

## Starting Somewhere - Episode 10 - Turning it into a job

Buffy: This is Starting Somewhere - a podcast from the University of Melbourne... all about internships - finding one, landing it, and making the most of the experience.

Buffy: I'm Buffy Gorrilla, I dragged my second internship out for nine months... before realising it wasn't turning into a job and now I'm host of this podcast.

Ben: I'm Ben Pawson, I turned my internship into a job, but only after seven informational interviews... and now I'm co-host of this podcast.

Buffy: So, we're clearly the best people to help you start somewhere

Buffy: This is it - grab your tissues... it's our farewell episode and it may be the most important one of all - turning that internship into a job!

Yes, it is possible -

Ben: I did it, and you can too. We'll give you the skinny on how to set yourself up to be in the best position possible to get a job. And in this episode you'll hear from the familiar voices and more wise words from people you have met along the way.

Buffy: And not every internship turns into a job, I learned that the hard way, part of me thought, if I keep hanging around, they'll definitely give me a job. But it wasn't until I pursued other opportunities, got some more experience, did my 'dream' jobs come calling! Working here at Uni Melbs and for the ABC.

But every internship should give you that crucial experience that will make you a better, more connected, more worthy candidate for the job you do end up going for.

Or basically we've already taught you everything you needed to know in our previous episodes, so were done, it's nap time for us! see ya!

Buffy: Wait... you want more...we're on it!

Ben: We found a way to do it and some of the people we've talked to did too, let's hear what worked for them.

Hamish Taylor: I got rejected quite a few times and that was really hard going but I was kind of like, "This is a good internship but I don't think anything's going to come of it." And then they offered me a job which I was really surprised by and I had to go into this little office and I thought I was going to be told off but they offered me a job.

Buffy: Here at The Herald Sun?

Hamish: Yeah, here at The Herald Sun as an editorial assistant so that was really exciting.

Buffy: Congratulations. Are you going to take it?

Ben: I can't wait to find out... in the meantime, here's some data - I love me some data. Do internships get you to a job quicker or better?

Buffy: So the research says yes... but... this research is from America and Portugal, so bear that in mind... it says several short internships help people find jobs, and paid internships are more likely to lead to a job.

Ben: That's good news, if internships are an option for you, they are good for more stuff too:

Andrew Crain: Basically, in the study that I did, I followed up with students who had just completed an internship prior to graduation and asked them to write how their experience was beneficial in about seven different areas. So things like goal setting, professional goal setting, professional skill development, actual job search. Did this lead to a job ,networking? You know, different areas like that. And essentially, as students reported back on different internships they did, and a lot of students do both types of internships together, one of the things that came out was that unpaid internships are more beneficial in terms of connecting back to academics and some of the things that are going on in the classroom. Paid internships were more likely to result in a better job search outcome or specific skill development related to your professional area. And then both types of internships were helpful and things like confirming a field of interest or rejecting a field of interest, networking, and self self efficacy and goal setting.

Buffy: That's Andrew Crain from the University of Georgia - and what a relief! that study backs up what we've been saying in all the other episodes of Starting Somewhere!

Ben: Phew!

Buffy: By now we have spoken to so many amazing interns - remember Kate Mellot from ANZ? Well, she turned her internship into a position on ANZ's graduate program, this was a paid internship, and anecdotally this confirms Andrew's research.

Kate Mellot: At the end of the internship, I made a presentation to my line manager, all the things that I'd done, completed, achieved, what I'd learnt over the internship. I think that contributed to whether they recommended me, perhaps, or not, for the graduate programme. Then, after that had finished, perhaps about a month later, I got a call with an offer for the graduate programme for this year.

Ben Well, congratulations.

Kate Mellot: Thank you.

Ben: did you intend to, or want to do that, when you first started the internship programme?

Kate Mellot: Yeah, so definitely, the internship, I just wanted to see what ANZ was like, whether I fitted into their culture, something I wanted to continue and learn more. At the end of the internship, I definitely wanted that. I wanted to get into the graduate programme, so I was definitely hanging out for that call, hoping. I know a couple of the other graduates are also interns from last year, as well, so they would have had the same process.

