Note – The information presented here was current as of 6/1/2020. Employer responses to COVID-19 are constantly evolving so this information will be quickly outdated.
Topics

> What are employers doing?
  – UW employer connections
  – National data

> Who’s hiring?
  – Nationally
  – Locally

> What should students be doing?
  – Advice from those who graduated in 2008-2009
  – Tips & resources
Data from UW Employer Connections
Current Hiring Needs

> **88** employers with active hiring needs attended our May 13 virtual fair!

> Job types recruited for at fair:
  – Job – 69
  – Internship – 32
  – Volunteer – 6
  – Fellowship – 4

> Employment types recruited for:
  – Full-time – 77
  – Part-time – 20
# Handshake postings

<table>
<thead>
<tr>
<th>Week of</th>
<th>Jobs Posted</th>
<th>Internships Posted</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 9th</td>
<td>750</td>
<td>264</td>
</tr>
<tr>
<td>March 23rd</td>
<td>393</td>
<td>129</td>
</tr>
<tr>
<td>April 6th</td>
<td>267</td>
<td>85</td>
</tr>
<tr>
<td>April 20th</td>
<td>391</td>
<td>113</td>
</tr>
<tr>
<td>May 4th</td>
<td>332</td>
<td>67</td>
</tr>
<tr>
<td>May 18th</td>
<td>324</td>
<td>92</td>
</tr>
<tr>
<td>May 25th</td>
<td>313</td>
<td>93</td>
</tr>
</tbody>
</table>

Note – We see a downward trend in late April and May every year. The trend is more pronounced this year.
Hiring is definitely not as robust as it was a couple of months ago, which I know can feel disappointing and scary.

But there are still employers actively looking to recruit UW students.
National Employer Data
Note – Thousands of employers offer internships each summer.

This was accurate as of 6/1/2020.
Have you ____ for undergraduate recruits?

**Cancelled Interviews**
- Yes: 28%
- No: 72%

**Delayed Start-Dates**
- Yes: 45%
- No: 55%

**Rescinded Offers**
- Yes: 11%
- No: 89%

Source: May 2020 IRC Employer Benchmarking Survey on Fall 2020 Recruiting, N = 192
How do you expect your volume of undergraduate hires in 2020 to compare to other years?

Source: May 2020 IRC Employer Benchmarking Survey on Fall 2020 Recruiting, N = 192
Do you expect to participate in any virtual career fairs hosted by universities this year?

- Yes: 70%
- Not Sure Yet: 24%
- No: 6%

Source: May 2020 IRC Employer Benchmarking Survey on Fall 2020 Recruiting, N=192
There is some negative news regarding internships and college-level hiring.

But, there are also thousands of employers who are not canceling internships, rescinding offers, or cutting back on their college-level hiring.
Who’s Hiring? (nationally)
Handshake postings (nationally)

https://learn.joinhandshake.com/students/hiring-on-handshake-500/

These employers are specifically looking for college students and new college grads.

New names pop up with every update.

This list was accurate as of 5/20/2020.

Other great sites

> List of those actively hiring, compiled by Management Consulted

> List of those actively hiring, compiled by LinkedIn

> Mission-critical federal hiring needs related to Covid-19 are robust
National articles – industries

> Shipping & delivery
> Online learning platforms
> Remote meeting & communication platforms
> Tech
> Healthcare & services
> Pharma & medical devices
> Non-profits
> Government
National articles – job roles

- Software developers & engineers
- Analysts
- Sales / account / customer service reps
- Digital media / social media / communications
- Medical assistants
- Shoppers
- Delivery drivers
- Contract tracers
There are definitely some industries and job functions that have taken a serious hit.

But, there are still college-level opportunities available in a range of industries and job areas.
Who’s Hiring?
(locally)
## Handshake data

### Top Industries
- Non-Profits
- Internet & Software
- Electronic & Computer Hardware
- Advertising, PR, & Marketing
- Healthcare

### Top Job Functions
- Engr., software/data
- Engr., other (civil & mechanical)
- Educ/teaching/training
- Marketing
- Healthcare services

Week of May 25th
Virtual fair data (May 13th)

Top Industries Represented

- Non-profit (10 employers)
- Government – local, state, federal (9 employers)
- Healthcare (8 employers)
- Internet & Software (7 employers)
Sample of companies still hiring locally

- Microsoft
- Amazon
- Accenture
- Seattle Children’s
- Costco Wholesale
- UW Medicine
- USAGov
- FedEx
- Tableau
- University of Washington
Bottom line...

...the Puget Sound is blessed to have many companies that are still hiring for entry-level roles
Advice From Those Who Graduated in 2008-2009
“If there’s anything I learned from starting my adult life during the Great Recession, it’s that no matter how bad things might look or be at the moment, there’s a world of opportunity still waiting out there.

Giving up or getting down in difficult times solves nothing.

The most determined and resourceful of us are the ones who get to roam the greenest pastures when we inevitably make it over the other side of the fence.”
Be ready to (& don’t be too proud to) take a job that isn’t what you expected, or isn’t your “dream job”. It’s a next step, not forever, and you can learn so much from each career experience.

Register with a staffing agency and be open to contract work, as many employers may turn to short-term contract hiring.

