



<p>Talent Development Service</p>
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Introduction

The Talent Development Service embodies the College's commitment to ensuring our students are ready to compete in the graduate job market upon graduation. The service is underpinned by the College's values and principles:

- a. To be **student centred**
- b. To promote **engagement** between students, employers and academics
- c. To be **career-focused**
- d. To promote **global** opportunities for students and a global curriculum
- e. To act with **integrity** and to embed this approach into everything we do

The College is committed to providing equal opportunities for all, irrespective of colour, race, ethnicity, national origins, gender, transsexual/transgender, age, religion/belief, sexual orientation, disability or marital/civil partnership access. This commitment is central to the Talent Development Service.

Talent Development and Pearson College London Students

Talent Development is a key element of the student experience, and so occurs in many areas of the students' journey throughout their degree. As a result Talent Development does not sit in isolation but is experienced both within the academic curriculum and a vast range of opportunities presented to students.

Academic

Talent Development is woven into the academic curriculum to ensure that students develop practical skills directly transferable to the world of work. Talent Development works alongside the programme managers to ensure students are developing skills to support their future career goals in both employment and enterprise. To this end we assist with the identification of guest speakers to ensure the business awareness of our students, presentation skills workshops and developing business challenges.

Industry Engagement

The Talent Development team collaborates with industry professionals, corporate and professional bodies to develop opportunities to apply learning-to-live challenges faced by industry, which is central to the student experience. This enables a practical application of learning and builds on the students' ability to problem solve, collaborate and present their ideas to management teams. As a result students are able to interact with a range of organisations, and in addition receive feedback from employers on their performance. Students are presented with opportunities from a range of organisations including Shell Plc, CIMA Chartered Institute of Marketing.

Talent Development Workshops

The Talent Development team run a series of workshops throughout the academic year tailored to each year group. The focus of Level 4 workshops is to provide students with the opportunity to explore careers, engage in volunteering to build skills and experience, in order to identify work experience opportunities for the summer period. Central to these workshops is student's ability to gain experiences to enhance their CVs and LinkedIn profile. Level 5 workshops build on this foundation and encourage students to develop their skills in order to be able to perform effectively on internships and other work experience. The workshops also provide opportunities for students to familiarise themselves with graduate selection processes, to enable students to compete for opportunities upon graduation. Level 6 students are further prepared to compete in the graduate market, but due to work load, the focus is more on one-to-one sessions to provide more targeted support. Workshops are delivered by a range of organisations including employers, professional trainers and networks.

One-to-Ones

All students are encouraged to book a one-to-one with the Talent Development team, which often takes the form of a coaching session. The purpose of the one-to-one is to provide tailored guided support to students. Students are encouraged to reflect on their experiences, review possible career options and develop an action plan for their next steps. One-to-ones enable the Talent Development team to gain a better understanding of the students' aspirations and goals. These are often recorded, so opportunities can be more targeted to students interested in specific fields.

Professional Networks

Participation in professional networks is actively encouraged, as networking is key to securing opportunities and gaining valuable insights into various careers. To this end we encourage students to attend events. The Talent Development team also build links with the networks to run events at the College, therefore students are provided with opportunities to network with professionals on campus.

Volunteering

'Contribute' is the Pearson College London volunteering award, which recognises students' efforts to fundraise and volunteer for charities. A volunteering fair is held in the Autumn semester to present students with opportunities from a range of charities to develop skills and gain experience.

Competition

Students are actively encouraged to participate in external competitions. In the past the students have participated in the University Business Challenge, Google Adwords competition, L'Oreal Brainstorm and 3 Mobile challenge.

Get Involved

The main premise of the Talent Development Service is that students need to "Get Involved". A degree alone is not sufficient to compete in the graduate market. Students need to develop an array of skills and attributes in order to be successful upon graduation. As a result, the Talent Development Service creates a wide variety of opportunities for students to develop the skills valued by employers.

Summary

As stated, the Talent Development Service is key to the Pearson College London student experience. Our graduates are well rounded upon graduation, with the ability to apply their learning to challenges faced by businesses. Students have a range of focused, targeted opportunities to develop throughout

their journey at Pearson College London, which ensures that they are able to stand out in the graduate job market.