Covid-19 update for employers

We understand that employers are reviewing their recruitment processes in response to Covid-19 and may have a number of questions they wish to ask. To help you, we have put together a list of our responses to questions we have received so far:

Study
Is your institution maintaining virtual study or are classes fully cancelled?
All teaching is now taking place remotely, with face-to-face teaching and supervision suspended until further notice.

Examinations
What has the university decided regarding examinations this year?
All scheduled timed written summer examinations will be taking place online. The University is working to create appropriate alternative assessment formats to allow students to demonstrate their learning in place of practical, creative or team-based coursework assignments. Kent will be implementing a no-detriment policy, meaning that a student’s final average overall mark for the stage will not be impacted adversely as a consequence of the current conditions caused by COVID-19.

Do you expect any delays which could impact the availability of your students to start working?
At present, we do not anticipate any significant delays.

Applications
Are you advising students continue applying for opportunities as normal, apply for more or against applying?
We are advising students to continue to apply for roles and to seek out opportunities in areas of business they may not usually consider.

Placements
We would like to delay the start date of our placement programme. How will this affect students?
As long as the intended learning outcomes can be covered within the duration of the placement it shouldn’t be a problem. This may require some flexibility on the end date and/or the minimum week requirement so we suggest speaking with the relevant Academic School.

Would you be supportive of a virtual internship / placement programme?
Yes. There are a number of business improvement projects a student could work on. As long as the student’s learning outcomes can be met we would support this.

Are you still able to issue internship / placement agreements?
Yes.

If an internship was virtual will your institution still grant credits for the internship?
Please speak to the relevant Academic School regarding learning outcomes that can be achieved during the internship.

Campus recruitment
Will you be running any events during the Autumn term?
We are currently taking bookings for Autumn/Spring events, although we will discuss whether it will be held on campus or online with you closer to the Autumn term.
We are also offering employers the chance to host webinars, live Q&As and other virtual events. Please contact careersfair@kent.ac.uk to book.

**Careers Fair 2020**
We are accepting bookings on a first-come, first-served basis for the annual Careers Fair to be held in October 2020. At present we intend to hold the event on the Canterbury campus as planned however, we are in consultation with colleagues at other universities to provide a joined up response in relation to large-scale events such as the Careers Fair over the coming months, including investigating virtual fair alternatives. To book please visit Careers Fair 2020 or to register interest email careersfair@kent.ac.uk

**Employer Insights**
Would you like to give an update on your organisation? Have you made any changes to your recruitment process and would like to share some hints and tips with our students? We are hosting short employer insight videos (max 5 mins) on our intranet and social media. If you would like to contribute, please get in touch with us.