



NIBPS & PSI Joint Careers Event

What to do with your psychology degree

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Thanks to previous presenters



Overview

- **What next after doing your degree?**
- **Marketing yourself effectively**
- **Questions**

What do Psychology Graduates Do?

UK data from : What do graduates do?

AGCAS JISC 2020-2021 graduating class (Published 2023)

ROI data: HEA Graduate Outcomes Survey (2022-2023)

UK Psychology Class of 2020-2021 Graduate Destinations 15 months after graduation

PSYCHOLOGY

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 7,555 / MALE 1,465 / TOTAL RESPONSES 9,020

UK Psychology Class of 2020-2021 Graduate Destinations 15 months after graduation

TYPE OF WORK FOR THOSE IN EMPLOYMENT



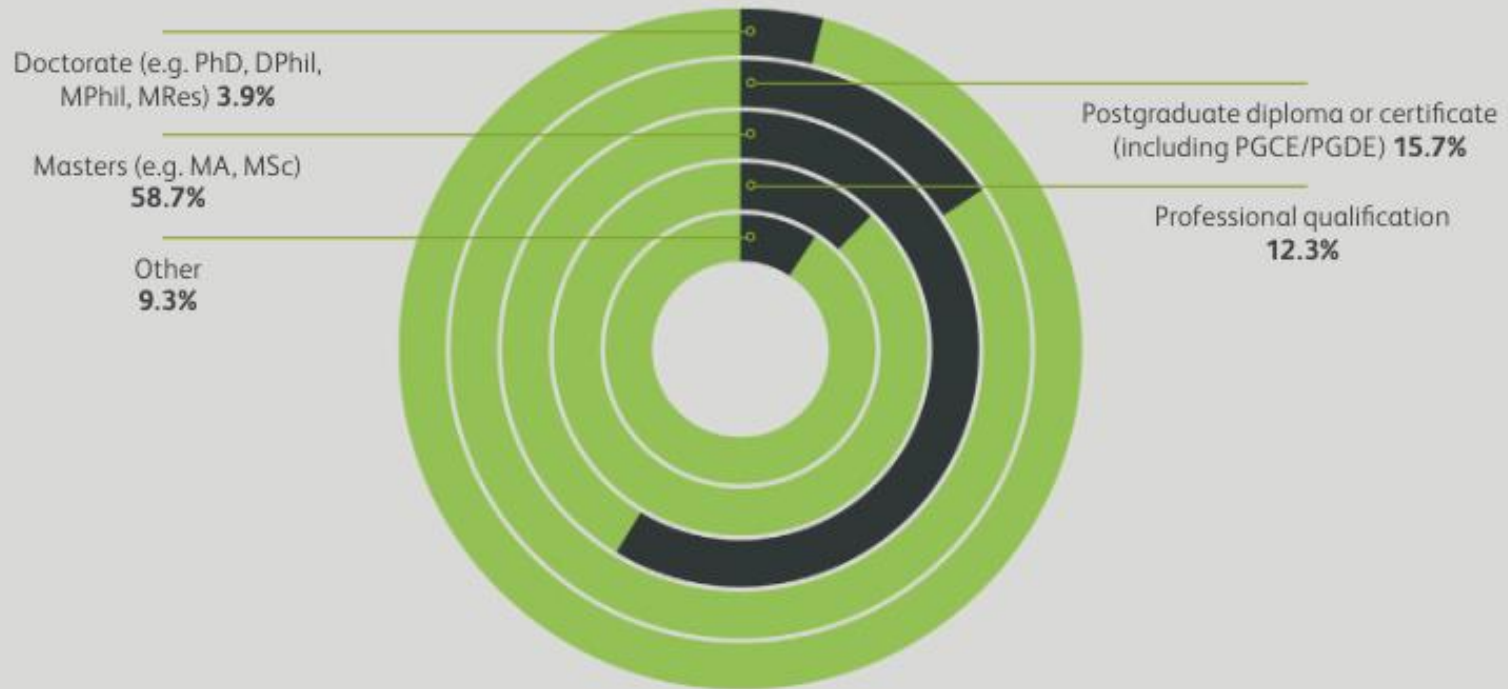
UK Psychology Class of 2020-2021 Graduate Destinations 15 months after graduation

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Other psychologists
TWO	Welfare and housing associate professionals n.e.c.
THREE	Human resources and industrial relations officers
FOUR	Therapy professionals n.e.c.
FIVE	Advertising and marketing associate professionals
SIX	Primary education teaching professionals
SEVEN	Youth and community workers
EIGHT	Secondary education teaching professionals
NINE	Business and related research professionals
TEN	Child and early years officers

