

Supporting Underrepresented Students in the Job & Internship Search

Thank you for joining us.
We will get started in a few minutes.

W CAREER & INTERNSHIP CENTER
UNIVERSITY *of* WASHINGTON
Division of Student Life

Logistics

- > **Welcome!**
- > **For technical issues:**
 - Use the “Chat” feature
- > **For other questions:**
 - Use the “Q&A” feature
 - We will address all questions at the end



Meet Your Facilitators

Basics:

Emma O'Neill-Myers
Associate Director
Career & Internship Center



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Details:

15 years in center
Goal – helping connect employers and Huskies for mutually beneficial futures

Factoid:

Is a 2005 grad and a daughter of 2 recently-retired UW faculty

Contact:

econeill@uw.edu

Meet Your Facilitators

Basics:

Dan Herb

(He/Him)

Internship Success Manager
Career & Internship Center



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Details:

4 years at UW

**Goal – providing students
with meaningful, outside-
the-classroom experiences**

Factoid:

**Did my first internship for a
grassroots political
campaign in CA**

Contact:

dherb@uw.edu
(206) 543-9106

Land Acknowledgement

- > The Career & Internship Center acknowledges the Coast Salish people of this land, the land which touches the shared waters of all tribes and bands within the Suquamish, Tulalip, and Muckleshoot Nations.

Agenda

- > Context
- > Handshake Postings and Applications Data
- > Fall Recruitment
- > Handshake Best Practices
- > Thinking Ahead
- > Wrap Up



Context

Context

- > **Low-income students, students of color, and women are less likely to secure paid internship opportunities**
- > **Students graduating with internship opportunities are more likely to find employment upon graduation compared to their peers**
- > **This cycle perpetuates inequities in the workforce**
- > **Lack of familiarity with virtual recruiting (historically used most heavily in Business/Tech) could prevent students from being part of the robust Fall recruiting cycle.**

Context

- > **Our goal – Bridge the Divide**
 - How can we make opportunities more accessible for underrepresented student populations?
 - How can we best prepare students for the job and internship search, including its new virtual realities?
 - How can we encourage companies to use equitable recruitment practices?

- > **Lots of ways to go about this problem.**
We'll touch on a few today.

Handshake Postings and Applications Data

Handshake Postings

- > **Internship data from 2019-2020**
 - July 1, 2019 – June 30, 2020
- > **9,333 total internship postings**
 - 81% are paid
 - 67% are summer opportunities
 - 23% screen by GPA (min. 3.0)
 - 1% screen by UW School and 14% by major

Handshake Applications

- > **Data from 2019-2020**
 - July 1, 2019 – June 30, 2020
- > **106,319 applications submitted**
 - Average of 12.05 for paid, 4.24 for unpaid
- > **All students at UW Seattle and UW Bothell**
 - Undergrad and grad

Handshake Application Demographics

- > **Demographic comparison**
 - Apps compared to UW Seattle population fall 2019*
- > **Underrepresented Populations**
 - Women, American Indian Alaska Native, Caucasian, Hispanic, First-gen, and Pell-Eligible students
- > **Overrepresented Populations**
 - Men, Asian, and International students

Conclusions

- > **Lots of posting opportunities available**
 - Many get 3 or less applications
- > **Applicants do not perfectly represent the student body**
 - Imperfect comparison and variations by school and college
 - Still, how can we increase apps from underrepresented communities?
- > **Applications do not equal an internship**

Fall Recruitment

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Fall Recruitment

- > All recruitment activities at the UW for Fall 2020 will be virtual in nature.
- > This includes:
 - Interviews
 - Career Fairs
 - InfoSessions
 - Alumni panels and networking sessions
- > It's not good or bad...it's just *different in some fundamental ways.*

What have we been hearing from employers? What are we seeing?

A big takeaway from today? *Employers are still interested in Huskies!*

Employers are:

- > Still posting in large numbers.
- > Uncertain how to meaningfully connect with students in a virtual environment.
- > Wanting to increase diversity in their hiring.
- > Wanting to retain relationships with candidates even if their exact hiring targets are still emerging.

