Ollscoil Mhá Nuad Maynooth University Seirbhís na nGairmeacha agus na hInfhostaitheachta Careers and Employability Service



Careers and Employability Service

**Annual Report 2023 - 2024** 





## Contents

- 1 Introductions and Welcome
  - 2 Career Guidance and Support
    - 3 UpSkill Programmes
      - 4 Academic Placement
        - 5 Online Career Tools

6 Additional Activities and Data

# Meet the Team



Natasha Marron



Eanan Strain



Barbara Mc Goldrick



Seamus O'Neill



**Aaron Eaton** 



**Aisling Masterson** 



Rebecca Boyle



Anne Mooney



Martina Bourgoin



Brendan Baker



Máire Buckley

## Our **Purpose**

The Careers and Employability Service is dedicated to enabling students to develop the skills to excel professionally, whether that means exploring future career paths, upskilling, securing a placement, or networking with potential employers.



## Our Offering



#### **Tailored 1:1 Career Advice and Guidance**

Our team offer high quality careers education, information, advice and guidance advice to MU students through 1:1 Appointments, Email Guidance and Queries.



#### **Faculty Liaisons**

Our faculty liaisons are available to work with our academic colleagues to deliver high impact careers and employability information, talks, workshops and events.



#### **Co-Curricular UpSkill Programmes**

Our suite of co-curricular UpSkill programmes enhance belonging and provide professional skills development opportunities for MU students. Students can explore research through SPUR, get recognised with MUSE, gain realworld work experience with Micro Internships and develop insights and network with Career Mentoring.



#### Careers Resources and Tools – Online 24/7

Our online resources offer 24/7 careers help, ranging from interactive learning activities to help students develop workplace skills, virtual work experiences, psychometric tests to CV and Interview AI tools. With hundreds of graduate opportunities listed every year on our CareersConnect and PlacementConnect portal.



#### **Accredited Work Placement**

Our Team coordinates and manages the seamless integration of our students into professional work environments, aligning with the accredited requirements of their degree programmes.

This integral process is cultivated through the collaborative engagement of Students, Faculty, and Employers.



#### **Events and Workshops**

Our team provide bespoke Careers and Employability talks and workshops, alongside annual Careers Fair.

# **Key Achievements**



## Careers & Employability Service Achievements | At a Glance 2023 – 2024



747

One-to-one

**Career Guidance** 

**Appointments** 



474

Students who completed an Academic Placement



398

Students participated in UpSkill initiatives



1500+

**Career Guidance** 

appointments offered



932

Job ads processed on Careers Connect



2,344

Student interactions with our online career tools



1089

Queries answered via MU

Careers Connect/Email



18,402

Hours of extracurricular activities recognised through the MU Student Experience (MUSE) Award

# Careers Information, Advice & Guidance



## Career Advisory | Who we are and what we do



Barbara McGoldrick
Careers & Events Coordinator



Natasha Marron Careers Advisor



Anne Mooney
Careers Advisor



Eanan Strain
Careers Advisor



## Careers Information, Advice & Guidance

The Careers Information, Advice and Guidance work of the Careers Advisory team within the Careers and Employability Service is based on an adaptation of the Law and Watts model of Career Planning. The model has shown itself adaptable in the face of a constantly changing world of work largely due to its emphasis on the individual at the center of the Career Planning Process.

The Model comprises 5 broad stages through which the client can progress, and re-visit as needed. The key to this model is the step-by-step approach used in working with students, which allows us to support each student, at their own pace, as they take the next steps in finding their unique path.



**Self-awareness** – In this context this means the individual seeking to know and to understand their own personal development, what motivates them, their interests, strengths and abilities, what they can bring to the world (personally and professionally).

**Opportunity awareness** – an understanding of the world of work, career possibilities, potential and alternate pathways.

**Decision-making and planning** – developing an understanding of our individual decision-making styles and an awareness of how to explore influences, make career decisions, set goals.

**Taking Action** – Having or developing the appropriate level of skills to move career planning to action and reality.

**Evaluation/ Review** – an ability to assess and evaluate where we are in our career plan and to revisit some/all of the previous steps as necessary throughout our career.

