

Summary Report PMI2

Liverpool Hope University – India

Methodology

The project has two strands;

Developing contacts with Indian Alumni

Establishing links with Indian companies who recruit significant numbers of graduates.

Both of these strands concentrated upon three areas of India Karnataka, Tamil nadu, and Maharashtra.

We employed three students to conduct a survey and gather information from Indian employers and graduates which allowed them to develop quality work experience / research skills. The basic initial questions were use to gauge interest level and general information which were then followed up in detail. (see attached outline survey forms)

Contact was made with 151 graduates from all areas of India.

Job title / Area	Number
Business Administration	20
Computing Science	1
Computing	40
Criminal Justice	1
Distribution Management	26
Public Health	3
Education General	1
Teaching	2
Information technology	3
International Business	5
Literary Studies	1
Psychology	1
Unemployed/ undisclosed / not willing to disclose	47

nineteen were willing to provide further more in-depth details and advice from which three were willing to have details published in the report.

Key findings Alumni

Much of the information obtained underlines and repeats the recent information in the Executive Summary report for visit to India Feb 2010 and the NASES country report.

Over 90% indicated that one of their main intentions was to seek to stay in the UK (western economy) for a longer period to either gain work experience or to apply for permanent residence status.

All felt that greater support could have been given prior to returning to India although it was recognised that timing between visa decisions and returning home was problematic.

Just over 50% felt that support including greater variety of materials and more accessible information about Indian companies should be available in the UK. Particularly in relation to company recruitment / vacancy web sites.

65% felt that information on the UK and about UK vacancies and processes was at least adequate. (higher for p/t work)

All felt that greater support could / should be offered regarding the visa application process.

Of those who did have interviews in the UK for graduate level positions many felt that employers were unsure / nervous about their legal position / situation when employing international students. Often the feeling was that this was a major factor in not being offered employment.

Return to India.

The general feeling upon returning to India was dislocation, disorientation, and isolation. Many now retrospectively feel that they could have done more to prepare themselves before returning to India. Although again the timescale between visa decisions and having to leave the country were cited as reasons for lack of preparation. Few had prepared to any extent or made contact with companies before leaving the UK.

Contact details for companies particularly recruitment pages, contacts, and web sites were seen as one of the most useful resources for those returning to India. Of those, willing to give more detailed information all asked for a copy of our final information document to be emailed.

Indian Companies.

113 companies gave a level of response at least at the first stage, although this may have been to simply collect details for their web site. (see attached questionnaire).

Region / State	Companies Contacted
Maharashtra	64
Tamil nedu	18
Karnataka	31

It should be noted that conglomerates such as TATA have at least 25 subsidiaries, that within TATA, recruit for the most part independently.

None of the companies was willing to provide a single point of contact, for enquiries, the reasons for this varied between

Concern about the amount of contact this may generate

There would not be one person who could / was willing to speak for the whole company's recruitment

Overloaded with enquiries from applicants in India already

Their recruitment process was clear, rigid and well laid out in their web sites / recruitment pages.

Individual contacts for advertised positions were identified

It should also be noted that some companies have head offices / affiliates in more than one state and therefore appear more than once in the information document.

General perceptions

Again much of the information obtained confirms the Executive Summary key findings perceptions of UK higher education particularly points 10 and 11. The most positive employers tended to be in the IT sector particularly those companies whose business involved outsourcing. The negative perceptions appear to outweigh the positive where there is no direct / identifiable graduate work experience.

General guidance for Careers Staff when working with Indian students

The first choice of nearly all Indian students will be to remain in the UK or seek work in another western country this may prove to be unrealistic. (given recent changes to immigration legislation and UK employer reluctance and perceptions regarding cost and uncertainty regarding their legal position in relation to employing international students, also since the recent employment tribunal case there is a reluctance to talk openly about recruitment policies re international students other than in very bland / cover all statements) Therefore all Indian students should be encouraged to consider a back up plan.