Ben: Trying it out - one of benefits of internship, but Kate's transition from intern to secure position in a ASX 100 company might be a-typical and not just because 80% of internships are unpaid but mostly because we millennials are plagued with the question of job security and access.

Dan Woodman: It's a bit of a dirty word, but there's something to it. When you hear negative portrayals of the millennials as narcissistic, I think that's misrecognizing a real change, which is that really they've been compelled to think of themselves as the site in which job security and job opportunity comes from. It's not that your boss is going to hire you and promise to train you and you'll rise up through the ranks. It's more that you're going to have to present yourself as this go-getter and this almost personal CV of a personality that will help you navigate this world in which there's still lots of opportunities and having a degree really does help. In fact, it helps more than ever.

Buffy: You just heard from Dan Woodman, an Associate Professor of Sociology in the School of Social and Political Sciences at the University of Melbourne -

Dan has been leading a study that has tracked two generations of Australians into adulthood. And...

Dan Woodman: It's really, really tough. Really tough, tougher than it's ever been for people who don't finish high school or even don't go on to some further education. But it's not enough on its own, so you need to present yourself as somebody who has built other skills, including workplace skills and those soft skills, but also somebody who's the type of person who will continue to develop those skills and progress across the life course. This is one of the things, I think, one of the big changes that really lies behind some of the negative stereotypes about the millennials. But it's really them responding just as they have to the conditions we've given them.

Buffy: Can young people fight against the hand they have been dealt? And why is it so hard to just go out and get a good job with just an undergrad degree? Josh Healy, Senior Research Fellow in the Centre for Workplace Leadership explains

Dr Josh Healy: The unpaid internship has become a more prevalent thing, I suppose, as competition for entry level jobs has intensified. So, you see this being something that develops when you have a lot of relatively highly-skilled people looking for a kind of competitive advantage.

In Australia, at least, we've been training a lot of people at university level and there's been a big run up in the total size of the university system and the vocational system. So, the number of people coming through has increased a lot. And that means there tends to be a bit more competition. Now that pressure in terms of the "supply", so to speak ... I'm doing the scare quotes thing ... That has met up with a period in Australia of weakness in "demand". So that's particularly occurred for the graduate-level job market. So it's gotten harder to get a good, full time career job straight off the bat of getting an undergraduate qualification.

Buffy But it's not all futile attempts to move your life forward or achieve your career goals, it may just take a bit longer and we've armed with you the information to help feel like it's not you! It's the times (I sound like my Grandma)!

So if you need to stand out, one thing that will help is being connected, having personal relationships with the people who are hiring people like you.

Ben: And this has been reflected by just about every one of the 50 people we have interviewed. Network, network, network, network,

Buffy: So without further ado, the crash course in networking.

Ben: You're an intern going into a new company, maybe your first office environment ever, it's going to be overwhelming, and building your network is not going to be the top priority. But what if we suggest looking at it like one of the people in your new office is going to give you a job, maybe not now, but sometime in the future, and it might not be the people you think as Mary Trumble, a Client Solutions Manager, from LinkedIn Australia is going to explain... does that change your mind?

Mary Trumble: Absolutely. So, taking it sort of a step back, I think we overthink what a network is, and we often think it's people that are higher up than us, and it's people that we only meet through jobs, but in fact your network starts building way before that.

So a bit of plug here, but if you jump onto [students.linkedin.com](https://www.linkedin.com/learning/students) there's a whole handbook about using LinkedIn to get your network, and how to interview. But essentially it's about you want three types of connections in your network. And the first starts with the advocate, and that's someone that knows you on a personal level. Now we've all got those people, don't need to start a job to get those people in our life, but they're your sounding board. So for me it was my dad. So before I applied for a job or sent off a CV or a cover letter it was, "Hey dad, do you think this would be right for me?"

So you start with your advocate and you can ask them questions about how a certain job will line up to your personal values.

