

A200CEM: Placements & Employment in the Graduate Market

Your Mahara e-portfolio will consist of your reflections and evaluations of the various activities that you have completed throughout the module. You will need to include the following;

- 1) Minimum of three employer events reviews that you have attended throughout the academic year.

Employer Insight: Bosch – This presentation was done in a professional and it is what I expected because they are a big company and they have a reputation to uphold. They sent Angela Holt and Chris Gough who worked for the company for more than 10 years and with tons of experience, they were very commanding and they delivered the presentation with authority, which made me concentrate and listen to what they had to say. They started with giving background of the company, I learned that the company was founded in 1886 worldwide and 1898 in the UK and the company makes 2.7 billion revenue every year. These facts alone made me realise that how much work I have ahead me but also gave me motivation to strive towards potentially working in a big established like Bosch. We watched several videos of different sectors they operated in and they were mostly for engineering students, sectors like Hydraulics, Automotive solutions and Industrial solutions and therefore this event was not very helpful to me as I was hoping they would have more opportunities for IT fields.

Careers in The It Industry: eTech – This was a part of EC Futures event where they came to give us information about carers in the IT Industry, along with other employers. What I found extraordinary about them and what made them stand out for me at least from the other employers, was how they delivered their presentation, their dress code and employees. They employees were dressed casual where all the other employees from other companies were dressed in smart suits. From the first moment, I could connect to their style of presentation. They said eTech is a growing business but a fast one, their working approach is un-traditional like other companies which make programming never dull for them, they looked very passionate about their jobs and that was justified when they said they had different friendly punishments for whoever breaks a code and the entire team has to fix the code and therefore the guilty person has to re-attempt to fix the code by him/herself, Their co-works looked very happy when they showed us photos of their weekly games that they have to improve communication and team-cohesion between employees which makes their job fun and never dull, this makes them appreciate problems when they arise and not annoyed. They also had a placement student who was able to share his insight of the company and their culture which I thought was very helpful and it gave me information about what skills and personality that I needed to work for them and at the same time reflect upon my skills.

Careers in The It Industry: Next – Although they delivered the presentation in a professional manner, I thought the presentation was a bit dull and boring. They kept throwing facts such as the revenues they earn in each sector, making each sector equally valuable. They also said that they have placements of a year long for students but they expect students to go through Numerical and verbal tests, passed that stage telephone or online interview, passed that stage one final interview with important managers of Next. I felt this was very harsh for student who are only in second year and they expect student have all the skills which you learn through placements, but this was justified as they explained that mistakes can damage their sectors as each sector is equally valuable in generating revenue. I felt this presentation was not for me as they suggested only taking people extensive skills and did not make me feel like I had anything to contribute to them.

2) Identification of the three relevant job descriptions.

The first job/placement I applied for was for eTech. I went to an event where employees from eTech came to give us information about their company culture. I really like them as I could relate to the culture of their company as they had employees working who were casual and same mind-set as me. They didn't expect to have 2-3 years of experience who were in their second year, they only wanted student who could contribute something to their team who would help them to grow. I really liked their approach as I thought I would learn more from them as they are a learning company as well. I met them in careers event where I handed them my CV and I had a nice chat with the same people who did the presentation in Careers in The It Industry event, they gave me assurance that I had the right skills and behaviour as their requirements.

Another job that interested me was Fujitsu. I met them in careers fair. They told me to I had to apply online. First step was that I had to apply with my CV and a cover letter specific to Fujitsu. Second step was to do a logic test and numerical test. If I was to successfully pass them all then I would be considered for an interview. They said they were not looking for expert students with extensive technical skills in programming, only those students who wanted to who some experience in programming and willing to learn more skills and progress their skills to the next level. This was assuring as it fit the job description I was looking for and I consider applying for this position.

Finally, I was interested in apply for Gradcracker. A student from Coventry University came into the lesson and gave an insight working for Gradcracker. I really liked when he said that the employees there are very helpful and will help you develop learn new skills in your first weeks there. This really sparked my curiosity so I met with people from Gradcracker in careers fair. They said they were located at all over the UK and the applying process were fairly easy as they explained everything is done from their own website Gradcracker. I

simply had to upload my CV and write a cover letter specific to Gradcracker. They wanted students who were willing learn and enhance their programming skills, this was a good description for me as Gradcracker is a website who requires programming and coding which I have skills and experience of and therefore I have considered applying for this placement/job.

3) Evaluation and review of personal development from the assessment centre task.

In the assessment centre task, I was placed into groups with student from different course that mine, most of them who were in engineering course and in their final year. Our group was assessed by Kristen.

