mix of Lecturecast recordings, pdf files of the slides and / or any additional resources / handouts that were given out.

In addition to accessing these resources, we would recommend checking our events programme for forthcoming Career Essentials talks, (use the 'Event type' filter to search for Career Essentials or register to receive event updates by email as below).

Alternatively, you can work through the relevant module of our eLearning course - Career Essentials Online in your own time.

[Career Essentials Online: Find out more](#)

[myUCLCareers: View events listing](#)

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Recent events and archived resources

Your future and how to work towards it (Career decision-making)

[Lecturecast \(current student access\)](#) | [presentation slides \(pdf download\)](#) | [additional handouts](#)

Understanding the graduate job and postgraduate study market

[Lecturecast \(current student access\)](#) | [presentation slides \(pdf download\)](#)

Sourcing jobs and work experience

[Lecturecast \(current student access\)](#) | [presentation slides \(pdf download\)](#)

Effective networking - make the most of the UCL Careers fairs

[Lecturecast \(current student access\)](#) | [presentation slides \(pdf download\)](#) | [additional handouts](#)

What we'll look at today

- Looking at the current recruitment landscape.
- The '**benefits**' and '**barriers**' to connecting conversations – especially during this challenging times.
- Where to find employers online to 'connect' with.
- How to create effective and impactful introductions with employers.

2020 – a Different Year

Yes, recruitment is down.

But is this true across the board?

What kind of organisations might be doing better?

2020 – recruitment differences (UK)

The decrease in recruitment is less:

- in large organisations
- for graduate roles compared with internships
- for graduate level work
- in London
- in software & IT services
- in Healthcare

Moving Online

ISE survey

20 March, n=124 large employers:

- 60% employers had moved assessment centres online
- 71% employers moved interviews online

UCL Careers Survey (1 April, n=76 employers)

