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Tech Solutions




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Welcome!

**Elevating Virtual Fall Recruiting with
Simplicity Recruit**

■ **s i m p l i c i t y**



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Fall Campus Recruiting

Panel Discussion

Moderator: Meirav Abramovitz

June 18, 2020

Today's Panelists



Timothy B. Luzader, Executive Director, Career Success; Director, Center for Career Opportunities, Purdue University



Jennifer Stubbs, M.Ed.
Assistant Director of Recruiting and Employer Engagement | Instructor
Penn State University



Alexis Cohen
Campus Recruiter
Eli Lilly and Company



Amaria Asghar
Talent Acquisition Manager
Vorsight

Symlicity Supports Entry-Level Recruiting

CSM

symlicity
recruit

- University First Platform
- Full-time and Internship opportunities via curated jobs feed
- Virtual Career Fairs for schools
- Virtual recruiting solutions – postings, resume search and targeted campaigns across schools



Today's Panel Discussion

The questions we'll seek to answer through the panel:

What are the expectations for this fall, with regard to format (on-campus/virtual/hybrid) and timeline (as more schools announce shifting and shortening their fall terms)

What stage are you in planning?

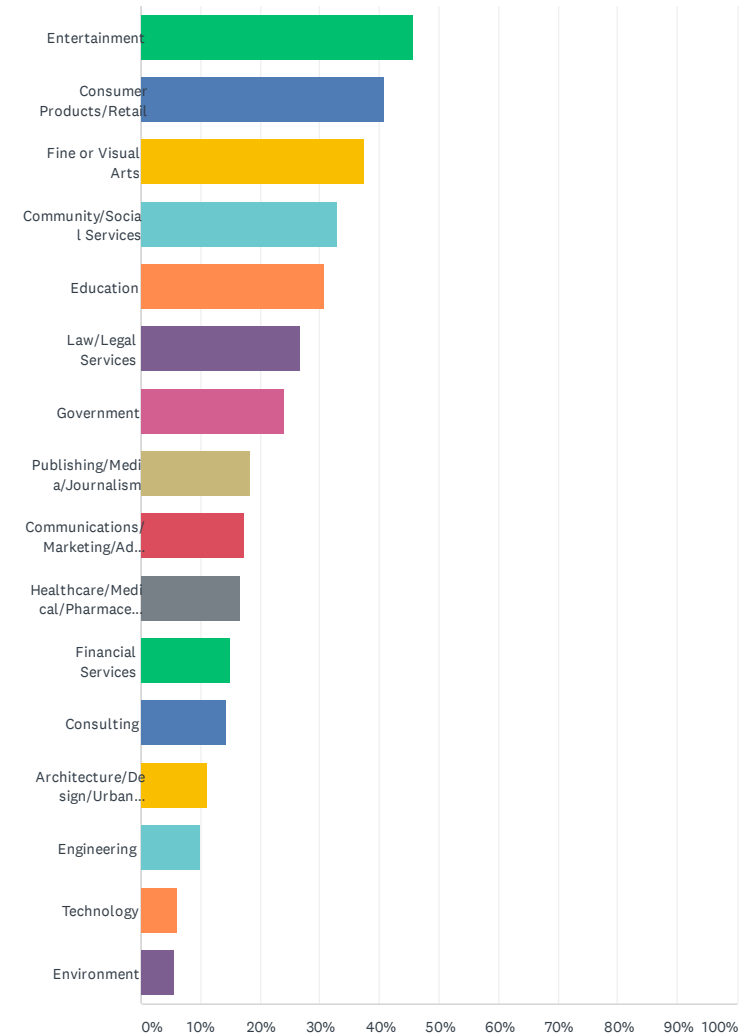
What will be your anchor recruiting activities this fall? Will key activities be driven by you or through career centers? How does that compare to your "normal" planning and activities?

Technology – what do you currently use or plan to use, where are you looking to add resources, how will you handle overwhelming/fatiguing students?

How can employers and schools best partner and support each other?

