



University College Dublin
Careers Network

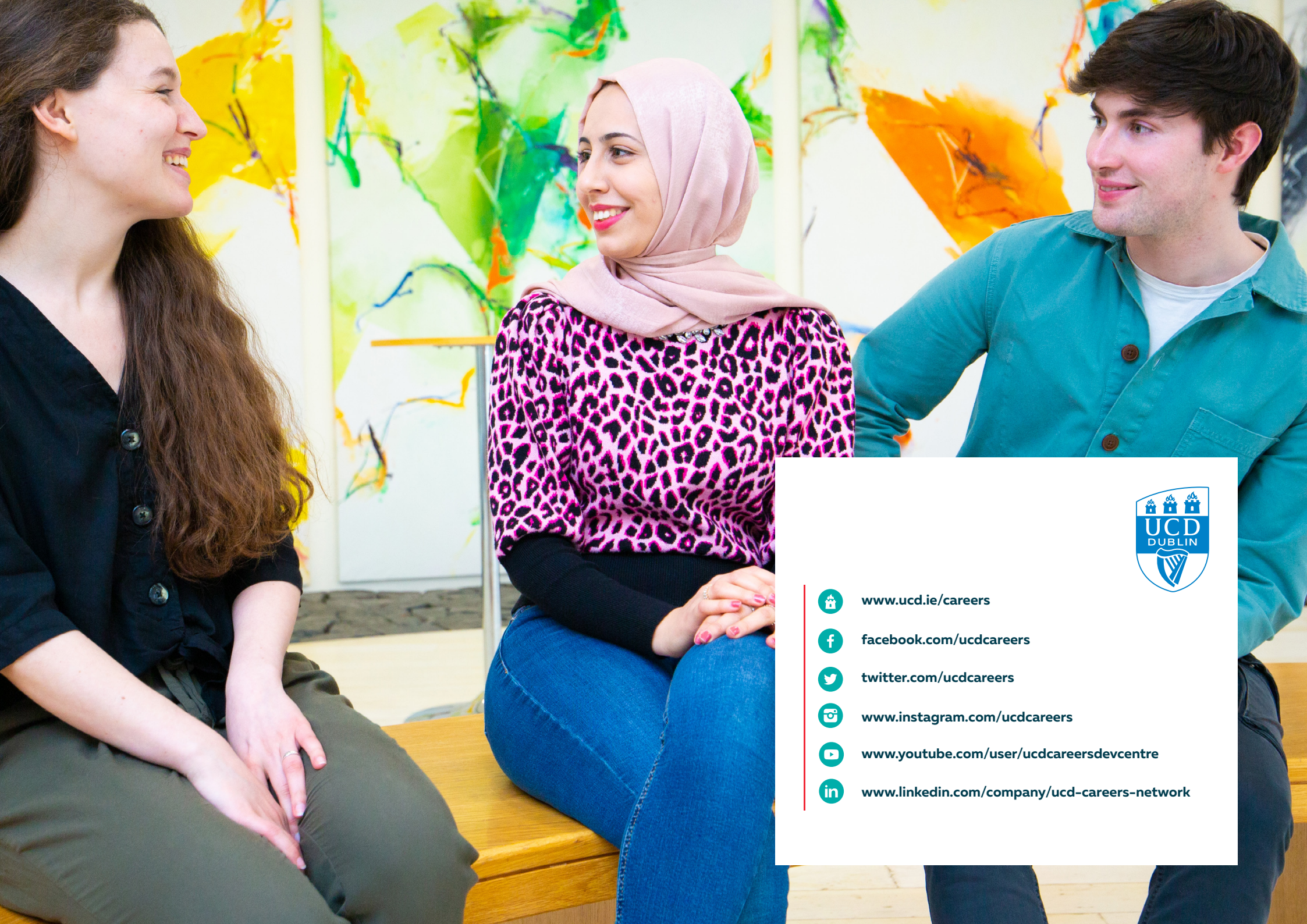
Skills
Employability
Careers

ANNUAL REPORT

UCD CAREERS NETWORK (BELFIELD)
UCD CAREERS NETWORK (BLACKROCK)

August 2022- July 2023

22/23



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WELCOME FROM THE DIRECTOR

I am pleased to report that UCD graduates continue to be in high demand for positions across the economy. The Graduate Outcomes Survey of the class of 2022 demonstrates (based on known outcomes for 45.85% of the population) that 81.78% entered employment, 12.48% progressed into further study and training, 4.36% were still seeking employment in March 2023 and 1.39% took time out to travel after completing their programmes.

Through effective engagement with employers, Careers Network brings 1000's of internships, placements

and graduate career vacancies to students and recent graduates. Being connected to enterprise and understanding economic trends and emerging needs enables the team to develop significant know-how concerning how recruitment and selection works across sectors of the economy. These insights remain fundamental to facilitating student progression and enhancing programme outcomes, informing what is a grounded, meaningful guidance and development service. The addition of a new team member (Business Development Manager) to coordinate and shape employer engagement has been a great success. Even in these early months, Careers Network is growing connections with employers in emerging sectors and forging new, productive relationships. Work undertaken to support Small and Medium Sized Enterprises, this year focussed on making links between recruiters and talent in the PhD and Postdoctoral Researcher community. This was a great success with a third annual event is planned for May 2024 to build relationships further to mutual benefit.

This report covers a year of significant change for Careers Network in terms of restructuring, adding additional posts in areas such as Business Development, Senior Management and Career and Skills Consulting. As part of the development and restructuring process, the team continues to explore and make use of technology enhanced learning and development. With Artificial Intelligence now in use for the development of CV's and for online mock-interviews, a broad range of self-discovery courses online in areas such as Resilience, Temperament, Emotional Control and Health and Wellbeing at Work, make a full range of personal and professional supports available to students at the time

they wish to access them. Demand from students and postdoctoral researchers for support in their personal and professional development remains consistently high.

The teams at Careers Network, Belfield and Blackrock continue to support students with professionalism and vigour while innovating and adapting to new ways of working and delivering career and professional development. Staff with student development roles have completed the Digital Badge in Universal Design for Teaching and Learning. As new team members join, this badge will be embedded into induction plans. All team members have completed on-line University for All training to ensure Careers Network is planning, delivering, and assessing work in the most accessible and appropriate manner possible.

Work on restructuring and developing Careers Network is leading to more clarification around the roles needed to ensure relevance, value for money and impact over the next 5-10 years. The unit is putting in place a Management Team to lead out on strategic themes to support the aims, objectives, and values of UCD. Central to all the unit does and will do in the future, is a solid commitment to the students, recent alumni, and Postdoctoral Research Fellows of UCD with professional practice grounded in integrity, independence, and impartiality. The team looks forward to the year ahead and to continued development and enhancement of work undertaken.

Best wishes,

Dr David Foster, UCD Director of Careers, Employability and Skills / Associate Editor, British Journal of Guidance and Counselling.



WHO WE ARE...

