Supporting part-time work for part-time students

Ilze Skujina, University of Nottingham

- The importance of part-time work for students
- Developing a part-time work offer on campus
- The benefits of engaging students in casual work on campus

- Case study
- Discussion

Benefits of part-time work whilst studying

* Financial benefits
* Continuing employment record
* Developing employability - a degree is not enough
  * Adding experience to CV
  * Developing professional skills
  * Trying out new industries
  * Making contacts for future
* Graduate employability

Developing a part-time work offer for part-time students

- **Temporary vacancies on campus + students looking for part-time work = perfect match**
- Finding casual roles
  - Admin, IT, catering, marketing, other specialist (institution specific)
  - Part-time / flexible
- Finding candidates (students, graduates?)
- Matching candidates to jobs
- Deciding who would manage the service, e.g. Careers/ HR
- Key departments – HR, Finance, Payroll, IT, Internal Audit, Careers
- Timesheet management system

Why make your casual work opportunities available to students?

Benefits to department managers:

- Skills and experience offered by your students
  - General skills
  - Specialist skills
  - Motivation
- Financial savings for departments
- Agency Workers Regulations

Why make your casual work opportunities available to students?

Benefits to your institution:

- Better offer for perspective students
  - Financial support
  - Work on campus that is easy to fit around studies
  - Monitoring work hours (UK and EEA/overseas students)
- Graduate destinations and employability rates

Case study – The University of Nottingham

* **Unitemps Nottingham**
* Agency style
* Part of the Careers and Employability Service
* 1000+ vacancies filled
* 800+ students/graduates have found a temporary job
* Roles: from leafletting to strategic risk analyst
* Providing temps for the University and local businesses
* Supporting employability through part-time work
* VAT savings for the University
* Income generation (a side benefit gained from providing temps to external businesses)

Discussion:

1. What kind of casual/flexible work do your students already engage in?
2. What kind of work would your institution be able to offer?
3. What would be the main challenges to developing an on-campus casual work service?