The next one is the strategic in. So it's the well connected individual who might be a friend of a parent, it might be a former school teacher, or it might be someone that you meet in the workplace, so these are the people you want to pay attention to. It can be as simple as if you do start an internship saying good morning to the leaders every day. Don't be frightened of them, they're just real people, and they love that engagement because you never know in 12 months time if your internship comes to an end you can say you know, "Hey Rob," who might be the managing director, "I'm still really keen to stay in this industry, have you got anyone who can help me?" 'Cause I guarantee these people in these industries are so well connected.

And then the third is the subject matter expert, so someone who can offer superior insight on a specific industry. So, it might be if you're looking to go into the medical field, it's someone who's really, really in the weeds there if you're deciding between say physio and occupational therapy. It's the person

that can point you in the right direction. The worst that can happen is someone doesn't respond.

Buffy: But Mary's a professional networker - she helps people and companies build their networks day in and day out, but how can lil ol me do some networking? Here's how Vivian Gleeson leveraged his connections.

Vivian Gleeson: The last thing that I did while I was there was actually help Aus Biotech run an Australia-China investment seminar in Shanghai, over two days. And while I was there, I met David Anderson and Jeff Dunheim, who's the COO of Burnet.

Buffy Gorrilla: It all comes full-circle.

Vivian Gleeson: Yeah it all goes full-circle. And I walked up to him and I was like "You know what, I'd just love to work on your portfolio. I'd love to work on any of these of assets." And then we just talked about some case studies, and he was like "Yeah, alright. Come back and we'll put you on a trial." And I went on a probation period for about three months, and then after that, hired.

Ben: Those people Viv met sound like the strategic type of networking contacts, that Mary Trumble described and Viv had done his research, he knew who they were, he knew what assets they had and he knew he would love working on them. That must have made talking to them a whole lot easier.

Buffy: So do your research! Like Hayley Smeding, of Tandem Partners HR.

Hayley Smeding: When I was at Deloitte, one of the human capital partners actually was an ex-Olympian and for me, going into that, it was my partner interview so within the recruitment process, I kind of sat in the interview and we were talking about the programme and the company and then she was like, "Do you have any questions?" I took a very personal approach and asked her about her previous experiences as an Olympian and I feel like that was my point of difference from a candidate perspective because it showed that I did my previous research, but I wanted to get to know her in a bit more of a personal level 'cause I wanted to understand who I was actually going to be working for rather than just the organisation at large. Making it a little bit personal and kind of picking out each individual's point of difference can be quite good.

Buffy: I like to think I am pretty good at the first stage of networking when I meet someone IRL, but I have not done a lot of formal LinkedIn networking, so if you are unclear how to navigate making certain connections, here's Mary Trumble again with a solid, non-creepy approach.

Mary Trumble: Our rule like generally across LinkedIn is don't connect with someone unless you're going to have a reason to stay connected. So it doesn't matter if you've met them or not, but when you request to connect with someone, you can add a personal note. So it's okay to request a connection who you've never met, but just explain why you're reaching out. You know it might be, "I'm interested in perhaps pursuing a career similar to yours so I just wanted to stay connected on your journey."

Ben Pawson: Nice.

Mary Trumble: Yeah. And it's the same when receiving connections. You know, it's not a numbers game. It's not about how many Instagram likes you get. It is thinking about, "Will this person be of value to me in the future? Am I interested in what they have to offer?"

Buffy: We've been putting the linked in profiles of many of the people we've featured on Starting Somewhere in the show notes, but think carefully, just because Mary Tumble sounds awesome is not a reason to connect to her.

Ben: We asked Sarah Webster a University of Melbourne student who doing a music and Math degree in a pretty intense undergrad how she uses Linked in, this is what she said:

Sarah Webster: At first I was sort of embarrassed by it, because I felt like I don't really have a whole lot of formal experience. Here I am trying to look all professional and everything, and I didn't have a lot of contacts. But, I sort of realised that I just have to get into it.

Buffy: You gotta start somewhere.

Ben: Great name for a podcast

Sarah Webster: You gotta start somewhere. Over time, I gradually built up my network through friends, people from school, and the more confident I got, the more people I started adding.