Senior Management Team



Dr David Foster

UCD Director of Careers, Employability and Skills, Associate Editor at British Journal of Guidance and Counselling and Director, UCD Careers Network



Sophie Carey

Deputy Director
(Careers Network, Belfield)



Cathy Savage

Senior Careers & Skills Manager
(Careers Network, Blackrock)



Dr Kevin De Groot

Senior Data & Operations Manager
(Careers Network, Belfield)

Career Development Team



Leona Barry

Career and Skill Consultant
(College of Social Sciences and Law)



Bernadette Burke

Careers Manager
(MBA students, Careers Network, Blackrock)



Edel Caraway

Career & Skills Consultant
(College of Science)



Kinkini Chatterjee

Research Careers Manager
(Postdoctoral Researchers, Belfield, and Blackrock)



Michelle Coen

Career & Skills Consultant
(College of Arts and Humanities)



Mark Cumisky

Career & Skills Consultant
(College of Health and Agricultural Sciences)



Bruna Alves

Surveys & Data Analyst
(Belfield campus)



Nicola Fortune

Career & Skills Consultant
(College of Engineering and Architecture)



Sarah Shalloe

Career Consultant
(Belfield)



Tara Hughes

Career & Skills Consultant
(Graduate Research Students, Belfield, and Blackrock)



Aradhna Mathur

Co-Curricular Project Officer
(Belfield)



Ann McCarry

Career Consultant
(Belfield)



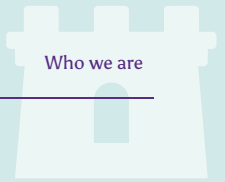
Michael McDonnell

Careers Manager
(MSc students, Careers Network, Blackrock)



Leonie Phipps

Career & Skills Consultant
(UCD College of Business, Innovation Academy and Access & Lifelong Learning)



Internships and Engagement



Isabel Blanco

Corporate Relations & Internships Officer
(Careers Network, Blackrock)



Caroline Pierce

Business Development Manager
(Careers Network, Belfield)



Oonagh Sweeney

University Internships Manager
(Careers Network, Belfield)

Administration



Kate Comaskey

Career Development Assistant
(Careers Network, Belfield)



Georgina Dwyer

Senior Marketing & Communications Assistant
(Careers Network, Belfield)



Sahar Ul Haque

Career Development Assistant
(Careers Network, Belfield)



Mark Jackson

Carer Development Assistant
(Careers Network, Belfield)



Hannah Lamont

Team Leader
(Careers Network, Belfield)



Rita Taafe

Senior Careers & Skills Assistant
(Careers Network, Blackrock)



Alessia Talarico

Career Development Assistant
(Careers Network, Belfield)

New Appointments



Dr Andrea Maynard

Co-Curriculum Project Officer
(Belfield, starting November 2023)



Cathy Savage

Senior Internships and Engagement Manager
(Belfield, starting January 2024)



Karina Septore

Career & Skills Consultant
(Belfield, starting December 2023)

WHAT WE DO...

UCD Careers Network develops students and postdoctoral researchers, personally and professionally, enabling them to realise their career potential and make effective transitions into the next stage in their development.

In recent years, the team has invested in online provisions that explore areas such as resilience, health, and wellbeing, managing emotions, adding value to the existing expertise in areas such as teamwork, leadership, negotiation etc. Careers Network enables students to track their career development and is a catalyst in implementing the UCD Career Development & Employability Strategy 2015-2025 which comprises five priorities, each with associated actions:

- **Priority 1:** Incorporate development and employability related activities in disciplinary appropriate ways within programmes.
- **Priority 2:** Enhance and develop employability attributes in our students and graduates.
- **Priority 3:** Establish and maintain excellent working relationships with our key stakeholders.
- **Priority 4:** Provide opportunities for students who want to develop their creativity, innovation, enterprise and entrepreneurial interests.
- **Priority 5:** Communicating our strategy to prospective students and key stakeholders.

UCD Careers Network contributes to the development of students and postdoctoral researchers' self-efficacy, self-confidence, and self-esteem as it relates to personal and professional development, career trajectory and programme outcomes. Members of staff empower students, enhance competency levels in interpersonal skills, self-management and self-awareness and self-reflection.

UCD Careers Network is a professional services unit comprising UCD Careers Network (Belfield) and UCD Careers Network (Blackrock). Services are offered to a range of key client groups, including:

- Students and alumni (up to two years post programme completion),
- Postdoctoral Research Fellows,
- Academics and administrative staff,
- Employers and organisations who recruit interns, volunteers, and graduates.



