Current Internship & Job Market for College Students – Data, Advice, & Resources

Note – The information presented here was current as of 8/12/2020. Employer responses to COVID-19 are constantly evolving so this information will be quickly outdated.
Topics

> What are employers doing?
> Who’s hiring?
> What should students be doing?
Data from UW Employer Connections
## Handshake postings during COVID

<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>April 6th</td>
<td>267</td>
<td>85</td>
</tr>
<tr>
<td>May 4th</td>
<td>332</td>
<td>67</td>
</tr>
<tr>
<td>June 8th</td>
<td>354</td>
<td>94</td>
</tr>
<tr>
<td>July 6th</td>
<td>429</td>
<td>129</td>
</tr>
<tr>
<td>July 13th</td>
<td>461</td>
<td>152</td>
</tr>
<tr>
<td>July 20th</td>
<td>527</td>
<td>134</td>
</tr>
<tr>
<td>July 27th</td>
<td>491</td>
<td>142</td>
</tr>
<tr>
<td>Aug 3rd</td>
<td>483</td>
<td>152</td>
</tr>
</tbody>
</table>

Key Point: Postings are down from pre-COVID days, but July & August have looked fairly strong
## Handshake job postings, 2019 vs 2020

<table>
<thead>
<tr>
<th>Week of</th>
<th>Jobs Posted 2019</th>
<th>Jobs Posted 2020</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 9&lt;sup&gt;th&lt;/sup&gt;</td>
<td>602</td>
<td>750</td>
<td>25%</td>
</tr>
<tr>
<td>April 6&lt;sup&gt;th&lt;/sup&gt;</td>
<td>636</td>
<td>267</td>
<td>-58%</td>
</tr>
<tr>
<td>May 4&lt;sup&gt;th&lt;/sup&gt;</td>
<td>672</td>
<td>332</td>
<td>-51%</td>
</tr>
<tr>
<td>June 8&lt;sup&gt;th&lt;/sup&gt;</td>
<td>675</td>
<td>354</td>
<td>-48%</td>
</tr>
<tr>
<td>July 6&lt;sup&gt;th&lt;/sup&gt;</td>
<td>671</td>
<td>429</td>
<td>-36%</td>
</tr>
<tr>
<td>July 13&lt;sup&gt;th&lt;/sup&gt;</td>
<td>598</td>
<td>461</td>
<td>-23%</td>
</tr>
<tr>
<td>July 20&lt;sup&gt;th&lt;/sup&gt;</td>
<td>608</td>
<td>527</td>
<td>-13%</td>
</tr>
<tr>
<td>July 27&lt;sup&gt;th&lt;/sup&gt;</td>
<td>739</td>
<td>491</td>
<td>-34%</td>
</tr>
<tr>
<td>Aug 3&lt;sup&gt;rd&lt;/sup&gt;</td>
<td>673</td>
<td>483</td>
<td>-28%</td>
</tr>
</tbody>
</table>

**Key Point:** Job postings are down from last summer, but numbers in July & August have looked better than May & June
## HS internship postings, 2019 vs 2020

<table>
<thead>
<tr>
<th>Week of</th>
<th>Internships Posted 2019</th>
<th>Internships Posted 2020</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 9&lt;sup&gt;th&lt;/sup&gt;</td>
<td>272</td>
<td>264</td>
<td>-3%</td>
</tr>
<tr>
<td>April 6&lt;sup&gt;th&lt;/sup&gt;</td>
<td>207</td>
<td>85</td>
<td>-59%</td>
</tr>
<tr>
<td>May 4&lt;sup&gt;th&lt;/sup&gt;</td>
<td>134</td>
<td>67</td>
<td>-50%</td>
</tr>
<tr>
<td>June 8&lt;sup&gt;th&lt;/sup&gt;</td>
<td>138</td>
<td>94</td>
<td>-32%</td>
</tr>
<tr>
<td>July 6&lt;sup&gt;th&lt;/sup&gt;</td>
<td>110</td>
<td>129</td>
<td>+17%</td>
</tr>
<tr>
<td>July 13&lt;sup&gt;th&lt;/sup&gt;</td>
<td>175</td>
<td>152</td>
<td>-13%</td>
</tr>
<tr>
<td>July 20&lt;sup&gt;th&lt;/sup&gt;</td>
<td>158</td>
<td>134</td>
<td>-15%</td>
</tr>
<tr>
<td>July 27&lt;sup&gt;th&lt;/sup&gt;</td>
<td>223</td>
<td>142</td>
<td>-36%</td>
</tr>
<tr>
<td>Aug 3&lt;sup&gt;rd&lt;/sup&gt;</td>
<td>182</td>
<td>152</td>
<td>-17%</td>
</tr>
</tbody>
</table>