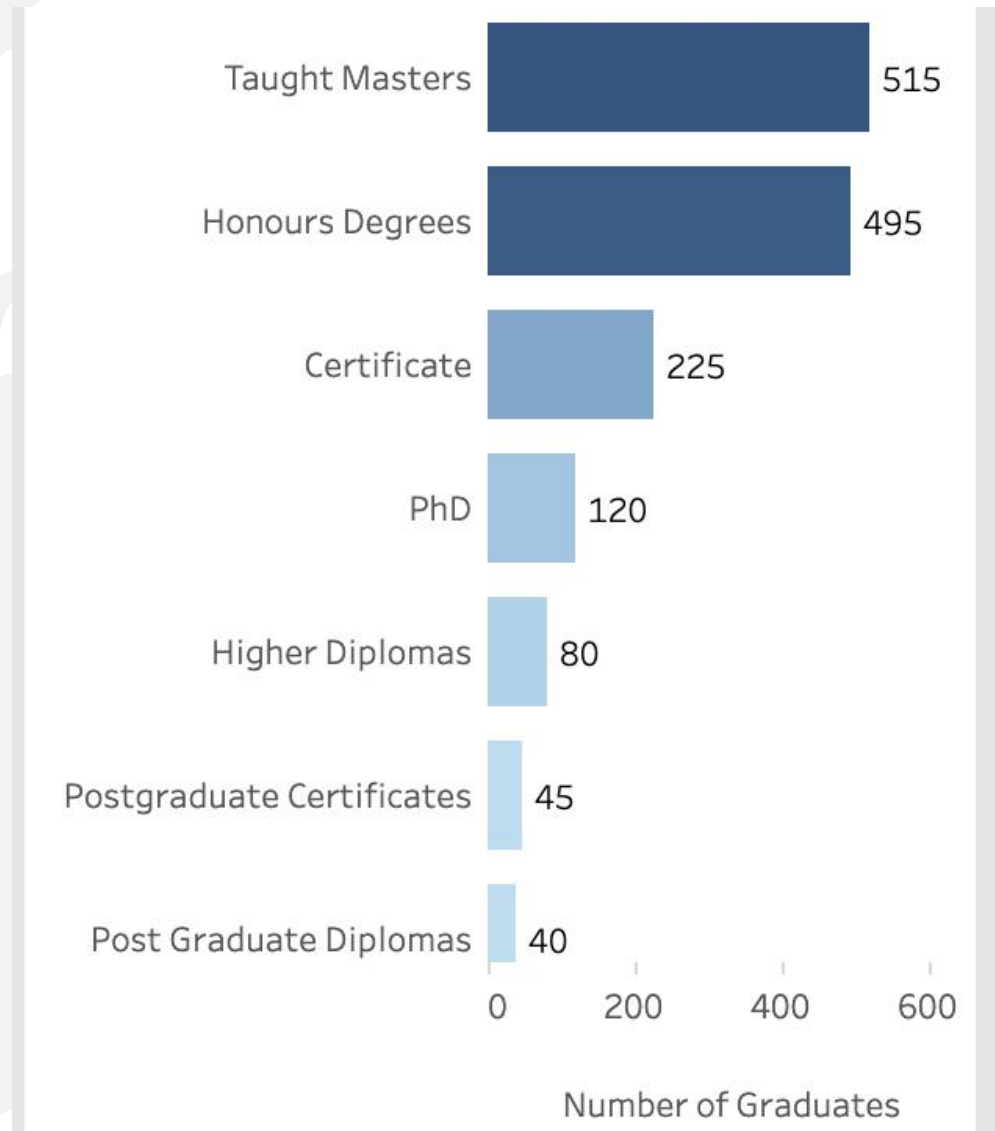
UK Psychology Class of 2021-2022 Graduate Destinations 15 months after graduation

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY: 1,000

Class of 2022: HEA Graduate Outcomes Survey



HEA Graduate Outcomes Survey

Rate of
employment
amongst honours
graduates 9 months
after graduation

<https://hea.ie/statistics/graduate-outcomes-data-and-reports/graduate-outcomes-all-years-2018-2023/>

Overall employment rates- 75.8% of honours degree graduates were working or due to start work 9 months after graduation (2021)

Employment rate of psychology graduates- 76.7% of psychology graduates in employment (2018-2023)

Employments rate of social and behavioral sciences (not further defined) graduates- 76.8% of graduates from (2018-2023)

Further study (2018-2023)

Psychology 15.9%

Social and behavioral sciences (not further defined) 17.3%

Numerous professional training pathways in psychology....