Ben: Sometimes coming to the realisation that networking is a career must can be a slow burn... like it was for journalist, Anders Furze.

Anders Furze: Really got serious about LinkedIn at the start of my master's degree. So I went along to this workshop that the Melbourne uni careers people gave on LinkedIn and setting up a profile. I already had a profile, but I didn't really know

how ... a lot of people don't really know how to use it. I didn't really either. Then they demystified it for me, and I realised you can request introductions to people who you might have mutual connections with. You can post content to it. All this other stuff. I think, again, with cover letters and resumes, it's very easy to overthink it. As long as you're not ... I think you just check in there every once in a while. As long as you're keeping active, just checking in I guess. Through LinkedIn, I have received job opportunities, gig opportunities. Not full-time ongoing work, but I have received commissions for pieces from people who aren't connected with ... which is pretty cool. The system worked for me at least a couple of times. You know what my next thing ... I haven't done this yet. I'm going to challenge myself by asking for a testimonial from a client. You can add testimonials to LinkedIn.

Ben: But how do you use this network? It might just be for intelligence, or mentoring, which we'll get to in a moment, or finding out who's up to what, but sometimes it gets real : Viv Gleeson again:

Vivian Gleeson: I've always known that, yeah, it really is who you know. Even in science. And building those networks, getting talking to people, even in the pure basic sciences, is critically important. You need to be able to bounce ideas off of people's heads. You need to be able to leverage resources across multiple fields, and especially with scientific hiring, it's very often who do you know that could fill this role when writing the grant. And they just cheekily write you into the grant. So, you need to be in the right place at the right time, and if you cast a broad enough net, people will be thinking about you when those opportunities arise.

Buffy: Once you've established a solid network and everyone is present and accounted for - you might want to think about adding a mentor to your stable. Identifying a mentor can be daunting - What even is a mentor, we approached three mentor superheros and asked them what one is, what you should ask for and what they want from you.

Ben: Glyn, Lynne and Col-in... breaking it down -they are Glyn Davis, is the Vice-Chancellor of the University of Melbourne, Colin MacLeod is a professor at the Melbourne Business School. And also the academic director of the Master of Entrepreneurship programme and Lynne Cazaly is a speaker, author, and facilitator, first up, Lynne, with a definition.

Lynne Cazaly: The community, one of the communities I'm involved with, The Thought Leaders Business School, we talk about mentors as someone who's done it before you, so they can give you that direct advice, versus a coach, who may not have done it, but tries to help you uncover, or discover it. So a mentor, in

thinking that they've already done it, which to me, says, work out what your questions are, ask them, and then listen to what they say. I think I'll do it.

Buffy: But how does the relationship work - how do you make the approach? Do I need a mentoring wing-person? Colin McCleod lays out how to test the waters with a potential mentor. And we find out if anyone has made any uncomfortable requests.

Colin McCleod: Yes,-people have asked me for jobs. People have asked me for money. One of the things I do find, I wouldn't say offensive, but it sort of bugs me a bit, is when people do things like send you an email, "Love to catch up for a cup of coffee to pick your brain."

Interviewer: You've not actually indicated anything that I know that you're interested in. You've not indicated anything about my work that's prompted this email. You've not indicated anything about the type of questions that you want me to respond to, which would help me think about first whether I want to do it and secondly how to make a better contribution. And thirdly, how long you think this is likely to take and how often you wanna do it.

And so interestingly enough, to be honest, I probably get a couple hundred of those emails a year. I send that reply back to all of them. You haven't told me this, you haven't told me this, you haven't told me that. I'd say 1 in 50 responds to my response email. So it's a bit like, "I want mentorship if it's really easy."

Buffy: So clearly that's not how you want to approach your mentor - but just to make it extra clear because this is important - here's what you do want to do.

Colin McCleod: What you want more than anything as a mentor is for people to show that they respect your time, they respect your knowledge. As I said before, it doesn't mean they're going to accept it. But if they respect your time and they respect your knowledge, they should respect enough to know that if you think they're worth investing in you'll come to their conclusion. If you want to offer them a job, you'll come to their conclusion. You don't need to be prompted.

