

LOOKING AHEAD A FEW MONTHS...

Helping Students Without Job or Internships (yet)



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A Quick Poll...

I am feeling _____.



What we can't control

Today's topic is to
look ahead... not
behind.



What you're hearing...

Are employers open to moving internship opportunities online?

- Yes
- No
- It's about a 50-50 mix



What we're hearing...

According to NACE as of March 20th:

- 0.4% of companies have canceled their summer internship programs
- 84% of companies are continuing with their summer internship programs as planned
- 13% of companies are exploring virtual options

According to LDP (Learning Development Program Association) as of March 19th:

- 2% of companies have canceled their summer internship program
- 6% have postponed their summer internship program
- Of those who have not canceled their internship program, 80% lean towards running it virtually, at least to some extent



What we're hearing...

Other points to note:

- **April 1** seems to be a big decision date for employers
- Most are **still planning to hire full-time employees** (except in industries feeling initial strains from COVID-19: hospitality, entertainment, etc.)
- Companies are trying to figure out remote opportunities

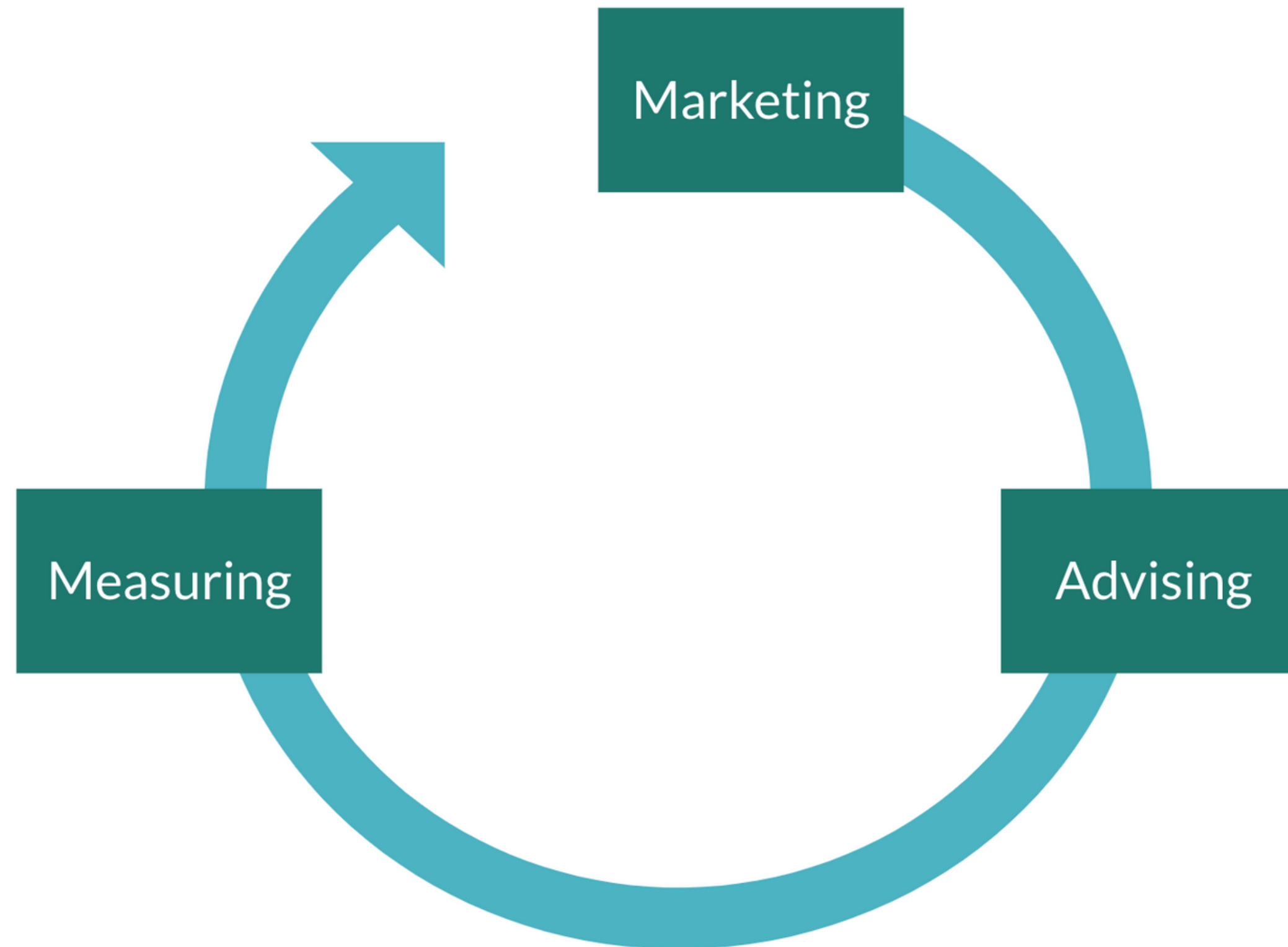


How are students feeling?