Law and Watts (1996)







on Careers Connect

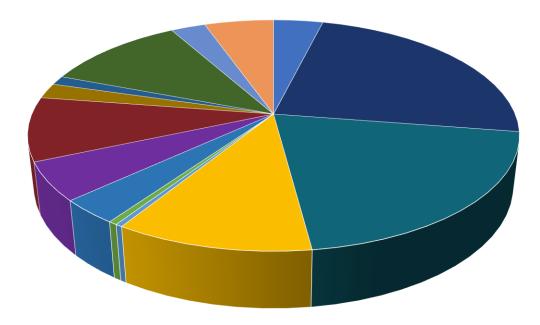


## Students | Employers | Staff

- We work with **Students** individually and in groups.
- Career Guidance appointments In-Person and online, email guidance and in-class/open access sessions.
  - Career exploration, support in identifying options and opportunities for development, information and advice.
  - Students are encouraged to attend multiple appointments over their time at Maynooth University.
- Support and promote careers fairs, and career events including on-campus fairs and gradireland fairs
- Website Careers Information, resources and psychometric tests
- Careers Connect CRM system where students can ask questions, book appointments, view jobs, other opportunities, and events, access tests, pathways and resources.
- We support **Employers** in engaging with and recruiting our students
- Employers can register to use our Careers Connect portal to advertise their jobs to students.
- We engage with MU Staff in providing careers education and information to departments/class groups.
- Staff can access Careers Connect to view the information and resources available to students

## **APPOINTMENT TOPICS**

**Career Guidance Appointment Themes** 



- Career Planning (clear idea)
- De-registration (clear idea)
- Job search incl CV Review
- Subject Choice

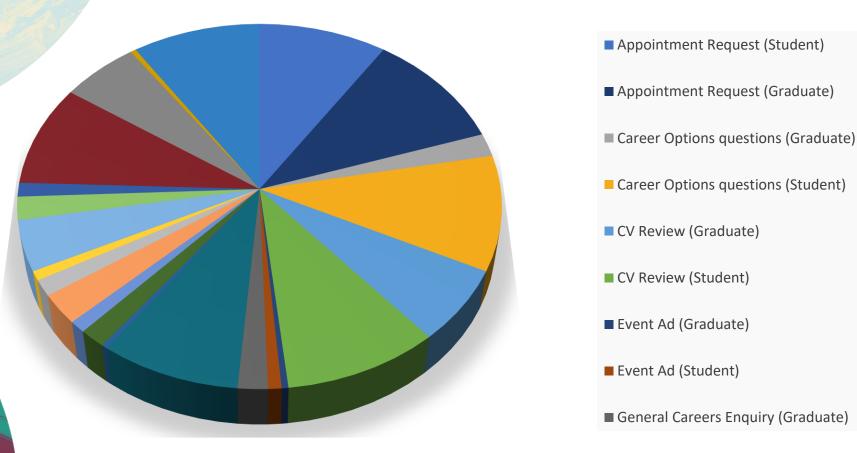
- Career Planning (unsure)
- De-registration (unsure options)
- Other
- Teaching

- Career Planning (various options)CV Review
- Interview Preparation
- Personal Statement