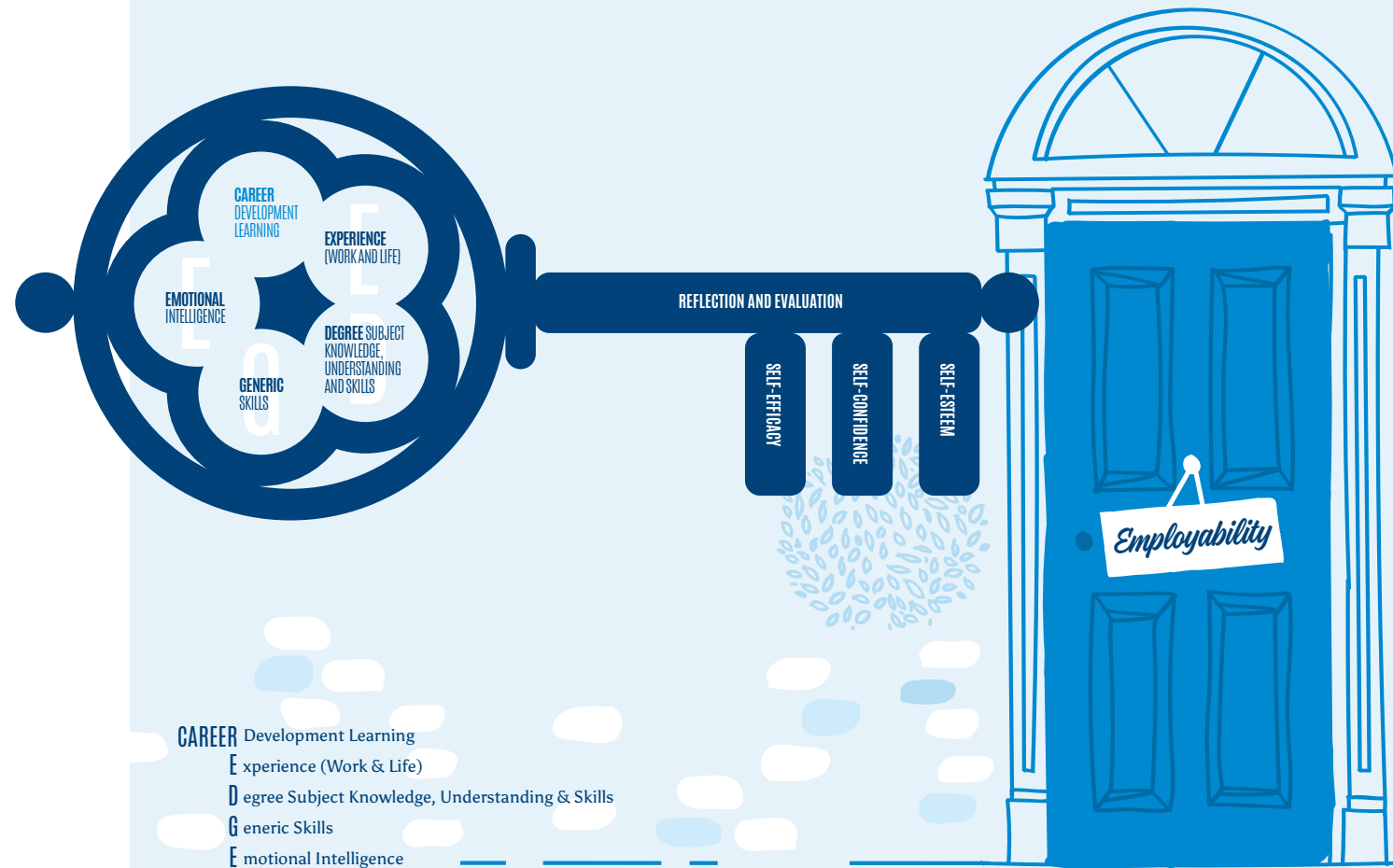
CAREEREDGE MODEL OF EMPLOYABILITY- A STRUCTURE FOR THE WORK WE DO

Members of staff at UCD Careers Network see enhancing personal attributes and constructs such as self-efficacy, self-confidence and self-esteem as core to the success of work undertaken.

We believe that students in possession of higher levels of self-confidence, self-efficacy and self-esteem are more likely to actively engage in the student experience through involvement in clubs, societies and sports, to volunteer, to adopt active and independent learning strategies, to be confident in career and life decision making and to develop skills and attributes employers seek and which future leaders need.

THE KEY TO EMPLOYABILITY

Figure 1. A metaphorical model of employability
CareerEDGE: The Key to Employability Dacre-Pool, L. and Sewell, P. (2007)



ENHANCING THE STUDENT EXPERIENCE

UCD Career Development and Employability Strategy 2015–2025, Priority 2 “Enhance and develop employability attributes in our students and graduates.”

”

“Ensuring our students are well prepared for further academic study, for contributing to society and for career success in a global context and for a lifetime of continuing personal development.”

(UCD Strategy for Education and Student Success 2020–2024)

KEY ACHIEVEMENTS CAREERS NETWORK, BELFIELD

6115 Students participated in credit and non-credit bearing modules and workshops.

2311 Career guidance and coaching consultations delivered.

5592 Students and 276 employers attended 5 Recruitment Fairs at UCD.

38 Employer led campus events attended by 556 students.

531 Students were awarded the UCD Advantage Award

138 Students were matched to Alumni for a programme of career mentoring and development.

27 Students achieved a Certificate in Work-Related Learning for completing a Study Visit to employers in the City of London.

25 Students received a Certificate in Skills for Working Life.

17 Students completed the Set for Success Law programme

PARTNERING WITH FACULTY TO DEVELOP OUR STUDENTS- SUMMARIES OF ACTIVITIES IN EACH UCD COLLEGE



UCD College of Arts and Humanities

562	Students attended career events in Newman including panels, workshops and career readiness modules
573	Students engaged with various career planning tools on MyCareer
178	Students attended individual coaching meetings
98%	Would recommend an individual appointment to other students
248	Students attended 6 Alumni Panels for career development
562	Students attended Career Development Workshops for students of the Arts and Humanities
70	Students attended Kickstart My Career events
37	Students completed the UCD Advantage Award.
27	Students were matched with an Alumni Mentor for career development learning.



College of Engineering and Architecture

817	Students attended one of 23 classes as part of 12 modules
854	Students attended one of 4 Recruitment Fairs
405	Students attended an individual coaching meeting
265	Students were supported with preparation for internships
26	Students were matched to Alumni for mentoring around career development
43	Students received the UCD Advantage Award
94	Students attended Kickstart My Career events
854	Students attended UCD Recruitment Fairs organised by Careers Network



“Incorporate career development and employability related activities in disciplinary appropriate ways within programmes”.

(UCD Career Development & Employability Strategy 2015-2025)



UCD College of Business (Lochlann Quinn Undergraduate School of Business)

876	Students attended 11 workshop
565	Students attended one of the 4 Recruitment Fairs
248	Students attended an individual coaching meeting
98%	Would recommend an individual appointment to other students
31	Students attended Kickstart My Career events
19	Students received a Certificate in Work Related Learning after full completion of the Corporate Finance Study Visit to the City of London, networking with 6 employers
39	Students were awarded the UCD Advantage Award



College of Social Sciences and Law

- 679** Students attended one of two full and three partial modules
- 1051** Students attended one of 4 Recruitment Fairs
- 696** Students attended an individual coaching meeting
- 98%** Would recommend an individual appointment to other students
- 248** Students attended 6 Alumni Panel events
- 112** Students completed the UCD Advantage Award
- 48** Students were matched to Alumni mentors for career development
- 20** Students participated in the Corporate and Commercial Law Study Visit to the study visits to the City of London
- 89** Students attended Kickstart My Career events
- 96** Students attended the Set for Success programme or presentations and workshops



UCD College of Science

- 1852** Students attended one of 19 Career Development and Employability Workshops
- 408** Students participated in 8 credit bearing Personal and Professional Development modules
- 91** Students awarded the UCD Advantage Award
- 574** MyCareer CV360
- 192** MyCareer Interview360
- 1284** Students attended one of 4 Recruitment Fairs
- 38** Students completed the UCD College of Science Mentoring Programme
- 522** Students career Guidance and Career Coaching conversations
- 98%** Would recommend an individual appointment to other students
- 38** Students were matched with relevant alumni for career development mentoring



UCD College of Health and Agricultural Sciences

- 126** Students attended the Kickstart My Career event
- 91** Students awarded the UCD Advantage Award
- 359** Students attended one of 17 classes as part of 8 modules
- 562** Students attended one of 8 tailored Careers Workshop
- 236** Students attended one of 4 Recruitment Fairs
- 264** Students attended an individual coaching meeting
- 199** Students were supported in preparing for internships and professional work experience
- 607** Students attended 9 tailored career development workshops
- 73** Students achieved the UCD Advantage Award
- 56** Attended Kickstart My Career events
- 16** Students awarded the UCD Advantage Award



CAREERS IN THE CURRICULUM: ACADEMIC INTERNSHIPS

Academic internships (internships that carry ECTS credits) are embedded within the curriculum across all six UCD Colleges as represented in the table below. With around 15 Internship Coordinators and Managers across UCD in Schools and Colleges, UCD Careers Network provides a degree of oversight and understanding of the internships landscape across the university. The University Internships Manager based at Careers Network organises networking opportunities and an Internship Manager Forum at which matters of interest, best practice, systems and processes that support the student experience and internship administration and other operational matters. Through professional associations, Careers Network connects UCD Internship Managers locally, nationally and internationally to colleagues across borders.

