



UNIVERSITY  
*of York*

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Careers and  
Placements

# EMPLOYER OPPORTUNITIES



**Build your brand**  
**Share your skills**  
**Recruit York students**

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## CONTACT US

To find out more, and discuss any of the opportunities outlined in this brochure, contact the Employer Engagement and Events Team.

[careers-employers@york.ac.uk](mailto:careers-employers@york.ac.uk)

01904 322498

[york.ac.uk/careers/employers](http://york.ac.uk/careers/employers)

## WELCOME

**At York we are driven by our purpose; to increase student aspiration by preparing students to achieve their career goals. To enable this, our students are encouraged to follow a personalised career journey resulting in confident graduates, equipped to be successful in the job market.**

We are excited to collaborate with employers to not only enhance the personal and professional development of our students but to work together to meet the current and future demands of the continually evolving workforce.

At York we have a diverse, high achieving talent pool for you to recruit from. On graduation, our students will have had the opportunity to:

- Explore their strengths through our York Strengths programme.
- Gain substantive work experience through York Internships and/or a Placement Year.
- Have an impact on the local community through our volunteering initiatives.
- Explore their inner entrepreneur through our student enterprise activity.
- Develop their leadership capabilities through our York Leaders programme.
- Reflect on and articulate their value to the graduate market.

Supporting you to make effective and valuable connections with our students is a key priority for us. This brochure gives you an insight into our student population and outlines a range of opportunities we would be delighted to discuss with you to identify what might work well for your business needs.

**Louise Thurston**

Associate Director of Careers and Employability



## YOUR JOURNEY AT YORK

### Employer opportunities

This guide will provide you with insight into our students and give you a sense of the key points to get involved within the academic year to best support the employability journey of our students. Some of our activities take place at fixed times of the year, others take place on a much more flexible basis.

## WHO ARE OUR STUDENTS?

**20,000+**  
from over 150+ countries

**73%**  
undergraduates

**27%**  
postgraduates

**3 faculties**  
Typical A level entry offers of **AAB or above**

**Over 80%**  
of our students come from state schools

**94%**  
of our graduates are in employment or further study six months after completing their course

## INSIGHT INTO OUR STUDENTS

**22%**  
Arts and Humanities

**43%**  
Sciences

**35%**  
Social sciences

Our students are spread across three faculties (**Arts and Humanities**, **Sciences** and **Social Sciences**) and 35 departments and centres.

**38%**  
Racially minoritised

**17%**  
Disabled

**17%**  
Mature

**17%**  
LGBTQ+

**12%**  
Bursary recipient

By engaging and working with us on our initiatives and sharing your own events and programmes with us, you will gain access to underrepresented students.

**28%**  
International students

We also have a growing global community of students who are keen to remain and work in the UK on graduation and are:

- Here on prestigious schemes such as the UK governments' Commonwealth scholarship.
- Studying higher-level qualifications such as Masters and PhDs, predominantly in business and STEM subjects – helping you fill skills gaps in areas such as engineering, IT, healthcare and biological science.
- Able to add value to your global operations, thanks to their language skills, knowledge of home region markets and intercultural agility.

On our **International Talent webpage**, you will find more information about the Graduate and Skilled Worker visa options.

## YORK STUDENTS

### Know their strengths

All first-year undergraduates have the opportunity to take part in an immersive Development Session, supported by an interactive online short course, to help them understand the skills, behaviours and capabilities employers are looking for and develop these during their time at university.

[york.ac.uk/yorkstrengths](http://york.ac.uk/yorkstrengths)

### Experience the world of work

All our undergraduate students have the opportunity to complete an extended piece of work experience. All York's STEM departments offer years in industry integrating technical projects.

[york.ac.uk/placements](http://york.ac.uk/placements)

### Support the local community

There is a vibrant culture of volunteering at York with some courses integrating community engaged learning into the curriculum.

[york.ac.uk/volunteering](http://york.ac.uk/volunteering)



### Develop leadership skills

All second-year students can apply for our innovative student leadership programme. The programme focuses on personal leadership (managing your own development and contribution) and leading others with a focus on collaborative leadership to drive positive change.

[york.ac.uk/yorkleaders](http://york.ac.uk/yorkleaders)

### Reflect on their experiences

All students are encouraged to apply for the York Award, the UK's first employability award, that captures and recognises personal and professional development within and outside a student's programme of study.

