Today’s Outline

- Hiring Landscape
- Employers’ View
- What You Can Do
- Resources
- Upcoming Events
Hiring Landscape

- **What’s still the same?**
  - Hiring is still happening! (800+ new jobs posted in Handshake in last 30 days)
  - Candidate communication and follow-up with recruiters important
  - Being persistent with communicating your interest in the job/org.

- **What’s different now?**
  - Longer time to hear back from employers
  - Interviewing, orientation and training moving online (at least for now)
  - Some industries will recede during this time; others will expand
Amidst the crisis, the employment landscape is shifting rapidly across industries: there’s no ‘new normal’

<table>
<thead>
<tr>
<th>Most Impacted</th>
<th>Still Hiring</th>
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<tbody>
<tr>
<td>Largest annual decreases in job postings are in the following three industries:</td>
<td>Although every industry has shown a decline, the smallest annual drops are in:</td>
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<tr>
<td>-60% Hospitality</td>
<td>-18% Pharma &amp; Med Devices</td>
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<tr>
<td>-44% Food, Beverage &amp; CPG</td>
<td>-18% Healthcare &amp; Services</td>
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<tr>
<td>-37% Arts &amp; Entertainment</td>
<td>-13% Non-Profit</td>
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Source: Handshake platform data, March 2020 compared with March 2019
Remote jobs are growing, but by a small percentage. Most employers still expect roles to be on-site eventually.

111% Increase in fully remote roles posted from 2019 to 2020

5% New job postings in March 2020 that are fully remote (ongoing)

Source: Handshake platform data, March 2020
Interviewing is moving fully virtual, and many employers are ramping up digital candidate engagement

- **89%**
  Employers are adopting or increasing virtual (video) interviews

- **73%**
  Employers are adopting or increasing phone screens

- **59%**
  Employers are adopting or increasing digital engagement, including virtual events and more.

Source: Handshake employer COVID-19 survey, March 2020
Employers are reaching out at record scale to proactively recruit candidates who meet their criteria

Top 5 industries reaching out:

1. Internet & Software
2. K-12 Education
3. Healthcare
4. Investment / Portfolio Management
5. Management Consulting

Source: Handshake platform data, April 2020
Employers’ View

- They’re figuring it out too...
- Hiring freezes (but not everywhere)
  - Remember, ALL industries need ALL skills (i.e. non-tech jobs in tech, non-finance jobs in finance, etc.)
  - LIVE: Who’s Freezing Hiring? Candor.co
Majority of employers still evaluating impact to hiring plans, only a small minority have decided to reduce

- 9% Plan to hire fewer
- 4% Plan to hire more
- 10% Other* (Temporary hiring freeze, delaying start dates, pausing interviews)
- 23% Made no changes to their hiring plans
- 54% Still evaluating impact to their hiring plans

Source: Handshake employer COVID-19 survey, March 2020
There are 4 top priorities for recruiting teams during this time of unprecedented change

1. Resetting recruiting goals and expectations (51%)
2. Building personal connections with candidates (45%)
3. Effectively reaching students (41%)
4. Training and equipping team (38%)

Source: Handshake employer COVID-19 survey, March 2020
Tips from Recruiters to Seniors

- There ARE companies that are hiring. Continue to apply!
- Showcase your ability to be flexible and adaptable
- Demonstrate your ability to work in a virtual/remote environment
- Know that the onboarding process will look differently than it normally would as we shift to the virtual world
- Your interest and effort will be appreciated
What You Can Do

- Be creative, Be open
  - Virtual Info Sessions in HS, ex.
- Communicate with recruiters
- Learn about your target industries
- Remain flexible (plan A, B, and C)
- Become remote-work savvy
  - Applies to interviewing as well!
- Polish your digital presence
  - Handshake + LinkedIn profiles
Enhance Your Digital Presence

Ensure your virtual profiles are up to date and consistent. Find organizations and help them to find you!

Complete your profile
Make it public to employers: you can receive messages directly from employers
Reach out to other students in Handshake
Enhance Your Digital Presence

- Create professional content that is searchable by hiring employers
- Use to network with others and expand your community
Resources

- Remote Jobs
- Savvy Searching in Handshake
  - Employer Search Function
  - Complete Student Profiles
- Job & Career Databases
  - Password: traditions
- Alumnae/i
  - Mawrter Connect
  - 2008 Recession Alum Panels
- Career Counseling
Handshake | Employer Search

Employers you follow

Green Mountain Energy
Utilities and Renewable Energy
Followers

Vincent Cusumano Architect
Architecture and Planning
1 - 10 employees
Followers

BJM Speech Language Therapy & Rehab. Services
Healthcare
1 - 10 employees
Followers

See more employers >

Discover more employers

Find and follow companies you're interested in to stay up-to-date on jobs and events.

1-25 of 513,896 employers
More Resources

COVID-19 Webinar by College Recruiter

How to Build an Amazing LinkedIn Profile

Open Jobs at Zoom

COVID-19 Job Market Insights & Job Search Strategies From Experts

Get Hired Remotely (Handshake Blog)

Employers Still Hiring During Coronavirus Pandemic (SHRM)

Coronavirus: The Expert's Practical Guide to Job Searching During Self-Containment
500 Companies Hiring Students on Handshake Right Now

Discover popular employers that are actively hiring college students on Handshake today.

Use the search bar to explore the list based on company name, industry, and location. Then, log into Handshake to find opportunities available specifically for you.

https://learn.joinhandshake.com/students/hiring-on-handshake-500/
Creativity & Resilience in the Job Search: Alums Offering Support and Tactical Advice to the Class of 2020

Bryn Mawr College alumnae/i who graduated into the Great Recession faced one of the most difficult job markets in recent memory. Join one or both of these panels of alums who will share strategies and offer encouragement for launching your career during turbulent times.

**BMC Students:** Check Handshake for registration info and other details.

**HC & Swat Students:** E-mail cpd@brynmawr.edu for zoom registration link and mention “April Alum Panel” in your subject line.
Job seekers will need to change their job search strategies in the age of Covid-19. During this webinar, we will review the resources available on Vault that will help you refine your job search strategy and succeed after graduation.

Thursday, May 21, 3:00-3:45 pm (EST)

BMC: Check Handshake to RSVP

HC & Swat: E-mail cpd@brynmawr.edu for registration link and mention “May 21 Vault Event” in your subject line.
WHAT: To help your career keep going the distance (even when you can’t), Forté launched a **weekly, 40-minute, webinar series.**

WHEN: Through May 20, every Wednesday at 2 pm EST (undergraduates)

WHERE: Wherever! All you need is Zoom and your home computer.

http://www.fortefoundation.org/
Questions?

- Find us in Handshake for an upcoming appointment!