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This poster summarises a pilot project to develop career supports for our students from minority ethnic backgrounds in the School of Chemical and Pharmaceutical Sciences, Technological University Dublin. A series of career journey profiles for five graduates have been prepared and are being made available on the School website.

1. Introduction and Rationale

We had observed that students on our chemistry degree programmes from minority ethnic backgrounds sometimes had difficulty getting relevant employment on graduation. There are national & international studies reporting similar findings.(1,2)

To address this, it was decided to;

- develop career supports
- consult with current students and graduates to find out if they thought that career journey profiles on graduates from minority ethnic backgrounds would be helpful
- involve them in creating the content & layout of these profiles using a Students As Partners approach.(3)

2. Recruiting Students & Graduates as Partners

An invitation was circulated to all 2nd year students to apply for roles as student partners on a graduate career profile project. Five students applied and, during a briefing session, they were given more information about the project and were told that the focus was on graduates from minority ethnic backgrounds.

All five students confirmed their interest and each was allocated a graduate to work with.

When graduates were invited to take part, they were given information about the project rationale. All were supportive of the project and felt that the career profiles would be useful resources.

3. Cocreation of the Career Journey Profiles

The 5 students worked together to devise the interview questions to be used as well as the design and layout for the career profile web pages. Some examples from the Royal Society of Chemistry and other universities were consulted as a starting point. The students were encouraged to use questions based on what they themselves wanted to find out. They were also asked to think about a layout that focussed on important information and that would be visually appealing to them.

Each student emailed the graduate they were working with to introduce themselves, arrange an interview time and provide the questions to be used.

4. Outputs and Further Plans

An interview of about 40 minutes was recorded and each student used this to write a career profile. It was edited by the author and then sent to the graduate for final approval. The final webpages are in production as the template is being modified. A shortened version of one of the career journey profiles [can be viewed here](#) in the meantime.(4)

The students have commented on how useful this project was. As well as demystifying the job search and interview process, they were reassured that graduates had dealt with similar challenges to them such as balancing studies and part time work & repeating an exam. The next stage of the project is to establish a pilot mentoring scheme.



Graduates who feature in the profiles:
 Felicia Mutuma, Fred Lawal,
 Aaron Jay Alcesto, Taffy
 Lesley Mutizira & Joseph
 Pfkacha