



Enhance your Career Stage Series:

Zero Experience yet need Experience? How do you bridge the gap?

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Enhance Your Career Stage Series

Different 'career stages'

- **Career Starters**

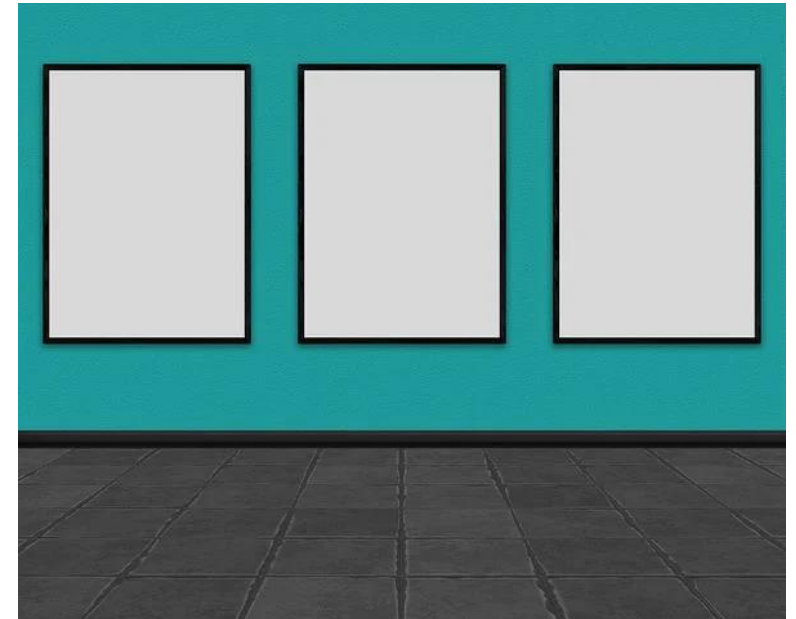
- Early stage of career development
- Limited work experience

- **Career Developers**

- Mid stage of career development
- Aiming for more senior roles

- **Career Changers**

- Experienced stage of career development
- Planning on shifting focus/direction



Enhance your Career Stage Series

Session 1: Zero Experience yet need Experience? How do you bridge the gap? - Career starters - Today!

Session 2: Ready for promotion? How can you prove it? - Career developers - WED 24 FEB

Session 3: Experienced but changing to a different field? How can you show the connection? - Career changers - TUES 9 MAR

Session 4: Want to work for yourself? How can you make it happen? - Career starters/developers/changers - THURS 29 APR

Mixed cohort in this session

This session is aimed at Career Starters – but all welcome

Likely we have a range of **undergraduate** students in this group – BSc Computer Science, LLB, BSc Business and Finance and many, many more

We may have some **postgraduates** students - Global MBA, Masters in Professional Accountancy, Masters in Public Health, LLM and many, many more

This webinar will be helpful to you, whatever you are studying or wherever you maybe based – especially if you have **limited work experience**

Why webinars?

- Complements distance learning aspect of your studies
- Provides a chance to discover fresh content with an experienced facilitator
- Allows you to share your ideas, thoughts and experiences with each other in a global classroom
- Gives various opportunities to engage with relevant activities and time for questions at the end
- Productive, supportive and dynamic online learning space

Quick introductions



- Senior Careers Consultant for 16 years, including with MBA and PG students
- Instructor on award-winning *Enhance Your Careers and Employability Skills* MOOC, 89,000 global active learners
- Provide 1:1 careers coaching, CV/resume reviews, practice interviews, professional development and career management webinars and workshops
- MSc Organisational Behaviour, PG Cert Career Development and Coaching, PG Cert Education
- Published work on online career learning in academic journals

POLL: Before we start, take a moment...



On a scale of 1
(low)-5(high), how
confident are you
in **your**
understanding of
how to bridge the
gap between zero
experience and
experience?

What we will explore today

- Identify ways to effectively showcase your existing levels of experience
- Explore opportunities to build on that level of experience
- Frame your existing levels of experience in a new light



Activity #1

How does it *feel* to be a career starter?



You may lack experience but you DO have...



