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# Externship – Building a bridge

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Discover together, Uppsala June 2023  
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- Housing
  - Cafeterias
  - Health
  - Kindergarden
  - Sports
  - Events
  - Career  
Counselling

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## Who are we?

- A student welfare organisation's mission is to take care of the students' welfare needs at the individual educational institution
- All universities and colleges in Norway is obliged to be associated with a SWO
- Students pay semester fee to the SWO
- Students have the majority and head of the board

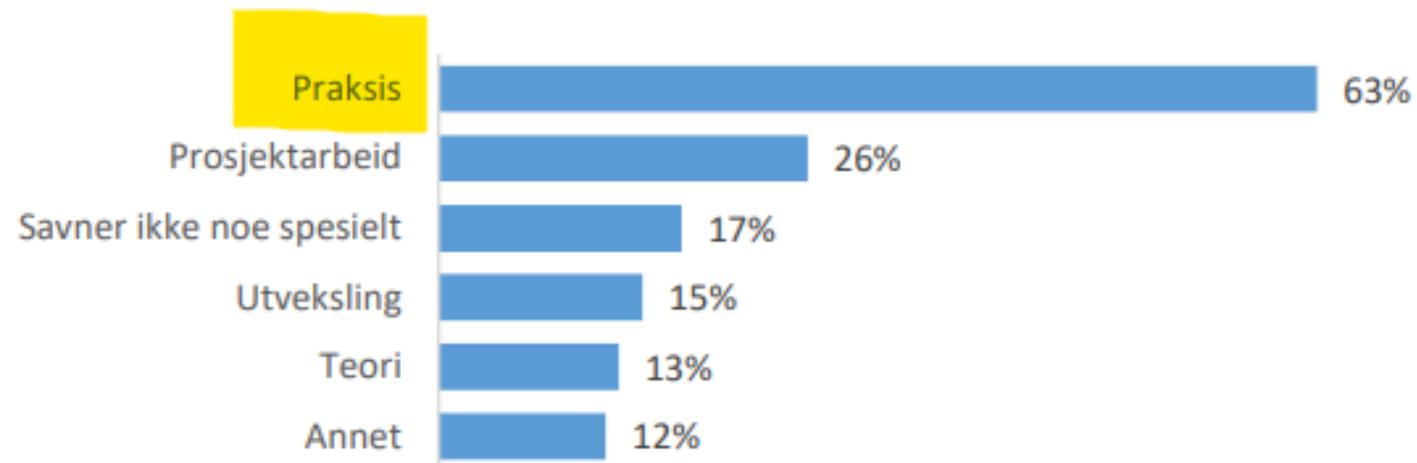


# Why Externship?

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## What do you want more of in your study programme?

Figur 3.18. Hva skulle du ønske du hadde mer av i studiet? (N=1864)



Kandidatundersøkelsen, 2023  
Survey of candidates, 2 years  
after graduation

# Connection to the working life

<b>Working life</b>	—	<b>1,7</b>
The questions are new for 2019. Consequently, we do not display time-series data, or figures for study pr and 2018. Scale: 1-5 (1= To a low degree 5= to a high degree) To what extent do you experience the following:		
I receive useful information about how my skills and knowledge can be used in the labour market		1,7
I receive useful information about which occupations/fields are relevant for me		1,9
I receive training in how to convey my skills and knowledge to potential employers		1,3
Representatives from the labour market contribute to teaching (e.g. as guest lecturers / instructors)		1,4
There are possibilities for cooperating with representatives from the labour market on projects / coursework		1,4

Studiebarometeret, 2023



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# Why Externship

- 1 Seems to be a call for a bridge between what happens at the university/college and the world of work
- 2 Students lack training in how to convey their skills to potential employers
- 3 Practical training programs put a high demand on time and resources

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# What is Externship?

- Job-shadowing programme for all students in Vestland County
- Duration 1-4 days
- Collaboration with 50-60 employers in a diversity of sectors
- 50-80 students in the programme each semester.
- 2 times a year
- Administered by 2 career counsellors from Sammen Career.





# Theoretical backdrop

- Career learning-Norwegian Quality framework (Kompetanse Norge 2019)
- «Gruppeveiledning for jobsøgende» (Thomsen, Skovhus og Buhl, 2013)
- DOTS model (Law og Watts, 1977)
- Krumboltz Happenstanze theory (Krumboltz, 2009)

# How to: Externship- step by step

1. The student structure and perspective
2. The employer contact and perspective
3. The administration structure and perspective



# The student structure for Externship

1

## Part 1

- Choose 3 companies/organizations
- Apply for the Externship programme with a motivational letter.
- Job-interview with a career counselor
- Get placed in a company, make an appointment with the employer for when the student will visit them.

2

## Part 2

- Participating in a **Competence seminar** about what to expect from Externship and how to communicate about yourself and your competence.
- Job shadowing in a company for 1-4 days.



3

## Part 3

- Participating in an **Experience-seminar** with the other students in the Externship programme. Sharing Experiences with each other and evaluating Externship



# The employer contact and perspective

1

## Contact and recruitment

- Network and contact-continuous work
- What`s in it for them:  
Social responsibility, benefits
- Low key

2

## Employer responsibility

- Commit to Externship
- Name a contact person
- Make an appointment when to visit
- Preparing for job shadowing 1-4 days

3

## Job shadowing: Externship

- Let the student observe and participate
- Get to know the students and let them tell about their competence during the visit.

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## Administrative structure & perspective

- Get enough companies involved- Career days, visit companies, arrangements
- Publish advertisements for the different companies, communication work
- Interview the candidates consecutively as the applications comes
- Place and match the candidates consecutively (3 wishes)
- Be a link between the student and the company,
- Connect the candidate and company
- Information work- email etc
- Facilitate the Competence and Experience seminars
- Evaluate the programme- students, companies and Sammen Career



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# Challenges going forward

- Upscaling
  - 100 places each year
  - Administration and resources
- Fill up the places
  - Not always a perfect match between companies and applicants
- Recruit and keep the companies
- Some student groups harder to reach
- Making sure that all the students follow each step of the program

# Feedback from students:

"I gained a thorough insight into a relevant workplace and was able to use my professional knowledge when I helped write an application for project support"

"Nice to gain more insight into how to map one's own competence and how to present this to the company I visited"

"Externship has connected the theory from my study programme to practice, and given an insight into the many possibilities of working life"

"Reflecting in advance about which qualities and knowledge you have, seeing yourself so that you can present yourself well to a company"

"It has opened new doors and opportunities. It has also given me motivation for further studies. Nice to hear that my background/study qualifies for a job at the company."

"I've gained an insight into what a workplace looks like, and in addition to getting more information about my areas of interest, I've also found out what I don't want to work on."

"I have learned to convey my skills, ask questions and, not least, show my strengths and be active"

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