Consider alternative options, such as Teach for America or AmeriCorps.
Tips & Resources
Big picture message

- Develop Skills
- Get Experience
- Build Relationships

Find Your Path

Make Your Mark
Level Up: Build Skills Employers Want

EMPLOYERS WHO HIRE UW GRADUATES have identified a few core skills that are critical to students’ success in the job search and in the workplace. Students are encouraged to seek opportunities to develop the following skills.

**MANAGE SELF**

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Prepare, plan, and prioritize. Proactively look for opportunities to contribute. Be present and productive.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adaptability</td>
<td>Learn emerging tools and methodologies. Be willing to change in response to new information. Create contingency plans. View setbacks as opportunities.</td>
</tr>
<tr>
<td>Accountability</td>
<td>Fulfill obligations, meet deadlines, and follow-through to completion. Admit and correct mistakes. Act with honesty, integrity, and humility.</td>
</tr>
</tbody>
</table>

**ENGAGE OTHERS**

<table>
<thead>
<tr>
<th>Communication</th>
<th>Listen attentively. Ask thoughtful questions. Use inclusive language. Tailor content and delivery to audience.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honor Diverse Perspectives</td>
<td>Intentionally build inclusive teams and environments. Embrace different ideas and styles. Encourage and value others’ contributions.</td>
</tr>
</tbody>
</table>

**PRODUCE RESULTS**

<table>
<thead>
<tr>
<th>Critical Thinking</th>
<th>Gather information from diverse sources. Determine accuracy, relevance, and significance. Consider opposing viewpoints. Make data-informed decisions.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative Problem-Solving</td>
<td>Analyze the big picture. Narrowly define the problem. Generate and critique numerous solutions. Anticipate possible challenges.</td>
</tr>
<tr>
<td>Continuous Improvement</td>
<td>Assess efficiency and effectiveness. Reflect and self-evaluate. Seek feedback and opportunities to learn. Implement change intentionally and incrementally.</td>
</tr>
</tbody>
</table>

**WAYS TO DEVELOP SKILLS**

**Academics**
- Majors and minors
- Elective courses
- Class projects
- Service learning
- Study abroad

**Activities**
- Student leadership roles
- Athletics and e-sports
- Theater and music
- Student publications
- CIRCLE, UniteUW, FIUTS

**Experience**
- Volunteer roles
- On- and off-campus jobs
- Internships
- Case competitions
- Research

*NOTE: This list is not exhaustive! There are endless ways to develop skills!

**NEXT STEPS**
- Be intentional in developing skills and getting experience
- When you identify a path you might want to pursue, scan related job postings and develop a plan for building job-specific skills, in addition to the nine skills referenced here.
- Seek resources to help you articulate your experiences and skills to potential employers through LinkedIn, resumes, cover letters, and interviews

134 Mary Gates Hall | 206.543.0535 | careers.washington.edu
LinkedIn Learning

- Take 15,000 micro-courses in business, technology, and creative realms
- Available on desktop, tablet, and mobile
- Add course completions to your LinkedIn profile
- Free!!! Courtesy of UW Student Tech Fee

[linkedinlearning.uw.edu](http://linkedinlearning.uw.edu)
Additional ways to build skills

- Take online courses and tutorials
- Learn another language
- Teach yourself to build websites
- Learn a programming language
- Experiment with data analysis software
Internships

Internships are a key way to learn outside the classroom. An internship can help shape your career trajectory, expand your professional network, build your resume, and bolster your chances of securing a good job after graduation. Click on the links below for helpful tips and resources.

Internship FAQs regarding COVID-19

Explore & Learn

Find or Create

Engage & Maximize

Reflect & Strategize
Micro-internships

Students from all majors can execute professional assignments to build and demonstrate skills while exploring a variety of career paths.

CREATE A FREE ACCOUNT

http://info.parkerdewey.com/washington
Other ways to get experience

> Look for temp or contract work
> Ask professors to help with their research
> Ask your contacts if they need help with projects
> Volunteer (virtually) in the community
> Manage a website or social media for a local org.
> Write articles or marketing materials
> Tutor
Build relationships at virtual events

> Employer information sessions
  - https://uw.joinhandshake.com/events
  - https://app.hallothere.io/home

> Check employer websites to view other events

> UW tri-campus virtual fair on June 26, details TBD
Build relationships on LinkedIn

321,007 UW alumni on LinkedIn!
Articulate your skills & experiences

Profiles
• LinkedIn
• Handshake

Documents
• Resume
• Cover Letter

Interviews
• Phone
• Video

Tips:
• Complete all fields of your profiles.
• Customize your materials for different positions.
• Practice general interviewing skills, and phone/video interviewing skills.
Use resources!

https://careers.uw.edu

https://careers.uw.edu/the-career-internship-center-is-now-virtual/


https://careers.uw.edu/connecting-with-employers-virtually/
Senior Success Series

Senior Success Series: Landing a Post-Graduation Job

> Tues, June 23, 1:30-2:15, Resume Webinar
> Tues, June 23, 2:30-3:15, Cover Letter Webinar
> Wed, June 24, 1:30-2:15, LinkedIn Webinar
> Wed, June 24, 2:30-3:15, Job Search Strategy Webinar
> Thur, June 25, 11:00-4:00, Document Review Drop-Ins
Current Internship & Job Market for College Students – Data, Advice, & Resources

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