Our Survey Results (Partner Schools)

We surveyed our partner schools on which industries have been most impacted by COVID-19, based on recruitment data. Here are their rankings:



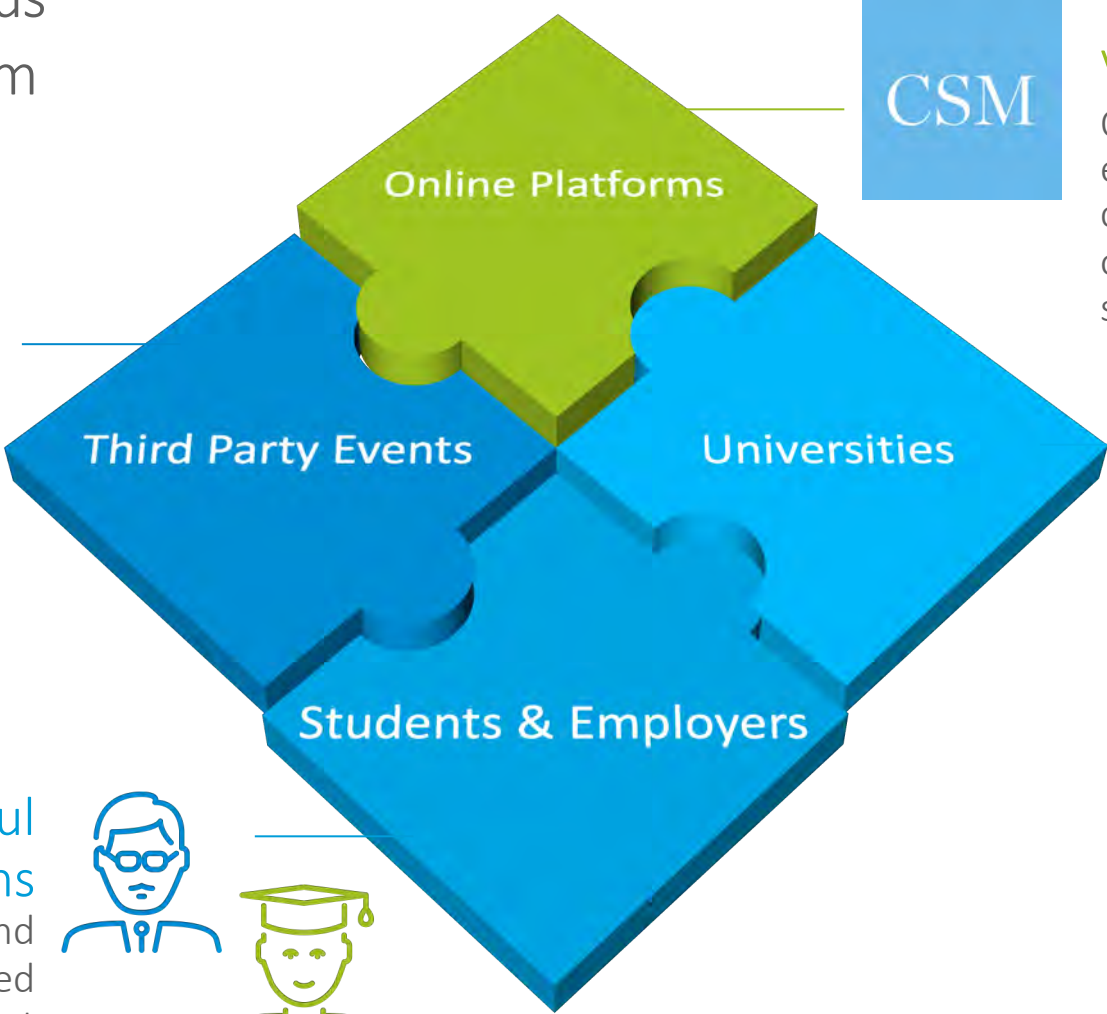
Impacted Industries numbers

ANSWER CHOICES	RESPONSES	
Entertainment	45.81%	82
Consumer Products/Retail	40.78%	73
Fine or Visual Arts	37.43%	67
Community/Social Services	32.96%	59
Education	30.73%	55
Law/Legal Services	26.82%	48
Government	24.02%	43
Publishing/Media/Journalism	18.44%	33
Communications/Marketing/Advertising/PR	17.32%	31
Healthcare/Medical/Pharmaceutical	16.76%	30
Financial Services	15.08%	27
Consulting	14.53%	26
Architecture/Design/Urban Planning	11.17%	20
Engineering	10.06%	18
Technology	6.15%	11
Environment	5.59%	10

Disruption in Campus Recruiting Ecosystem



Conferences
Limited, or no longer available



Virtual Connections
Online tools will need to expand offerings, while combating overwhelming/fatiguing students



