



Aligning Careers provision for International cohorts

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Today's session



How have UK HEIs adjusted their services, offerings, and structures to better support their international student cohorts?

Which types of adaptations have been the most successful?

How can UK HEI Careers services take a more proactive approach in supporting their international students?

Introduction



- The UK is one of the top destinations for international students, with thousands coming each year for undergraduate and postgraduate education.
- They contribute significantly to the university environment, economy, and global reputation of UK institutions.
- However, international students face unique challenges, including cultural differences, language barriers, visa restrictions, and job market unfamiliarity.
- To support them effectively, UK HEIs have had to adapt their services, teaching approaches, and career support structures.

Adaptation of UK HEIs to International Students



- **Academic Support:** Pre-sessional courses, English language support, and study skills workshops.
- **Cultural Integration:** Orientation programs, buddy systems, and international student societies.
- **Flexibility in Learning:** hybrid learning models, extended deadlines, lecture recording and use of technology.
- **Employability & Careers:** dedicated international support, transparency on employer recruitment practices

International Students' Barriers to Employability

- Language/cultural barriers
- Misconceptions/lack of understanding of recruitment in the UK
- Student vs employer expectations!
- Lack of confidence
- Visas
- Parents' input and expectations
- Mixed levels of engagement with events/activities/experiences during study
- Lack of work experience
- EDI?????



Enhancing Careers Support for International Students

Many international students struggle with job applications, networking, and understanding the UK job market.

- **Understanding Challenges:** Application processes and approaches may differ & visa related employment restrictions.
- **Tailored Career Guidance:** Offering 121 coaching and specialised workshops and support.
- **Employer Awareness & Engagement:** advocate for our students!
- **Work Based Learning:** work experience is crucial.
- **International Employability Strategy:** develop a robust strategy to support the wider team and highlight cross institutionally your approach.



How Careers Services Can Better Support International Students

- **Tailored Careers Advice:** Sign posting on visa regulations, work rights, 121 coaching and international job markets.
- **Networking & Mentorship Opportunities:** Helping students to develop their social capital.
- **Employer Engagement:** Encouraging and educating UK employers to hire international students and graduates
- **Skill Development Programmes:** Workshops on CV writing, job applications, and interview techniques tailored to different cultural expectations.
- **Post-Study Work Support:** Information on graduate visa routes, immigration policies, and global job opportunities.
- **Multilingual Resources & Webinars:** ensuring crucial information is accessible in multiple languages.



Conclusion

UK HEIs have made significant progress in adapting to international students' needs, but ongoing improvements are necessary.

- Successful adaptations include **academic, social, and career-focused support**.
- Careers services should take a **proactive approach** in helping international students navigate the job market.
- Develop a clear **International Employability Strategy**
- The key to success lies in **collaboration between professional services, universities, employers, and international student communities**.



UKCISA Employer Guide: Recruiting International Graduates



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Recruiting International Graduates

A Guide for Employers

Hiring options under the Graduate and Skilled Worker routes

Promoting the benefits, and ease, of employing international students

The new suite of employability guidance contains the following materials: -

Documents:

- [An International Students Guide to Working in the UK After You Graduate](#)
- [Employer's Guide to Recruiting International Graduates \(print version\)](#)
- [Employer's Guide to Recruiting International Graduates \(digital version\)](#)
- [Employer's Guide to Recruiting International Graduates \(interactive version\)](#)

Videos:

- [The Benefits of Employing International Graduates](#)
- [Cost and Convenience of the Skilled Worker Route](#)
- [Dispelling Myths of Hiring International Graduates](#)
- [How I used my Work Experience to Gain my Graduate Job](#)



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It was great to see you!