- Job search discussion
- Postgraduate Study







# Employers | Organisations



## Careers and Employability Service

## ORGANISATIONS ADVERTISING TO MU STUDENTS 2023- 2024



Vistra ICD Business School National Suicide Research Foundation International Motor	rs Limited Group Recruitment Statkraft
Childhood Development Initiative  Childhood Development Initiative  Childhood Development Initiative  Childhood Development Initiative  WorkSmart Business Solutions Ltd  Udemy  Mark Anthony Brands Intl.  Mazars PKF O'Connor, Leddy & Holmes  WorkSmart Business Solutions Ltd  Mazars PKF O'Connor, Leddy & Holmes  Mazars PKF O'Connor, Leddy & Hol	Social Media Elite  Complete Laboratory Solutions  cal Incorporated Financial Risk Solutions (FRS) Ltd.  Bond Rating Agency (KBRA) Entegro Ltd.
Marks and Spencers Zeus Scooters  Accenture Omnicom Media Group Fitness Equipment Ireland Aon Utmost Services Ireland Limited ELS Europe Ltd. Lakeland Dairies Co-op Society Ltd The Centre for Effective Services Devereux Advanced Behavioral Health Zendesk  Three Steps Billsave Earl UK Ecolab Enterprise Mobility Carne Global Financial Services Ltd.  Weelvar Portwest Courts Service eBay Softworks.com  Junior Einsteins Kildare Cummings SAP Helixworks Technologies  Circet Dublin City Council Datapac Circet Dublin City Council Datapac Extern O'Neill Foley Dazult Deutsche Börse PRL BDO Primark Limited Chanel Ezxploring WHSmith Shutterstock Applegreen Stanford Skiling PayPal JPA Brenson Lawlor - English Path Caresyntax GmbH Hilti Ireland Ltd Left Capital Partners (Ireland) Limited Sun John Version School Limited Chanel Publin Simon Community Browne Jacobson LLP Credit Management Outsource Solutions (CMOS) Ltd.  **Nomination Governance Services (IGS) Gaisce - The Devereux Advanced Behavioral Health Lord Limited Information Governance Services (IGS) Devereux Advanced Behavioral Health Lord Limited And Limited Poevereux Advanced Behavioral Health Lord Limited Poevereux Advanced Behavioral Health Lord Limited And Limited Poevereux Advanced Behavioral Health Lord Limited Anderson Limited Clubforce Fidelity International All Information Governance Services (IGS) Devereux Advanced Behavioral Health Lord Limited Anderson Lord Poevereux Advanced Behavioral Health Lord Limited Anderson Lord Poevereux Advanced Behavioral Health Lord Lord Akeneo Euskal Herriko Ikastolak Clubforce Fidelity International Limited H.W. Anderson Ltd Poevereux Advanced Behavioral Health Lord Means and Lord Fidelity International Limited Poevereux Advanced Behavioral Health Lord Means and Lord Fidelity International Limited Clubforce Fidelity International Limited H.W. Anderson Ltd Poevereux Advanced Behavioral Health Lord Means and Lord Fidelity International Limited Clubforce Fidelity International Limited H.W. Anderson Ltd Poevereux Advanced Behaviora	President's Award  Gers (Ireland) Limited  Cumann na bhFiann  Cumann na bhFiann  Cumann na bhFiann  Sidero Ltd  Cumann na bhFiann  Sidero Ltd  Cumann na bhFiann  Sidero Ltd  Eneration Success  Diageo  Sanofi  Bombardier Microchip  Bank of America  Murphys Peter McVerry Trust  OTC Flow  Barnardos Brennans Bakeries  Barnardos Brennans Bakeries  Care Advisory  PwC Ireland  Weatherbys Ltd  Inc. Irish Tax Institute  Designer Minds  Alkermes  Weatherbys Colas  Alkermes  Weatherbys Colas  Colas  Alkermes  Weatherbys Colas  Alkermes  Alkermes  Alkermes  Weatherbys Colas  Alkermes  Alke
Barden SIRO The Lunch Bag Arista Networks Ireland EBA (European Banking Authority)  Roast Jobs Gordons Chemist The Irish Times ICEP Europe Henry de Bromhead Racing Ltd Baker Tilly Kirk Capacity Ireland KennCo Underwriting L  A&L Goodbody LLP Etex Ireland Ltd.  Telligo An Post Run My Business Ranger Pipelines Inc. SK Biotek Ireland  Clear Strategy Kildare Wildlife Rescue Centre for Talented Youth, Ireland  Porsche Little Harvard Creche and Montessori Law Society Ireland  Enactus UK & Ireland  EBA (European Banking Authority)  Mallinckrodt Pharmaceutical Ireland LTD  Mobilize Finance  Wayflyer Limited Senitor Associates  Capacity Ireland KennCo Underwriting L  Elolingo Süddeutschland Hellios Technology Solutions  Sigmar Recruitment  Takeda Pharmaceutical Company Limited CSC ManpowerGroup Ireland  Clear Strategy Kildare Wildlife Rescue Centre for Talented Youth, Ireland Highway Health BlackRock Arista Networks Ireland  Colgate-Palmolive Company  Enactus UK & Ireland Hewlett Packard Enterprise (HP) NHS Leadership Academy August Test Org Phare  Flyonean Refreshments Unlimited Company  Flyonean Refreshments Unlimited Company  August Test Org Phare  Mallinckrodt Pharmaceutical Ireland LTD  Mobilize Finance  Piktalent (The Student Mobility Group)  Wayflyer Limited Senitor Associates  Capacity Ireland KennCo Underwriting L  Wayflyer Limited Senitor Associates  Lenactus UK & Ireland Selection Manuel Senitor Associates  Capacity Ireland Seni	Mental Health Ireland Restructuring (Ireland) Limited Provenance AutoBoland Ltd Terradrive Ltd Abbott Cafico International Rentalmatics BFCD Chartered Accountants ONESONIC USA Summer Camp Connections Group

# UpSkill Programmes



Seamus O'Neill



Rebecca Boyle



Máire Buckley

## Who we are and what we do

**UpSkill** initiatives at Maynooth University represent a portfolio of experiential learning opportunities that develop students' future focused skills and competencies, empowering students to understand themselves as people, as engaged citizens and as independent thinkers, and ultimately thrive personally, professionally and academically.