Eagerness to learn

Enthusiasm

Energy and motivation

Openness to new ideas

Fresh approaches

New perspectives

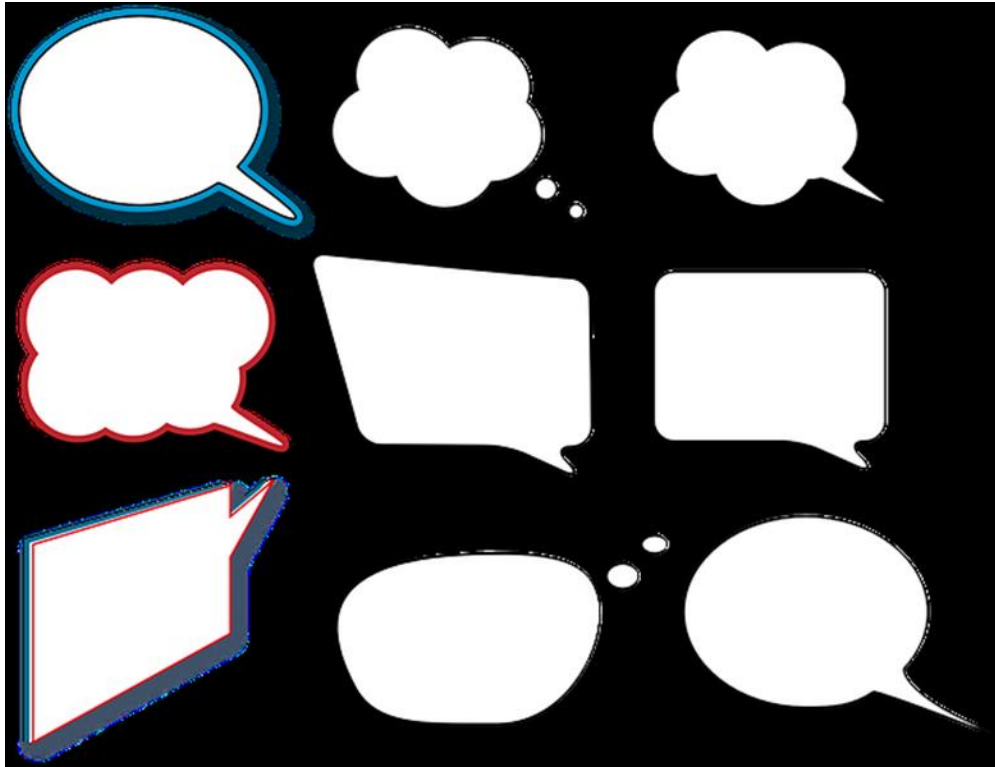
Range of skills – academic
and beyond

Activity #2: Which of these do you have?



1. 'Not relevant' part time jobs
2. Family business stuff
3. Unrelated volunteering
4. Projects linked to studies
5. Short term work experience
6. Tiny bit of work shadowing
7. Helped out with local sports/community/faith/environment club

But, that doesn't *count* right?



WRONG!

It ALL counts!

It ALL has value!

Why does all this 'count'?