UCD College	Total No of Students on Academic Internships 2022/23
COLLEGE OF BUSINESS LOCHLANN QUINN UNDERGRADUATE SCHOOL OF BUSINESS	323
COLLEGE OF BUSINESS MICHAEL SMURFIT GRADUATE BUSINESS SCHOOL	196
COLLEGE OF SCIENCE	372
COLLEGE OF ENGINEERING & ARCHITECTURE	282
COLLEGE OF HEALTH AND AGRICULTURAL SCIENCE (EXCLUDES CLINICAL PLACEMENTS)	325
COLLEGE OF SOCIAL SCIENCES & LAW	155
UCD COLLEGE OF ARTS & HUMANITIES	28
TOTAL NO OF STUDENTS ON ACADEMIC INTERNSHIPS 2022/23	1681

REVIEW OF THE ACADEMIC INTERNSHIPS FRAMEWORK

During this reporting period, UCD Careers Network was heavily involved in the delivery of two major projects:

- **Review of the Academic Internships Framework.**
This institution-wide review was Chaired by Professor Joe Carthy, School of Computer Science and focussed under the following aims and objectives:
 - Consider the range of academic internships, professional work experience, work- based learning projects and work experience apparent at UCD, develop definitions for each and produce an overarching, transparent work-related framework for internal and external application.
 - Develop a coherent, coordinating approach to credit weighting and assessment including expectations of the school, student, and employer where appropriate.
 - Consider how best to make internships accessible to all students irrespective of socio-economic background, disability, race, gender, religion, political belief, and age.
- Explore international best practice in the preparation of students for internship, support for students on internship and opportunities for students to reflect on learning from internships.
- Explore UCD's Legal and Health and Safety obligations in the governance and delivery of internships.
- Consider an appropriate institutional governance and reporting structure for internships.
- Explore risks in operating academic internships
- Clarify the roles and responsibilities of Internship Managers, Module Coordinators, and central units such as Careers Network, Access & Lifelong Learning, UCD Global.

This project has completed and is in the final stages of reporting, with recommendations to the University Programme Board, Academic Council, Academic Council, Education Committee, and the University Management Team.

- **The User Experience of Internships and Placements** – A Programme Operations and Services Transformation Project. This institution-wide project explored the user experience of internships, professional work experience and clinical placements from the perspectives of students, faculty, staff and hosting organisations and employers. The project has completed and reported to the University Management Team, Services Group and a follow-on working group has been established to explore the market potential for one IT solution for use across UCD in the administration and management of academic internships, professional work experience and clinical placements.



PERSONAL, CAREER AND PROFESSIONAL DEVELOPMENT: CO-CURRICULAR ACTIVITIES

“Enhance the employability of our students by offering a wide variety of opportunities to enhance their options in the world of work through internships, placements, entrepreneurial activities, volunteering, as active members of student societies, as student union representatives and through the development of co-curricular skills awards: the UCD Advantage Award” . .

UCD Career Development & Employability
Strategy 2015-2025, p12



STUDENTS, STAFF & ALUMNI WORKING TOGETHER

UCD Careers Network delivers co-curricular programmes that enhance students' connections, enhance the educational experience and deliver personal and professional development.

Major programmes include:

Enhancing the Student Experience- Career Development & Alumni Mentoring Programme

Operated In partnership with UCD Alumni Relations, in 2022/23:

138 Student mentees were matched with alumni mentors

282 Recorded mentee-mentor interactions took place

239 Applications were received from UCD Alumni looking to mentor students

87 Mentors from outside of Ireland.

“I found my mentor really helpful for identifying both the skills and experience I already have and gaps in my knowledge. My mentor helped me with my CV, talked me through career options and even set up a meeting with a senior academic who had great knowledge and advice! “

“ It’s gratifying to feel that I can provide useful ideas and feedback, because a lot of the questions students face are the same, even in this much more digital age. I feel like I’ve made a great new connection.”

89.3%

Of mentees said they feel more confident approaching their career planning

93.5%

Of mentees know more about roles/ career paths/industries that might interest me

62%

Of mentees said they are likely to stay in touch with their mentor

100%

Would recommend the UCD Career Mentoring programme to other students

THE UCD ADVANTAGE AWARD

Advantage is the University's official qualification that recognises personal and professional development from engagement in co-curricular activities. The award facilitates students in reflecting upon their interests and activities to evidence personal and professional development, contribution to UCD and the wider community, health and wellbeing and culture and engagement.

During 2022/23 there was an uplift apparent at all stages to the journey:

1630 Engaged to some level (+916)

33 Induction sessions were delivered (+18)

42 Student received one-to-one coaching support to achieve the Advantage Award (no comparative data available).

531 Students achieved the UCD Advantage Award (+311)



ADVANTAGE AWARD ACHIEVERS BY COLLEGE

College	Award Given AY 2022/2023	Award Given AY 2021/2022
BUSINESS	175	143
SOCIAL SCIENCES & LAW	112	32
SCIENCE	91	14
HEALTH & AGRICULTURAL SCIENCE	73	16
ENGINEERING & ARCHITECTURE	43	7
ART & HUMANITIES	37	8



UCD STUDENTS SAID:

“The UCD Advantage Award was a great way to look back on my experience and reflect on the transferable skills I had learned by taking part in co-curricular activities. It allowed me to understand what future employers might be looking for when applying for a new job. Overall, the award was a great way to think about my achievements and be proud of myself.”

“The questions in the application process helped me think hard about the skills I have learned through extracurricular activities, and how a these activities are so important for personal development.”

“It’s an excellent initiative to motivate students to be more engaged in UCD’s on campus activities and helps them reflect on their skills, progress and gives them tools and techniques to articulate these in the best way possible.”

“A great idea and very helpful for my CV. To leave with this award, I am very pleased as it will go a long way in impressing employers and having recognition from UCD for my efforts.”

“It’s an excellent experience to indulge yourself in while you are in college, regardless of your course and background.”

“It’s a talking point for me at interviews.”

“It has been a pleasure being a part of UCD and the award on my resume is like a cherry on top so thank you for all that you have done for us. Really appreciate it and would definitely recommend others to go ahead with it.”

100% Of students would recommend UCD Advantage to a friend



ACCESSIBILITY - CAREER DEVELOPMENT & EMPLOYABILITY ONLINE

UCD Careers Network has responded quickly to changing needs of prospective and current students and over the last decade or so, has been a sector leader in making services and interventions widely accessible and easy to engage with. One strand of the approach has been developing and maintaining a strong social media presence and this year, Careers Network had:

42698 Unique website users with 203957 views

15342 Facebook likes

12084 LinkedIn followers

7974 Instagram followers

7520 X followers

880 YouTube subscribers and 20262 channel views

In September 2021, Careers Network launched MyCareer, a partnership with the Access Group that has transformed the career offering at UCD, putting in place a full virtual career centre 24 hours per day, 365 days per year. With everything from online learning programmes in areas such as Resilience at Work, Teamwork, Emotional intelligence, AI assisted CV development and interview preparation, this tool is truly extensive and engaging. Some highlights include:

87635 Student logins to the MyCareer Platform

17026 Students used CV360- AI assisted CV development tool

2542 Vacancies posted by employers to the MyCareer vacancy portal

1976 Job applications made by UCD students

1004 Students undertook AI assisted mock interviews

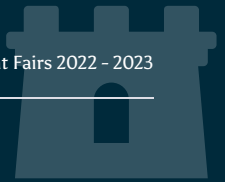
MAKING LINKS; CREATING CAREER OPPORTUNITIES

“We will continue to work with strategic partners, employers, professional, voluntary and public service bodies to input into future strategy development”.

