

MANCHESTER
1824

The University of Manchester

Improving the Outcomes of WP Students at the University of Manchester, NEON Summit, May 2018

Andrew Whitmore
The University of Manchester
Careers Service



Manchester 2020, Outstanding Learning and Student Experience

*“We will provide a superb and distinctive higher education and learning experience to outstanding students, **irrespective of their backgrounds.**”*

“We will ensure that all students benefit from opportunities to acquire the core skills, knowledge and personal attributes necessary for employment and further study”



42% students
received financial
support =
3rd in the English
Russell Group



Initial Quantitative Analysis 2011/12

Graduates from low-income households were...

- less likely to be in graduate-level work
- more likely to be in non-graduate level work
- more likely to be unemployed

Initial Qualitative Research:

- Barriers around achieving aspirations related to issues of self-confidence or personal circumstances
- Lack of natural networks
- Cost of PG across subject/region impacts on decision
- Less willing/able to apply for unpaid/low paid opportunities



Access Agreement Targets

- Achieve a year-on-year increase in the % of WP students in positive employment destinations
- Narrow any gap between WP and non-WP students in achieving successful employability outcomes

“WP” - Defined in Access Agreement as:

- ✓ low income households
- ✓ low socio-economic background (NS-SEC 4-7)
- ✓ low participation neighbourhood Q1 (POLAR)
- ✓ ethnic groups/sub-groups
- ✓ students who've been in care
- ✓ disabled

OFFA-funded posts at the Careers Service

- Careers Consultants
- Work Experience Specialists

Working in partnership with colleagues in Alumni, Planning, Central WP team and Recruitment.

Targeted Services

Work Experience Bursary Scheme

- ❖ Break the cycle of “Can’t afford to build up work experience”
- ❖ £50,000 p.a.
- ❖ Up to £1,000 per student



Student and Graduate Internships

- ❖ Paid roles in Greater Manchester
- ❖ High % are WP students and graduates



Targeted Services

Mentoring

- ❖ 600+ mentoring partnerships
- ❖ 30% of UGs are WP
- ❖ BME and disability strands



Undergraduate Access Scholarship Recipient takes on New York City through the award winning Global Graduates programme

▲ The Division of Development & Alumni Relations | September 22, 2016
■ International, Learning Enrichment, Philanthropy Blog, Scholarships



Global Graduates

- ❖ 36 donor / alumni-funded opportunities
- ❖ Hong Kong, London/Paris, New York, San Francisco, Singapore, Toronto
- ❖ Platinum Finalist CASE Awards 2016

Targeted Services – Disabled Students

- Employability outcomes for disabled students fluctuate
- We offer dedicated services
 - Specialist careers consultant
 - Employer training
 - Early access to careers fairs
 - “Lead Now” Confidence workshop



New targeted provision

- Funded bursaries for WP students entering masters courses (100@£3k)
- Group and individual targeted activity with specific groups, eg care leavers, live at home students and mature students
- New Employer led activity with BAME students and confidence re the labour market (Civil Service, EY, Co-op Bank, BBC, MEC)