- **Concern** about whether their internships will happen or if their job offers will be rescinded
- **More free time** now
- Probably **comfortable** with remote opportunities
- If they don't have a job/internship right now, they're probably...
 - Open to lots of different types of work
 - Open to various industries
 - Open to working remotely



Engaging Students



Marketing

Please stop sending emails!

What are some alternatives to email that seems to be working now?

Who else could you engage to reach students?

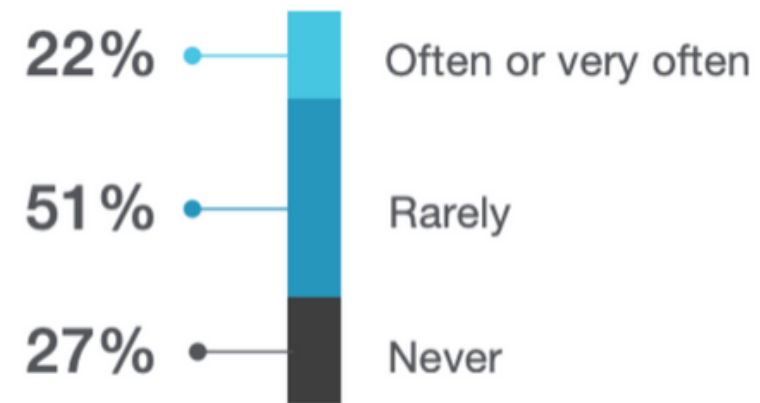
- Faculty
- Student organizations
- Alumni

(Please share your ideas in the chat.)

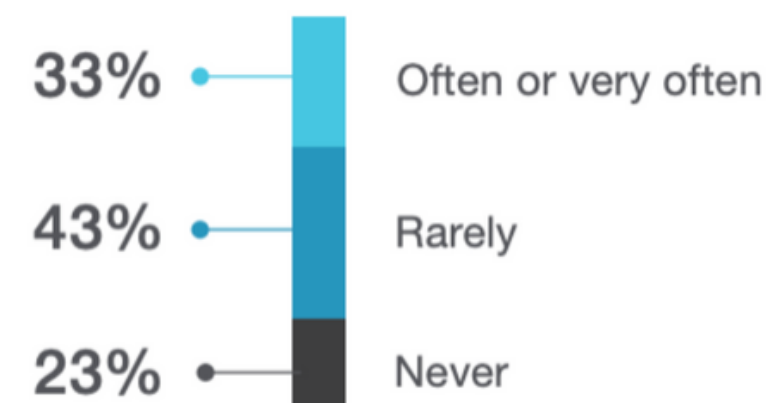


Advising

While attending [Institution],
how often did you visit, or
access resources provided by,
the career services office?



How often did you receive
career advice from other faculty
staff members at [Institution]
who were not career service
employees?



- Who else is providing career advice? Are they aware of additional student resources?
- When students come to you, what is the big take-home message you're giving them?
- How much are you emphasizing persistence? Attention to detail?

Persistence is key...

Some statistics about Micro-Interns who have completed projects....

86% Have a **COMPLETE** profile

34 Average number of times **logged into the platform.**

15 Average number of applications submitted.

Persistence pays off!

87% Micro-Interns who, after completing one project, **go on to complete at least one more.**

96% Micro-Interns who are **professionally employed upon graduation.**



Measuring

Thoughts to consider over the coming months:

- **Why are they reaching out** to your office?
 - Are their expectations being met?
 - Are their expectations reasonable?
- What kind of **follow-up** do you do?
- How can you gain **deeper insights**?
 - Survey (pre/post visit)
 - Focus group
 - Student advisory board