- 81% ready or soon to be delivering recruitment or training online

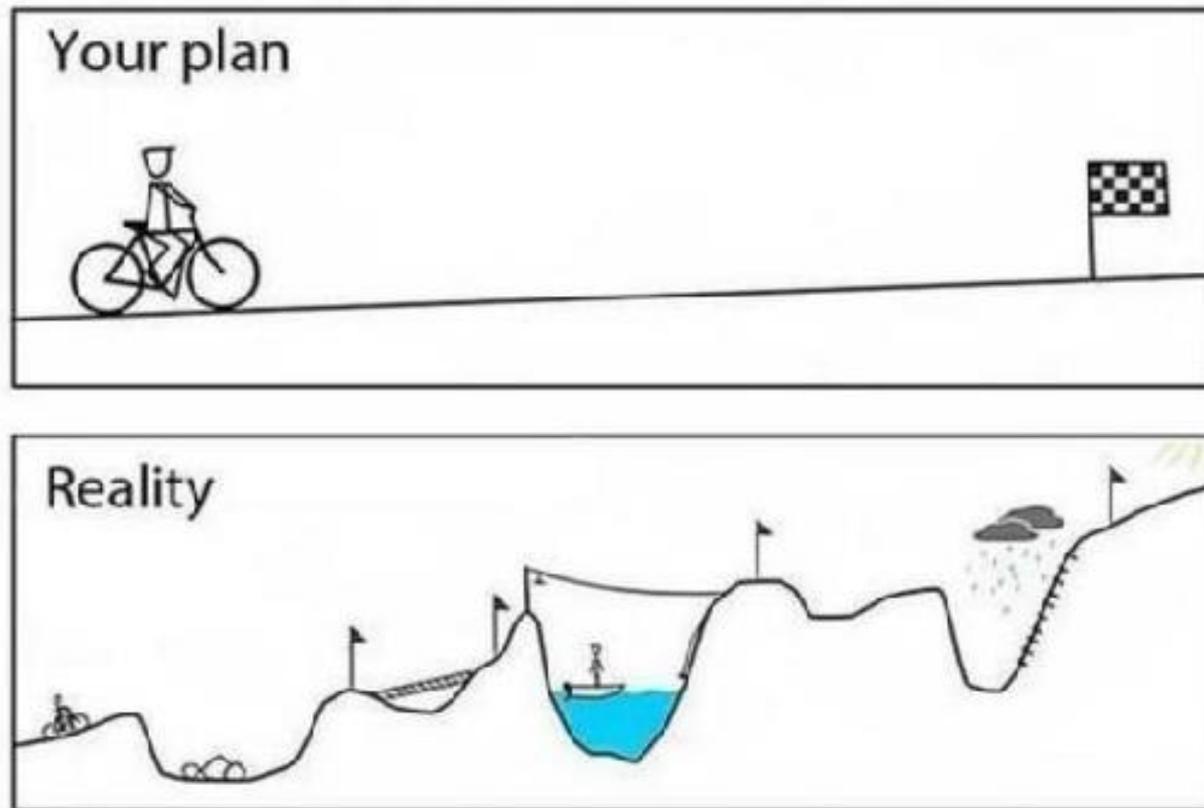


Poll Activity 1:

How confident are you feeling about your connecting with employers remotely right now?

Techniques For Connecting with Employers Remotely: The Human Side.

The plan vs reality



Resilience for Coping with Change – taking care of you!

- Acknowledging the impact of what is happening is largely out of our control.
- Applying a ‘Growth Mindset’ – focusing to learn, adapt and apply creative and flexible strategies to accomplish career objectives.
- Focusing on activities that focuses on your strengths – taking time to self reflect on your strengths and skills.

Flexibility:

- As businesses adapt to fast-paced changes, we also have to make necessary changes to our thinking.
- Adapting expectations and career plans by concentrating on developing skills that correlate to your desired profession will help you pivot across when the labour market recalibrates.
- Remain agile and sensitive to changes in workplace demands and conscious that with skills in adaptability, independent working and empathy will likely be prized more than ever before.

Patience and Perseverance:

- Even in times before the pandemic, a certain level of patience and perseverance were required while looking for your preferred role.
- Practicing these skills, now more than ever before, will be required as companies reassess every aspect of their business and make difficult decisions that might impact on your plans.
- Remembering our previous discussion around focusing on what is within our control – understanding these decisions within the context of the current situation, and using a flexible and growth mindset view to pivot career planning.

Chatbox Activity:

1. How are you feeling about connecting with employers remotely?
2. Have you connected with employers remotely in the in the past or currently in the process?

Type your answers in the chatbox

Techniques For Connecting with Employers Remotely: The Practical Side.

Proactive interaction with all aspects of the job market.

To get a job in a global crisis you do exactly what you would do in 'normal' times with the added skills of perseverance and resilience.

- Networking - remotely.
- Submitting well researched and tailored applications.
- Diversify Job Search Strategy.
- Include speculative applications.

