

Academic Year 2025/26

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# Welcome to the Internship Module

Thank you for participating in the University of Dundee Careers Service's Internship Modules. We look forward to working with you and wish to ensure that your experience as a placement provider is positive and beneficial to your organisation. To make this process run as efficiently as possible, please familiarise yourself with the following information.

# Meet the Team

We have a dedicated team working on making your experience of the internship modules and the experience for the students while on placement a success.

Employer Engagement Team: You may have already met with someone from this team. They will discuss with you the requirements for any projects and liaise with you on all employability matters.

**Kirsty Beaumont:** Employer Engagement Officer  
**Colleen Holburn:** Employer Engagement Officer

**Richard Pool**: Employer Engagement Manager

Teaching team: This team will provide pastoral support for the students and oversee the classroom sessions.

**Ruth Cawston:** Careers Adviser and module tutor

**Craig Reoch:** Careers Adviser and module tutor

Module Lead:

**Lynsay Pickering**: Senior Careers Adviser and Careers Education Lead

# Module Overview

The Careers Service at the University of Dundee runs two undergraduate credit­ bearing Internship Modules. The Internship Module is for second year students of any degree discipline. It is a 'stand-alone' module, and therefore not directly linked to any subject discipline. The Business Internship Module is also for second years, but exclusively for those studying Business Management, Business Economics and International Business. Both modules run from January to the end of March. The purpose of the modules is to provide students with valuable work experience and put classroom theory into practice. Whilst some students may have previous work experience, for others this may be their first opportunity.

Both modules combine a project undertaken on placement and classroom learning about the world of work and career planning. The students will have live interactive sessions or online learning material each week where they will consolidate their learning from their experiences with you. They will also cover topics in the classroom sessions to help them find out about their strengths and weaknesses; how they work in a team; how to set clear goals for themselves and how to reflect on experience to build their own self-awareness.

The module is entirely assessed by university tutors based on written assessments submissions. These assessments record the students learning while on their placement and will include examples of task/work completed while on placement with you.

# Placement Project Overview

The placement project involves a 30-hour project over a period from January to March each year. This project can be undertaken remotely or on-site. Typically, on­ site projects are completed in 3-4 hour sessions over a 10-week period but can be done in larger 'chunk' if necessary, possibly if the students have a reading week in February. The project can also be completed through a combination of remote and on-site working if this suits the requirements of your organisation. We recommend having pre-agreed check in meetings with your student(s) to allow students to ask questions and allow you to track the projects progress.

Ideally the placement should involve the student in a professional experience where they undertake work of a level sufficient for the development of new skills and/or new learning. Often this may be a discrete project with a clearly defined outcome or endpoint but will be equally valuable if it involves more operational tasks. The work undertaken should be beneficial to your organisation as well as to the student and of a suitable level for a second-year university student.

# Placement Provider Commitments

##### Before Placement Begins

* + You should appoint a member of staff to act as supervisor for the student and a second contact to cover any holidays/absence. They will be responsible for monitoring the students' progress and liaising with Careers Service staff.
  + **Complete the** [**Project Proposal form**](https://app.geckoform.com/public/#/modern/21FO00uksx81af00hatilka4sr)**.** The proposal form will be used to advertise your project to the students. **Please ensure that your placement student is covered by your liability insurance policy**. Your placement can only be advertised to students once we receive both pieces of paperwork above.
  + The supervisor should meet with the student prior to the start of the placement to set out the aims of the project. This meeting should include:
    - Plan the timing of the placement project and agree hours (please note students may not have confirmation of their timetable). **We recommend that you set structured meetings throughout the placements to check in with students work and progress.**
    - Make sure the student is aware of your organisation's structure, employees and contacts for their project and relevant resources.
    - Confirm the specified project outline and identify goals for the student.
    - Inform the student of Health & Safety matters and other customs, such as dress code, absence requirements, contact numbers and break/lunch times.
    - Discuss with the student any additional support or adjustments that may be required.

##### During The Project

* + During the First week of placement please take some time with your student to set SMART Goals (Specific, Measurable, Achievable, Relevant, and Time-Bound.) These goals will be reflected on in the assignment at the end of the placement.
  + Whilst the student is on placement with you monitor the students time with you to ensure they complete the required 30 hours (the student will give you a timesheet to sign)
  + Set agreed review meetings with your student to ensure they meet deadlines and can ask you any questions at pre-agreed meetings.

##### End of Project

* + Complete a short online feedback questionnaire at the end about your experience.