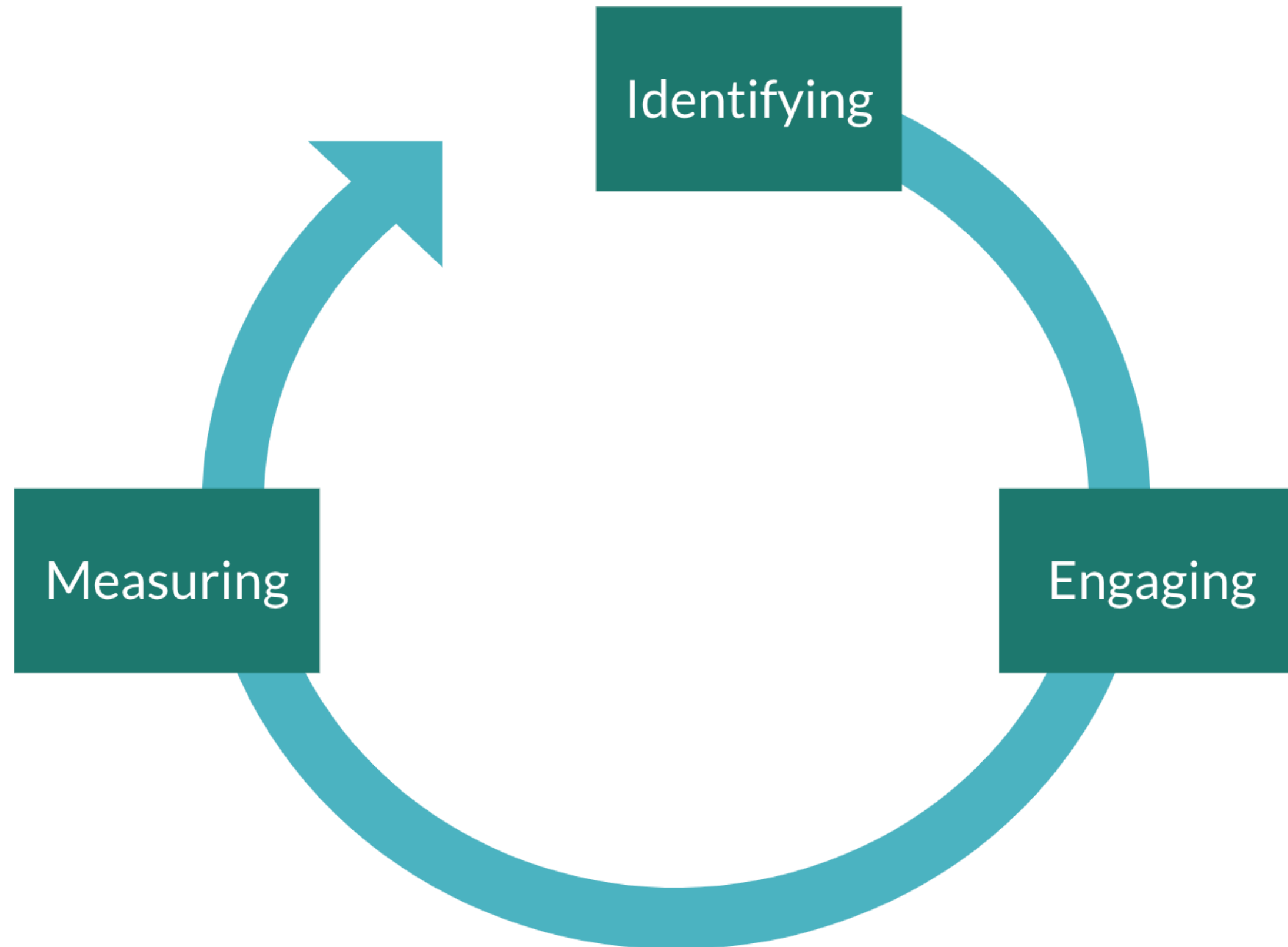


How are companies feeling?

- **They're feeling the pain**
 - Many were not done with their recruiting
 - Concern about remote opportunities
 - Uncertainty about business need (slow down or uptick)
- **They're juggling a lot!**
- **They still want interns/new hires!**



Engaging others



Identifying

Who are **key allies** right now? What are their motivations?

- Employers?
- Alumni?
- Parents?
- Others?



Engaging Employer Partners

- Share students' perspective
- If interested in helping...
 - Identify their pain points:
 - Uncertainty about future business needs/economy
 - Concern about remote work
 - Budget
 - Send resources for developing virtual programming
 - Interest in sponsorship?



Engaging Alumni & Friends

- They want to give back
- They might be busy
- Draft communications with ideas for how they can support
 - Mentoring
 - Sponsoring
 - Hiring
- **Share resources** with them on how they can help



Opportunity for you to help

Share the benefits of remote projects/internships for employers:

- Gain immediate support
- Allow them to test-drive working with students remotely (especially since the student companies are remote already)
- Way to access a student candidate pool if they still need to fill roles
- Way to test-drive students' performance in the absence of a career fair, on-campus interview

How to do this?

- Direct call to action via email, newsletter, social media, etc.
- Acknowledge pain points (employers), desire to help (alumni/friends)
- Share resources



Measuring

- Track/Measure how the campus community is coming together
- Share stories of collaboration, creativity and resilience
- This may go on for a while...



Thank you, and stay safe!!



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