(UCD Career Development & Employability Strategy 2015-2025)

Facilitating programme outcomes and student progression is at the heart of the work of Careers Network, supporting students in their transitions into graduate study, graduate jobs and internships. This year saw a return to face-to-face Recruitment Fairs on both campuses. Competition amongst exhibitors for space at the Fairs was intense with the available space in O'Reilly Hall unable to fully meet demand for the Science, Engineering and Technology Fair. While social media and various online platforms and communication channels are used by employers in promoting their opportunities, face-to-face Recruitment Fairs remain most popular with recruiting employers and organisations seeking to make an impression on students.





UCD RECRUITMENT FAIRS 2022 - 2023

	Student attendance	Exhibitor numbers
SCIENCE, ENGINEERING AND TECHNOLOGY	1490	88
BUSINESS, FINANCE AND MANAGEMENT	1537	72
LAW AND RELATED CAREERS	404	32
INTERNSHIPS	1548	52
SPRING FAIR- SMURFIT	613	32
TOTALS	5592	276

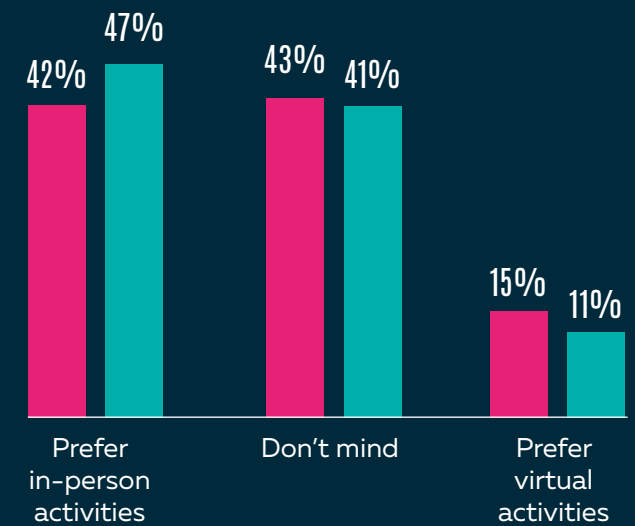
The decision to return to traditional face-to-face fairs has been based on feedback from both employers and students and on the back of outcomes presented in the "Cybil Graduate Research Report 2023." The Cybil Student Survey attracted 14459 respondents from across the Irish higher education landscape of which 1152 responses were received from UCD students:



In person



Virtual



Total

Your institution

UCD MICHAEL SMURFIT GRADUATE BUSINESS SCHOOL: CAREERS NETWORK, BLACKROCK

An excellent relationship exists between Careers Network, Blackrock and Careers Network, Belfield. For students and postdoctoral researchers based at Blackrock, a blended approach to the delivery of personal and professional/career development exists along these lines of responsibility:

- MBA/MSc Programmes - UCD Careers Network, Blackrock team
- PhD students- UCD Careers Network, Belfield team
- Postdoctoral Researchers- UCD Careers Network, Belfield team

The UCD Careers Network, Blackrock supports students through group class work, employer engagement activities, personalised career advice, support from specialist subject area experts and active promotion of all resources available to students:

22	Professional Development Workshops attended by 1583 students were delivered during orientation with over 50 alumni from UCD Michael Smurfit Graduate Business School sharing their stories.	1400+	Students attended Employer Recruitment presentation
49	Career Development Workshops attended by over 2700 students were delivered.	300	Students registered for UCD Smurfit Employers Days
690	Students and 33 employers supported the UCD Michael Smurfit Graduate Business School Careers and Internships Fair.	157	Students attended Global Virtual Fairs
1222	Students engaged with online personal and professional resources and development tools using the UCD MyCareer Platform, (Casecoach, FirstHand, HigherEd, LinkedIn, Penhela).	2710	One to one MSc Consultations
1,943	Enhanced their CV using the AI CV360 tool, Job Search and the ELearning Hub	137	MSc Mock Interviews
		219	MBA Consultations
		113	Executive MBA Consultations
		62	MBA Mock Interviews

UCD SMURFIT MBA PROGRAMMES CAREER DEVELOPMENT SUPPORT

This year saw one member of the Blackrock team design, develop and launch of the MBA Leadership and Employability Advancement Programmes (LEAP and Executive LEAP), in conjunction with the MBA Programme Office. The LEAP Programmes are credit bearing (2.5 credits) and are a unique offering in the MBA market. The design, development and launch of the MBA LEAP Employability Framework was informed by the best academic evidence relating to professional competency assessment and development and validated with Smurfit's leading global employers. (Employability Report circulated to key stakeholders).

The team at Careers Network, Blackrock continues to provide on-demand careers support to Smurfit MBA students and the alumni pool (approximately 400 students in scope: exiting, current and two years post-graduate).



UCD SMURFIT SCHOOL INTERNSHIPS SUMMER 2023:

The internship module is an optional Module for the following student cohorts: MSc Strategic Management, MSc International Business, MSc Management Consultancy, MSc Finance, MSc Quantitative Finance, MSc Renewable Energy & Environmental Finance, MSc Financial Data Science, MSc Aviation Finance and MSc International Management CEMS MIM. Academic internships are completed annually between June and August with 196 students undertaking an internship in the Summer of 2023.



SUPPORT FOR RESEARCHERS

“Postdoctoral Researchers and Postgraduate Researchers are key to our research success. Professional and career development for Postdoctoral Researchers will continue to be a focus for UCD. These supports enable further development of technical and transferable skills to support Postdoctoral researchers in their ability to build successful careers inside and outside academia”.

Shaping the Future: UCD Strategy for Research, Innovation & Impact.

UCD continues as the sector leader when it comes to supporting Postdoctoral Fellows and Postgraduate researchers in their career development. With bespoke positions in place, the Research Careers Manager (PD1 and PD2) and the Career & Skills Consultant (Graduate Research Students) partner with UCD Graduate Studies, UCD Research, Innovation and Impact and UCD People and Organisation Development, ensuring researchers are well supported in the earlier stages of their career. Feedback is of a positive nature:

“Overall, I feel immensely positive about all the programmes and supports offered by UCD Research Careers for Postdoc’s. These were very useful to me for a variety of things, ranging from professional advice, being aware of opportunities and networking with others! Thank you so much.”