All these experiences are valid

Development of soft and hard skills

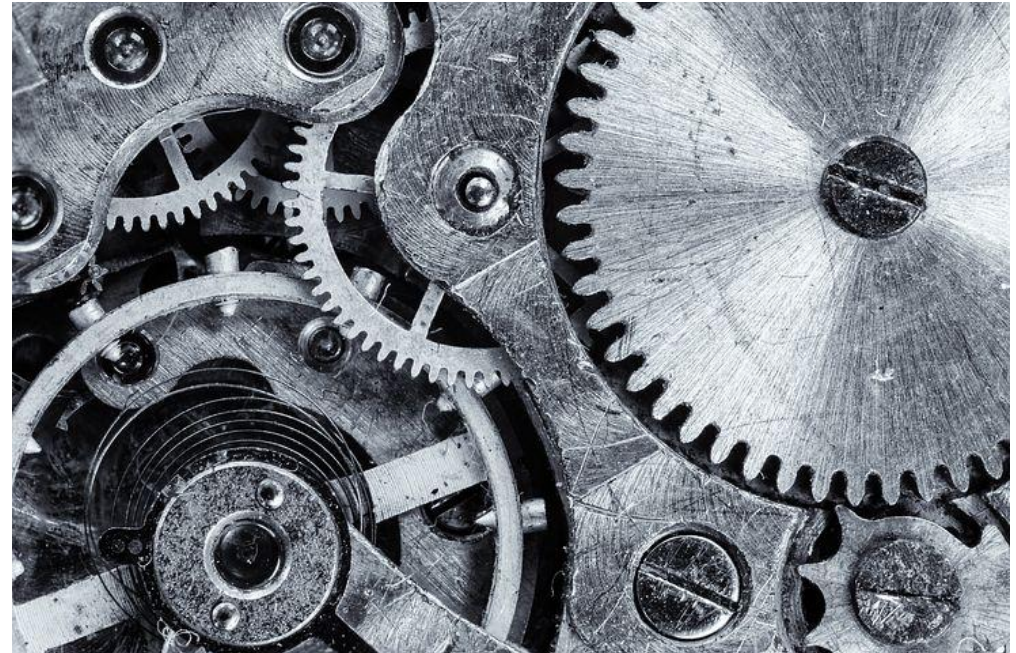
Illustrates you can work with others

Adds texture to your studies

Employers like to hear about these experiences

Deserve to be showcased on your CV/resume

Plus it's always good to do more, but how?



Activity #3

What *else* could you do to gain more experience?



Capitalise on the challenging context



Many people in work recognize the turbulent labour market

Many sympathise with new labour market entrants and want to help

Emphasise you want to improve your chances in these stormy labour market conditions

Become a digital freelancer

Diverse range of freelancing opportunities available online e.g. peopleperhour.com and alternatives

Some specific skills e.g. writing or designing

Some more general skills eg. Proof reading templates, completing survey questions

Even monotonous work can still develop your skills and valuable addition to your CV



Work shadow a professional



Tailor a request to work shadow a professional whom you admire

Stress how you are there to observe and learn

Can be a great insight into different work places

Volunteer, volunteer, volunteer

Wealth of opportunities to volunteer your time

Volunteer face to face (e.g. retail) or online (e.g. data analysis)

Consider which skills most valuable to you

Charities, community/civil society organisations often very flexible



Create work experience from scratch

Be inventive and generate some experience

Can include anything – making crafts and selling on Etsy, cooking street food, improving webpages, coaching sports, individual language tutoring and MUCH, MUCH MORE

Release your inner entrepreneur!

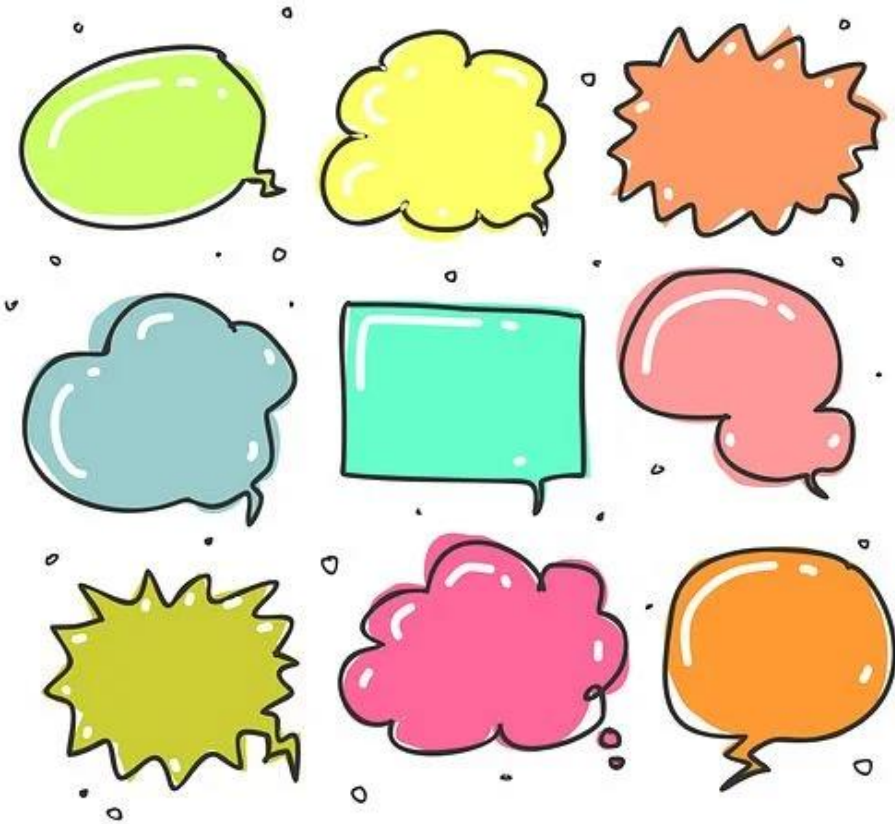


Activity #4 – Which options suit you best?