Key Point: Internship postings took a big hit but, with the exception of the week of July 27<sup>th</sup>, they’ve been recovering nicely.
Virtual career fair participation

> Past Fairs
  – 88 employers attended May fair
  – 21 employers attended June Mini Fair (this was the maximum allowed)

> Upcoming Fairs
  – 43 employers registered for Oct Science & Engr. Fair
  – 40 employers registered for Oct Business Career Fair
Employer attendance at UW events

> Employer Town Hall: Fall at the UW
  – July 8, 2020
  – 173 employers attended

> Recruiting 101: All In on All Virtual
  – August 11, 2020
  – 72 employers attended

> Clearly many employers are eager to engage with UW this coming year!
July employer survey of UW contacts

What are your anticipated full-time hiring needs for the class of 2021 as compared to the class of 2020?

23 responses

- About the same: 56.5%
- Fewer full-time hiring needs: 13%
- More full-time hiring needs: 13%
- Not yet sure: 17.4%
July employer survey of UW contacts

What are your anticipated intern hiring needs for the coming year as compared to last year?

23 responses

- 65.2% About the same
- 21.7% Not yet sure
- 8.7% Fewer internship hiring needs
- 3.9% More internship hiring needs
Bottom line...

Hiring is not as robust as it was pre-COVID, which can feel disappointing and scary.

There are still employers actively looking to recruit UW students, and seeking opportunities to learn from the UW about how to best do so.

Many employers feel optimistic about their hiring for the coming year.
Who’s Hiring?
### Handshake data – industries

<table>
<thead>
<tr>
<th>Top Industries – Week of July 27&lt;sup&gt;th&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Non-Profit</td>
</tr>
<tr>
<td>• Internet &amp; Software</td>
</tr>
<tr>
<td>• Healthcare</td>
</tr>
<tr>
<td>• Government</td>
</tr>
<tr>
<td>• Research</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Top Industries – Week of Aug 3&lt;sup&gt;rd&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Non-Profit</td>
</tr>
<tr>
<td>• Internet &amp; Software</td>
</tr>
<tr>
<td>• Healthcare</td>
</tr>
<tr>
<td>• Government</td>
</tr>
<tr>
<td>• Management Consulting</td>
</tr>
</tbody>
</table>
National articles – industries

- Healthcare
- Warehousing, shipping & delivery
- Grocery stores & pharmacies
- Online learning platforms
- Remote meeting & communication platforms
- Pharma & medical devices
- Non-profits & government
# Handshake data – job functions

## Top Job Functions – Week of July 27th
- Engineering, Software / Data Analytics
- Sales / Business Development
- Information Technology
- Engineering - Civil / Mechanical / Other
- Research

## Top Job Functions – Week of Aug 3rd
- Engineering, Software / Data Analytics
- Sales / Business Development
- Administration
- Education / Teaching / Training
- Research
National articles – job roles

- Software developers & engineers
- IT support
- Sales / account / customer service reps
- Security guards
- Digital media / social media / communications
- Medical assistants
- Shoppers
- Delivery drivers
- Contract tracers
Sites to check

> **500 Companies Hiring Students on Handshake Right Now**
  - List accurate 8/4/2020; next update to come 9/1/2020

> **List of those actively hiring, compiled by LinkedIn**
  - Frequently updated

> **Mission-critical federal hiring needs related to Covid-19 are robust**
  - Updated daily
Bottom line...

Some industries and job functions have taken a serious hit.

But there are still college-level opportunities available in a range of industries and job areas.
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.”
C&IC Staff Member

> 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
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

www.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
Get experience – internships

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

https://careers.uw.edu/internships/
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 or assist with homeschooling
- Micro-internships through Parker Dewey
Build relationships on LinkedIn

University of Washington
Seattle, WA • 321,007+ alumni • 475,536 followers

Visit website
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

> Virtual fairs in fall
  - https://careers.uw.edu/events/student/ (updated soon)
Articulate your skills & experiences

<table>
<thead>
<tr>
<th>Profiles</th>
<th>Documents</th>
<th>Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>LinkedIn</td>
<td>Resume</td>
<td>Phone</td>
</tr>
<tr>
<td>Handshake</td>
<td>Cover Letter</td>
<td>Video</td>
</tr>
</tbody>
</table>

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/
Current Internship & Job Market for College Students – Data, Advice, & Resources

Note – The information presented here was current as of 8/12/2020. Employer responses to COVID-19 are constantly evolving so this information will be quickly outdated.