- Clinical Psychology
- Counselling Psychology
- Educational Psychology
- Forensic Psychology
- Health Psychology
- Neuropsychology
- Occupational/Organisational Psychology
- Sport/Sport & Exercise Psychology

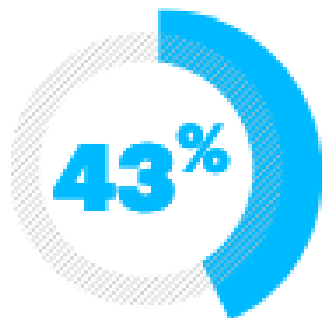


Other examples of career pathways for those with a psychology degree

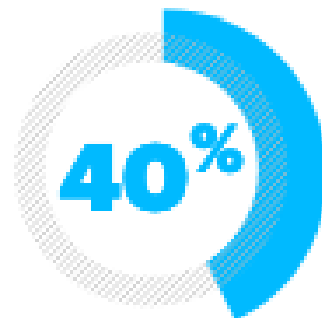
- Community workers
- Human resources
- Employee relations
- Housing managers/officers
- Community Welfare Officers
- Police/Garda Síochána
- Market research
- Health and Safety
- Social Work
- Youth Work
- Advertising
- Recruitment
- Social Care
- Training and Development
- Probation officers

‘Learning to Lead- Preparing for Tomorrows Jobs Today’ Accenture 2020

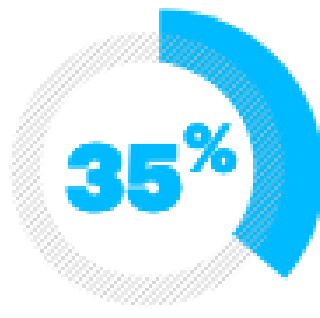
- Highlights the importance to employers of so called “soft” skills of communication work ethic, teamwork, and problem-solving
- Most needed by employers for workforce of tomorrow.....the so called unknown jobs
- ‘Transversal skills’ not limited to one type of job or discipline