[york.ac.uk/yorkaward](http://york.ac.uk/yorkaward)

## WHY YORK?

**17th**  
in the Times Good University Guide 2023 with 13 subjects ranked in the top 10

**Joint 17th**  
overall in the Complete University Guide 2024 with 13 subjects ranked in the UK top 10

**19th**  
in the Guardian Good University Guide 2024

**10th**  
for research quality in the 2021 REF

**22**  
Athena Swan Awards

**7th**  
in the Russell Group for 'Overall Satisfaction' in the NSS (2022).

# Start your recruitment journey at York with

Handshake is an innovative platform which enables you to post opportunities and events in one place. Handshake connects employers to talent from the University of York and enables you to source candidates, track applications and promote your brand to our students and alumni.

## Getting started

- Register**  
Register on Handshake free of charge.
- Add details**  
Add your organisation's website, social media links and email address.
- Add York**  
Add York as a 'favourite' institution.
- Add staff lists**  
Create a public staff list to enable students to engage with employees.
- Build up your interactive profile**  
Add a logo, branding image and company description.
- Register for our in-person fairs**  
Our in-person fairs provide you with the opportunity to engage with York students and promote your opportunities.

## **Handshake Help centre**

On our [vacancies webpage](#), you will find some useful Handshake references and some top tips to help you make the most of the platform. Handshake also has a [Help Centre](#) with articles and resources to support you with your early talent recruitment, and a dedicated team to answer any questions.

[joinhandshake.co.uk](http://joinhandshake.co.uk)

# The world's largest early talent recruitment platform

**160+**  
Countries

**1,400**  
Universities worldwide

**12 million+**  
Active students

**750k+**  
Employers

## Post and hire!

- Events**  
Post your webinars, skills sessions and presentations through the Handshake 'Events' function.
- Post opportunities**  
Post your jobs, placements, internships and opportunities to our students and alumni.
- Search**  
Actively search for students who fit the criteria for your opportunities.
- Contact candidates**  
Pro-actively message potential candidates.
- Manage schedules**  
Post and manage your interview schedules.
- Gather reviews**  
Request that students who have worked for your company write a review on your profile to further build your brand.

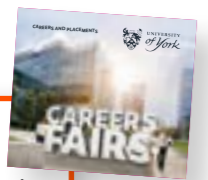
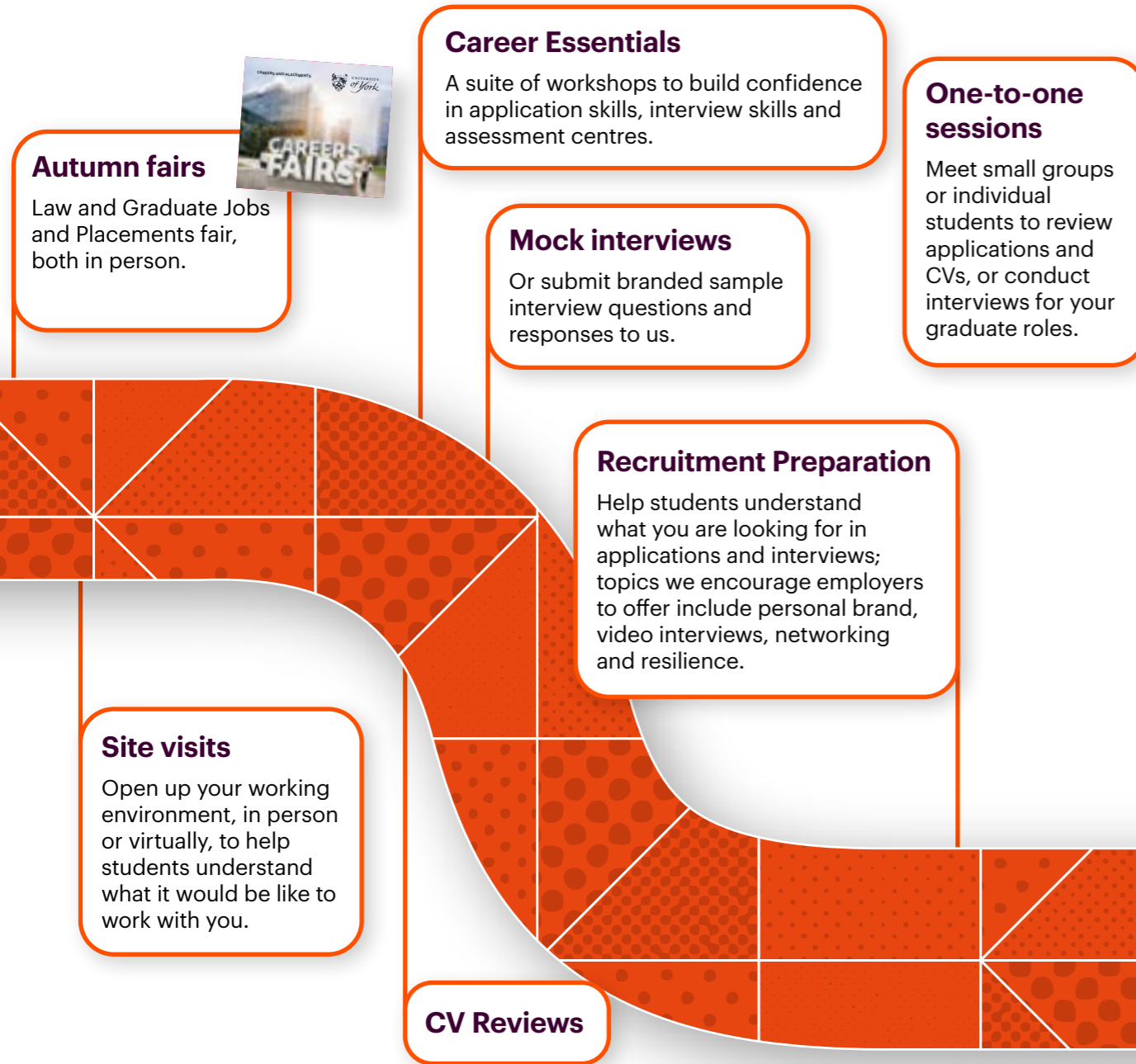
## **Handshake Premium**