# Key Dates for Your Diary

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| --- | --- |
| **Deadline** | **Tasks** |
| **Friday 29th August 2025** | * Complete and submit [**Project Proposal Form**](https://app.geckoform.com/public/#/modern/21FO00uksx81af00hatilka4sr). |
| **Mid November 2025** | * We will share your successfully matched students with you. |
| **November – December 2025** | * Get in touch with your student and meet to discuss   expectations, tasks, and working hours. Please ensure that students receive any health and safety information prior to starting with your organisation.   * Complete the Internship Module checklist with your   student (Appendix 1). |
| **Monday 12th January 2026** | * Placements begin - you should meet with your student to set goals for the placement. Your student will have   classes starting this week. **Placements should NOT**  **start before this date.**   * **Set SMART Goals with you student in the first week of placement.** |
| **12th January – 27th March 2026** | * Our team will be in contact to find out how the student is doing. (Please feel free to contact us prior to this if   you are experiencing any difficulties.) |
| **Friday 27th March 2026** | * Placements should finish on or before this date **and you should sign student timesheet to confirm hours.** * The team will contact you to ask for your feedback on   your experience. |

# Equality and Diversity on Placement

The Equality Act (2010) protects individuals against direct and indirect discrimination under nine protected characteristics: age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, Race, religion or belief, sex and sexual orientation. [www.legislation.gov.uk/ukpga/20l0/l5/contents](https://www.legislation.gov.uk/ukpga/2010/15/contents)

This requires Universities to ensure that students are not discriminated against for reasons relating to any of the above protected characteristics whilst on an internship or placement. The Equality Act also obliges internship providers not to discriminate on the grounds of disability and to make reasonable adjustments to meet the needs of disabled students undertaking an internship within their organisation. If the student has disclosed a disability that requires adjustments to be made, the internship module team will be in touch with you to discuss this further.

## PVG Information

As of 1 April 2025, it is a legal requirement for individuals carrying out regulated roles with children and/or protected adults to be a member of the PVG scheme.

If you are unsure if your proposed 30-hour internship placement brings the job holder into a regulated role, please consult Disclosure Scotland. They provide online guidance regarding roles: <https://www.mygov.scot/pvg-scheme/regulated-roles>  and <https://www.mygov.scot/check-role-needs-pvg>.Disclosure Scotland’s Customer Engagement Team can also help you to establish if your role(s) are regulated [DisclosureAct@disclosurescotland.gov.scot](mailto:DisclosureAct@disclosurescotland.gov.scot)

Please use the available tools and resources to establish this before submitting your placement proposal.

## Questions

We hope you enjoy the experience of hosting a student in your organisation. If you have any questions or concerns about any aspect of the placement or module, please do not hesitate to get in touch. You can contact us by telephone on 01382 384017 (please ask for your employer team contact) or using our email address [careers@dundee.ac.uk](mailto:careers@dundee.ac.uk).

## FAQs

**Do I need to pay students?**

No, as these placements are incorporated into class modules, students are rewarded credits towards their degree in lieu of payment

**When do Placements run from?**

Placements must start after 12th January and finish by 27th March. The hours and days per week work will be agreed between you and your student(s) before they start.

**How many students can I host?**

We allow no more than 2 students per organization, with the exception to larger organisations, where we limit at no more than 2 per department/team.

**What days/hours can students work?**

Students must complete 30 hours of work throughout the placement period. The hours and days worked in that period must be arranged between the placement provider and the student.

**Do I need to interview students?**

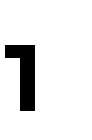
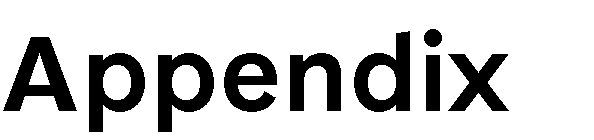
No, the dedicated Careers Service staff will match the students to your placements, based on their applications and relevance to their studies.

**What sort of placements can I submit?**

Your project can be anything you think a student can support you with. Popular projects include Marketing & Social Media, Business Development, Business Planning, Mentoring, Event Planning and Research.

**How do I submit an Internship Proposal?**

Please submit a proposal through our [Project Proposal Form](https://app.geckoform.com/public/#/modern/21FO00uksx81af00hatilka4sr). Ensure the form is filled out in as much detail as possible, as this information provided is used to advertise your placement to a business. The Employer Engagement Team will review your placement and let you know if it has been approved.



**Internship Modules Checklist Guide**

### Can be completed by placement provider supervisor and student at beginning of project. Brief

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| --- | --- | --- |
|  | **Student** | **Business** |
| What is the agreed project brief? (short description)**.** |  |  |
| Student – this is your chance to let your employer know what you are hoping to gain from the internship (new skills/abilities etc.) This discussion can help you with your skills audit assignment. |  |  |

### Expectations

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| --- | --- | --- |
|  | **Student** | **Business** |
| What do the employers expect? What will students' “output” be? (E.g.  marketing plan, competitor analysis, report). |  |  |
| Start date confirmed and agreed frequency of work (timings etc) |  |  |
| Set up dates for review meetings with each other. We suggest weekly catch ups with students & employers are pre agreed at start of the placement. |  |  |

### Communication

#### We encourage the students to engage with the business environment, and as the projects are taking place online this year, we hope that they will gain the same skills and exposure to business.

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|  | **Student** | **Business** |
| Confirm which email address the student should use to contact the organisation, and confirm that the organisation has the student's university email address |  |  |
| Agreed that both parties will check emails frequently. This will be the primary way to communicate so please agree how often the student will check their emails |  |  |
| Share emergency backup communication e.g. mobile phone, text |  |  |

#### There will be a mid-term check-in with project providers by Careers Staff, if you have any reason to contact us before then, please email [careers@dundee.ac.uk](mailto:careers@dundee.ac.uk)

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