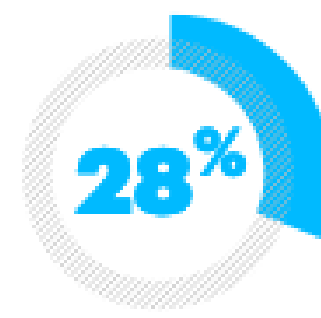
Communication



Work Ethic



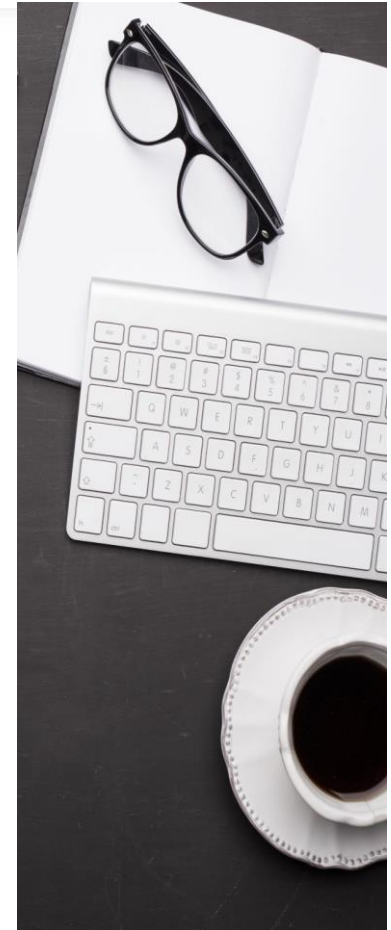
Teamwork



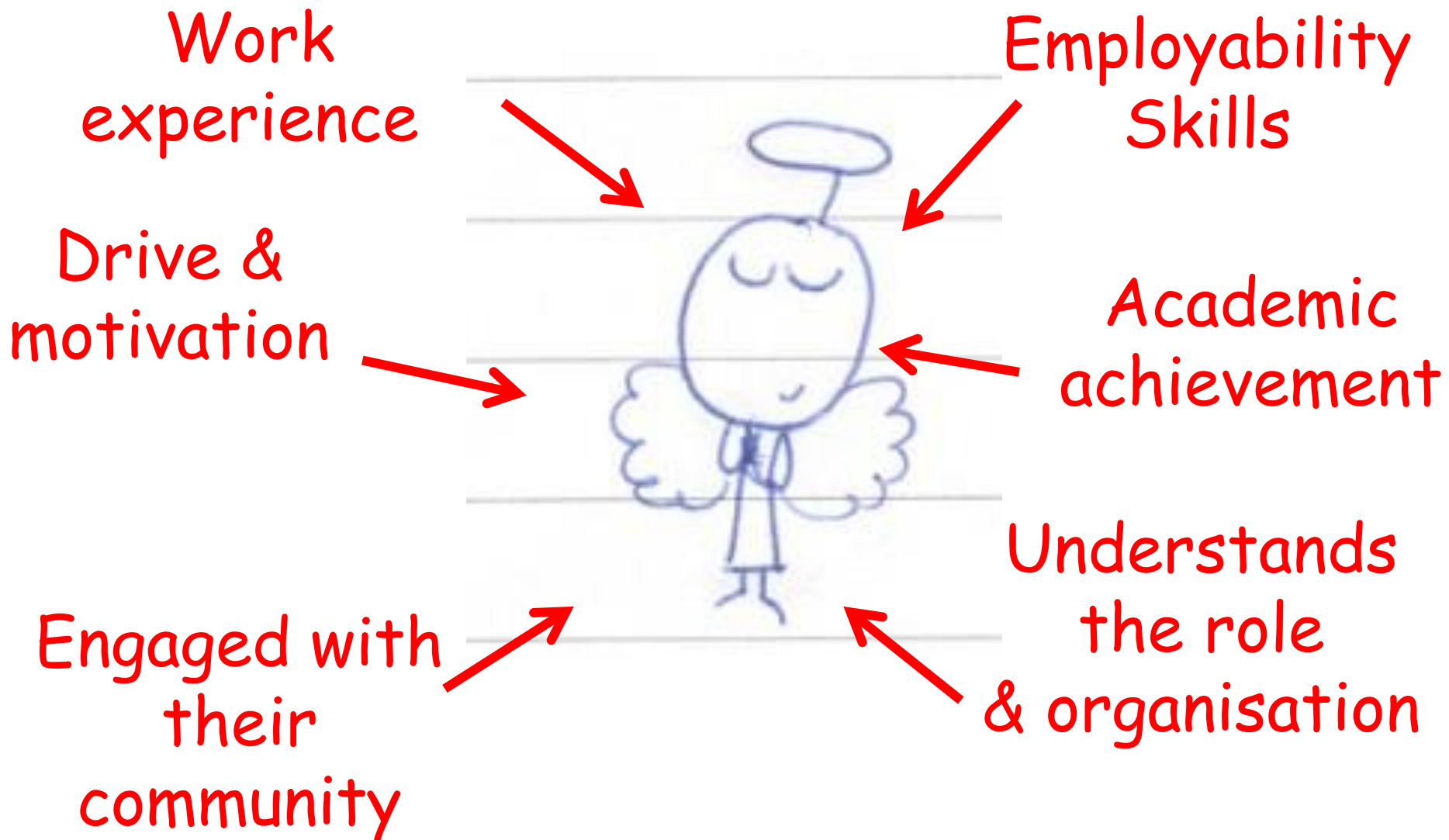
Problem Solving

Skills gained studying a psychology degree

- Effective communication, face-to-face or in writing.
- Understanding, analysing and using complex data.
- Retrieving and organising information from different sources.
- Able to handle primary source material critically.
- Ability to engage in effective team work.
- Problem solving and reasoning scientifically to consider alternative approaches and solutions.
- Ability to make critical judgements and evaluations to gain different perspectives on a question.
- Sensitivity to contextual and interpersonal factors, including behaviour and social interaction.
- Personal planning and project management skills to become more independent and pragmatic.
- Digital literacy



The 'perfect' graduate applicant



Matchmaking

What is the employer looking for?

- Qualifications
 - Experience
 - Knowledge
 - Skills/competencies
- How do you match up?
 - How do you best fit?
 - Evidence based

Read between the lines –
what do they really need?



CV's & Applications

Make yours stand out from the crowd

- Tell your story
- Highlight the 'best of you'
- Tailor it to the job description- a must
- Skills/competencies section – provide evidence
- Complete yet concise
- Good structure & presentation- make it easy to read
- Factual
- Positive
- Avoid jargon and acronyms
- Error free – proofread- get someone else to read





Cover Letters are ESSENTIAL!

