

Mature Students Talk

**What you
are up
against in
the Job
Market**



Today's Picture

- In UK 26% of student population is mature
- In Abertay 32%
- Huge expansion in Higher Education
- Graduate labour market has changed
- New patterns of employment and career paths
- All of this offers challenges to the mature grad.

A level playing field?

- Age discrimination
- Realistic expectations
- Geographical considerations

Where maturity is an advantage

- Civil service
- Social work
- Teaching
- Personnel management
- Some business roles

Employers and Ageism

- Huge variation in attitudes
- Address employers concerns beforehand
- Understand the culture of the organisation
- Can be a simple matter of misunderstanding
- Develop effective strategies to deal with ageism
- By 2006 ageism will be illegal

Preparation for work

- Start early
- Look at what skills you have to offer
- Try to gain some relevant work experience
- Consider voluntary work
- Research employers

Make your past work for you

- Transferable skills
- Relate them to your life
- Sell it to employers
- Use examples to provide evidence

CV-tricky areas to deal with

- Date of birth-yes or no?
- Specific age limits
- Non-standard qualifications
- No formal work experience
- Community involvement
- Work experience at a low level
- Unrelated work experience

Interviews

- Employers like mature graduates
- Help the interviewer and help yourself!
- Dealing with inappropriate questions
- Don't apologise for your age.
- If rusty get some practice.

Top tips

- Produce a CV that clearly outlines your experience
- Use positive language in CV and interviews
- Use creative job hunting techniques
- Identify skills developed from your life
- Stress the fact you can hit the ground running
- Highlight your time management and organisational skills

Useful websites

- www.prospects.ac.uk/links/Mature
- www.agepositive
- www.efa.org.uk
- www.eoc.org.uk
- www.maturityworks.co.uk
- www.jobsforover40s.com
- www.fortyplus.com
- www.fiftyon.co.uk