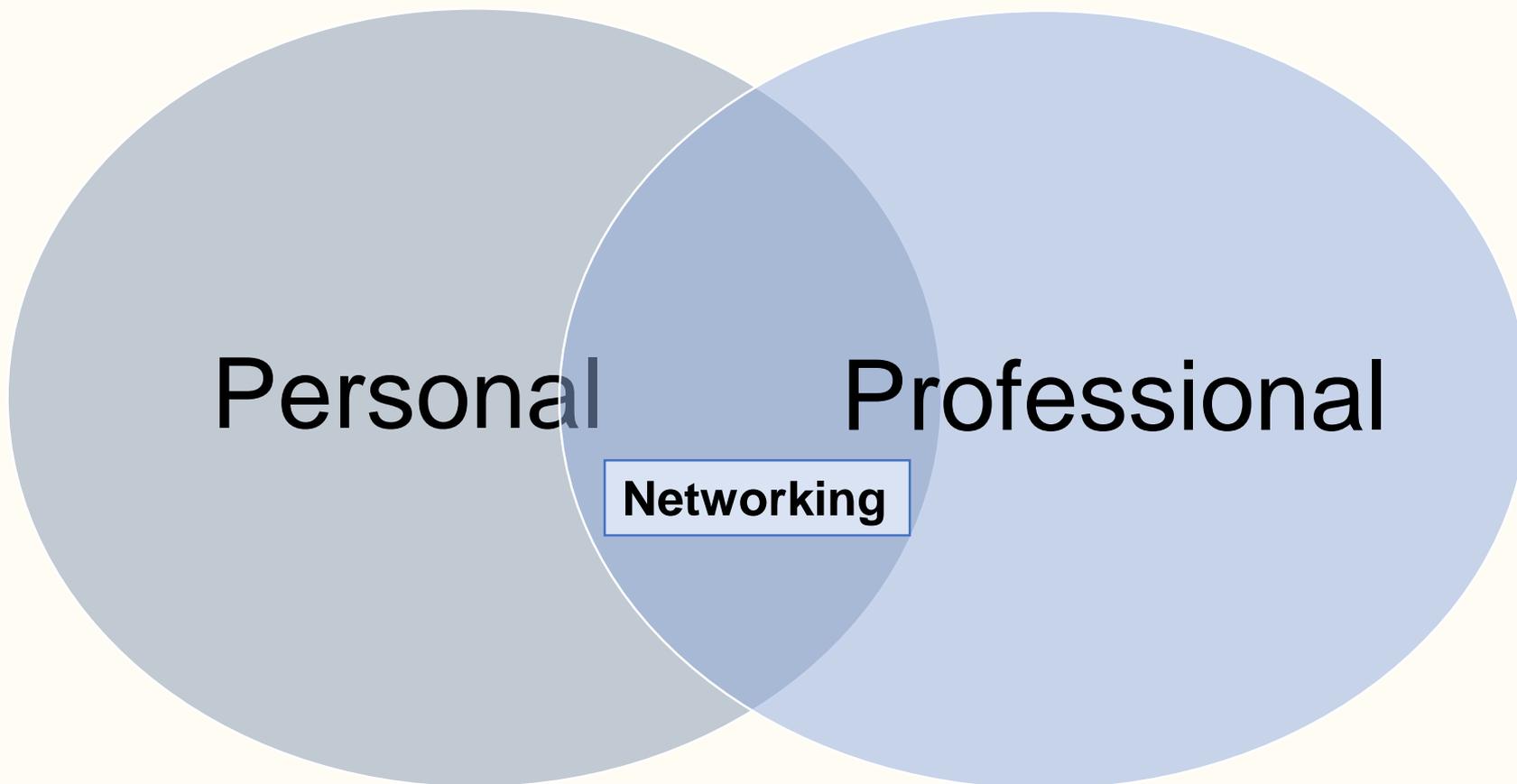
Careers Job Search Strategy

Network	Submitting Strong Applications	Diversified Job Search Strategy
Professional body webinars LinkedIn Groups Interact on social media LinkedIn Contacts UCL Alumni Community	Get applications checked by UCL Careers	Speculative applications Range of organisation sizes <hr/>

[UCL Careers lab YouTube:](https://www.youtube.com/watch?v=jbl4IS7o6qo&t=411s)

<https://www.youtube.com/watch?v=jbl4IS7o6qo&t=411s>

Networking - remotely



Chatbox Activity:

Type a **benefit** of connecting with employers as part of your next-step career planning.

Type your answers in the chatbox

Making Connections: Benefits

Learn from other's experience:

- more conversations = potential inspiration.
- organisational culture is often the differentiating factor.
- Job 'research' as opposed to job 'search'.

Competitive advantage:

- information not publicly available on website.
- use examples drawn from connecting with people in your applications/ interviews.

Understanding the employer

Quote from a UCL Management Consulting fair recruiter:

“It can be difficult for candidates to articulate why they are interested in a specific employer.

From the outside, the early responsibility, training & development opportunities and prestigious client-base are similar for many high-profile employers in our sector.

What makes us different is the way we do things and the people we hire.

The only way for you to really understand what our culture is like is by engaging with our staff, asking lots of questions and understanding more about what’s it like to work here.”

Motivational evidence

- My interest in X was reinforced speaking with professionals at the 15th May London remote presentation including Shavin Shah (Strategy associate). He spoke convincingly about the strong team ethic he experienced working on the Telco account and the opportunities to develop relationships with clients at any early stage. His exposure to meeting senior clients mirrored my experience during an internship at Y where I.....

Chatbox activity:

- Now type a **barrier** that might prevent you from attending or making the most of opportunities to connect with employers.

Type your answers in the chatbox

Making Connections: Barriers

Confidence

- I'm not 'good' at networking and don't feel comfortable talking about myself.
- how would I introduce myself?
- what would I talk about?
- why would they be interested in me?
- They might not respond.

