Q-Step Placement Host Profile

War on Want

War on Want took a Q-Step student on placement.

Briefly describe the projects that your placement student worked on with you.

Nathan worked with a **Data Intern** to assist us in an initial analysis for a project where we were starting to map our audience and stakeholders. This was then going to be used with an external agency to help us further in our strategic planning.

Nathan used our current database to analysis the data into various categories of how our supporters and members donated funds to our organisation and what was the trigger of these donations and why they gave funds.

This is part of a wider project to have a much deeper understanding of our audiences and stakeholders. We were in the process of finding an agency to do some qualitative and quantitative research including surveys and focus groups. Nathan had exposure to the wider project process and outputs with his work and this will be feeding into the overall analysis with an external agency.

What did the Q-Step student gain?

Nathan gained experience of working in the Fundraising team and for an organisation that engages in a political debate around poverty which I understand Nathan is very passionate about.

I believe that he was also exposed to working with a diverse team of people.

He gained experience in completing a small project and then being able to present his findings through a well-designed and thought provoking PowerPoint presentation to the rest of the organisation.

What did your organisation gain?

We really enjoyed having Nathan as part of the team. We gained his analytical skills in breaking down complex data which was a luxury to have, as this area of work is under resourced in the pecking order of where resources are allocated, but much needed in the digital age of data mining/analysis.

For the first time in about 10 years, we were able to understand a much more about the makeup of our members and supporters and why they continued to give us funds. It provided us with a greater insight about our fundraising streams and where we should focus our future attention in engaging new and existing supporters and members.

What skills did the Q-Step students bring?

As a second year student, he brought a mature work ethic and quickly became part of the team. Nathan had already had work experience so he was able to settle in well within our team/organisation.

What challenges, if any, did hosting a student present to you/ your organisation?
Initially, there were challenges in staff seeing the benefits of a student placement working alongside them as we are a small team. Apparently, hosting student placements in the past did not go so well. Also, the amount of paperwork that had to be completed seemed a lot.

However, this is all understandable doing this for the first time as forms changed during GDPR. On the whole, once the paperwork and references were completed, the journey to host Nathan went very well and was a success!

On Q-Step improvements:
1. It would be useful to share some of the paperwork e.g. the JD and expectations with the Student before they join so that there are clear about their role.
2. Some organisations, like ours, need references as part of an HR process. It would be good to encourage students to get a written statement or reference as they complete their placements which will speed up the process of employment. Also, as students leave University and look for work, it will help them speed this process of HR which can take time. From experience, students often forget that this is a very important process, especially when their supervisors move on and it becomes hard to track them down and validate work experience.
3. Being able to keep engage, communicate and respond to emails with the employer before starting is really important.

Will you/your organisation to host more Q-Step students?

Yes! The success of having Nathan complete this project was amazing.

It is also good to point out that Nathan worked autonomously and diligently. We were even able to extend his time with us which we are very grateful for. Thank you!

We were also lucky to have someone who really loved data and enjoyed analysing it!