In-Person Events at Universities
Limited, or no longer available

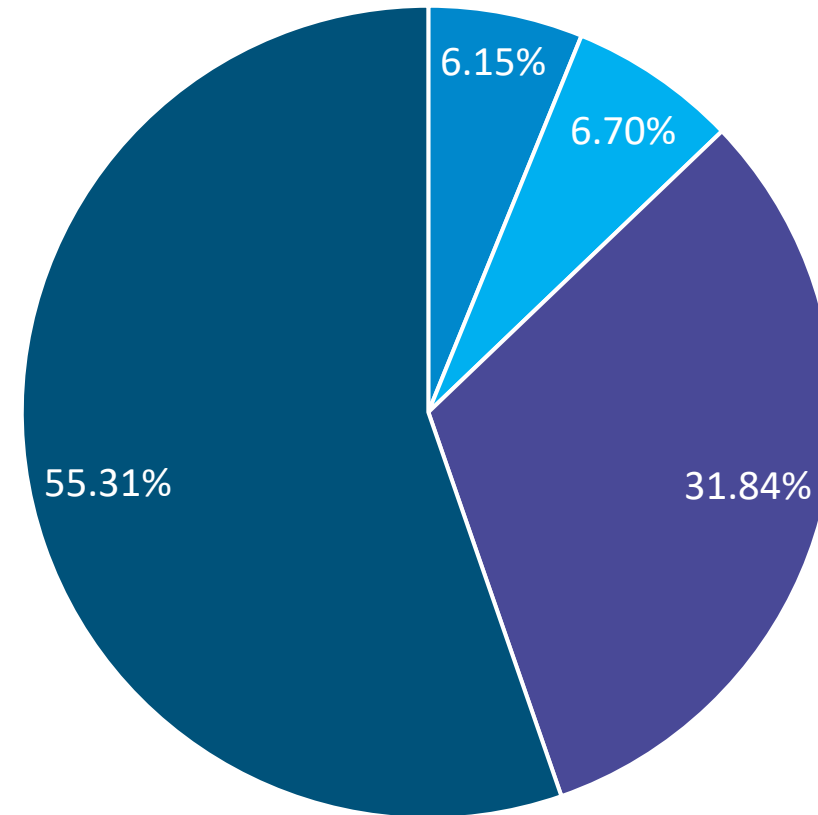
Meaningful Connections
Employers and Students still need avenues to connect



Fall Semester Format

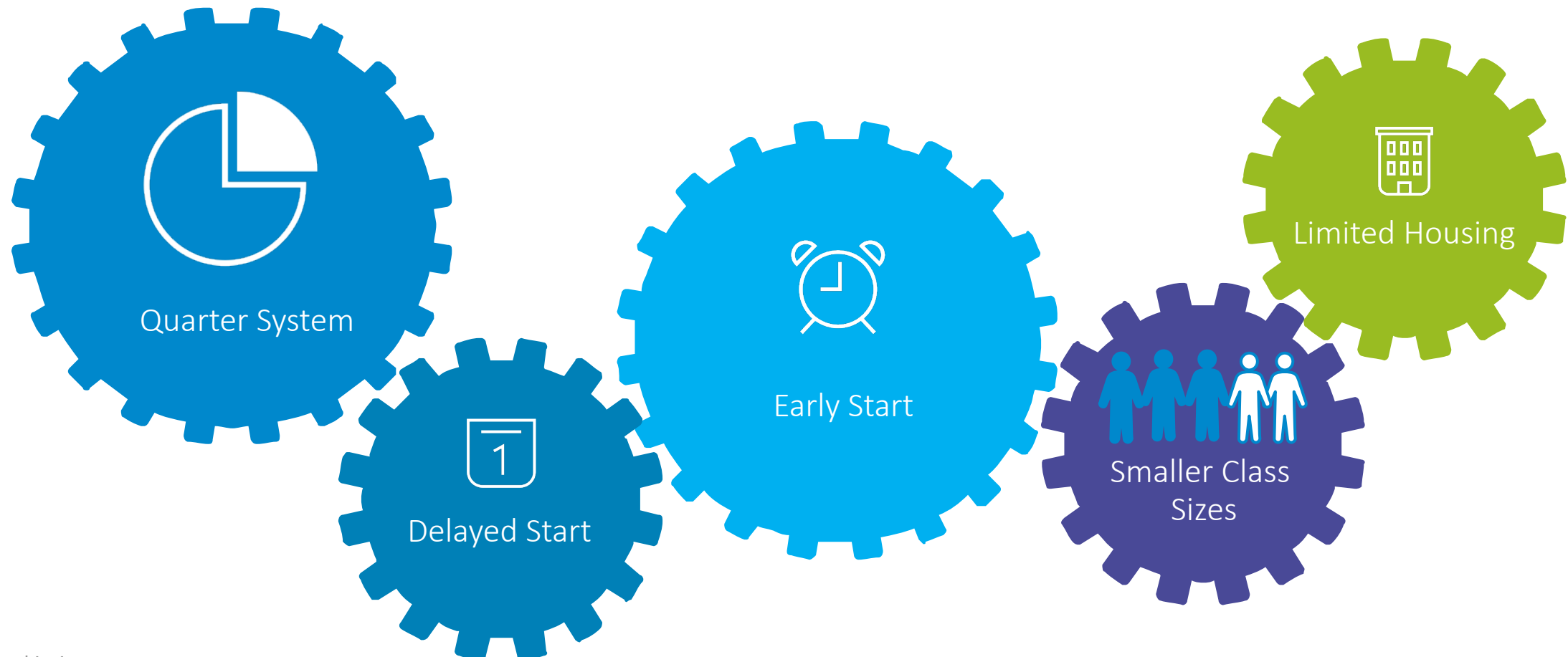
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- In-person
- Virtual
- Hybrid of in-person and virtual
- To be determined

