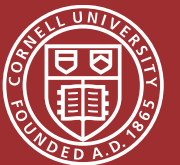


THE STUDENT PERSPECTIVE

Anu Lyons

Director, ILR Office of Career Services



WHAT FACTOR(S) PRIMARILY AFFECTED YOUR DECISION TO ACCEPT THIS OFFER?

ILR CLASS OF 2023 POSTGRADUATE SURVEY

Factors Rated within the Top 3

- Opportunities for Career Advancement
- Geographic location (climate, population, family/friends, etc.)
- Salary and benefits package

Others mentioned: Job/work responsibilities • Organization's mission and culture • Duration of position aligns with my future educational goal • Quality of work colleagues • Quality of work/life balance • Work model (i.e., remote, in-person, hybrid) • Organization's mission and culture • Opportunity to apply academic skills

STUDENT FEEDBACK



Expectations of Future Opportunities

- Rotational programs a plus
 - *Not ideal if too many geographic moves*
- In-person with flexibility
- Cohort experience
- Strong manager/supervisor
- Access to leadership
- Opportunities to apply theoretical knowledge to actual projects
- Clear mechanisms of support

RECOMMENDATIONS



- **Focus on L&D opportunities**
 - *Coaching, informal mentoring (also appeal of rotational programs)*
- **Feature stability and job security**
 - *Not just perks*
- **Clarify professional trajectory**
 - *Timeline of progression and what supports help*
- **Be transparent about D&I**
 - *Status, progress, pitfalls and what are you doing about it*
 - *Affinity groups*
 - *Image of local community*
- **Highlight CSR and ESG efforts**
 - *Sourcing, supply chain, impact on communities, volunteerism*
- **Leverage CAHRS connections in class and via recruiting**

Sources: <https://business.linkedin.com/talent-solutions>,

<https://www.nacweb.org/career-development/student-attitudes/the-class-of-2023-career-preparation-plans-and-expectations/>

& student feedback