Welcome to Warwick
A Guide for SMEs
The University of Warwick is one of the best universities in the UK and a real global player. Companies that engage with the University form a lexicon of global players, and Warwick is clearly on the road to becoming a global institution. Warwick is unique in its approach to business and the public sector. It is an entrepreneurial university that demonstrates real excellence in areas of interest to businessmen and academics.

John Edwards, Former Chief Executive of Advantage West Midlands

Why choose Warwick?

Warwick is uniquely placed to understand the needs of your business. Warwick's Centre for Small and Medium Sized Enterprises is one of the leading centres for enterprise research in the UK.

We can offer you highly skilled students to work in your organisation, free of charge. Every year, our MBA and Specialist Masters programmes students complete over 100 business-critical projects for organisations in the public and private sector.

Warwick produces highly employable graduates, who are equipped to deal with the most challenging of environments.

Warwick was voted as the second most targeted university in the UK by Britain's top graduate employers in the High Flyers Research 2010/11 and is consistently placed within the top three.

The Centre for Student Careers & Skills has a dedicated team focusing exclusively on you — the employer. We offer you a friendly, personal and tailored service which translates into a successful experience at Warwick.

myAdvantage is our new online portal which allows us to advertise vacancies and directly market your activities to our students.

Warwick is the first university in the Northern Hemisphere to use myAdvantage to connect their students with employers.

The Centre for Student Careers & Skills supports student and graduate internships through a variety of funded internship schemes with employers.

"Although I initially had some reservations that I would be taking on someone with limited work experience, this has been more than compensated by the candidate’s enthusiasm, academic ability and motivation to hit the ground running. I would highly recommend the internship programme to any employer looking to recruit talented graduates."

Rachel Franklin, Associate Director Broadway Malyan

Student Views on SMEs

Warwick students’ career aspirations are changing. Many students are recognising that a career within an SME offers more autonomy and faster career progression.

As an alternative to some of the larger graduate recruiters, many of our students are now looking to smaller employers to find work that offers faster progression and increased responsibility early in their career.

Instead of a structured training scheme, many students are interested in work that offers immediate challenges whilst giving them valuable experience in a specific area of business.

A Warwick degree emphasises the importance of practical experience. Many of our students have undertaken a period of work experience or volunteering alongside their studies. Placements often take place within SMEs that value the high level of knowledge, skills and fresh perspective that Warwick Students bring to their organisation.

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Many students identify career goals which fit well within smaller organizations:

- To have earlier opportunities for promotion and career advancement
- To have more direct contact with senior executives
- To undertake projects where they can see the results and impact of their work on the business, and to be involved in the development of new ideas and solutions.
- To undertake work aligned with their interests and personal values
- To have the opportunity to see how their work is valued and recognized
- To have earlier opportunities for leadership and management roles
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A Warwick student will benefit your business:

- Operating in such a volatile market climate, it pays to have a workforce which is driven to succeed. At Warwick, students develop an aptitude to question, challenge, and bring about new solutions. They have the desire to learn new skills, in the knowledge that they must compete and contribute effectively in a ruthless global environment.
- A flexible and versatile curriculum allows students to be generalists or specialists. For instance, an Engineering student can choose to specialise in mechanical engineering, but can also widen their options by studying finance modules from the Business School or can develop their linguistic skills by studying modules from the German department.
- The skills gained are highly transferable, and can be applied to a wide range of industries. For instance, a Warwick student might start as an intern at a regional take-away service (eg e-resistable, an innovative online business), and then move on to running an award winning radio station (RaW). The skills gained are highly transferable, and can be applied to a wide range of industries. For instance, a Warwick student might start as an intern at a regional take-away service (eg e-resistable, an innovative online business), and then move on to running an award winning radio station (RaW).
- Warwick Advantage Award: The Warwick Advantage Award enables students to achieve University recognition and reward for the time, dedication and effort that they put into extra-curricular activities. These include societies, sports clubs, campaigns, committees, volunteering, events, work experience, research projects, etc. Students are required to reflect on their personal learning, the skills they have developed and its impact. This prestigious award has been endorsed by the Vice Chancellor and is supported by employers.
- Employable graduates: Warwick views work experience as a significant factor in students’ employability. We take pride in equipping our students with the skills to find and secure their own work experience, thereby encouraging students to be entrepreneurial and independent. Students learn self-reliance skills, and are assisted to discover their own career path through a variety of methods, facilitated by careers staff, personal tutors, academics and employers.
- Practical skills sessions and career sector talks led by recruiters, provide the student with real-life scenario case studies requiring analysis, problem solving, communication skills and team work. So tap into this talent, and see your business prosper.

The Warwick Advantage Award

Employer Connect offers a portfolio of tried and tested services which enable you to raise your organisation’s profile, communicate your vacancies effectively to students, and facilitate a strong and successful relationship with Warwick students.

We encourage you to work closely with us, so that we may learn about and understand your business. We can then confidently suggest the most appropriate services, ensuring a smooth, reliable and successful experience.

