Recruiting Student Interns

Research Park
4 March 2011
Agenda

• Welcome & introductions
• Research Park career fair
• Current hiring trends
• Recruiting best practices
• Intern compensation
• Q&A
Research Park career fair

Tuesday, April 4, 4:30-6:30 p.m.
Gateway Building
6-7 p.m. – MBA Reception

- Restricted to Research Park companies
- Great opportunity to seek interns and full-time candidates
- Register now if you haven’t already! (3/11 deadline)
Current hiring trends

Are companies hiring?

- Hundreds of companies attended on-campus career fairs this fall
- Career services has more schedules compared to the previous two years
- Many companies are planning to hire
- Economic news is still mixed, but things are starting to look better
- Many companies are hiring at entry level to fill gaps from recent layoffs and retirements
- Illinois is a core school for many companies
- Several industries are growing

Implications: While we do not expect to return to the booming hiring prior to the 2008 crash, we anticipate a steady recovery over the next several years.
Current hiring trends

- Fall is the busiest recruiting season
- Some students may already have offers
- More and more students are interested in part-time internships
## Best practices in recruiting

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<td>Co-ops (one year non-</td>
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Best practices in recruiting

Should you use social media to recruit students?

Students are open to using LinkedIn for recruiting

Students can self select to participate

Students tend to prefer that recruiters not use casual social media, such as Facebook, other than fan pages

…and social media can help you to gain visibility (i.e. Groupon, etc.)
Career fair tips

• Bring a small table top display and marketing brochures or other materials

• Staff the fair with enthusiastic representatives – if possible, send alumni to participate

• Incorporate something in your booth that demonstrates what you do – preferably something interactive if feasible

• Be prepared to talk about the types of projects in which you anticipate the intern or new hire would participate
Intern compensation

- Varies by discipline
- $13-15/hour range for business and engineering
- $16-18/hour for computer science and electrical engineering
Questions?

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