Making Connections: Barriers

Lack of contacts

- what if I don't have a ready-made network I can use?

Ethical

- it seems to be who you know, not what you know.
- I feel uncomfortable about asking someone to give me a potential advantage.

Asking good questions

Closed questions

- did you enjoy it?
- have you developed new skills?

Open questions

- what did you enjoy the most?
- Which skills have you developed and how?
- what happened next?
- how would you describe...?
- tell me more about...?

What **not** to ask....

- what does your organisation do?
- **could you check my CV?**
- what kind of salary could I expect?
- **what is your closing date for applications?**
- what kind of skills do you look for?

Adapting questions to fit your connecting with.



Graduate
trainee



Recruitment
manager



Senior
employee

Ask the Right Questions

- An organisation you are interested in are hosting a virtual event.
- What 'open' questions might you ask their staff?

Consider:

- Graduate trainee.
- Recruitment manager.
- Partner.

Example Questions (1)

Graduate Trainee:

- What does a typical day look like?
- What have been some of the highlights of your experience so far?
- What aspects of the job do you enjoy? What do you enjoy less?
- What are the biggest challenges?
- How did you decide that this role was for you?

Example Questions (2)

Recruitment manager:

- What are the typical training opportunities involved – how tailored are they to your specific needs?
- What is the typical progression timeline?
- How do responsibility levels increase during the duration of the training scheme?
- How will I be appraised?

Example Questions (3)

Senior employee:

- How is the industry changing – what will be some of the biggest future challenges for the organisation?
- What are likely to be some of the growth areas in the sector over the next few years?
- What do you value about working at X?

Networking: Forming Productive Relationships Overtime.

- Open doors to your sector of interest to learn how it works.
- Gain mentor for guidance and help you learn the language of the sector.
- Grant access the vast number of roles that don't make it onto job vacancy sites.
- Opportunities to collaborate on exciting projects and share expertise in area of interest.

Networking: Not going in with an 'ask'.

- Initiating your first contact around what you want to get out of the discussion is an often seen mistake.
- Networking is a slow art which you'll refine with practice and patience – and you need to be authentic in your approach which will reward you with by-in from whoever you are trying to establish contact with.
- Asking questions you truly care about knowing the answers to will drive the conversation forward while also allowing you to make some career decisions.

First contact question framing: Example.

1. Complement them directly, acknowledge and appreciate their work:

“I really enjoyed reading about your work on raising awareness on sexual health in teenagers, and how this has brought the number of sexual transmitted infections down by 32%”. Particularly, the way you underpinned your report with recent research evidence to form your new partnership with tact and care.”

First contact question framing: example.

2. Demonstrate shared values and competence through a parallel.

“There is a parallel from my own experience of using evidence-based research to inform a current group work project on the topic of sexual health for my degree at UCL; taking care to be mindful of others viewpoints, while trying to be inclusive around the technical aspects of the research findings was particularly challenging.”

Subtext: communicating possibility of mutual benefit.

First contact question framing: example.

3. Signing off:

“Might we be able to arrange a quick chat that works with your schedule around how I might gain professional exposure to the work you are doing?”

- **Subtext:** deliberately not asking for something tangible (e.g. access to work experience/internship) because then you are giving them something tangible to say no to.

First contact question framing: example.