Advertise:

- Full time permanent positions
- Temporary positions
- Vacation internships
- 12 month placements
- Shorter term placements
- Term time projects
- Work shadowing
- Competitions
- Sponsorship Opportunities
- External events

Services guide

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FREE SERVICES FOR MAXIMUM COVERAGE

Online Vacancy Advertising
To advertise your vacancies free of charge, simply register your company on myAdvantage – our online careers portal. Over 22,000 Warwick students can search vacancies online, according to industry sector, company or type of employment. Students will also receive a weekly newsletter which includes vacancies filtered according to their preferences.

CHARGED SERVICES FOR A SELECTIVE APPROACH

Targeted Email Services
Target students by course, faculty, year or nationality. Messages can promote your vacancies, open days, presentation times, etc. Charges are priced according to the number of departments and students.

Web Banner Advertising
We offer monthly web banner advertising, displayed throughout the myAdvantage web pages to logged in students, and targeted to those studying in specific departments. Interested students clicking on the banner can be directed to a variety of destinations including your vacancies on your website, to discover more.

Sector Events
Sitting between employer presentations and career fairs, these events bridge a gap between students and occupations that are not always strongly represented on campus. The atmosphere is informal and the focus is on providing information with speakers talking to students about their personal experiences and careers to date. These programmes run across the autumn and spring terms.

Careers Fairs
Held on campus at our award winning conference centre, our five Fairs consistently attract large numbers of talented students. High attendance is linked to students seeking comparisons and personal advice, so that they can make more informed choices. As a new employer to Warwick, Fairs offer you both maximum exposure and selective targeting.

Impact Recruitment Fair
City & Finance Fair
Insight Recruitment Fair
Law Fair
Summer Careers Fair

We hold two general recruitment fairs - Impact and Insight which take place in the autumn term. Our newest addition to the Fair programme – the Summer Fair, provides students from all disciplines with the chance to meet a variety of organisations including SMEs, offering graduate employment opportunities, internships and work experience placements.
Offering Internships and Work Experience
We prepare our students for business and industry by equipping them with the higher level skills that you seek: leadership, commercial awareness, adaptability, networking, and customer focus. Internships and work experience are a valuable tool supporting students in developing these skills. Offering a work experience placement or internship gives you the opportunity to tap into a pool of talent that can add a new dimension to your business.

How will I benefit as an Employer?
» Harness the services of a highly educated individual who is enthusiastic, motivated and keen to learn and contribute to your company
» Resource short term assignments or project related work in a flexible and cost effective way
» Gauge the calibre of a graduate’s work both as a short term resource and a prelude to longer term employment
» Experience the fresh ideas and new perspective that a graduate will bring
» Gain an insight into the latest thinking in a specific business or technology area
» Take the opportunity to build strong links with the University.

Internship Programmes offered through the Centre for Student Careers and Skills
The Centre for Student Careers and Skills offers a number of funded internship and student bursary placements across the academic year. These programmes will vary, depending on external funding and support available. All students and graduates joining these programmes will also benefit from support and guidance offered by the Centre for Student Careers and Skills to ensure they are gaining maximum benefit from their placement and to ensure a good learning outcome.

Graduate Internship Programme
This programme offers short term funded internships to graduates and employers across the West Midlands region.

Undergraduate Work Experience Bursary Scheme
Undergraduate students eligible to join the scheme will be able to secure funding from the Centre for Student Careers and Skills for any unpaid work experience that they secure.

Advertising Internships and Work Experience Placements
We offer all employers the opportunity to advertise internships and work experience opportunities free of charge to our students through our student and employer facing portal called myAdvantage. Employers wishing to advertise positions may do so directly by uploading advertisements to myAdvantage. Students and graduates will then apply to you directly and a placement can then be arranged. Support from the Employer Connect team is available to employers in relation to advertising, managing and undertaking a placement.

Warwick Volunteers
Each year up to 2000 students join Warwick Volunteers. These students are motivated to get involved in projects which benefit the community and provide opportunities to channel their energy into volunteering. Whilst they may originally join with benefits to others in mind, the experience of volunteering also adds hugely to their personal skills and understanding of their career priorities.

How can Employers get involved?
Financial support for Warwick Volunteers is an excellent opportunity for an employer to align their organisation with these objectives and to highlight a wider focus on areas such as corporate social responsibility. From sponsoring specific events such as the Big Challenge and the Volunteering Fair, to funding for projects like Kidz Kamp and work with community partners, there are a variety of options for employers to consider. Warwick Volunteers will be able to provide advice and consult with employers to agree the best approach considering their needs and budget.

Jo Whalley – Ladies Netball. English Literature and Creative Writing
“...I wanted to give children the opportunity to learn a new sport and get active. I also thought that volunteering would be a great break from my studies and campus life. Coaching the children has been one of my most rewarding experiences at University. At the start of the project most of the children had been unable to catch or throw a ball so it was great to watch them develop and progress using the skills we had taught them. The project has given me a great opportunity to share my skills with the local community and I was able to talk about my volunteering experiences in my interview for a Masters course, as I felt it showed that I was a rounded individual with interests outside my degree. Being involved in this project was not only rewarding, but also a lot of fun!”
Contact details:

Employer Connect
Centre for Student Careers & Skills

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