- Always accompany your CV with a cover letter
- Tailor your cover letter to each application
- An opportunity for you to personalize your application – to stand out, 1st chance to make a strong impression
- Demonstrate your fit for the job by focusing on key strengths & experience

Play the recruitment game

Telephone
interview

Online interviews
eg Zoom, Webex
etc

E-assessments

One to one
interviews

Competence
based interviews

Group interviews

Assessment
centres

In-box exercises

Whiteboarding
problems (tech
industry)

Be a STAR at interviews

Situation: Describe the situation or problem.

Task: Describe the task you had to complete / role you were assigned

Action: Describe the actions you took to complete the task successfully and any obstacles you overcame. Focus on what you did, your own actions

Result: Highlight outcomes achieved.



Assessment Centres



-
- Presentations
 - Group exercises
 - Individual exercises
 - Role plays- simulations
 - Situational tasks
 - Psychometric testing
 - Competency based interviews
 - Social events

Grad Ireland Graduate Salary & Graduate Recruitment Trends Survey 2022

- Talent shortages means greater flexibility when hiring
- Employers are seeking specific workplace related competencies
- **‘Work readiness’** is essential - 40% of employers found this to be a big challenge in graduate recruitment
- Soft skills - especially communication, team working , creativity and time management are seen as key to success in the workplace.
- Hard skills – e.g. writing
- Knowledge-based skills

Graduate recruitment trends survey findings 2023

Application and selection tools used by employers

- 88% of respondent employers require a CV and cover letter highlighting their importance
- 57% of the organisations use competency/ behavioural-based interviews.
- 28% of organisations use strengths-based interviews.
- Virtual (77%) and telephone interviews(42%)
- 19% of respondents use presentations
- 16% use assessment centres.
- Other recruitment screening methods include reference checking (96%) and social media checks (16%).

Graduate recruitment challenges for employers (Early careers employer survey 2023)

1. Competition for graduate talent from employers within the same sector,
2. Number of available graduates from specific degrees/skill sets
3. Graduate expectations at the entry-level stage.
4. Competition from employers in different sector
5. Graduates accepting offers and withdrawing
6. Work readiness level of graduates

<https://ahecs.ie/graduate-employers-survey/>

Most relevant skills

Early careers employers survey 2023

Top five global technical skills

1. Self-motivated
2. Analytical thinking
3. Collaborative
4. Flexibility
5. Qualifications related to job

Top five global soft skills

1. Positive attitude and energy
2. Ability to cope with pressure
3. Work ethic
4. Seeks opportunities for continuous learning
5. Reliability

<https://ahecs.ie/graduate-employers-survey/>

Top Tips for Psychology Graduates

- Don't put all your eggs in one basket - Have a plan A, & a plan B...
- Know yourself
- Be flexible
- What's so special about you?
- Manage your own career
- Quality applications - do your research
- Start networking & be opportunity aware



Resources

- www.bps.org.uk
- www.psychologicalsociety.ie
- www.prospects.ac.uk
- www.gradireland.com
- [Grad Ireland Directory
https://gradireland.com/publications](http://www.gradireland.com/publications)
- www.shldirect.com
- **BPS you-tube channel** Videos about careers and advice for searching for jobs or applying for postgraduate courses and tips for studying etc.

<https://www.youtube.com/user/bpsmediacentre/featured>

Graduate Recruitment Tests:

<https://www.shldirect.com/en>

70,000 hits a month mostly from graduates

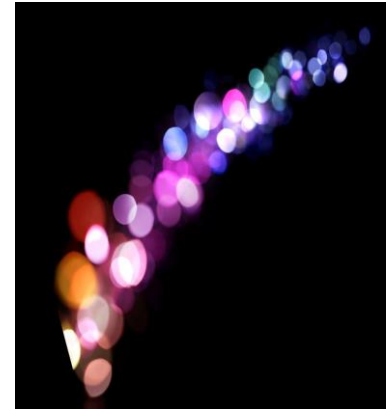
Use your University's career service, great advice on CV's and interviews

For further information



BPS

- Web: www.bps.org.uk/careers
- Email: careers@bps.org.uk
- Telephone: +44 (0)116 252 9534



PSI

- Web: <https://www.psychologicalsociety.ie/footer/Jobs>
- Email: communications@psychologicalsociety.ie
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