I think in many cases, that short term need for a job or short term need for money might undervalue what could be actually a life long relationship that could have a lot more value.

Ben: If asking for jobs or money is a no-no what else is going to put your mentor off side? Lynne Cazaly with a pet peeve:

Lynne Cazaly: I find it really frustrating when I'll be talking with some students and they're just storytelling. They're just going blah, blah, blah...I think "What's your question?" We're having our coffee, or this is our meeting, or this is our call. What are the things you want answers to? I don't need all of the background, or all of the context. What's the stuff that you want answers to? Let's work on that. So be quite pointed, I think, with your questions to a mentor or advisor like that.

Buffy Gorrilla: And what do you, besides those great tips, what do you also think that a mentee should do in preparation for choosing and meeting a mentor?

Lynne Cazaly: Coming back to some of that why? Why do I want/why do I need a mentor? Where am I now? Where do I want to get to? Why have I chosen you? And to do some homework about that mentor. I remember being interviewed by a mentee, as if the job was mine to get. Now the relationship is always mutually beneficial, but I wanted to know why they wanted to be mentored by me.

So I think get your act together, be prepared for that conversation of "What gap are you trying to close?", which is a bit of a coaching conversation, but where are you now, where do you want to get to, and what's the thing that you're hoping this mentor will be able to help you with. If you can articulate that early on, or start with that, then who knows where it can go from there. But I think having some focus is key to getting the most out of that relationship.

Buffy: And if Colin and Lynne haven't convinced you to seek out a mentor - look no further than the wise counsel of Glyn Davis, his reassuring advice may leave you with the feeling that you can, and should find a mentor ASAP!

Glyn Davis: We make sure that everybody has access to somebody, a mentor, a coach, depending on where they are and what they need. It's really important, someone they can talk to out of the workplace who they can be frank with and not have to worry about the consequences.

That's what we're trying to offer to students as well. It's the same logic of who can I talk to, who can help me think through what the opportunities are and how I might contribute.

The mentoring programmes that we've been developing are all about providing that opportunity to every student at the campus.

Ben: And what about a young Glyn Davis, did he have a mentor that helped him along the way to his welcoming office in the towers of academia?

Glyn Davis: As a student, yes, mentors, my honours thesis supervisor. His name was Donald Horn, was a brilliant mentor and friend and supporter. I had exactly the same privilege in my PhD with Patrick Weller, who was my principal supervisor, though, not my only one. Turned out to be a great colleague, as did a number of other people, so I was very fortunate in that. I think it's really important. I've tried, through my career, therefore, to do the same for others, not just people who are my students, but people I work with and others. It's one of the great privileges of life.

As you get older and you get to more senior roles, you get to contribute to other people's development, and you can help encourage, support, and mentor them. I found that hugely rewarding. They think... Sorry. They think you're doing them a favour.

Often when you act as a mentor, the people you're mentoring think that you're doing them a great favour. Actually, you're learning a lot. You're giving back. You're contributing. It's a real privilege to do it, and I've hugely enjoyed it.

Ben: It's pretty reassuring to hear that mentors have mentors, but what about people how might not have access to mentors, Anna Lemcke from the Maribyrnong and Moonee Valley Local Learning Network tells us about their mentoring program and gives us a bit of the theory of networking that shows us as with other things it's a good idea to check your privilege!

Anna Lemcke: So there is something called the bonding network, and the bridging network. The bonding network is something where you are traditionally connected to your peers, your family. And then there's the bridging network, which is basically, if you look at circles, it's another layer to a circle. If the young person is in the middle, and you've got the bonding network around them that's family, friends, and you are there immediately connected and you've got the bridging network, and the bridging network again is more reserved for privileged people in many ways, because their parents are working at a high level and are able to connect their daughters or sons to opportunities that a lot of other young people don't have access to.