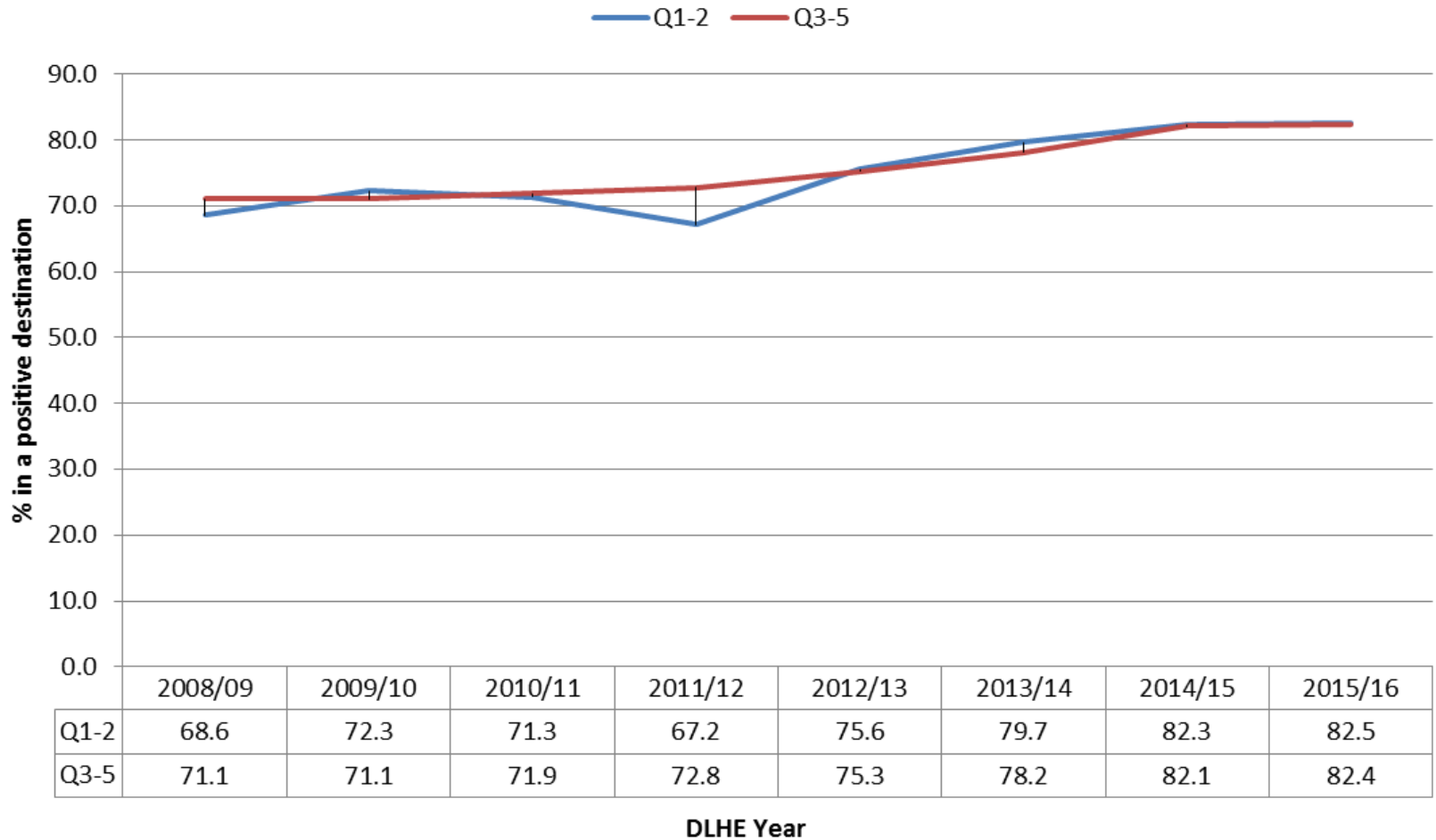
Results so far...

The gap narrowing between all WP and non-WP groups in graduate-level work / further study ...