SPUR

MUSE

Mentoring

Skills for Success

Micro Internships Student Ambassadors **375** 

MU undergraduate students applied to the **SPUR 2024 Programme** 

SPUR scholarships were granted to **MU** undergraduate students

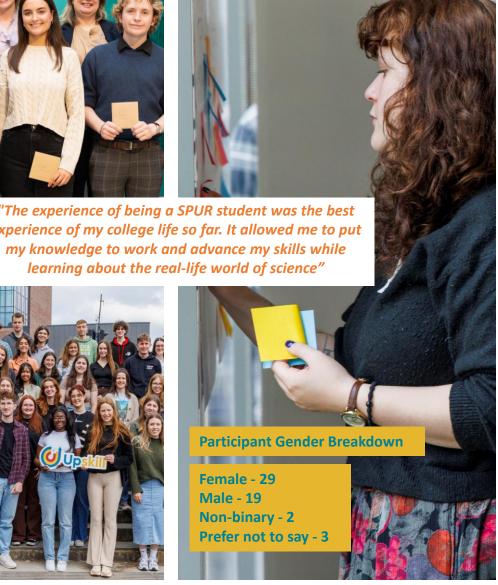
SPUR scholarships were granted to **MU** undergraduate students

> MU PhD students supported the SPUR participants by providing advice and guidance.

## **Summer Programme for Undergraduate Research**

SPUR is an active research based and paid experiential learning programme for undergraduate students who wish to learn more about the postgraduate experience and possibly pursue a career in research. Held for six weeks (full time) or twelve weeks (part time) during the summer, it affords students the opportunity to work closely with faculty mentors on research projects across a range of disciplines, offering an academically enriching environment and exposure to a myriad of learning and research opportunities.







"The MUSE Awards helped me develop in a number of ways both personally and professionally. Personally, I've developed a lot more confidence in going for things. It also gave me skills that will help me in my professional career. I gained communication skills, initiative and leadership skills."



**KEY FIGURES** 

133

MU students received a MUSE Award in 2023/2024.

**Bronze Awards - 16** 

Silver Awards - 36

Gold Awards - 62

Platinum Awards - 19

18,402

Hours of extra-curricular activities were completed by these 133 students during the completion of their MUSE Awards.

#### **Maynooth University Student Experience Award**

The Maynooth University Student Experience (MUSE)
Awards recognise and reward students' contribution to
non-credit bearing activities such as work experience,
volunteering, club and society involvement, student
representation, and much more!



289

**Applications were submitted for Micro Internships** 

28

**Students completed a Micro Internship** 

18

**Projects across 13 Professional Service Units** 

## **Student Success Micro Internships**

Micro-internships give students the opportunity to contribute to defined student success projects or activities within the University, enabling them to enhance employability skills whilst collaborating with Professional Services offices and staff. Micro-internships are paid roles whereby students work closely with a mentor in a professional service within Maynooth University. The 2024 programme was funded by the THRIVE Initiative's Student Engagement through Partnership (StEP) Fund.



**KEY FIGURES** 

**58** 

Students were matched with an Alumni Mentor

90%

of participants (mentees and mentors)

rated the programme very good or excellent

39

**Student Mentees gained the MUSE Award** 



"I'm really grateful to have met my mentor, they were incredibly helpful, supportive and kind. I found that the Alumni Mentoring Programme is worth it, and I'd highly recommend it to any students..."

**173** 

Meetings took place between student mentees and alumni mentors

## **Alumni Mentoring Programme**

The Alumni Mentoring Programme provides a superb opportunity for students to match with an alumni mentor who can offer honest advice and support around the next stages in a student's career. The goal of the mentoring programme is to give both mentors and mentees the chance to help one another enhance their professional development and to help MU students enhance their employability skills and get equipped for work, life and engaged citizenship.



#### Where our students came from:

**Business department - 49** 

**Arts department - 33** 

Law department - 19

Science department - 8

**Economics department - 4** 

**Psychology department - 3** 

**Applied Social Sciences department - 1** 

117

Second year undergraduate MU students completed the Skills for Success elective

66 students in semester 1 (EX201)

51 students in semester 2 (EX202)

94%

Students would recommend the module to a friend or fellow MU student (Semester 2 end of module feedback)

#### **Skills for Success Module**

Skills for Success is a 5-credit elective module open to 2<sup>nd</sup> year undergraduate students which can be taken in semester 1 or 2. Students are encouraged to develop a strong sense of self-awareness, as well as enabled to identify and develop a range of employability skills. Topics covered on the module include Self-awareness, Job Search Strategies, Application Preparation, Interview Skills, Assessment Centres, and Leadership Skills.