So what we're trying to do with the mentor programme is providing those young people that don't have access to those bridging networks with the opportunity to connect to a role model in their life, someone that is of professional background, so that's our criteria for anyone becoming a mentor.

Ben Pawson: And if people want to volunteer to become a mentor, how do they get in touch?

Anna Lemcke: If you want to volunteer for the Maribyrnong and Moonee Valley LLEN, the youth internship initiative, best way to go about it is go on our website, which is [MMVLLEN.org.au](http://MMVLLEN.org.au).

Buffy: When you think of your friend group, you probably have your core group of friends and extending out from there you have a range of layers - the friends who you know from primary school, the ones you do sports with - your professional network is similar - layers with varying degrees of importance - but you need to nurture these professional relationships.

Buffy: Once you've got your network, sometimes you need a little something special to help you along - lucky for us, Warren Freshe Senior Advisor, Experiential Learning, Global Leadership and Employability, at the University of Melbourne knows the word for this career *je ne sais quoi*?

Warren Freshe: There's a great professor at Stanford called Professor Krumboltz who came up with a term called happenstance. What he meant by that is to put yourself in a situation where you're kind of creating things that might happen, but you don't know what they might be. So, being connected means you might go to an event as part of a professional association, for example. The fact that you're in the room with a number of employees could lead to some great contacts and some good connections, but we don't know what the outcome's going to be.

You might attend two or three of those and not get anywhere, but the fourth one you attend may just be the person that you want to speak to and may be the best person to refer you to somebody else. So, it's positioning yourself in the right areas with the right people, and that's what we really encourage.

Ben: Someone who was in all the right areas was Vivian Gleeson.

Vivian Gleeson: I went to absolutely everything. So every single careers day, every single networking event, every single industry event either at Melbourne University or within the biotech industry in Australia, basically. I volunteered for just about every event that was biotech-ran. I put my name out there, and my personal thing that I did, and this is like my hot tip that I would just want to pass on to everybody looking for a job: it's called informational interviewing.

You basically just find someone on LinkedIn who has the job you want, and you just send them a message just saying "Look, can I buy you a coffee? Can I have 20 minutes of your time? Can we just talk about what you do, how you got into that role, what's the role like? You know? Do you think I'd be suited for

that, or what do you think I'd need to get to that role?" And more often than not, that leads to something. So just making the face-to-face appearance and actually just taking the time to talk to a person, prove that you can string sentences together, and you're not some online bot crawling for information.

It works out really, really well. And sure, it might take four or five, but after a while you're getting your name out there and people will start to think about you for certain roles. And more often than not, I get emails now like " Are you still looking for work? This could potentially be in your alley." Because so much of the scientific work in Australia is not on Seek, it's not on Indeed, it's not on any job-seeking network. It's really just who you know, so get that LinkedIn account made and, yeah, start talking to as many people as you can.

Buffy Gorrilla: And how many informational interviews did you go on?

Vivian Gleeson: I was actually really lucky. I only had to do three, and I didn't actually end up getting a job with any of them. I got my job through volunteering with Aus Biotech for Aus Bio fest in Melbourne in 2016. I was walking around, just handing out my card. I made these cheap, little, tacky cards with my name on it and Master's of Biotech Student currently seeking opportunities.

Buffy Gorrilla: I have a Master's of Journalism Candidate business card, as well, so I'm with you on that.

Ben: But your arsenal should include more than a business card, how you present yourself in your LinkedIn profile is super important and the work you do here will become a cheat sheet for another element of your arsenal. Mary Trumble explains.

Mary Trumble: And then basically once you've filled out all the elements of the profile, that's when you want to go and finish with your summary. And your summary actually sits at the top, so it's that really highly engaging first paragraph, first impression. Essentially your elevator pitch, which is, what would you say to someone if you had 30 seconds in an elevator together? And this is where I really encourage students to actually showcase their personalities, so if you're a bit humorous you know or whatever it is, show that off because that's the impression you want to give. Just be you and then the rest of the profile will compliment.

Ben: I had to do my elevator pitch in an actual elevator, stuffed full of my fellow MBA students, if was at the end of a very tough day, the smell of, shall we say learning was ripe.