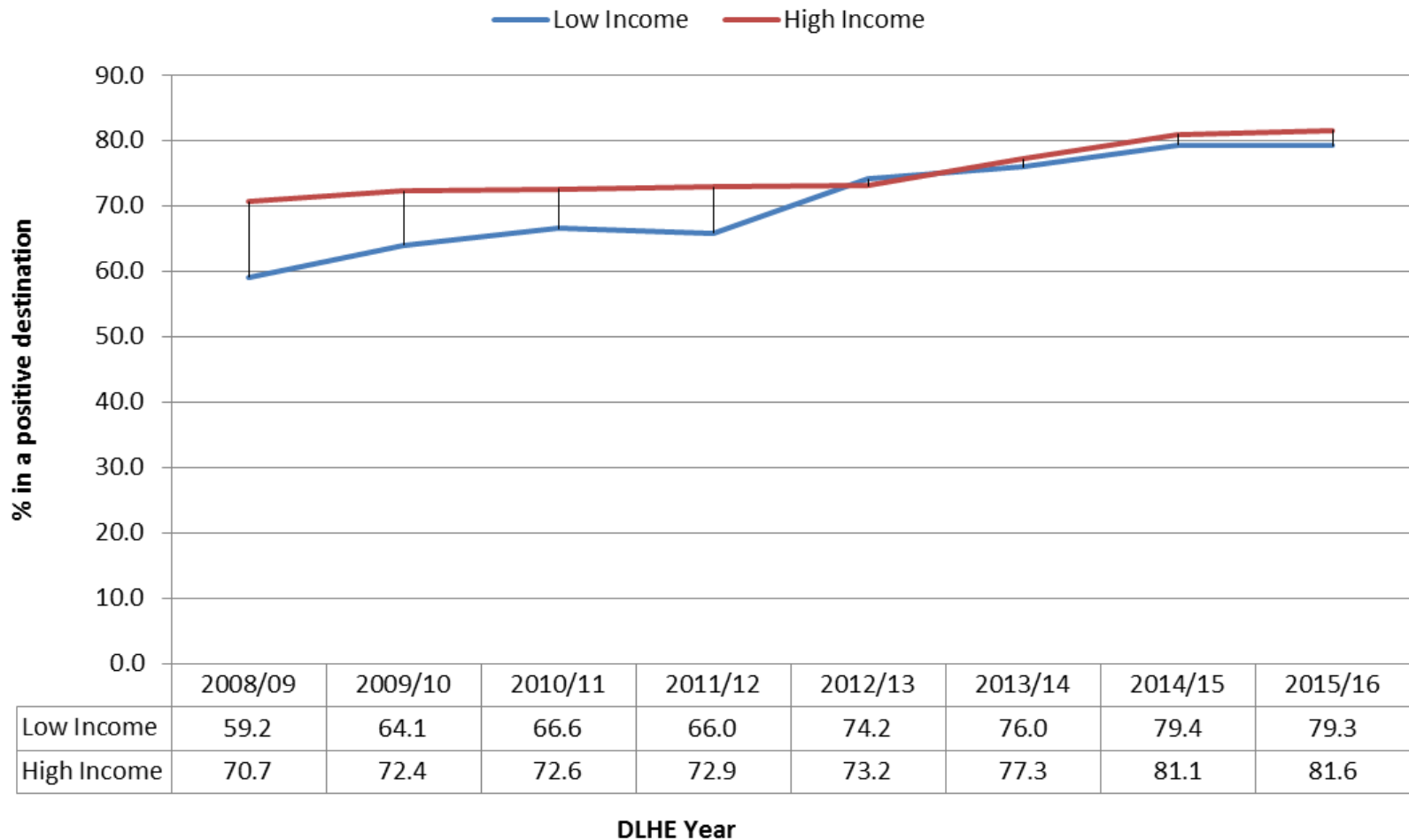
DLHE - TEF Disadvantage

TEF Disadvantage POLAR 3



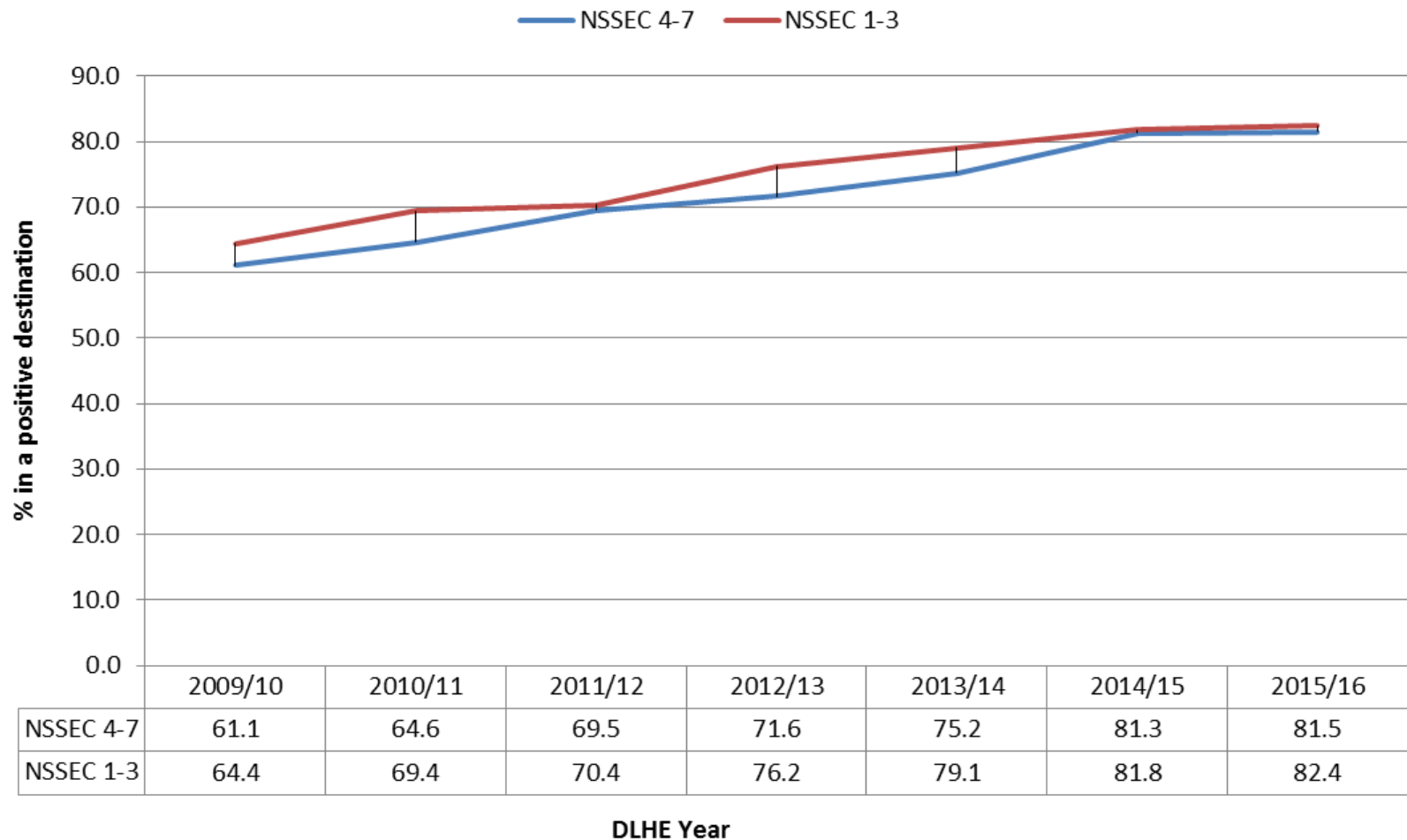
DLHE - Low Household Income (1)