# Accredited Work Placement



## **Accredited Work Placement**

## Who we are and what we do



Martina Bourgoin
Head of Placement (Interim)

The Placement Team specialise in upskilling and connecting students with valuable industry experiences that align with their academic goals. Upon completion students are awarded **accreditation** and it is noted on their transcript on graduation.



Aisling Masterson
Placement Coordinator

Our role requires strong relationship-building skills to develop partnerships with employers, excellent communication to guide and prepare students, and meticulous organisation abilities to manage placements, contracts and compliance with accreditation standards.



Dr. Aaron Eaton
Placement Coordinator

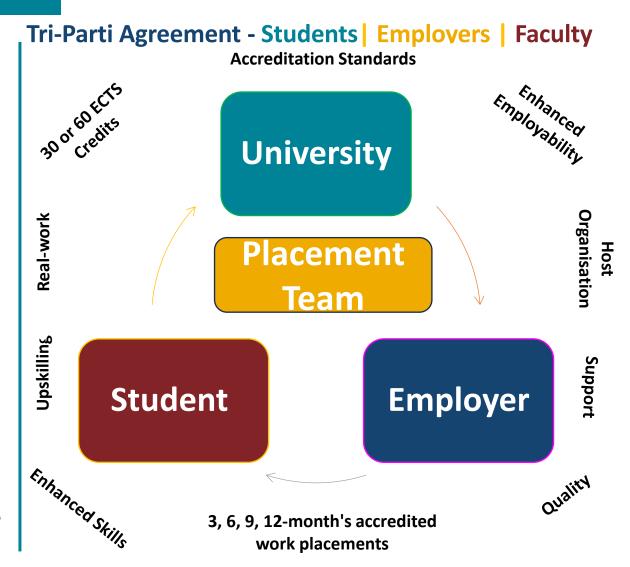
We are dedicated to enhancing students' career readiness and ensuring high-quality placement opportunities.

## **Accredited Placement**

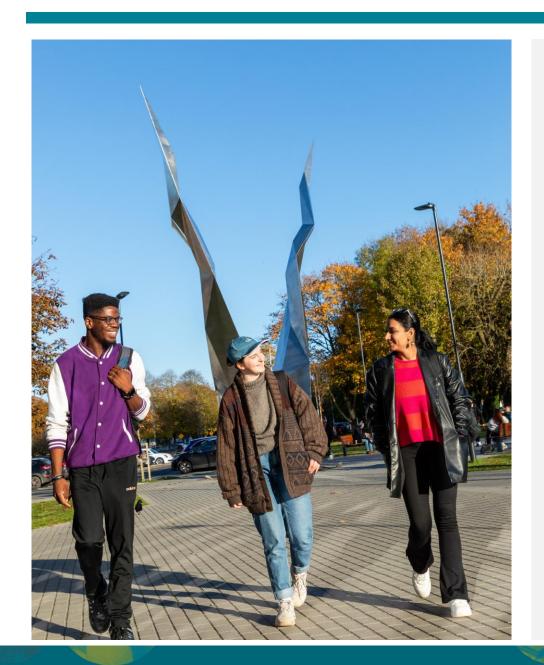
**Accredited Work Placement** is the bridge between academic learning and industry-based experience worth **30 to 60 ECTS Credits**.

The Placement Team ensures the quality and consistency of the programme, by:

- Managing Industry Partnerships: Securing high-quality placement opportunities that align with students' academic disciplines and career aspirations.
- **Providing Student Support:** Offering tailored guidance, coaching, and preparation to help students navigate the placement process.
- **Upskilling and Career Readiness:** Facilitating placement workshops, CV reviews, and interview preparation to enhance students' readiness for professional environments.
- Coordinating Placements: Ensuring placements meet accreditation standards, including compliance with academic requirements, health and safety protocols, and pre-employment screenings. We oversee logistical operations, including student-placement matching, contract management, Erasmus+ Traineeship grants processing.
- Evaluation and Feedback Management: We manage evaluation processes after placements, gathering insights to assess programme effectiveness and support continuous improvement.



Most students return to university with graduate employment offers.



1,190 Students Supported via the Placement Team

**271** Students on placement supported

Degree Programmes with a placement component

2,142 Placement Opportunities advertised

474 Students awarded a paid accredited work placement

Study Abroad, BCP Projects, Deferring, Repeating and Proceeding to final year

230

## **Industry Partnerships and Relationship Management**

We maintain strong relationships with industry partners, ensuring a steady pipeline of placement opportunities aligned with academic standards and students' needs.