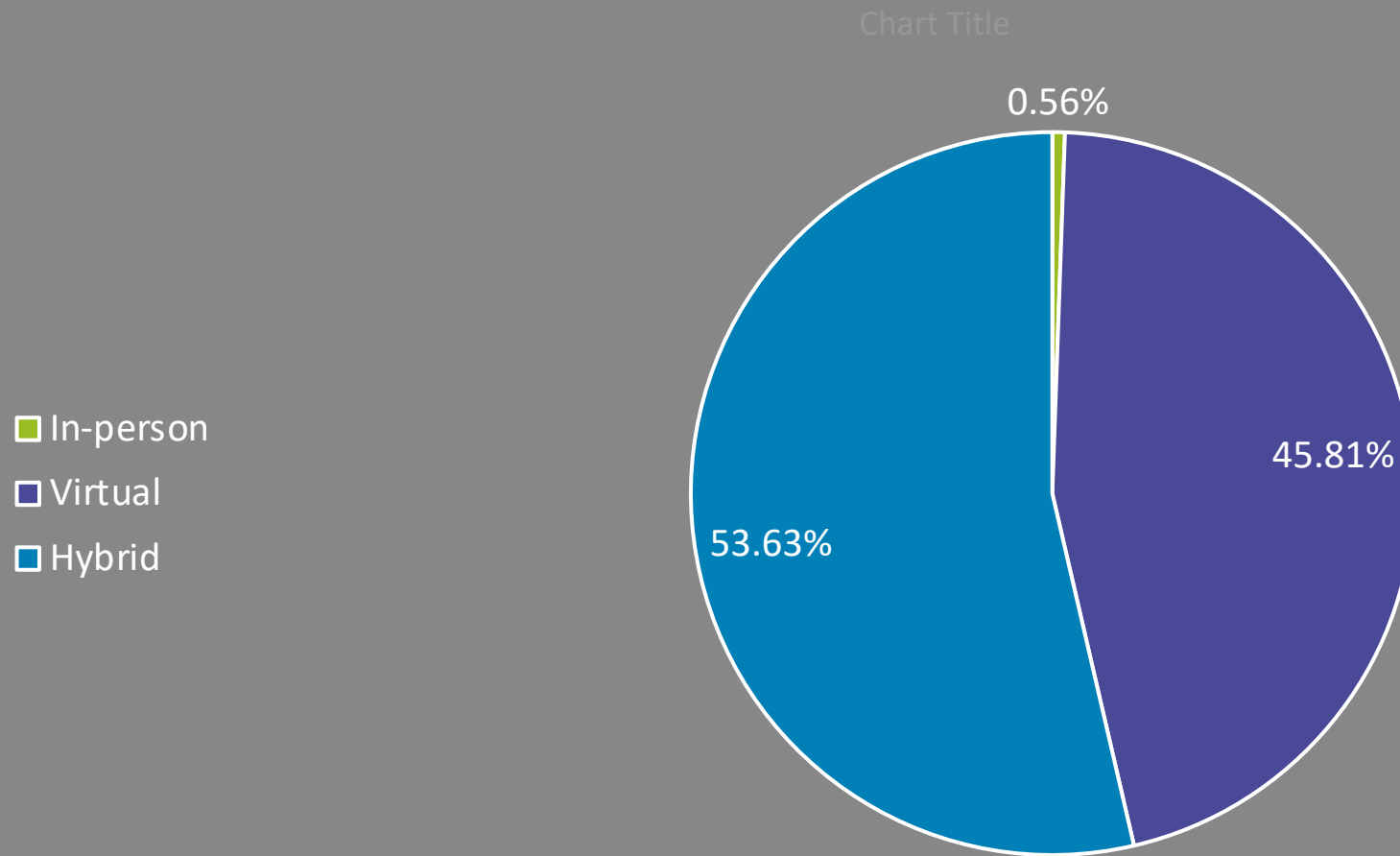


Revised Fall Semester Timeline

Even schools considering safe reopening are considering changes

