

# Micro-Placements

## Pivoting from recruitment to a preparation model to support students at scale

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### The context: embedding employability

Professional level experience improves graduates' longitudinal employment outcomes (*Department of Education, 2017*).

### Employability Development Plan (EDP)

City's institutional employability strategy embeds professional level experience into all undergraduate programmes from 2022/23 through options such as Micro-Placements. This is a fundamental change to higher education moving forward, with City being the first and only higher education institution to achieve this (*City Wire, 2022*).

### Micro-Placements

Micro-Placements are short-term work experience placements over the summer months. The programme has provided 120-160 placements in previous years, growing to approximately 300 students this year, expanding significantly to meet EDP requirements.

## Using digital learning from the pandemic, we plan to scale and assess the project for 2022/23 and beyond

### Recruitment to preparation – student support

By using technological learnings and removing the recruitment process (interview and assessment centre) and replacing it with targeted preparation sessions to support students in the transition to placement, it allows us to facilitate these sessions at scale with existing resources.

### Online synchronous sessions

- Promote inclusivity from a disability and international perspective
- Allow the attraction of busy but highly-relevant employer organisations who provide employer-led input on commercial awareness and business skills for our students.

### Breakout rooms

- Allow networking and interview preparation
- Facilitate peer-to-peer learning, including sensitive topics e.g. difficult conversations
- Boost interaction and accountability for the disengaged.

### Polling

- Boost student interaction with content
- Obtain student feedback
- A type of mini formative assessment, to check understanding.

### Virtual learning environment (VLE)

- Short pre-recorded sessions to be viewed prior to, and complement, live sessions.
- Facilitate greater interaction in activities during the live sessions, removing the need to fully cover teaching content.

### Screencasts

- Allow effective, efficient and relevant CV and Cover Letter feedback to students.

### Assessment

- Online assessment preparation sessions for all students, recorded and stored on the VLE
- Specific sessions have already been included in response to students' motivations surrounding assessment, where assessment may be the driving motivator for students (Lewis Elton, 1996)
- Embed polls and feedback throughout the year and during preparation sessions, rather than as a standalone piece at the end of the placement.