**10** Companies delivered in-class Presentations

Placement Partners attended the STEM Careers Fair

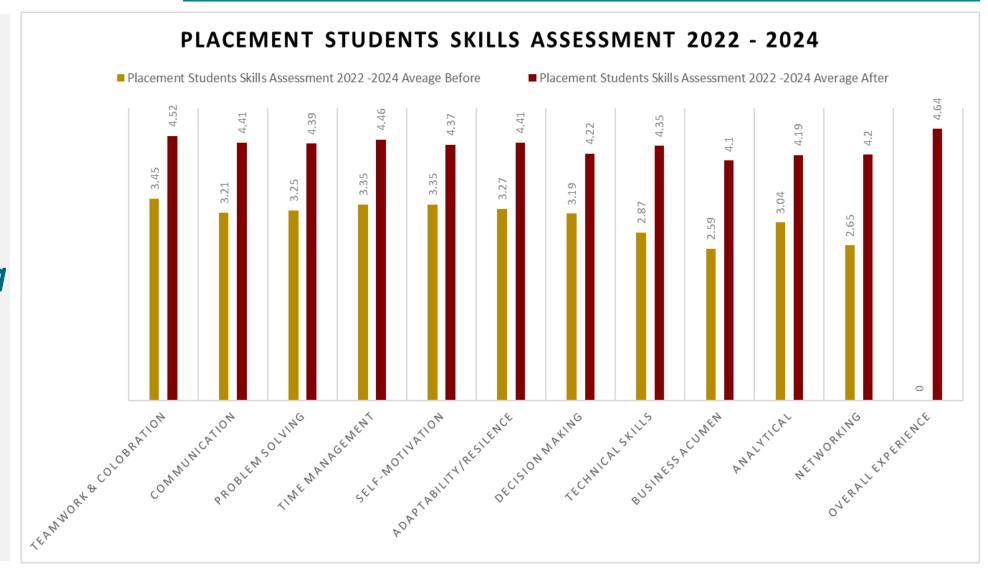
**Weekly Placement Classes Delivered** 

**Additional support** is tailored for students with diverse needs, such as those with disabilities or international students



## **Skills Assessment**

58% of students received a graduate offer



#### Student Testimonials

"The placement team not only helped me get my foot in the door for my career but actively made it easy"

"Maynooth University's placement programme is vital for students, offering practical experience and industry exposure that bridges the gap between academic learning and professional work. Through strong industry partnership comprehensive support, and academic integration, I was able to gain essential skills and earn credits while on placement. The program enhances employability by giving us the opportunity to developing key competencies like problemsolving and communication and provides networking opportunities that can lead to future job offers"

"I think the placement is a quintessential aspect of any technical course, as it not only looks credible on a CV, but also genuinely shows the student what they can expect once they graduate. The most valuable aspect of the module is the application process before the placement, as you have to learn how to write a perfect CV, tailor it for every new role, and then sell yourself accordingly, which is an invaluable skill for the competitive job market." "My work placement was an incredibly rewarding experience.
The opportunity to work on real-world projects in e-commerce allowed me to develop valuable skills in data analysis, Seo, and digital marketing. The support from the team and the hands-on nature of the work significantly enhanced my professional growth. I'm thrilled to have accepted a permanent position with the company, which speaks to the quality of the placement programme and the impactful experience it provided. I highly recommend this programme to anyone looking to gain practical experience and advance their career."

"I am incredibly grateful for the opportunities provided by the college's placement programme. The support and guidance from the placement office were invaluable in securing my internship. The workshops and mock interviews helped me build confidence and refine my skills. Thanks to this programme I gained practical experience and made valuable industry connections that have set a strong foundation for my career. I highly recommend this programme to all students looking to kickstart their professional journey"

## **Tools and Resources**



## **Careers Connect**

Part of your Careers & Employability portal

**Ask Questions** 

&

**Find Careers** 

**Information** 



Search Graduate
Jobs

&

**Careers Events** 



Book Appointments with Careers Advisers



Careers Interest
Tests
&
Useful Resources





Careers Connect is part of MU FutureConnect - our Careers & Employability portal and is your one stop shop to engage with the Careers and Employability Service.

On Careers Connect students can ask questions and/or book meetings with careers advisers, Upskill through Pathways and view our Jobs and Events Listings. Students can also set email alerts for jobs and events.