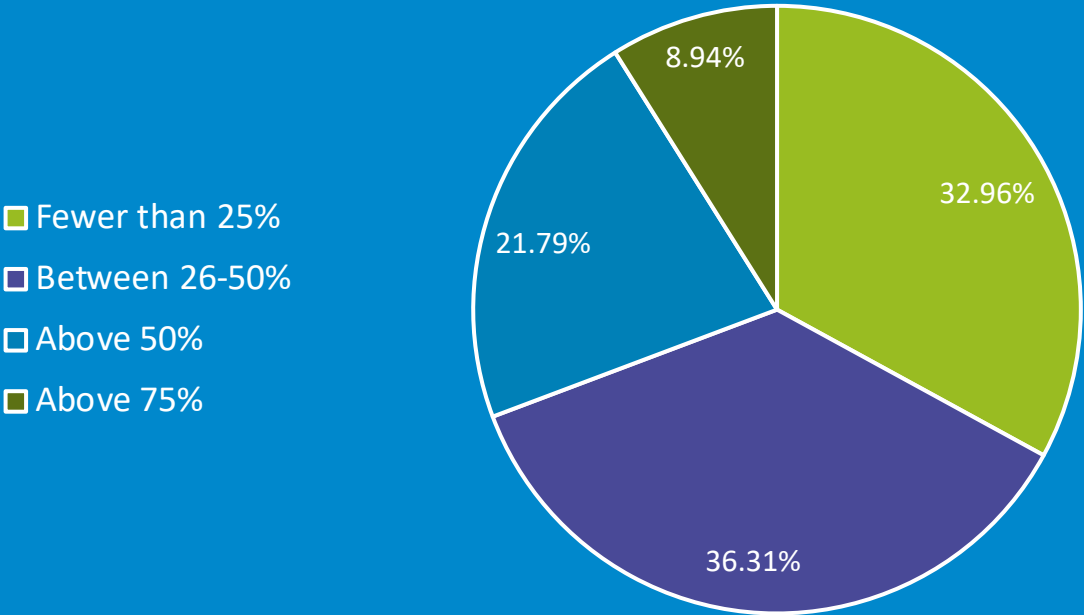


Fall Recruiting Format

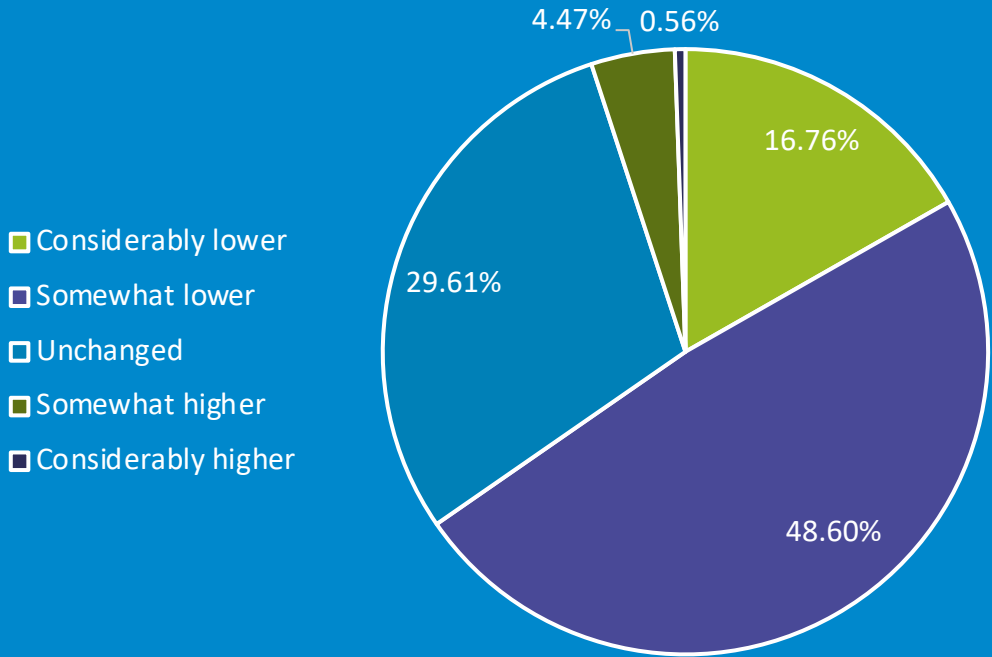


Expectations around Full-Time Offers for Seniors

