

International Student Talent Pool

University of Portsmouth

End of project update

1. Introduction

The final phase of the University of Portsmouth International Student Talent Pool was completed at the end of the Autumn Term 2018. Since the Final Report, activity has continued in terms of taking vacancies and placing students. The final figures provide an analysis of students/graduates placed through the International Student Talent Pool Programme.

2. Final placement figures

In total, 23 students/graduates were placed through the Programme. As was indicated in the Final Report Section 4.3, the majority of vacancies received through the programme had a language requirement and this pattern continued in the later stages of the Project. Fig.1 shows the language background of students placed through the Programme. Mandarin speaking students made up over half of the students placed. There were some roles seeking languages that we were not able to successfully fill, including Russian and Lithuanian. We were able to increase the proportion of vacancies open to any or no language, which widened access to the Programme.

Fig.1. Placed students by language requirement of role

Language required	Number placed
Mandarin/Cantonese	12 (52%)
No language required	2 (9%)
Any language (2nd language) required	5 (22%)
Arabic	3 (13%)
Czech/Slovak	1 (4%)
TOTAL	23

Employers in the local area were keen to recruit students/graduates into a range of roles, in particular, marketing and sales; communications and customer service and translation. The Programme also placed students into a number of education-related roles.

Fig 2. Placed students by job area

Job area	Number placed
Marketing and sales	9 (39%)
Communications and customer service	4 (17%)
Translation-related	7 (30%)
Education-related	3 (13%)

There was a wide mixture of nationalities who were placed through the Programme. As mentioned in the Final Report Section 4.2, applications came from students/graduates from over 40 different countries with placed students/graduates coming from 13 different countries. 39 percent were from China, which is reflected by the respective numbers of our international cohort.

Fig 3. Placed students by nationality

Nationality	Number placed
Bulgaria	1 (4%)
China	9 (39%)
Dominican Republic	1 (4%)
Egypt	2 (9%)
Hong Kong	1 (4%)
India	1 (4%)
Italy	1 (4%)
Malaysia	1 (4%)
Morocco	2 (9%)
Romania	1 (4%)
Slovakia	1 (4%)
Taiwan	1 (4%)
UK	1 (4%)

3. Evaluation/feedback

Qualitative feedback was gained from both students and employers throughout the project. Quotes were included in the main report.

We sought to gain further feedback from students in two ways, through an online feedback form and through a video interview process. We were disappointed with the response from the online form, which we attribute to students having returned home after their work opportunity. 8 feedback forms were returned (out of the 23 sent). Although the sample was small, feedback was very positive with 50% saying they found the programme *very useful* and 50% finding it *useful* and 100% said that they would recommend the programme. In terms of the reasons for participating, students were provided a range of options to select with 100% identifying they were wanting to develop their confidence and 100% seeking to gain experience within a UK business environment. Interestingly none of the students identified improving their language skills as a reason for participating. Of the students seeking to develop confidence and experience of the UK business environment, 100% of students felt they gained what they were looking for.

Feedback from participating employers was gained through undertaking video interviews. These provided some useful insights into what employers gained from recruiting an international student through the Programme including:

- Access to skilled, enthusiastic students
- Language skills and in-country knowledge
- Supported recruitment process
- Advice and assurance regarding compliance with Tier 4 visa restrictions

4. Moving forward

As mentioned in the Final Report Section 6, the project has shown that there is a real appetite amongst students, amongst local employers, and also within the University. The continued levels of engagement, and placed students, mean that momentum was maintained right up to the end of the project. Discussions have been ongoing regarding how best to continue and build on the International Student Talent Pool Programme, both within the Department, and more widely across the University. Much of the discussion focuses around resource and subsequent breadth/reach. However, what has been decided on unequivocally is that the offer has to remain now that it has been established as it fills a definite gap that previously existed.

5. Promotion and dissemination

We commissioned a local video production company (run by 2 Portsmouth students) to undertake the feedback video interviews, which were to have a dual purpose as promotional material. Four videos were created, one an introduction to the programme featuring the project team, and 3 focusing on employer and student feedback and insights. These videos have been attached separately to the report.