60,851 total logins up by 5,242 from the same period last year

4,963 distinct student users up by 1,072 from the same period last year

**31,976** logins to Careers Connect

(Career Guidance Appointments, Events, Jobs, UpSkill Programmes)

25,144 logins to Placement Connect

(Accredited Placements)



## **Online Resources for Students**

#### **CareerSet**

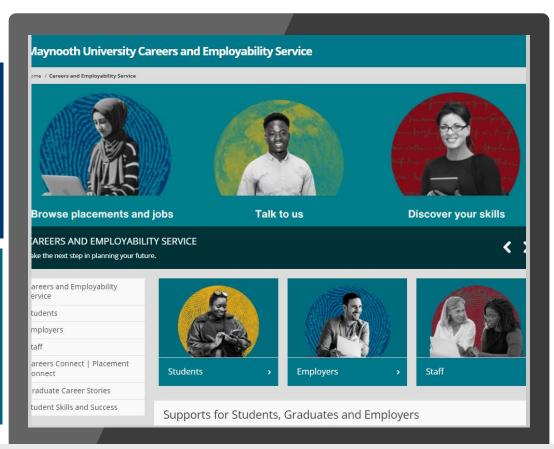
CareerSet is an AI tool that empowers students to independently enhance their CVs and cover letters via personalised, actionable feedback.



#### **ShortlistMe**

ShortlistMe is an online tool that provides students with a range of practice interviews to help develop interview skills and build confidence.





## **Forage**

Forage allows students to enroll in job simulations with real work companies to build skills and gain insight into the working world



## **Profiling for Success**

Profiling for Success is a range of psychometric tests, where users can explore career interests, skills, personality and learning styles



743 students uploaded 4343 CVs

to CareerSet

489 students completed 858 virtual

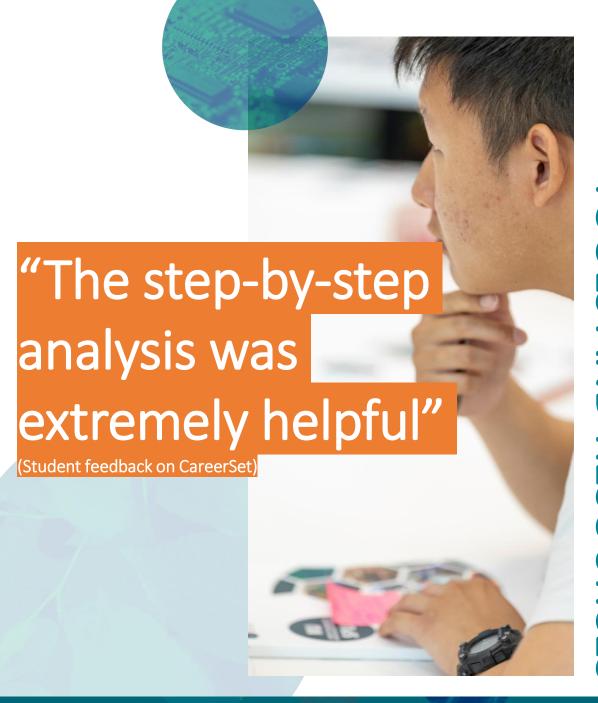
internships on Forage

407 students completed 256 video

interviews on ShortlistMe

**705** Psychometric tests completed on

**Profiling for Success (Team Focus)** 





**Instagram** 

- 587 Total **Followers**
- **31,470** Content **Impressions**
- **5,645** Unique Views

- **1,222 Total Followers**
- +500 new followers since Sept '23
- 1,591 Accounts reached in the last 90 days

(Mar 29 - Jun 26)

Michelle, our social media Micro Intern created a reel outlining;

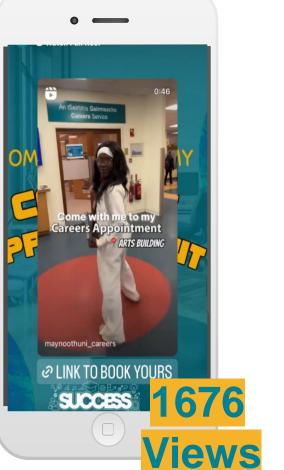
- 1. How to book a guidance appointment
- 2. Where the appointment takes place
- 3. What to expect in your appointment











# **Additional Highlights**



7 Student Success Ambassadors hired in a paid, flexible role

Students agreed/strongly agreed the role gave them the opportunity to develop a range of transferable skills

#### **Student Success Ambassador Programme**

This year the Student Skills and Success Team hired 7 Student Success Ambassadors. These ambassadors were an integral part of the work carried out by the Student Skills and Success Team; promoting our services, hosting information stands, attending University open days, testing online resources and providing feedback and contributing to the all-student e-zine. These ambassadors were provided with training and a developmental plan to enhance their transferable skills. This programme was managed by the Careers and Employability Service and funded by the THRIVE Initiative's Student Engagement through Partnership (StEP) Fund.