Handshake Premium enables employers to proactively develop a sophisticated approach to early talent recruitment. Premium account holders have access to advanced analytics, personalised message campaigns and enhanced brand promotion and benchmarking.

To find out more information and discuss the premium account option, contact [Handshake's Employer Partnership Team](#).

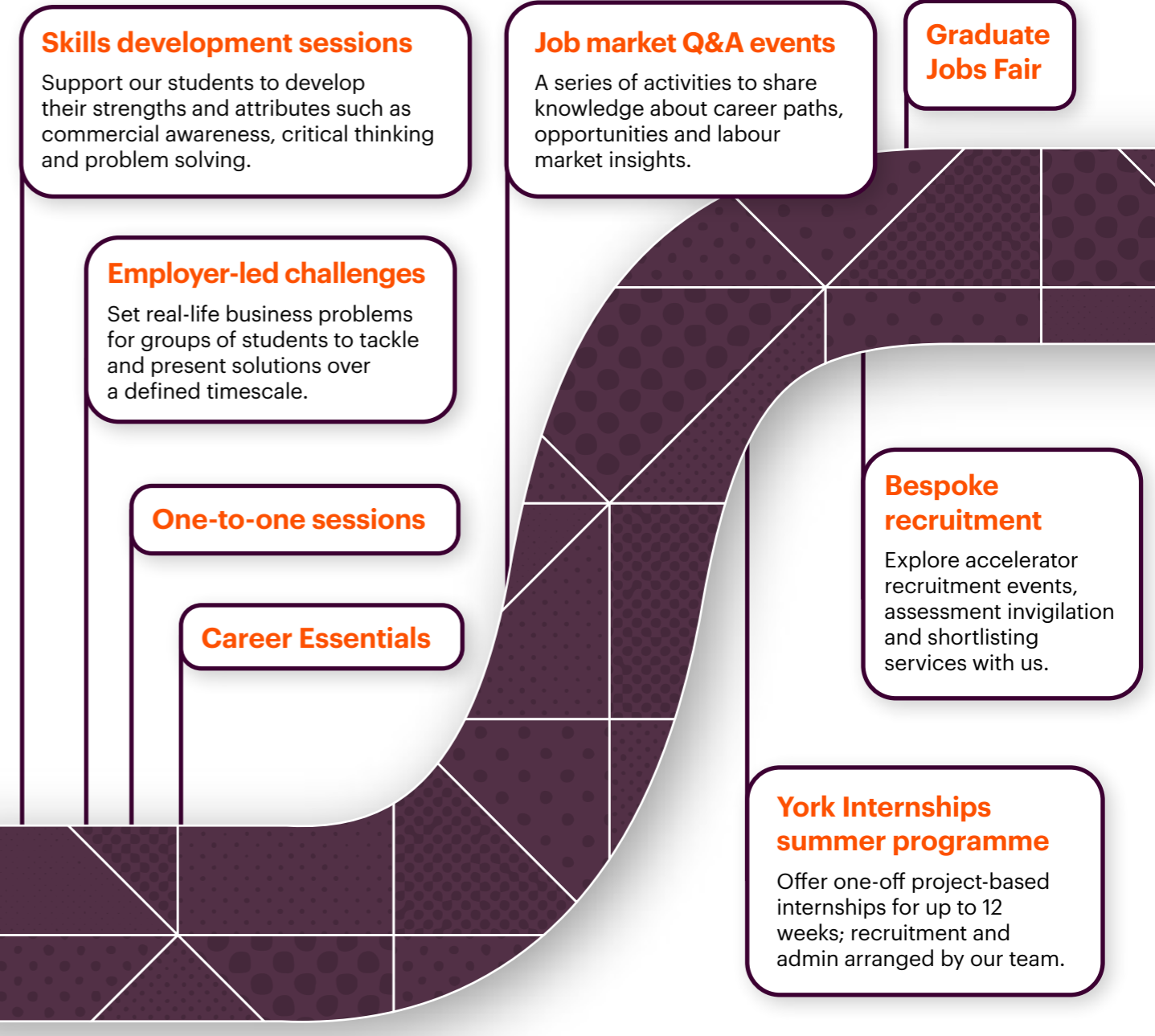
## SEMESTER 1 (September to January)