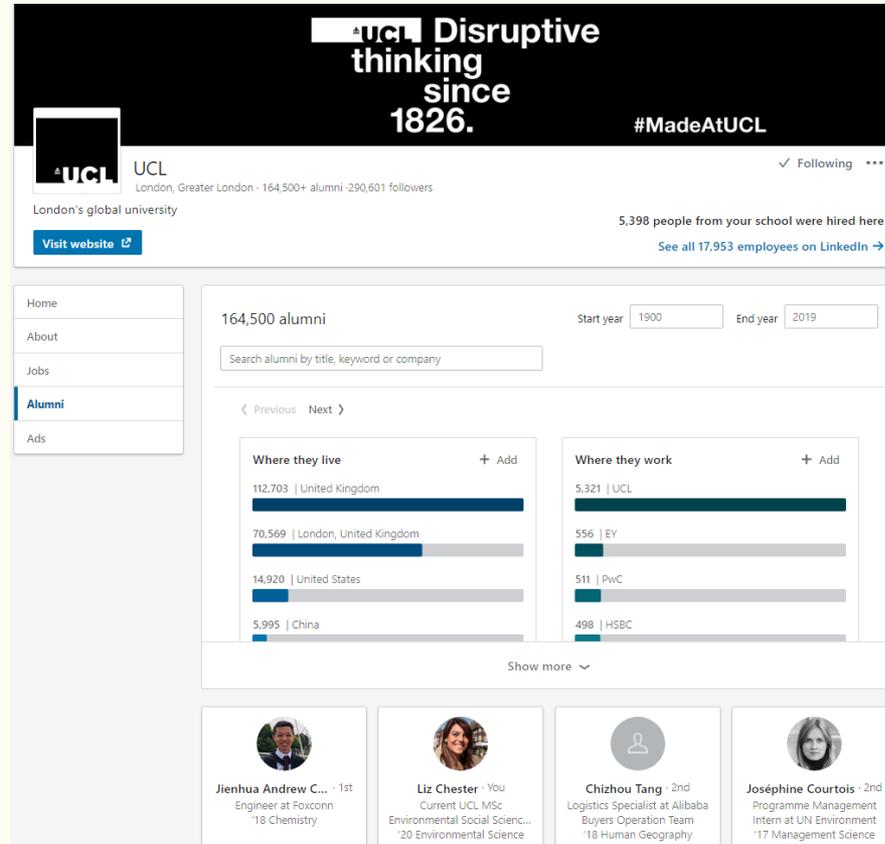
- Using tentative language to make it easier for them to say yes to – which is also why it's good practice not to include a CV at this stage.
- **Keep the message short and concise.**
- Be sensitive to the current situation – the majority of people might not reply, but it only takes one person to respond for this to work and build that professional relationship.

Where to Find Employers Online.

FIND *your* FUTURE

Take control: The power of the UCL alumni

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UCL Disruptive thinking since 1826. #MadeAtUCL

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London's global university

3,398 people from your school were hired here

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112,703 United Kingdom	5,321 UCL
70,569 London, United Kingdom	556 EY
14,920 United States	511 PwC
5,995 China	498 HSBC

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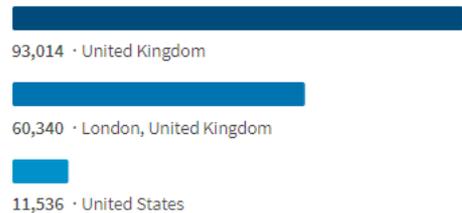
FIND *your* FUTURE

UCL Alumni: snapshot



Career Insights of 149,512+ alumni

Where they live



Where they work



[See all career insights](#)

Education

- 
UCL
 MSc Economics, Economics
 2018 – 2019
- 
UCL
 Bsc Economics, Economics, First Class Hons
 2014 – 2017

1,812 alumni

Start year End year

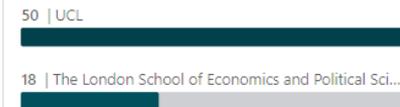
Economics ×
London, United Kingdom ×
MSc economics ×
Clear all

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Where they live + Add



Where they work + Add



1,812 alumni

Start year

End year

Economics X

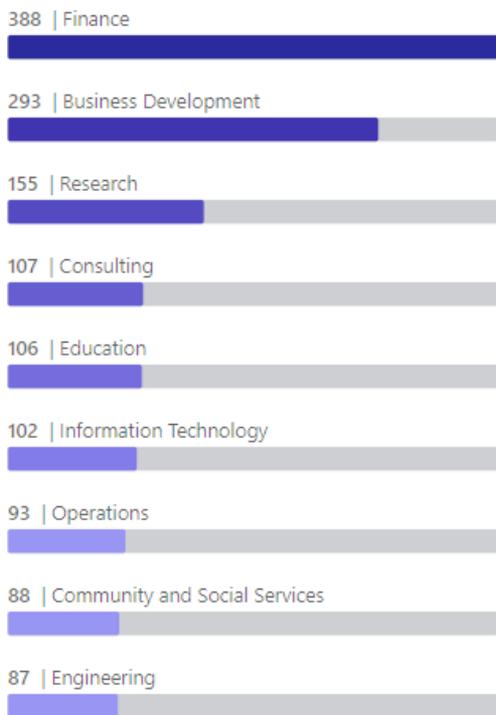
London, United Kingdom X

MSc economics X

Clear all

< Previous **Next** >

What they do



What they studied

+ Add



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Noelle Greenwood · 3rd
 UCL MSc Economics and
 Policy of Energy and the...
 '20 Energy, Environment, an...