*NEW PUBLICATION: UCD Postdoctoral Researchers Working Across Sectors: Where are they now? (2020)
REVISED: UCD Career and Professional Development Handbook for Postdoctoral Research Fellows (2020). 2nd edition*



CAREER DEVELOPMENT FOR POSTDOCTORAL RESEARCHERS

The UCD Research Careers Framework (RCF) establishes a structured and supportive skills early-career development model for Postdoctoral Fellows (Postdocs) at UCD. The framework represents a joint initiative between UCD Careers Network and UCD HR People & Organisation Development and working closely with UCD Research & Innovation in support of Postdocs. The cross-functional team of 2 members is committed to building innovative and practical supports to better embed the framework within the university and refine the delivery of its activities and systems in line with the arising needs of our Early Career Researcher community.

Our mission is to enhance the mobility of researchers for a variety of careers across all sectors. We aim to enable Postdocs to take a constructive approach to their ongoing personal and professional development. We support them to target areas, and to nurture a range of skills and competencies, that are most relevant in the context of their research area, experience, and longer-term career aspirations.

UCD continues as the sector leader when it comes to supporting Postdocs in their career development. We provide a wide range of tailored career and professional development support specifically designed and delivered for UCD Postdocs within a structured model across four professional competencies. The bespoke programme includes a wide range of technical and transferable skills training, such as Grant Writing and Project Management, as well as career coaching, interview preparation and many more.

“It is a really brilliant service to have available. Having moved from another university I really appreciate that this is not available everywhere”

824 Postdoc participants attended

66 Career & professional development events, including 4 orientations

98% Found workshops were useful for their career and/or professional development

95% Found attending events has/will influence their thinking and behaviour in some way for the future

105 One-to-one development meetings

100% Recommend one-to-one to other Postdocs

32 Bespoke Postdoc Career e-Newsletters

80+ Early Career Researchers attended Research-Company Networking Event

9 Mock Interviews with 16 PIs

SUPPORTING POST DOCTORAL RESEARCH FELLOWS

This year the UCD Careers Network Research Careers team organised the “Early Career Researcher & Company Networking event. This event was aimed at UCD Postdocs and late-stage PhD students. We were delighted to have Anton Savage as MC with 13 organisations, 3 funders and over 80 delegates. All the organisations had a Graduate Researcher or Postdoc Alumni present. It was a positive and eye-opening session and feedback from organisations and delegates was overwhelmingly positive.

Organisations that attended were: Teagasc; Eirgrid; Bioplastech Ltd; Fighting Blindness; Arup; Food for Health Ireland; IES Ltd; Sustainable Energy Authority Of Ireland; Nuritas; Biologit; Euraxess Ireland; Forensic Science Ireland; Kerry; Economic and Social Research Institute (ESRI); ICON Plc; SFI & IRC’

“It gave me ideas of companies hiring people with my skills and experience. It also allowed me to make contacts with people in those companies” Male, Graduate Researcher

“I found the tips on what industry looks for in soft skills useful. It was also helpful to just have an informal chat with companies without any expectation of CVs or job offers” Female, Graduate Researcher



ARUP

sfi
Science
Foundation
Ireland

teagasc
AGRICULTURE AND FOOD DEVELOPMENT AUTHORITY

FIGHTING
BLINDNESS

biologit

FOOD &
HEALTH
IRELAND

ICON

seai
SUSTAINABLE
ENERGY AUTHORITY
OF IRELAND

euraxess
RESEARCHERS IN MOTION

SUPPORTING POSTGRADUATE RESEARCH STUDENTS

UCD is unique in Ireland in having a dedicated Career & Skills Adviser for Graduate Research (GR) students.

For a temporary period in 2023 due to parental leave Tara shared the role with Mark Davies.

There are approximately 2100 Graduate Research students in UCD, across six colleges. Of these approximately 67% are from outside the EU and the remaining 33% from within the EU

Registered Graduate Research Students by College for Jul 23

College	Number of students	%
COLLEGE OF ARTS AND HUMANITIES	122	5.8
COLLEGE OF BUSINESS	45	2
COLLEGE OF ENGINEERING AND ARCHITECTURE	369	17.1
COLLEGE OF HEALTH AND AGRICULTURE SCIENCES	615	28.5
COLLEGE OF SCIENCE	573	26.6
COLLEGE OF SOCIAL SCIENCE AND LAW	431	20
TOTAL	2,155	100



SUPPORTING POSTGRADUATE RESEARCH STUDENTS

UCD Careers Network supports the Graduate Research students' employability, as well as an insight into the data that underpins our work. Some of the key takeaways from this report are summarised below:

- Graduate Research graduates have a very positive employment outcome, with 93.6% going directly into employment.
- Our series of regular face to face workshops was poorly attended, however attendance at newly designed events was good.
- 27.4% of PhD graduates go on to Postdoctoral Researcher positions, with the majority (58.9%) taking 'Professional Occupations' (including medical). This varies little between EU and non-EU students.
- Students self-reported career readiness is significantly lower moving from stage one to stage two. With 24% of stage two indicating that they have "no plan". However, GR students also report a higher level of "sorted" than other cohorts of UCD students.
- Take up of our one-to-one service was high and the feedback very positive.

....I feel as though I now have a clearer idea of the steps I need to take to advance different career options....

161

One to one appointments

22

Bespoke bulletins, with vacancies and events emailed

30+

Over 30 seminars and workshops delivered

96%

Would recommend an individual appointment to other students



FEEDBACK FROM GRADUATE RESEARCH STUDENTS...

“Your guidance and advice were invaluable in helping me secure a job offer”.

“... great support that empowers and enables PhD students through productive discussion and advice”.

“The appointment was transformative and highly effective. It made me look at my experience from a completely different angle and made a huge difference”.

“Found my career consultation incredibly helpful, productive and informative. I feel very lucky as a graduate student to have access to such a fantastic career advice”.





DATA INFORMED PRACTICE AND THE STUDENT EXPERIENCE

“Support students in identifying and tracking their progress against the knowledge, skills and attitudes they need to complete their programmes and be world and work ready”.

UCD Strategy for Education and Student Success 2020-2024

Careers Network continues to build the breadth and depth of service based upon data collected through two large scale surveys:

- Career Registration and
- Graduate Outcomes Survey.

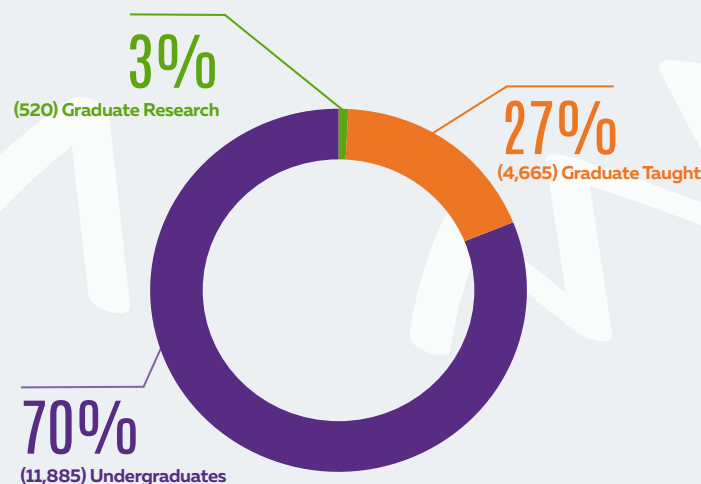
Career Registration

Career Registration is a survey undertaken by students at the point of student registration each year as they make their way through university. The survey comprises three questions on career readiness, employability experiences and employment sectors of interest. The results are used to plan interventions and engagement and to develop services more tailored to the needs of students.

