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DID YOU KNOW...
Students reported that attending the Career Expo 2018 was very productive and well worth their time. Many received interviews and employment offers from that event. Heed their advice and be sure to attend CAREER EXPO 2019 on Wednesday, 3/20/19!
TOP TRENDS
2018-2019

Source: NACE Class of 2018 Students Survey Report; NACE 2018 Recruiting Benchmarks Survey Report; NACE Job Outlook 2019; NACE Job Outlook 2018 Spring Update

Student Experiences, Preferences, & Outcomes

The internship: More than 55% of seniors reported taking part in at least one internship or co-op. During their college career, of those, 56% were paid.

Social Media in the job search: Only 40% of students used social media in the search for either an internship or full-time job. Students majoring in communications, business, and the visual and performing arts were more likely to use social media.

Outcome success: Overall, 58% of Class of 2017 graduates had a full-time job within 6 months of graduation. Another 18% were enrolled in a full-time advanced degree program.

2018 Employer Recruiting Benchmarks

- New college graduates account for 50% of all entry-level professional hires.
- Identifying talent early, attending (nearly 94% of employer respondents) campus career fairs, and building relationships with key faculty are the most widely used branding mechanisms for employers. Employers extended offers to 45.6 of those they interviewed.
- What employers look for in a school include their recruiting experience with the school, academic majors offered and quality of the programs, student body diversity, and interest of the school’s students in their organization.

Job Outlook 2019

- Hiring for the class of 2019 is projected to increase 16.6%.
- Top majors in demand include: Business, engineering, and computer/information sciences.
- International student hiring shows improvement over last year with a projected 5% increase.
- Employers continue to screen by GPA with 3.0 being the typical cut-off point.
- On the resume, employers look for written communication skills, problem-solving skills, ability to work on a team, initiative, and analytical/quantitative skills.
- Internships are the deciding factor for evenly matched candidates.
- Employers expect to increase starting salaries for new hires with a median increase of 2%.

BEING A YOUNG PROFESSIONAL

Many young people struggle with the transition into the professional working world. Although new employees are not expected to be perfect, managers do expect professionalism from young employees as well.

Some things to remember when behaving professionally: professionalism is more than a set of job specific skills, first impressions and perceptions matter, and there is nothing inherently wrong with being a young employee.

Professionalism includes skills such as respectful communication and the abilities to problem solve and collaborate. Before learning anything about your skills, employers will form an idea of you based on things such as your punctuality and work attire. Always arrive on time, if not approximately ten minutes early, and dress professionally (nothing too casual or revealing). If you are not sure if an article of clothing is professional, it is best to just not wear it.

Lastly, remember that there is nothing wrong with being a young professional. Young professionals bring a new and diverse set of skills to the work force. Be confident in what you have to offer, and recognize what you still have to learn. The workplace should be enjoyable, but it should be separate from the fun you have outside of work. If you have any questions about professionalism, never hesitate to contact our office!

[Contributed by Natalie Palm, Graduate Assistant]
# Turn March Madness into Career Success Madness!

## GAME PLAN

<table>
<thead>
<tr>
<th>Resume Express Reviews</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, March 05, 2019</td>
<td>11:00am</td>
<td>Charlie’s Place and SB 151</td>
</tr>
<tr>
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<td>Charlie’s Place and SB 151</td>
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<tr>
<td>Thursday, March 07, 2019</td>
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<td>Charlie’s Place and SB 151</td>
</tr>
<tr>
<td>Friday, March 08, 2019</td>
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</tr>
<tr>
<td>Tuesday, March 12, 2019</td>
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<td>LRC G25</td>
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<tr>
<td>Wednesday, March 13, 2019</td>
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<td>LRC G25</td>
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<td>LRC G25</td>
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<tr>
<td>Tuesday, March 19, 2019</td>
<td>1:00pm</td>
<td>LRC G25</td>
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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>11:00am - 1:00pm</td>
<td>Charlie’s Place and SB 151</td>
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<td>11:00am - 1:00pm</td>
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<tr>
<td>11:00am - 1:00pm</td>
<td>Charlie’s Place and SB 151</td>
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<tr>
<td>1:00pm - 4:00pm</td>
<td>LRC G25</td>
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<td>1:00pm - 4:00pm</td>
<td>LRC G25</td>
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## PRACTICE