[Connect](#)


Richard Goulding · 3rd
 Development Economics and
 Regeneration consultant a...
 '17 Economics and Policy of ...

[Connect](#)


Ryan Perkins · 3rd
 Economic Analyst at London
 Economics
 '18 Economics

[Connect](#)


Mandy Nan Yun · 3rd
 MSc Financial Risk
 Management at UCL
 '15 MSc Financial Risk Mana...

[Connect](#)

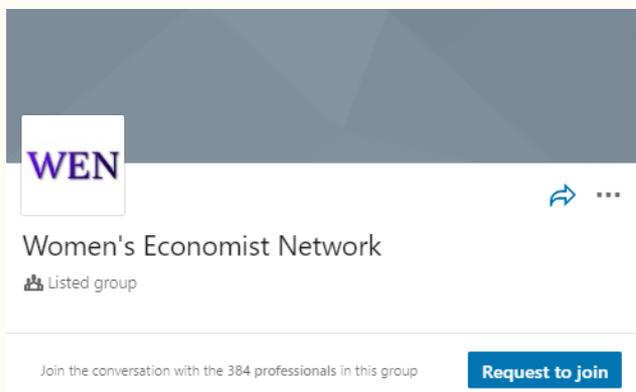

Mariam Tafhiri · 3rd
 Head of Criminal Justice
 Reform Economics at Minist...
 '17 Economics

[Connect](#)

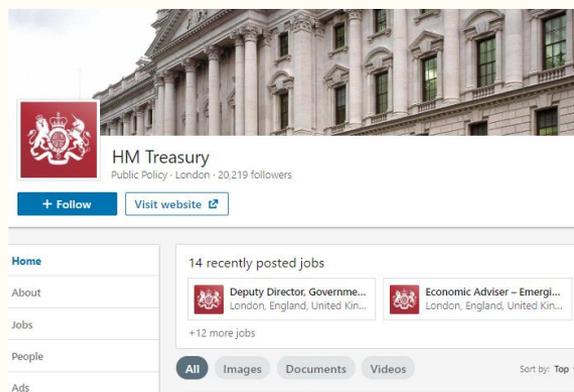

LinkedIn Member
 Deputy Director - Roads
 Economics at Department f...

FIND *your* FUTURE

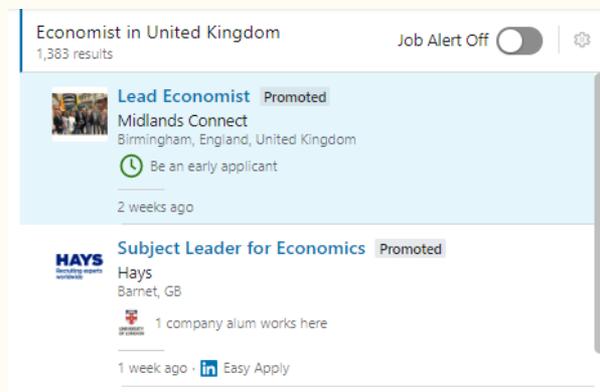
Find new connections & opportunities by...



Joining
Groups



Following company
pages



Using
job search

FIND *your* FUTURE

UCL Alumni Mentoring

Contact potential mentors in specific countries/ sectors for assistance





Advance your career with professional networking

[JOIN NOW](#)



- Connect**
Find class mates, make new friends and expand your professional network.
- Support**
Search for or become a mentor, to help share knowledge and professional advice across UCL alumni and current students.
- Network**
Use your international UCL network and hear about the latest events to get introduced to people you should know.