Percentage of Students who Return from Summer Internship with FT offer in Hand

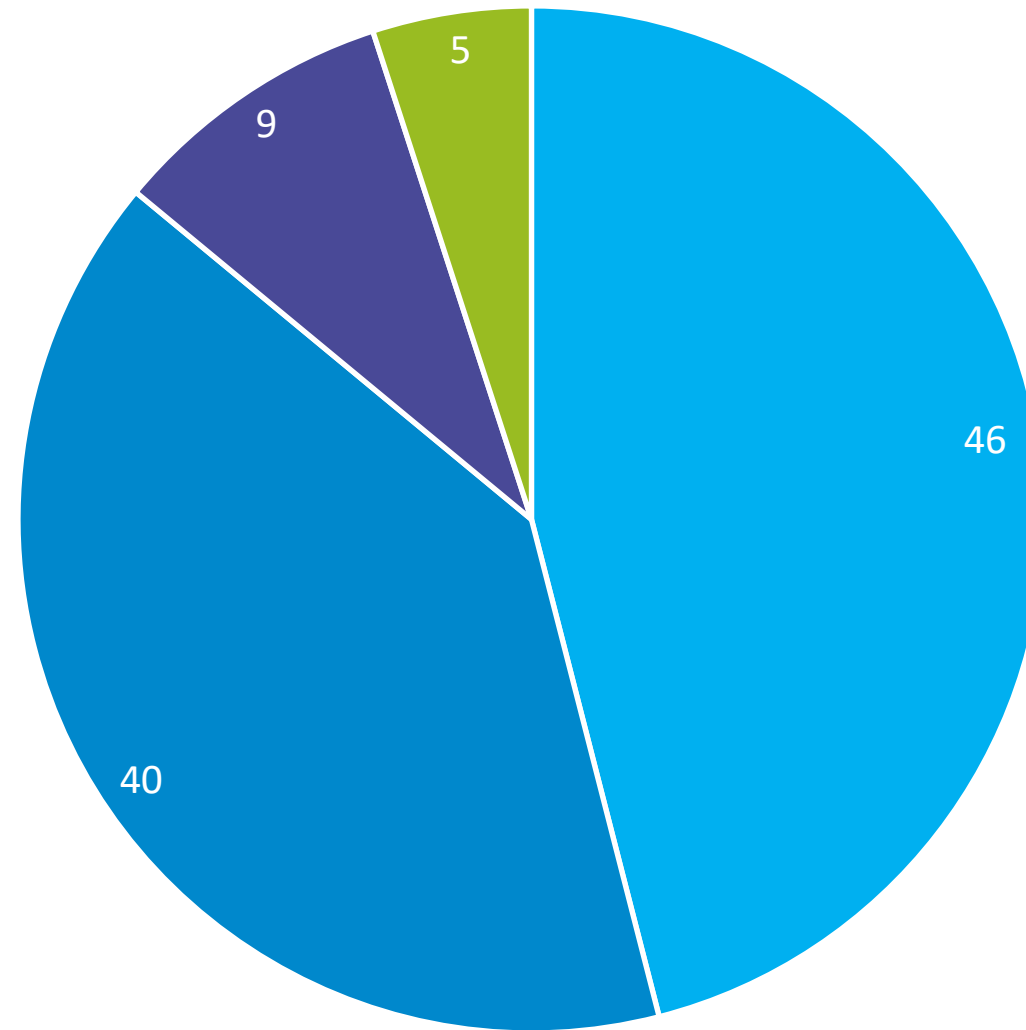


Expectation around in-coming seniors with FT offer in hand this fall

