Meeting in the Employers' Panel for GAMES

4 February 2021 16-18 via Zoom

Participants

Employers' Panel:

Astrid Refstrup

Jonathan Bonillas

Simon Jon Andreasen

Kelly Griffin

Christos Iosifidis

Rob Pearce

Hannah Nicklin

Marina Surdu

Na'Tosha Bard

IT University of Copenhagen:

Martin Pichlmair

Søren Sønderskov Hansen

Martin Tvede Zachariasen

Pernille Rydén

Lone Malmborg

Agenda

1. Welcome, Approval of Agenda (Astrid, 10 minutes)

Astrid welcomed everybody and thanked for the participation in developing the Global Competence Profile. We then did a quick presentation, and the agenda was approved.

2. Short introduction of the Programme & current issues (Martin, 20 minutes)

Martin presented the current work and issues in the programme.
Vision statement:
Games are developing a vision statement because it seems that students are having difficulties formulating what they have learned during their time at ITU. With the vision students will have an easier time selling themselves to companies.
In the vision we have boiled down our values and show how that is reflected in the teaching.

Tech track changes:
The Tech Track changes consists in:

- Data Science in Games will be turned into an elective, so it is not mandatory anymore. It is now called Data Mining
- Instead, Algorithms for Games Development will be a specialisation. We have moved game-specific general-purpose AI algorithms into that course

Student Environment Assessment:
There has recently been done a Student Environment Assessment. In general, Games have good ratings in relation to teaching and course content. Further, students feel like they can influence teaching and the social study environment is in general good.

On the negative side the survey shows that students invest less time on their studies than other programmes. Further, they are missing more feedback from teachers. From that we can learn to support the students social study life more.

3. Comparison to other educations (Martin, 10 minutes)

It seems like some employers do not know what distinguish Games from other programmes in Denmark. Games graduates will have high technology competences and Games development process knowledge compared to similar educations. Further, Games seem to have more production than other educations. Games is a hands-on programme with a focus on collaboration.

4. Comparing hiring processes across companies and how can we prepare students for them? (Astrid, 20 minutes)

Hannah Nicklin: Die Gute Fabrik both do public hiring and targeting of potential candidates. They invest time in recruiting to not only find the most skilled candidate but also the most diverse one.

Kelly Griffin: Tactile have two persons doing the recruiting with an eye for diversity. There are both targeted search but also use of open calls. At the interview they try to find the cultural fit and make sure there is an alignment of values between the candidate and Tactile.

Na'Tosha Bard: KMD focus on hiring young people. They have a graduate programme called Young Professionals.

Astrid Refstrup: Triple Topping have designed a program based on internship/education program: They are hiring people straight after the end of their education and then offer to educate them.

Marina Surdu: IO Interactive focus on finding talented women.
They have an initial interview with candidates where a manager and HR are present. Depending on the role there will be a test and a second interview. In the final interview it will be a more specialised talk.
They have around 7-8 people involved in the process.

5. Presentation and approval of Employment Tickets (Martin, 15 minutes)

Employment tickets is a description of what students are good at and what their abilities are. It is an official part of the Employers Panel report.
As there are two tracks there are three list of abilities. One for both tracks and one for each of the tracks.

The Employments Tickets written by Martin was discussed, and minor changes added. The final Employment Tickets can be found on ITU.dk.

6. Discuss the Global Competence Profile (Astrid, 15 minutes)

Martin and Astrid did a questionnaire prior to the meeting to structure the discussion.
The meaning with the Global Competence Profile is to make sure that Games is a globally relevant programme.
Martin mentioned that Games is global in the way that there are several international teachers and students come from everywhere.

From the questionnaire it was argued that it is important to teach historical context. Further, it was also emphasized that we need paid guest speakers.

Due to Covid-19 it is difficult to network, meet people and pitch projects. Therefore, it will be good with a virtual studio tour.

Astrid mentioned that some different things are happening online. E.g., "Pitch your game" at Twitter.

Further, it is important to strengthen the alumni network and make sure that students can get feedback on their projects. It is a good idea to make students talk to each other rather than doing everything top-down.

7. Looking ahead: what are upcoming trends and where is the industry heading? (Astrid, 20 minutes)

This point was cancelled due to lack of time.

8. Employers' Panel Report 2021 (Astrid, 10 minutes)

This point was cancelled due to lack of time.

9. Any Other Business

Games are hosting a Conference on ITU campus 17-20 Aug. There will be an industry track hosted by Martin and Na'tosha.