1. Become a digital freelancer
2. Work shadow a professional
3. Volunteer
4. Create work experience

Get your story out there



Make sure others know you're looking for experience

Join relevant LinkedIn groups and engage

Attend (virtual) networking events

Talk it through with a range of contacts

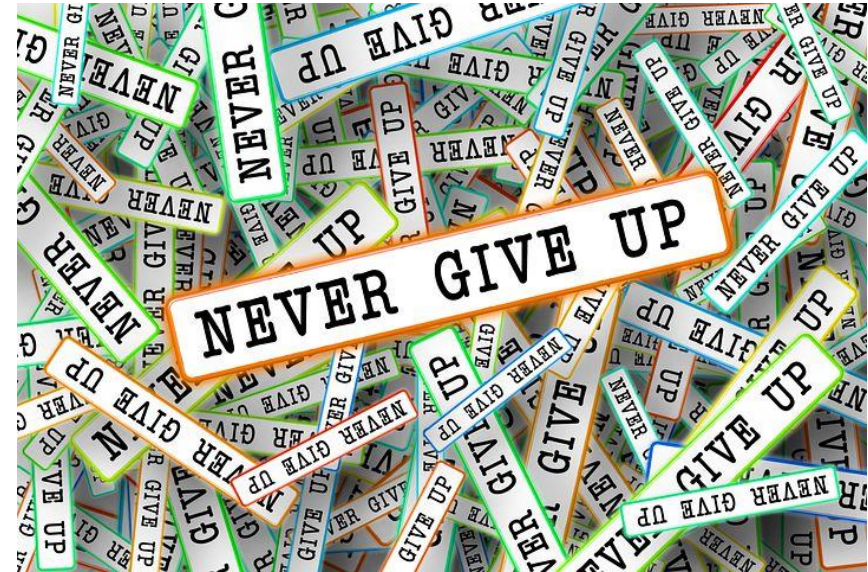
Persist, Persist, Persist with employers

Expect an initial 'no'

Demonstrate your enthusiasm by persisting – change mode – Handwritten letter? Tweet?

Demonstrate motivation NOT harassment!

Remember many employers appreciate commitment – reminds them of themselves



Use vacancies as a starting point

Find a vacancy that wants more experience than you have

Approach hiring manager asking for chance to 'gain exposure to this type of role'

Link what this role involves and your current studies

Ask for specific opportunity to work shadow the respective team for 1-2 days



Audit any access schemes



Check to see if you are eligible for any support

Employers may be keen to widen pool of talent

Research opportunities available

Maybe schemes run by private and public sectors

In summary

CONCLUSION



Check you're not underestimating what you already have

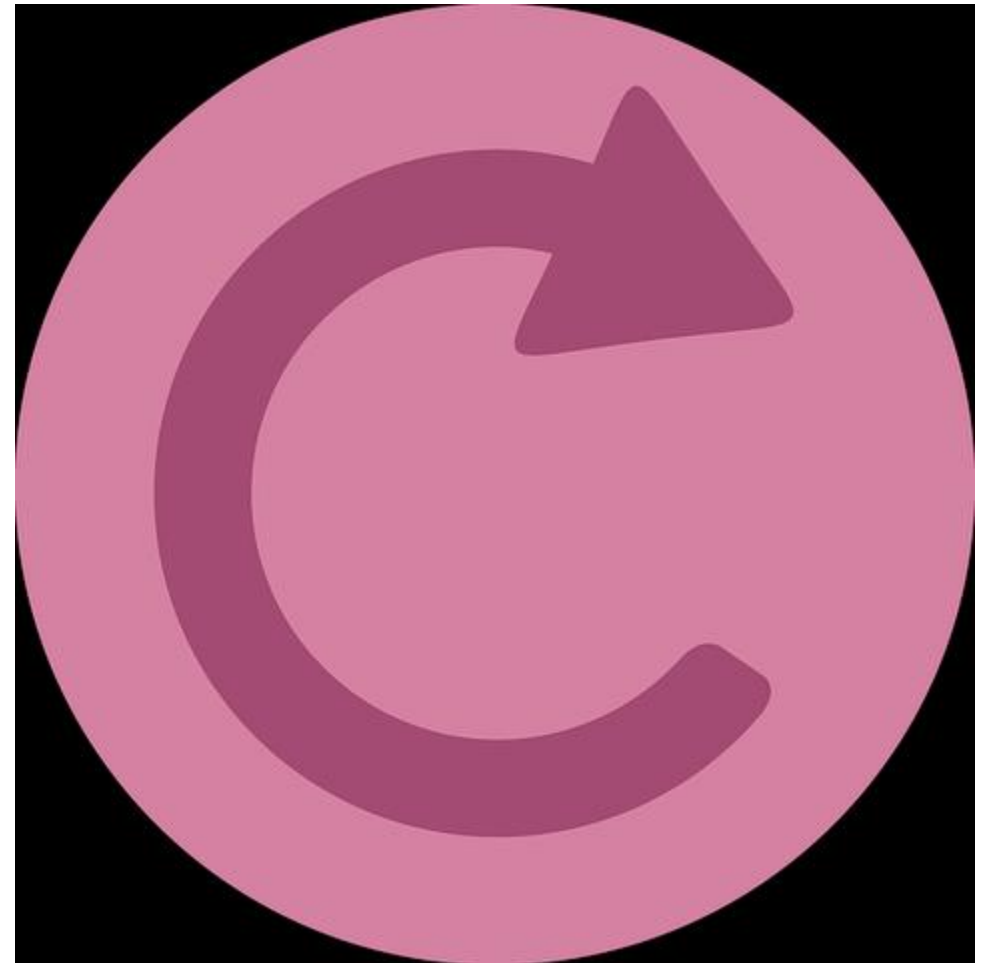
Understand how to articulate what you've learned and why you want to learn more