Further to a two-year pilot of undergraduate surveys only, the project expanded its survey population to include postgraduate students. Enhancements were made to the current survey based on the learnings from the pilot project, in order to increase data accuracy and value.

Overview of respondents

17,070 Responses were collected in September - October 2022



Benefits of Career Registration

In addition to improved graduate employment outcomes as a result of a better level of work readiness for graduates, career registration contributes an evidence-base for university executive management and government graduate outcome surveys. There are many stakeholders that benefit from Career Registration.

Students

Having access to and monitoring of students' career readiness will inform the development of supports to those who need it the most. It also enables a degree of personalisation around support for careers. Capturing incremental career learning will help students identify the learning gains expected from engaging with employability activities throughout their time at university.

Career Advisory Services

Provides timely information on the career status for all students and the opportunity to tailor intervention programs, especially for students at risk. The data offers an internal performance measure that can drive improved and tailored support programs for students, academics, and employers.

University Academic Programs

Provides access to information on student career interests, perceptions and preparedness. Career services can partner with academic departments to provide key employment information on careers of interest to their students.

University Executive Management

Provides institutional student career readiness performance indicators and metrics for senior university management. The approach can strengthen the graduate outcomes and can provide an alternate evidence base for presenting the university funding argument.

Government

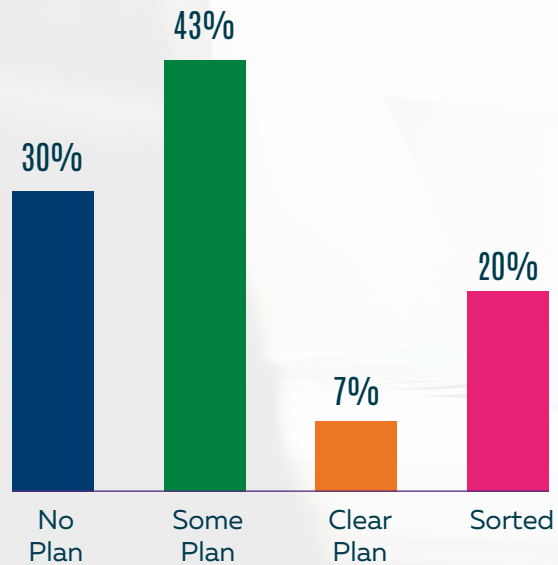
Provides pre-graduation data to complement national graduate outcomes and student experience data

CAREER REGISTRATION: OVERVIEW OF RESULTS AT UNIVERSITY LEVEL

QUESTION 1: CAREER READINESS OF UCD STUDENTS

A subjective self-evaluation of career readiness in which students choose from a pre-defined set of statements the one that best represents their level of preparedness for obtaining a career on graduation.

These statements were then grouped into 4 categories.



The results show:

30%
No plan Students that are not ready to start thinking about their career yet or they have no or some career ideas but want to start thinking.

43%
Some Plan Students that know what they want to do but not sure how to get there or they have a career in mind and want to gain relevant work experience.

7%
Clear plan Students that are ready to apply for job or further study of have been actively applying but have not been successful

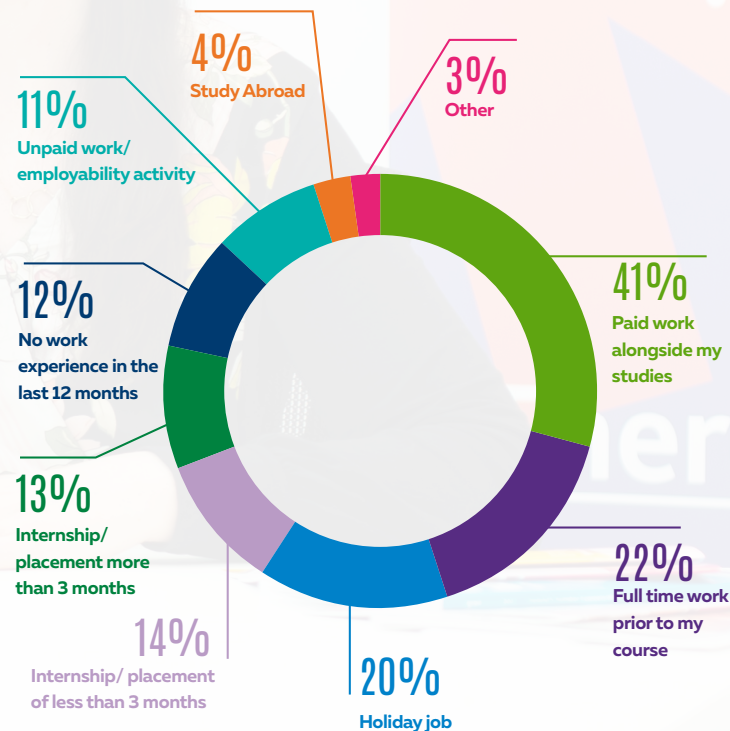
20%
Sorted Students that have a job, further study or my own business plan confirmed or that they are pursuing their course out of personal interest and development.

Each student who completed the survey was emailed with details of available resources targeted to the students' particular response to the question on career readiness. A spike in the use of the career management system (MyCareer) was noted following these targeted emails.

QUESTION 2: EMPLOYABILITY EXPERIENCES OF UCD STUDENTS

This question relates to the student engagement in a range of employability-related activities. Students are asked to choose as many options as apply, from a pre-defined list of activities that they may have undertaken in the last 12 months. This question gives UCD an insight into all types of work experience gained by students and not just those organised by the university itself.

