Employer Guide

Placement Scotland

Who Are We?

The e-Placement Scotland programme aims to match students with employers for paid, industry placements.

A joint venture employability partnership between ScotlandIS and Edinburgh Napier University, the programme was created in 2010 to help develop the soft skills that so many employers were looking for when it came to graduate recruitment.

ScotlandIS members have told us that access to skills is one of the biggest issues they face in the industry. With this in mind, we aim to simplify the experience of closing the skills gap between universities or colleges and your business.

Over the last 13 years, we have created over 3000 paid, digital technologies-focussed placements, providing students with real work experience ahead of entering the job market, and adding valuable skills to organisations on a short-term basis.

Employer Testimonial

Alasdair Currie, Creative Director, multiplied by

multiplied by is a creative agency based in Glasgow.

"This was my first recruit as an organisation. I'd held off and held off for a combination of reasons, the chief amongst them being there are so many parts to the process, and trying to manage these different components whilst still delivering my service (as a small enterprise) seemed like a massive learning curve.

e-Placement provided the framework and support that removed all those barriers - the whole process was a no-brainer to me."

Edinburgh Napier UNIVERSITY

SCOTLAND**IS**

Scottish Funding Council
Promoting further and higher education

Why e-Placement is important

We know the skills demand in the technology sector is at a critical point and many organisations are struggling to fill these gaps.

By taking on a college or university student for an industry placement, you are giving them real workplace experience that will help boost their CV and kickstart their career, increasing graduate employability.

You are 'paying it forward'; investing in the future generations of tech professionals that may become your talented workforce of engineers, software developers, ethical hackers, graphic designers or data scientists.

Help to build the talent of tomorrow.

2500 STUDENTS → **600 EMPLOYERS** → **3000 PLACEMENTS**

How Can Your Start-Up Benefit?

Recruitment processes can be costly and time-consuming when talent is not readily available, and start-ups may not be in a position where they have the capacity to upskill staff.

By engaging an e-Placement student, you can obtain the skills that you require for a certain project or area of your business quickly, without the hassle of hiring new permanent staff. This innovative approach could significantly aid with your longer-term growth and recruitment strategy.

The programme is employer-led and completely flexible to your organisation, with the option to take on placements ranging from 3 to 12 months at both full and part-time. All we ask is that you pay the student a salary of at least the national living wage or above.

Get access to talented university or college students before they graduate, and add value to your organisation.

Long Term Benefits

When your student has gone back to their studies, you'll continue to benefit. Firstly, if you've found them a valuable addition to the team, you can be the first to offer them full-time employment upon graduation. They know your team, they know your systems, and you know how much value they can add to your organisation.

Secondly, if they've enjoyed working for you, their friends and fellow students will be sure to know about it. It could mean long-term promotional opportunities for your business across the university or college, as well as the wider e-Placement network. You could meet your next placement student this way, and therefore your next talented graduate.

Our Services

We are here to support you with as much or as little as you need as part of your student placement recruitment process.

Creating a Job Specification - No need to worry if you don't have a Job Specification as we can help you create that with our template form; simply fill in the sections briefly and we can help to expand the job specification and create a full description and a job advert for you.

Advertising - All we need is your company logo, short description and your job spec, including any technical skills. We can handle your applications for you or, if preferred, we can link directly to your careers website.

Promotion – We promote the placements for you via programme leaders, tutors, and careers and placement staff at universities and colleges across Scotland, as well as across our social media channels.

Matching - We work behind the scenes matching students to your job description and tracking who has applied for the role. We can provide assistance with shortlisting, arranging interviews, gathering additional info from the students, whatever we can help with!

All of our services are completely free – we only ask that you pay your placement student a salary of national living wage or higher.

Student Testimonial

Luke Ryan (BSc Computer Science)

"Valuable learning points from my placement were learning how to work with a large codebase and learning development processes.

It has given me confidence in my technical and collaboration skills which will aid me going into the final year of my degree. I have also learned skills such as best practices for documentation which I will make use of going forward. Overall, a very positive experience."

Step By Step Guide

START

STEP ONE

Contact info@e-PlacementScotland.com to let us know what you need.

STEP TWO

We get in touch to discuss your requirements.

STEP THREE

You decide on the type of role and the duration of the placement.

STEP FOUR

We help you prepare the job description and advert.

STEP FIVE

Students are invited to apply via our automatic alerts system.

STEP SIX

We will share your applications with you (we can even shortlist them for you if you like).

THAT'S IT!

Do you need help in selecting candidates for interview or conducting candidate searching?

We can help with that too. We go all out to find the right person for you and your business.

Let Us Help You

If an e-Placement intern sounds like the perfect solution for you, don't hesitate to get in touch today.

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info@e-PlacementScotland.com

e-placementscotland.com

Placement Scotland