Low Household Income

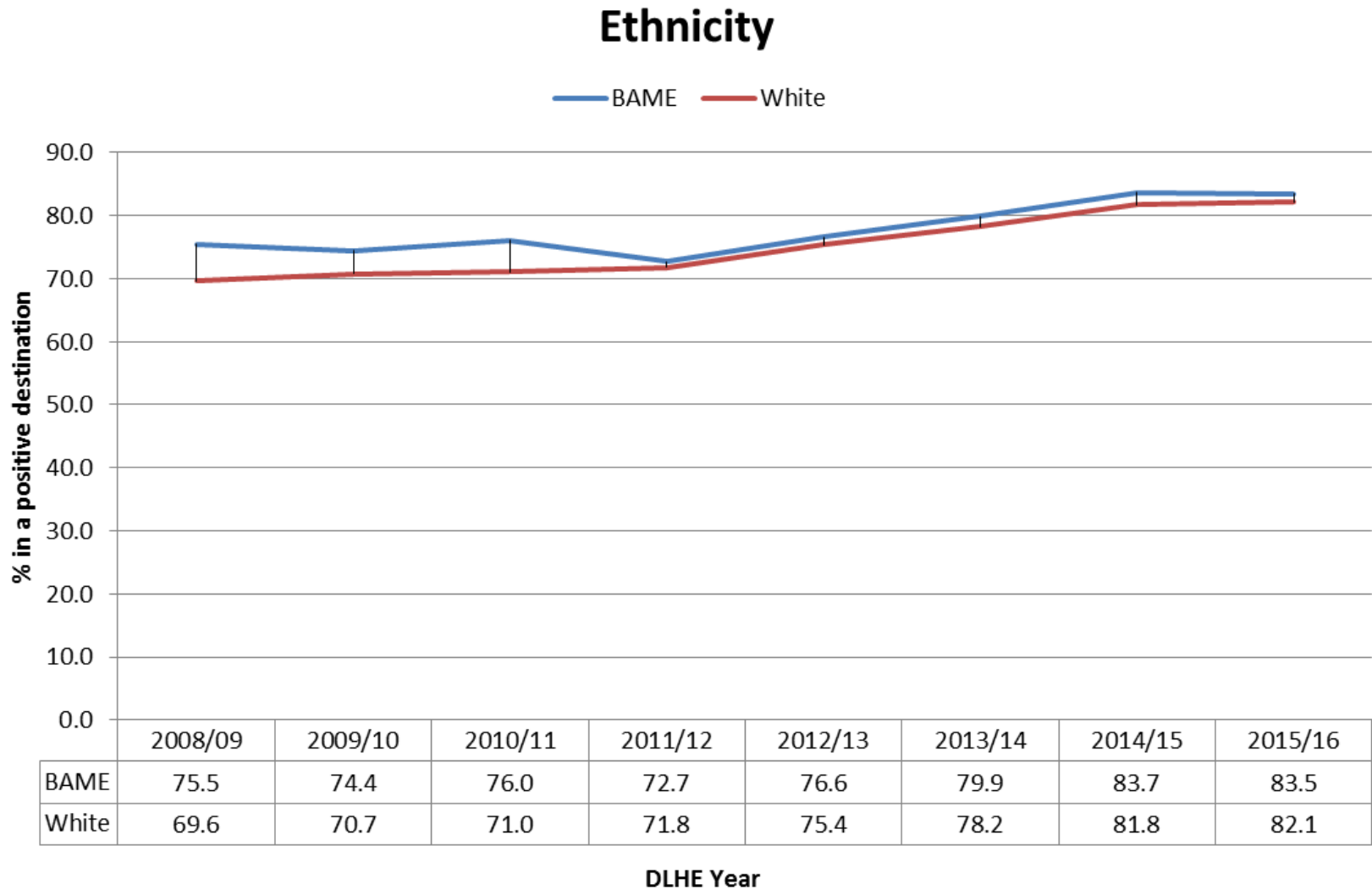


DLHE - Low Socio-Economic Background

Low Socio-Economic Background NS-SEC



DLHE - Ethnicity



More Information

❖ The University of Manchester Careers Service

<http://www.careers.manchester.ac.uk/>

❖ Careers Service - Social Mobility

<http://www.careers.manchester.ac.uk/findjobs/equality/socialmobility/wp/>