

Is becoming a careers and employability confident personal tutor good for student wellbeing?

**Case study of collaboration between Student Success and
Careers & Employability at King's College, London.**

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Unpacking the space

Careers & Employability challenges

Prefrontal cortex doesn't fully develop til mid 20's.
S-J Blakemore (2018)

Impacts:

- Decision making
- Planning
- Abstract thinking
- Social cognition

What are you going to do when you leave school/Uni? Process of developing a plan more involved for young people – think about it as “future orientation” process

Psychological wellbeing

Hedonic - Happiness, Subjective wellbeing, Positive emotions

Eudaimonic (purposeful)

- Self acceptance
- Environmental mastery
- Positive relations with others
- Personal growth
- Purpose in Life
- Autonomy

Personal Tutoring

Challenges of supporting students with C&E queries

- Feel powerless
- Specific questions about jobs/careers that PT has no experience of
- Desire from students to hear personal stories or seek opinions

What has changed at King's?

Supported PT's to reframe conversations with tutees to...

- Be more holistic
- Encourage reflection
- Recognise the value of future planning

What did we do?

Personal Tutor Newsletter

- Monthly C&E prompts to PTs – what to discuss with different groups
- Email template to send to students – signposting

Personal Tutor Training

- C&E representative at training sessions – adapted scenarios to audience needs
- C&E content embedded in all training – signposting to 3 key areas
- C&E contribution to online training

Reactions of Personal Tutors

- Feel better prepared to respond to or initiate conversations about the future
- Have a better understanding of what is available from C&E
- Feel more confident supporting engagement with employability skills

7.1. Careers & Employability

Career decision making is not an easy or linear process, and during their time at King's students have the chance to **discover, reflect on and refine their career thinking**. Personal tutors can help students in that process without being experts in different careers areas or careers practitioners. Below are tools to support those conversations.

Using your tutees' answers to the **Career Readiness** questions all students are asked at enrolment and re-enrolment each year, you can find out what stage of thinking about future career plans they are at. Bear in mind that this was a **snapshot** in time and things may have changed since for the student.

Find out about your tutees' Career Readiness on the [Personal Tutor Dashboard](#).



Building Success Week

Building Success Week gets underway on **Monday 02 March**. It is an opportunity for all students to get **practical tips** and develop their thinking towards **meaningful work experiences** for their summer break.

This new initiative has been put together by **King's Careers & Employability** for the first time this year to ensure that students are well placed for achieving something meaningful for them over the summer. Students often become concerned about this but aren't sure how to move themselves forward or leave it too late in their preparations. This week is designed to be **supportive for all students** but particularly those who might not feel confident, are facing barriers or who are not yet engaged in thinking about their future.

Approaching from different wellbeing angles....



Themes:

- Keep Moving
- Invest in relationships
- Never stop learning
- Give to others
- Saviour the moment

How can you make the most of each and every moment?

At King's

KING'S CULTURE



KING'S CAREERS EMPLOYABILITY



Clear your mind and give yourself headspace by learning more about yourself, your values and your interests with [King's Careers & Employability e-courses](#) including 'Who am I?' 'What can I do?' and 'What do I offer?.'

C&E contribution to student wellbeing

Wellbeing issues often manifested as:

Feelings of anxiety/loneliness/ pressure to perform academically/to earn money now/to get a good job or decide on a forever career.

Your institutions C&E resources can support students to positively address these issues through signposting to....

- Activities for fun/earn money **now**  bring longer term employability benefits (get better by doing/personal growth/build relationships)
- Activities that improve your employability longer term  can be fun/reduce loneliness/anxiety **now** (orientates them for action now)

Links to sources referred to

https://www.ted.com/speakers/sarah_jayne_blakemore

Inventing Ourselves: The Secret Life of the Teenage Brain Sarah-Jayne Blakemore, London, Penguin Random House UK, 2019, 202 pp., £8.99 (paperback), ISBN: 978-1-7841-6134-

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