Buffy: So who better to test other people's elevator pitches - and no doubt business students would be across this trend - Ben rode the elevator at the Faculty of Business and Economics here at the University of Melbourne and these are in no way conclusive findings or indications to the type of education you receive here.

Ben: Who knows what an Elevator pitch is, and would they care to give me their elevator pitch in an elevator? Do you know what an elevator pitch is?

Student 1: Not really.

Ben: OK, No problem. Do you know what an elevator pitch is?

Student 2: Erm Yeah

Ben: Would you care to give my your elevator pitch in the time it takes to go up?

Student 2: I'm very hard working, yeah hire me. Nah nah, I'm not very good at it..

Ben: Hi there everyone, do any of you know what an elevator pitch is?

Students: No...

Ben: Do you guys know what an elevator pitch is?

Students: Yeah

Ben: Have you ever done one.

Students: No, but I know how it works.

Ben: Would you have time to go up again and give me your elevator pitch?

Madelaine: err OK

Ben: OK, let's take one more ride...

Madelaine: Hi my names Madeline, I'm a bachelor in Commerce Student studying marketing and management, so I've been doing a lot of internship subjects in the accounting field and also some project planning jobs in the uni, so my interest are in careers and employability and student engagement.

Ben: That's really good, that's brilliant! And then I saw oh I know someone in student engagement and I can help you out.

Buffy: And stepping out of the elevator once you find a company, say NAB, standing outside giving random employees your elevator pitch is not the only way to get your foot in the door, there may be other ways to get into that organisation? Rem Tzambazis who now manages NAB's intern program, initially made a beeline for their Graduate program, but didn't make the cut. He didn't lose hope and you shouldn't either - there are many ways to get into the fortress.

Rem Tzambazis: A sole focus on getting into NAB, and starting your career at NAB just in the graduate programme probably limits your opportunities to join the business. So for me, it's about considering what else is on offer more broader than that, and that now includes the internships, and it also includes the about 2500 entry level roles that we hire for every single year.

Ben: Even though you are armed with all the advice from this series, you may still hit some rejection, but as you gain more experience you'll build your confidence and your linkedin profile and hopefully employers will start coming to you - that's been my dream!

Buffy: Mine too!

Ben: And for some of you it will be easy, and one day you'll be in a position to help someone else get started somewhere.

Buffy: So is Hamish going to take the job?

Hamish Taylor: That is very much up to debate. I'm about to start my thesis and I'm sure people who are listening who have done a thesis know how tough and time consuming it can be. As I said before I'm nowhere nearly organised as some of my friends who can't actually access these unpaid internships so I'll have to really think about how I'm going to organise my life before I take it on.

Buffy: We all have choices, and as interns you have a lot of power, more than you think. When you are working for free you don't owe much to anyone. And in this competitive, uncertain market you need all the power you can get,

Ben: That uncertainty makes networking, staying in touch and doing the best you can to impress while you are there even more important.

Buffy: And who better to wrap up season one of Starting Somewhere than Vice Chancellor, Glyn Davis... with this wisdom nugget.

Glyn Davis: The thing that I've noticed about lots of people's careers is that people are always in a hurry, and they're nervous and ambitious. All that makes sense. Yet, I think the single piece of advice that would have been useful is just chill out, calm down, it'll work itself out. Don't be too anxious about what follows, just enjoy the moment. Live in the moment and try and get some sense of achievement from what you're doing now rather than always be thinking about what's ahead.

That's really hard advice. It's easy advice to give when you get older, and you can look back. It's very tough. That's why I wonder whether anybody would take that advice, but it is actually true for most of us that our lives work out in really interesting ways. They won't work out as we planned, and that's a good thing. Imagine if you could, at 21, know what you're doing for the next 50 years, how dull that would be.

Buffy: That's all from Ben and me! Thank you for joining us this season. A huge Starting Somewhere thank you to all our guests, thank you for your stories your honest accounts - we've had a blast making this series and our fingers are crossed for you - we both hope you get your start somewhere.