This year the Career and Employability Service introduced the Career Essentials Series; compromised of 3 workshop types, CVs and Applications, Preparing for Interview and LinkedIn and Networking. The workshops were piloted in this academic year with an aim to include these workshops more frequently in the next academic year. The workshops will take place in person and online and will be open to all registered Maynooth students.

"The presentation was very informative...
It will help me be more confident applying
for work and attending interviews. I am
delighted I attended the workshop."

Students attended the Career Essential Series

100%

Of students said they would recommend the session to other students



28

**Employers in attendance** 

86%

of students rated our event as Good, Very Good, or Excellent

#### **STEM Careers Fair**

This exciting new collaboration between the Faculty of Science and Engineering and the Careers and Employability Service provided an exceptional opportunity for organizations to elevate their profile on campus and engage with a diverse and talented group of Maynooth University STEM students.

"Staff were incredibly accommodating providing us with everything we needed and checking in at different times of the day"

- Employer



## **Graduate Outcomes**



## **Graduate Outcomes Survey (GOS): Class of 2023**

The Graduate Outcomes Survey is a national survey distributed to all graduates of HEA higher education institutions (HEIs), 9 months after graduation.

4,000

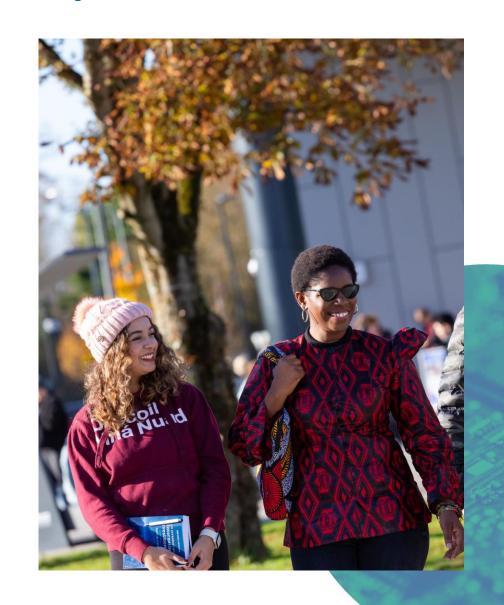
**Graduates Surveyed** 

Full, Part Time, NFQ Levels 8-10

10

**Programmes included** 

containing 60 ECTS or more



## **Graduate Outcomes Survey (GOS): Class of 2023**

The Careers and Employability Service retain a full copy of all data collected during this year's survey so we can run queries on the data for any interested parties in MU.

## For example:

- University management,
- Deans.
- Academic Departments,
- Course Coordinators,
- Admissions/Graduate Studies, Communications, or any other stakeholders in the university.

**KEY FIGURES** 

88%

MU Graduates Surveyed are working, due to start working or engaged in further study

As of 31 March 2024

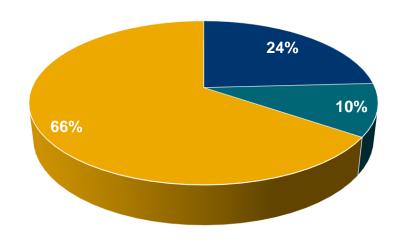
50%

## **Response Rate**

2,005 out of 3,953 graduates completed the survey

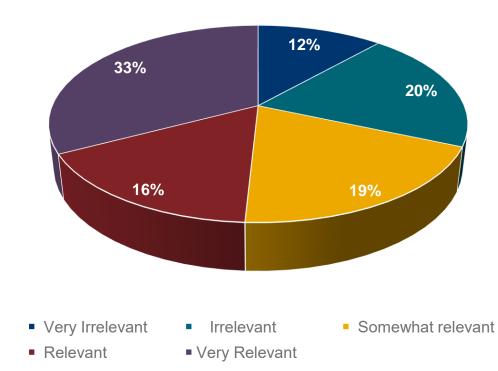
Average Salary	All Courses	Undergraduate	Postgraduate, All	Postgraduate, Taught	Postgraduate, Research
€	€31,122.17	€27,140.43	€38,228.51	€37,803.38	€42,975.79

## Completed an accredited work placement/ work experience as part of the course



- Yes, this was a mandatory component of my course
- Yes, this was an optional component of my course
- No, I didn't do any accredited work placement/work experience

## Relevance of your course to your job



Ollscoil Mhá Nuad Maynooth University Seirbhís na nGairmeacha agus na hInfhostaitheachta Careers and Employability Service



## mu.ie/careers

Careers@mu.ie

twitter.com/MU\_Careers

linkedin.com/in/maynoothunicareers/

instagram.com/MaynoothUni\_Careers

youtube.com/@MaynoothUni\_Careers