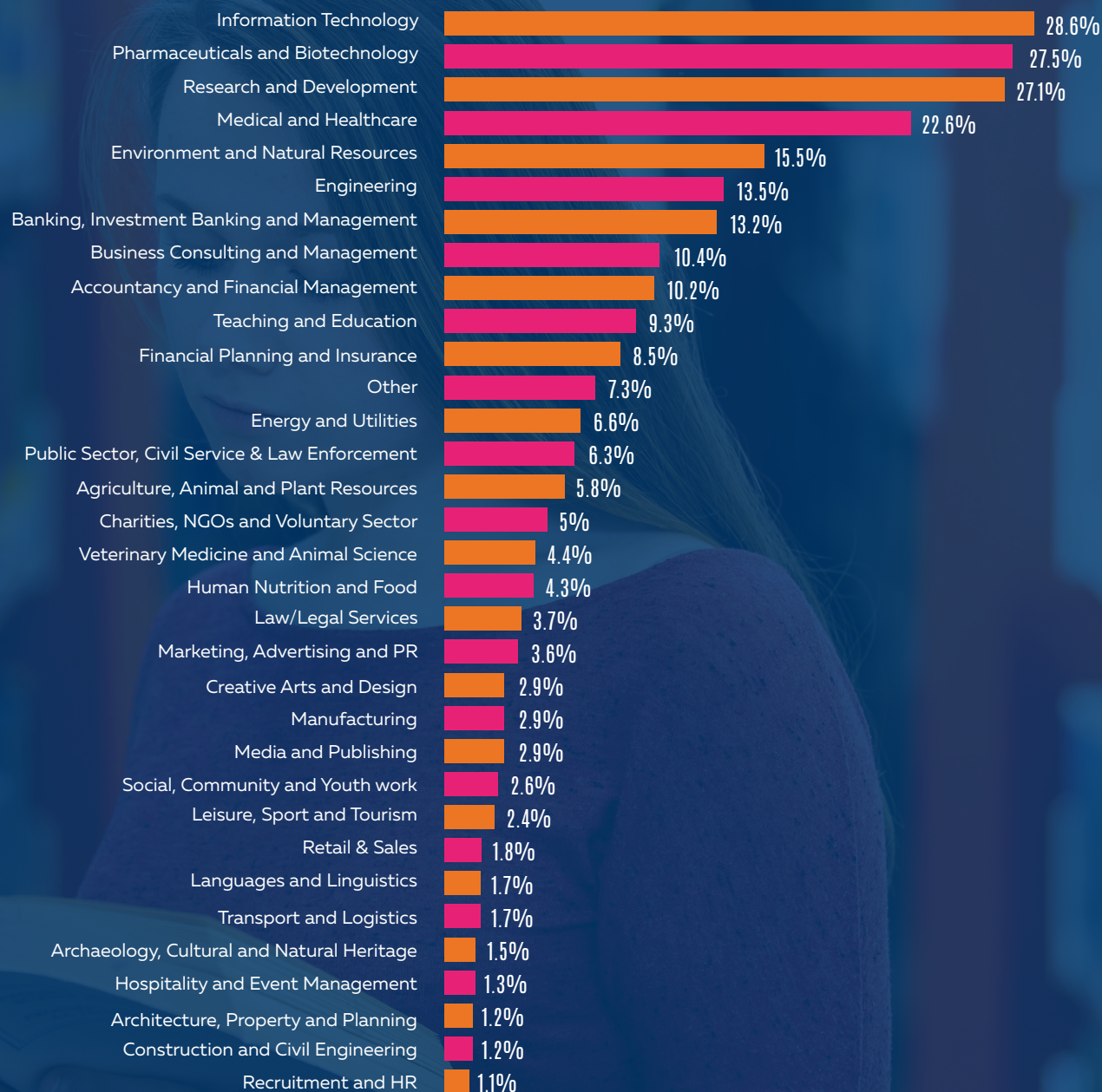
University results for Work Experience for the 2022 survey



QUESTION 3: SECTORS OF INTEREST TO UCD STUDENTS

This question examines students industry preferences post-graduation. The answers can help inform employer engagement activities to ensure the HEI targets employers appropriate to student preferences. Further, through selection of certain relevant sectors to their course, student knowledge gaps can be highlighted.

University results for Sectors of interest for the 2022 survey



GRADUATE OUTCOMES SURVEY 2022

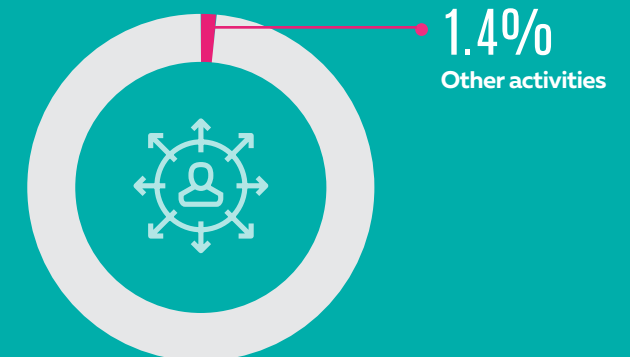
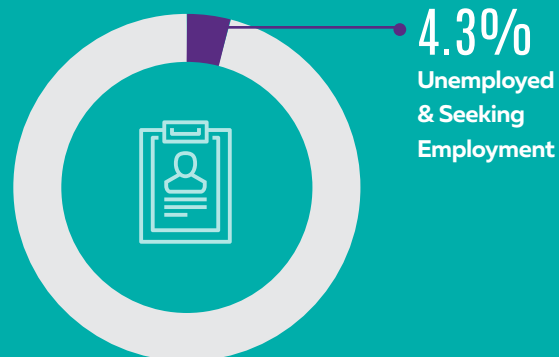
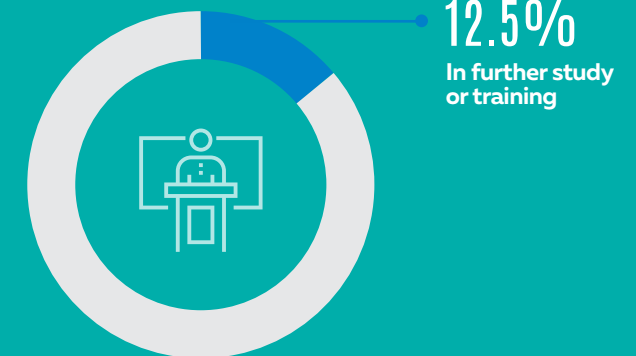
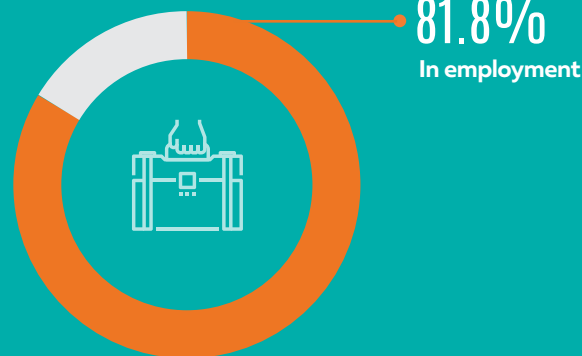
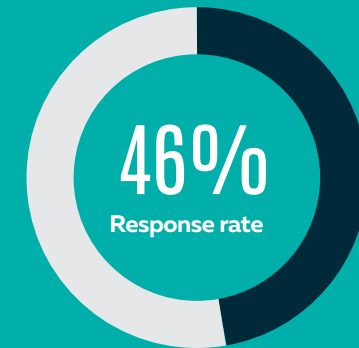
“Utilise targeted approaches to data analysis and conduct institutional research using longitudinal graduate data to inform strategic planning of career provision, both centrally and within schools and units across the university”

UCD Career Development and Employability Strategy 2015-2025, action 3.2

This is a survey of graduates nine months after programme completion undertaken by the Careers Network team between March and September each year. The data is collected, coded and submitted to the Higher Education Authority for use in institutional profiling, publications and presentations. At UCD both Career Registration and Graduate Outcomes data are used in the annual academic planning and review process.

OVERVIEW OF RESPONDENTS

4,110 Responses were collected from a survey population of 8,976 graduates





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