Given the negative perceptions that many Indian employers have greater work and preparation needs to be done by the student to highlight the strengths and qualities that UK study has given them. (preparing in-depth breakdowns of subjects studied where possible as there is often uncertainty as to qualification content)

Indian students should also be encouraged to

- Maintain home contacts as much as possible
- Practice and prepare presentational skills as much as possible, the walk in interview is becoming a greater feature and they need to be organised and be able to quickly provide their profile and skill summary.

Governmental positions are not well thought off as a career option by Indians as they are relatively poorly remunerated and not a career enhancing experience therefore it is unlikely to be an option to explore in a guidance interview. An exception to this would be the State Bank of India.

Competition for the best companies / positions is particularly fierce so they must prepare and research as much as is possible.

As with UK companies Higher Education Institutes are ranked possibly to an even greater extent by Indian companies and those who have studied at “prestigious” establishments, both in India and overseas, are often actively head hunted.

Suggestions for future PMI2 style projects.

Raising awareness of the NASES country reports (until March this year I was not aware of one on India), also collaboration prior to the visit to India (reported June 2010). Meant that some of the eventual findings have been duplicated, and that at least one false start in some of the background information and effort to contact some companies has been duplicated. It would be helpful if a forum could be established when similar projects are envisioned in the future as this would allow co-ordination of effort and sharing of contacts.

We would like to acknowledge the financial support through PMI2, which has allowed the production of this, and the company information, which will follow.

June 18th 2010



Appendix 1

PMI 2 Pilot Project 2009 – 10 Liverpool Hope Alumni Survey Script

Hello I am calling from Liverpool Hope University in England. We are in the process of completing a survey of Indian Nationals who have returned to India after a period of study in the UK. This is funded by the Prime Ministers Initiative fund, we are the only institution in the UK who is working with Indian Alumni to develop this information source. This information will be used to compile an information source for students (under and post graduate) who may be interested in returning to India. It will also help UK Higher Education institutions to better support and equip Indian students to develop links with companies who are interested in recruiting them.

- What did you study for in the UK?
- Could you please indicate your present job title?
- Are you able to give?
Company contact details:
Name:
Address
Telephone
Email
- Do you know who deals with deals with graduate recruitment?
- Would they be willing to take part in the employer survey?
If yes - details
If no - could I contact by email?
- Could you please tell me some background about your company?
- How did you find this job opportunity?
- Do you feel that you benefited from studying in the UK?
If yes - why?
If no - why?
- Do you feel that additional support could have been offered during and after your studies?
If yes -details
If no - what was the most useful information / support ?
- What difficulties did you face in;
- Applying for jobs in the UK
- Applying for jobs on return to India
- Do you have any additional suggestions or points for students presently studying in the UK?



Appendix 2 PMI 2 Pilot Project 2009 – 10 Liverpool Hope Employer Survey Script

Hello I am calling from Liverpool Hope University in England. We are in the process of completing a survey of Indian employers who may be recruiting graduates who have studied in the UK. This is funded by the Prime Ministers Initiative fund, we are the only institution in the UK who is working with Indian companies to develop this information source. This information will be used to compile an information source for students (under and post graduate) who may be interested in working for your company. It will help UK Higher Education institutions to better support and equip Indian students to develop links with companies who are interested in recruiting them.

Company contact details:

Name:

Address

Telephone

Email

- Could I please speak to the person/s who deals with graduate recruitment?
 - Yes (details)
 - No could I contact by email?

- Could you please tell me some background aboutt your company?
 - Established since?
 - Type of business

- Could you tell me approximately how many graduates you employ annually?

Graduates in India	Graduate / post graduate from UK
Departments where employed	Departments where employed

- Do you feel that candidates who have a UK qualification have an advantage in being recruited?
 - If yes, why?
 - If no, why?

- Would it be possible to contact one or more of your employees who has a UK qualification to discuss the benefits they feel they gained from studying in the UK (also any problems encountered)
 - If yes details
 - If no could we email short survey to help gather information?

- Have you employed any UK nationals to work in India
 - Yes
 - No

Do you have any affiliate companies based in the UK?

- If yes, contact details for company name, address, telephone & email