One thing colleges and employers have in common right now?
None of us have this all figured out.

Online means MORE prep

- > The virtual recruiting environment creates more opportunity but also requires more planning and intentionality from students.
 - Most virtual activities require advance sign-up.
 - Companies will expect more familiarity with their organization and opportunities because of the ready availability of that information online.

- > Underrepresented students may be less-likely to search for, and self-advocate around, opportunities. We see work for ourselves here!

Virtual Career Fairs

- > For most Fall Fairs, gone will be the booth-to-booth exploratory experience of a Career Fair.
- > Group sessions with recruiters and 1:1 time with recruiters will be scheduled in advance, on a first-come, first-served basis.
- > Benefit: Flexibility and efficiency
- > Potential barrier: Advanced and intentional planning required.

Other virtual recruitment

> Virtual Interviews

- These can mean two things:
 - > One-way, recorded.
 - > Live/interactive, like a Zoom meeting.

InfoSessions

- > Hosted by the company through various web platforms, often staffed by HR team members but also sometimes alums or content area experts

Other creative options

- > Office hours, coffee chats, virtual office tours, alumni panels, virtual escape rooms and more

Key resources for Fall recruiting

- > **Handshake (times infinity)**
 - Such a key resource we'll dig into 'Best Practices' next!
- > **Organizational websites**
 - Don't assume everything will be in Handshake
- > **Career & Internship Center newsletter**
- > **How to access equipment & wifi - C&IC page**
- > **RSO & Departmental connections**
- > **Communication!**
 - How can we help you? What do your students need? Help us see gaps and nuances.

Handshake Best Practices

Handshake Best Practices

*Handshake is built on the tenet 'democratizing opportunity'.
They want to see students thrive.*

- > **Create and update your profile**
 - An updated profile will be required for participation in career fairs.
 - An accurate profile also helps employers find YOU!
- > **Use smart searching - keywords, filters and saved searches are all better than the dreaded 'scroll'**
- > **Check regularly – during the late summer/early Fall see more than 200 new postings a DAY**

And the #1 Handshake best practice?

- > **Believe in yourself!**
 - You've got a great profile.
 - You've done your smart searches.
 - You've logged in regularly.
 - The C&IC has your back.



Advising friends - How can we collectively help our students ditch imposter syndrome? Scoff at uncertainty? Embrace excitement and possibility, hard work and hope as it relates to professional development?

Thinking Ahead

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Thinking Ahead to Winter & beyond

- > **Lots of uncertainty**
 - How will students and employers handle a virtual world?
 - What support do students and employers need?
 - How will continued economic uncertainty impact employer hiring realities?
- > **How much will virtual communication prevail post-COVID? How will the workforce be fundamentally changed?**
- > **We'll keep learning and keep sharing.**

But for all Winter's uncertainty - here are some action items for students this Fall

- > Utilize our Handshake Best Practices
- > Attend workshops and get personalized support from coaches
- > Get inspiration & insight from alums through our Alumni Panel Series
- > Connect with employers at career fairs and InfoSessions

Remember - the big difference is that all of it takes advance preparation. Most students are closer to ready than they know, and C&IC is here to help!

Wrap-Up

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Summary

- > Context
- > Handshake Postings and Applications Data
- > Fall Recruitment
- > Handshake Best Practices
- > Thinking Ahead



Resources

- > **Career & Internship Center**
 - <https://careers.uw.edu/>
- > **Faculty and Advisers webpages**
- > **For Students:**
 - **DIY resources with support information**
 - **Coaching appointments**
 - **Workshops and events**

Resources

Other centers

- > **Career Center @ Engineering**
 - enr.uw.edu/careercenter

Career Center @ Engineering

- > **Foster School of Business
Undergraduate & Specialty
Master's Career Services**
 - foster.uw.edu/careers/career-services/employers/

FOSTER
SCHOOL OF **BUSINESS**

Reminders

- > Slides will be made available by APAC
- > You are welcome to disconnect or stay for Q&A
- > Dan and Emma are here to help:
 - dherb@uw.edu
 - econeill@uw.edu

Questions



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