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- Submit a ticket

Directory

Search

All My Class My Location Mentors

8854 Registered Users

Sort: **Alphabetically**

[List](#) [Map](#)

Willing to help



Human Sciences Office, BSc (Intercalated), 2017

[VIEW PROFILE](#)

Willing to help



Tune Protect Group Berhad, Legal Manager

Laws, LL.M, 2013

[VIEW PROFILE](#)

Willing to help



National Grid, Senior gas strategy analyst

Chemical Engineering, Master of Engineering, 2015

[VIEW PROFILE](#)

Willing to help



Cenergi SEA Sdn. Bhd., Executive

Biochemical Engineering, Master in Science, 2015

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<https://uclalumnicommunity.org/>

Social Media for Networking and developing sector awareness:

- You may find a particular Social Media platform is used more widely depending on your area of interest – so try out different ones.
- Using the group discussion boards in LinkedIn can help you access further knowledge and build contacts in your area of developing expertise.
- Always be aware of your professional online self otherwise known as ‘professional brand’.

What else can you do right now?

Free online courses and upskilling:

- LinkedIn Learning – free to UCL students.
- FutureLearn, Coursera, Alison, Edx, CodeAcademy, Eventbrite for a range of webinars and courses.
- Conduct your own literature review, or collaborate.
- Writing your own blog.
- Engage with professional bodies and learned societies – are they hosting remote events? Check!
- Work experience as a key worker.

What we've covered today:

- Looking at the current recruitment landscape.
- The 'benefits' and 'barriers' to connecting conversations – especially during this challenging times.
- Where to find employers online to 'connect' with.
- How to create effective and impactful introductions with employers.

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CareersLab YouTube video suite:



[UCL CareersLab YouTube video](#)

Poll activity

Having talked through some online networking strategies during this session, is there any change to your confidence from before?

UCL Careers 1 to 1 Support

- Applications advice (20 minutes)
- Short guidance (20 minutes)
- Practice Interview (60 minutes, on condition of real employer interview)
- Book online in advance using myUCLCareers



Find us online

www.ucl.ac.uk/careers

careers@ucl.ac.uk

Mon - Fri 9:30 - 17:00



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- Job vacancies.

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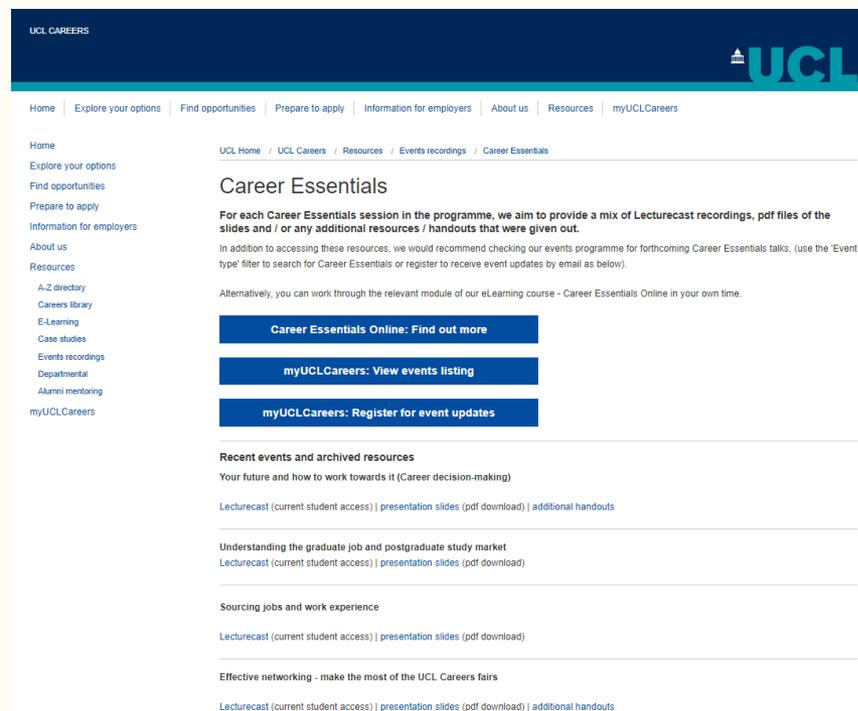
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Final Chatbox Activity:

What one thing will you be putting into practice following our discussion today?

Type your answers in the chatbox.

Any Questions?