### Key events and activities



## SEMESTER 2 (February to June)

### Key events and activities



### Why not try?

#### York Profiles and Mentors

Are you a University of York alum? Add your career experiences to our **York Profiles and Mentors** platform. Inspire current students, answer their questions and help build their networks.

[york.ac.uk/careers/profiles](http://york.ac.uk/careers/profiles)

### Why not try?

#### Internships and placements

Thinking about recruiting a summer intern or placement student for next academic year? Registrations for our **York Internships** and **placement year opportunities** open in Spring.

[york.ac.uk/careers/employers](http://york.ac.uk/careers/employers)

## Year-round activity

- **Online content** – Gain exposure on our **Careers Blog** and **Podcast**. Write about workplace culture, film a ‘day in the life’ video or guest star in our **‘What do you actually do?!’** series.
- **Shortlister interview questions** – Share your knowledge and help students prepare for the recruitment process with employer branded interviews on **Shortlist.me**
- **Departmental engagement** – Establish and develop relationships with academic departments and explore opportunities to engage with our students directly through the curriculum.
- **Virtual internships** – Offering flexibility and support to your business throughout the academic year.
- **Employer challenges, case exercises and competitions** – An increasingly popular option for employers to explore real-life problems, while supporting students to find out more about certain sectors in a fun and motivating way.
- **Volunteering** – We support over 1,000 students each year to access mutually beneficial volunteering opportunities in the local area.
- **Student Development and Student Leadership** – Endorse our **York Strengths, York Award** or **York Leaders** programmes by contributing promotional content, or get involved as a speaker or panel member, or provide video content or case studies for exercises.
- **Student enterprise** – Support the businesses of tomorrow by delivering workshops or mentoring student entrepreneurs.
- **Widening participation** – Opportunities to get involved with student employability initiatives to engage students from underrepresented groups.
- **Sponsorship** – Options include sponsorship of flagship programmes such as York Strengths, or our York Futures Scholarship fund. We can also provide links to student societies, clubs and our Students’ Unions.

## Other University of York business services and stakeholders

- **Higher and Degree Apprenticeships** boost the skills of your workforce.
- **CPD opportunities** including leadership and management training, and courses designed for specific sectors.
- **Collaborative research and funding** including Knowledge Transfer Partnerships (KTPs) and Product Transfer Development Funding (PAPI).
- **Office of Philanthropic Partnerships and Alumni** working with a community of global donors and our alumni.
- **University of York Students’ Union** including links to over 200 student societies.
- **Global Opportunities** including study and work abroad, summer schools and short courses.
- **York Cares** employee-volunteering for organisations based in the city.
- **Maths Skills Centre** co-deliver a workshop and support students to develop their numerical skills.
- **Student recruitment and widening access** including opportunities to mentor participants on our pre- and post- 16 initiatives.





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[york.ac.uk/careers/employers](http://york.ac.uk/careers/employers)

61307 – [york.ac.uk/design-print-solutions](http://york.ac.uk/design-print-solutions)