Use a range of strategies to seek, identify, adopt and create relevant experience

Don't give up – things **WILL** get better

What next for you?

Name one **specific thing** you will do as a result of this webinar that will help you **to bridge the gap between zero experience and experience?**



POLL: Before we end, take a moment...



On a scale of 1 (low)-5(high), how **confident** are you **NOW** in your **understanding of how to bridge the gap between zero experience and experience?**

Thank you - any questions?



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Useful articles

Reed – 8 ways to get a job without experience
- <https://www.reedglobal.com/blog/2017/06/8-ways-to-get-a-job-with-no-experience>

Lifehack – 7 practical ways to get work experience
<https://www.lifehack.org/articles/work/7-practical-ways-get-work-experience-without-having-full-time-job.html>

Career Planning Micro-Module

Improve your career prospects by completing our new Career Planning Micro-Module and be awarded a Career Futures Certificate of Completion, also noted on your final transcript.

This course will enable you to construct and implement a personal career plan aligned with your preferred professional sector

Each topic within the course has resources and activities targeted to improve your career thinking, market awareness, job-hunting skills and so improve your graduate career success. The more activities you engage with, the more you will get out of the micro-module.



Career Planning Micro-Module

Orientation



This course will lay out what you can expect from your student experience along with introducing all of the resources available to you.

Careers & Employability



These interactive exercises will help to improve your confidence as you develop your chosen career in the future.

Core Study Skills



This course will provide you with an awareness of useful study skills that will set you off on the right start to your studies.

Career Planning Micro-module

1 Getting Started

To get the most out of this course, read through the instructions on how to construct your Graduate Future Career Plan and how you can earn the recognition points in order for your Career Futures certificate of completion to be added to your degree transcript. Take the survey to evaluate your current careers confidence and knowledge levels - this is a Career Futures completion requirement.

Pages: 3 Quiz: 1

Progress: 1 / 3

2 Global Employment Market - Trends and Opportunities

How you can improve your graduate career planning by understanding how global changes are impacting your chosen sectors of employment.

Pages: 10 URLs: 7 Quiz: 1

Progress: 1 / 11

3 Effective Career Planning and Decision Making

How you can improve your graduate career planning by deploying the best career planning and decision making techniques.

Pages: 8 Interactive Content: 1 SCORM package: 1 Quiz: 1 URLs: 2

Progress: 0 / 9

4 Developing Future-Facing Graduate Competencies

How you can improve your graduate career planning by evaluating and developing your future-facing graduate competencies: Global Outlook, Digital Skills, Communication and Collaboration Skills and Leadership.

Pages: 7 URLs: 4 Quiz: 1

Progress: 1 / 7

5 Effective Self-Presentation and Career Narratives

How you can improve your graduate career planning by analysing, practising and polishing your self-presentation techniques in CVs, applications, social media profiles and interviews.

Pages: 8 SCORM package: 1 URLs: 3 Interactive Content: 1 Quiz: 1 File: 1

Progress: 1 / 10

Coming up next!

Next webinar:

Core Content Series

Improve your CV/Resume Skills MON 11 JAN

In this session we will:

- **Identify ways to improve your CV**
- **Explore additional activities you can do to improve your resume**

Next drop in session:

TUES 12 JAN