<table>
<thead>
<tr>
<th>Internships 101 Workshop</th>
<th>4:30pm - 6:00pm</th>
<th>D’Arcy Great Room</th>
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</thead>
<tbody>
<tr>
<td>Career Expo Preparation Workshop</td>
<td>4:30pm - 6:00pm</td>
<td>D’Arcy Great Room</td>
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## SHOOT

| Career Expo: Job and Internship Fair                 | 12:30pm - 3:30pm                   | Lewis University Field House    |

## SCORE

<table>
<thead>
<tr>
<th>Interview Practice Express</th>
<th>1:30pm - 3:30pm</th>
<th>LRC G25 and SB 151</th>
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<tr>
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<td>LRC G25 and SB 151</td>
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<tr>
<td>Friday, March 22, 2019</td>
<td>1:30pm - 3:30pm</td>
<td>LRC G25 and SB 151</td>
</tr>
<tr>
<td>Monday, March 25, 2019</td>
<td>1:30pm - 3:30pm</td>
<td>LRC G25</td>
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</table>

* Just drop-in during designated times for 15 minute resume reviews and interview practice.
* Professional attire and resumes are required to attend the Career Expo.
* Workshops build confidence with what to say and how to approach employers.
* Call 815-836-5282 for appointments during spring break.

Lewis University Career Services ~ 815-836-5282 ~ careerservices@lewisu.edu ~ www.lewisu.edu/careerservices
DO I REALLY NEED TO ATTEND A CAREER FAIR TO FIND AN INTERNSHIP OR JOB?

Here in Career Services, we believe that nothing beats face-to-face contact when you're job hunting. Meeting employers in person helps the recruiter assess your attitude and your fit for their organization - things that are harder to convey with a resume alone. Let us alleviate your most common worries about going to a career fair.

Top objections students name for not attending career fairs:

- **I have to work/study:** We're glad to see you taking your responsibilities to heart! Remember, finding an internship or job takes time. Build some into your schedule to attend the fairs and workshops. Meeting employers face to face will speed up your search...and a lot of your competition is coming to these events!

- **I don't have a resume:** We have samples (on our website) and walk-in hours with advisors! Check the schedule in this newsletter for dates, times and locations.

- **I don't know what to say:** Networking doesn’t come naturally to many of us. Luckily, we can help! Come to our Internships 101 and Prepping for the Expo workshops and get helpful tips from students, alumni and employers. See the schedule for details.

- **I don't have anything to wear:** Professional attire is required for career fairs, and your new job or internship will probably have a similar dress code. A suit or jacket and tie for men, and a suit or skirt and blouse for women will do the trick. These items can be expensive, so if you're struggling to find affordable clothing, our **confidential Suits for Students program** can help. Students without the resources to secure professional attire can email breierch@lewisu.edu with "suit request" in the subject line and allow 2-4 weeks so we can do our best to assist you.

Eventually, your job or internship search will become a priority for you. Let us help you get started now, while hundreds of employers are actively looking for you!

[Contributed by Laura Paley]
HOW VALUABLE ARE INTERNSHIPS TO COLLEGE STUDENTS' FUTURE CAREERS?

What would be more valuable than a summer co-op/internship for a current college student?

Your participation in an internship or co-op program is nonetheless very relevant to your future - and there are three distinct parties who are interested in it.