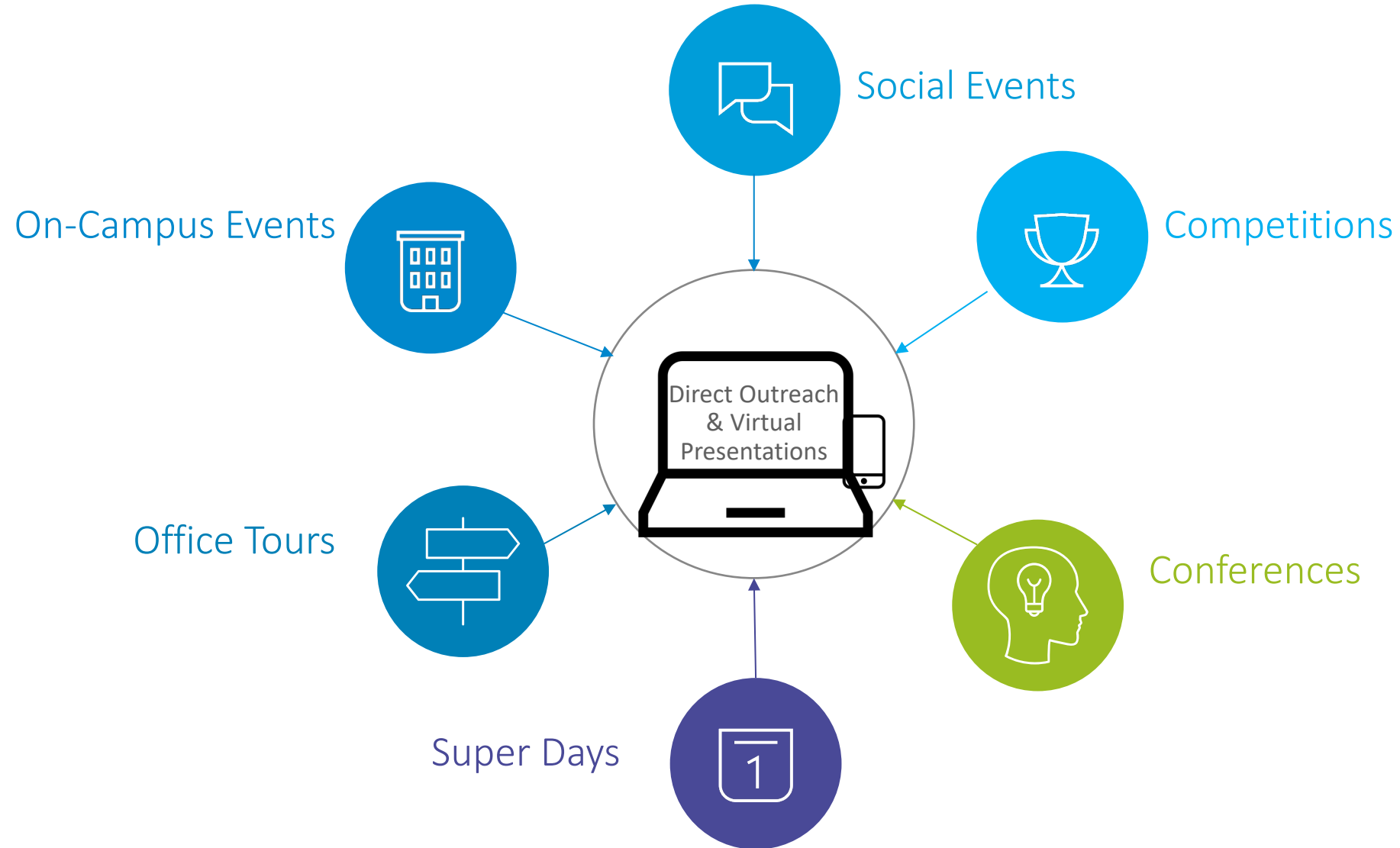


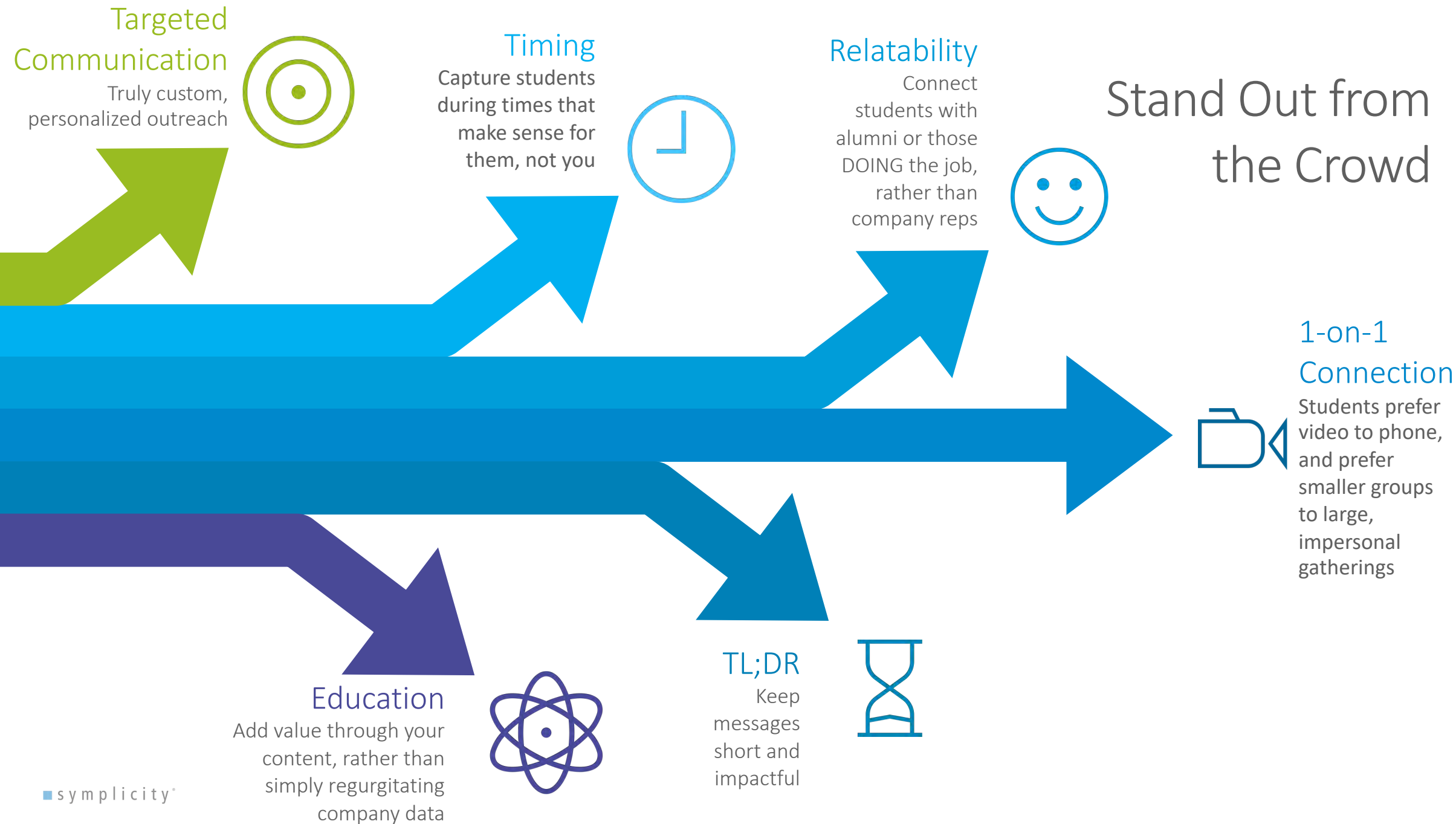
Employer Expectations for Hiring

- Lower
- About the Same
- Higher
- Unsure



Convergence of Employer Strategy around Limited Staple Engagements





For Further
Information

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