We were given Lego bricks and a scenario where we have left the planet earth and our way to Mars. Our task was to come up with a metaphorical idea of what thing we would take from planet Earth to sustain human life in Mars, which we had to this idea demonstrate through assembling Lego bricks bearing in mind the idea had to be metaphorical and not literal.

We as a group began by discussing things that were good and bad about Earth and then we began to discussing about leaving the bad things such as hate, corruption and democracy etc. and take thing that were necessity such as people, animals, currency and love etc. The feedback I received was that I was building on ideas that others contributed, which I thought was very helpful because I had ideas to contribute to the group but I feared that my ideas might be not good enough and the feedback made me realise that I should not be scared and if I should contribute ideas whenever I can and this way I would be able to increase self-confidence and learn to come up with better ideas because even if my ideas are not good enough, I will be able to learn from the feedback received from others.

Other feedback I received was that I created persuasive justification for my choices which came after I assembled Lego bricks into a metaphorical idea of Love, I then I had to explain why Love was an important factor, that if there was only Love in Mars then there would be less violent between people, less wars and ultimately sustaining and creating a new form of Human Life in Mars. I think this a turning point for me because the group were out of ideas before the ideas of Love was introduced and this enabled the group into connecting the dots from Love to other things like people and happiness, this made me get a positive feedback of resolving conflicts/disputes with my team.

Overall, I think that the assessment centre task was really benefitting to me because it made me look at my persona and skills from another point of view, metaphorically and not literally. I was able to reflect back to the negative feedbacks and try to improve those negative feedbacks into positive via being more open-minded and communicating more with people.

4) Reflection on the feedback for the interview assessment.

I had my interview assessment with Ricky & Hannah. The interview started off well, they both thought that I was good at telling about myself, that I was able to connect my passion of programming from an early age, improved programming skills though college and first year of university, explained how I improved technical skills of programming in first year of university and how it was different from college and how I overcame with difficulties in terms of deadlines being different, more challenging aspects of programming than before which gave me a good reflection of things I was good and I would be able to improve those aspects even more to give myself a competitive advantage.

However, I thought that the negative feedbacks were most helpful for me because both Ricky & Hannah spotted similar things that I was not very good and was holding me back, they thought that I was mumbling a lot and appeared fidgety which made me look unsure even though I was pointing out really good points, I had my hand on my face which made them difficult to hear me and took the attention away from my skills to my body language. Other feedbacks were that I was not explaining more technical aspects of programming in depth and I was not following the CARL model. These feedbacks were good because it made me reflect not only on the bad things they noticed but also made me realise why I was doing it, because I did not realise I was doing them in the interview and that I was doing these things subconsciously. This will really help me next time I go to an interview for a job or a placement because it will make me prepare and challenge me more to work on the negative aspects of myself and improve me to get a competitive advantage.

5) Evidence of developing your CV

I booked several appointments with Rhiannon Bigham for CV checks. She helped me to improve my CV from very basic which I thought was a good CV at the time, to an impressive one that the employers would be interested to look at. Our first appointment she spotted that I did not have the layouts correctly position, such as my Technical skills which was in the second page but because it was my one of the strongest skills in the CV, she told me to put it in the first page as it is the one that the IT employers would want to look at before anything. She also helped me to add more skills that I did not add to my CV as I thought it would take space and leave the CV to 3 pages instead of 2. She told me to add the most relevant to the job descriptions of IT and placements of IT I was interested in which were C++, Python, Adobe Photoshop, GitHub, Windows and the most important thing was that she told me to put them in the right categories instead of leaving them all uncategorised, such as category of Programming Languages, Editing Software and Operating Software.

Others things which were not good about my CV, my work experiences where I just simply wrote my job title and my roles within my job title, however she told me to expand on those, such as what did the roles helped me achieve like technical skills and basic skills which would make a nice layout for my CV and help make it look more attractive and structured.

In conclusion, I think seeing Rhiannon helped me improve my CV and made it look more attractive. I have seen reflection of difference between the CV I had 8 weeks ago, and the CV I have now, I can see massive differences like she told me to make my name bigger and now It stands out more on the first page, the Job roles that I extended are more descriptive and therefore justifies the technical and basic skills that I have acquired over the years and most of all my CV stands outs compared to other CV's I have seen online because it is more structed and professional looking which would look nice in front of employers eyes.

6) Your professional online presence - LinkedIn account.

<https://uk.linkedin.com/in/asis-rai-3463b273>

I have my profile on the strength of Advanced, however I think that from the feedbacks I have received from all the assessments and new skills and information I have learned through attending events and meeting employers, I will be able to make my strength to expert and above. I have 13 connections now but I aim to make it even more stronger.

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