“The first is the person or organization that employs you for that internship. Most talent-driven, high-quality organizations use an internship program as a strategic talent pipeline - a way of identifying and vetting prospective candidates for entry level professional positions. If they’ve seen what you can do for a couple of months or more, they can be reasonably confident of what they’ll see from you in the course of a more permanent commitment.”

“The second interested party is any other employer to whom you might apply following your internship. The fact that you have completed an internship sends a prospective future employer several important signals:

1. It is evidence of a seriousness of purpose on your part in planning and pursuing your career objective.
2. It indicates that at least one other organization was prepared to employ you - so you must have at least some good things going for you.
3. In the event you got an offer to return to the internship employer the following year (e.g., if you interned after junior year and were extended an offer of full-time employment following graduation), that fact pattern indicates strong, on-the-job performance on your part.
4. If the prospective employer is in the same field as your internship employer then your experience demonstrates a focus on and commitment to that same field (one of the most important considerations for any employer considering an entry-level candidate: does the candidate really want to do this kind of work?)”

“The third interested party, and perhaps the most important, is... you.”

An internship is not only an opportunity for a potential employer to evaluate you. It’s also a crucial opportunity for you to evaluate them. Not just the organization, its people and its culture, but the industry itself. You are potentially getting ready to sign on (as a full-time hire) for 40-hour work weeks (and potentially much, much more) in this industry and this firm. Do you like the work? Wouldn’t you like to de-risk that decision for yourself by trying it out on a no-commitment basis first?

“Finally, there is a very practical reason to pursue an internship - depending on your chosen field.” Premiere employers in many of the most competitive fields such as finance, tech, law and elsewhere hire entry-level, full-time candidates almost exclusively through their internship programs. If you show up in your final year of college - let alone beyond - without meaningful, relevant internship experience or something comparable, the odds are very, very slim that you will secure an attractive opportunity. It’s competitive out there, and that’s just the way it is.

In the end, the one thing you absolutely cannot afford to do is nothing.

The competition for good jobs out of school is extraordinary. You will be up against any number of accomplished and driven candidates for the most sought after jobs. You cannot afford to create a disadvantage for yourself by failing to use your summers or other downtime productively in pursuit of your career goals. Because everyone you’ll be up against for that job you want will not be making that mistake.

All of the above said, I feel there is a decent chance I am missing the point of your question. If that’s the case, let me know in the comments and I will be pleased to try to refine my answer.

Originally appeared on Quora: the place to gain and share knowledge, empowering people to learn from others and better understand the world.

Answer by Jonathan Jones, Head of Investment Talent Development at Point72 Asset Management, on Quora: https://www.forbes.com/sites/quora/2017/11/13/how-valuable-are-internships-to-college-students-future-careers/#6e11b0f01b4

[Contributed by Christina Martinez]
CONSIDERING GRADUATE SCHOOL?

A graduate degree is required for entrance into certain professions and it may also be required in order to apply and/or be considered for certain job titles. If you are starting to think about the possibility of furthering your education beyond the bachelor’s degree, now is a great time to start exploring universities that offer the programs you are considering.

Furthermore, as you review and compare programs, you will start to see that some of them require submission of test scores from entrance exams. These scores are typically submitted along with letters of recommendation, transcripts from Lewis University as well as any other institutions from which you earned college credit, an application form (sometimes one form for the school and a separate one for the specific program), an updated resume, and a statement of purpose/entrance essay.

The most common entrance exams that are required by graduate programs in the United States are:

- Graduate Record Exam (GRE)
- Law School Admissions Test (LSAT)
- Graduate Management Admissions Test (GMAT)
- Medical College Admissions Test (MCAT)
- Optometry Admissions Test (OAT)
- Dental Admissions Test (DAT)
- Pharmacy College Admissions Test (PCAT)
- Miller Analogies Test (MAT)

If you aren’t sure how to navigate the graduate school process, feel free to schedule an appointment with your career advisor through your Flyers Get Hired account at www.lewisu.edu/gethired! We’re happy to help!

[Contributed by Chris Breier]