INTRODUCTION

Brigham Young University seeks to develop students of faith, intellect, and character who have the skills and the desire to continue learning and serve others throughout their lives. Here students obtain an intensive education in an environment of faith, producing high standards of life on all fronts.

Our students are bright.
Our students are innovative.
Our students are well prepared and work hard.
They solve problems with creativity and purpose.
They aim high and achieve higher.
Our students are different, and they are ready for you.
Welcome to the Employer Recruiting Guide! We hope this will be a helpful resource in your recruiting efforts at BYU. Careers & Experiential Learning is comprised of two groups: BYU Career Services and BYU Experiential Learning & Internships. We have included both of our mission statements and values to show you what guides us in helping you connect with our students.

BYU Career Services Mission Statement

We seek to empower individuals to achieve their career goals; to optimize recruiting by connecting students, employers, alumni, and academic disciplines; and to promote career initiatives at BYU and with the greater BYU professional network.

Values: Generosity, Innovation, Connection, Celebration

BYU Experiential Learning & Internships Mission Statement

We elevate the quality of experiential learning by developing inspired learners and mentors to go forward into a lifetime of learning and service.

Values: Quality, Collaboration, Openness, Informed, Engaging
This process teaches students how to learn through experience. It is how students learn to seek, recognize and act upon inspiration, and it forms their foundation for lifelong learning. As employers work with students in experiential learning environments they will engage the student purposefully in this process. Ultimately, we will see an increased ability among our students to demonstrate the ability to learn skills, competencies, and habits of lifelong learning.

Benefits to an Organization or Company

- Offers a year-round source of highly motivated pre-professionals.
- Brings new and innovative ideas to an employer.
- Creates the opportunity to recruit future employees.
- Converts student interns to full-time employees who can be immediately productive.
- Strengthens the bond with the university and projects a favorable image in the community.
- Allows the employer the opportunity to have an impact on shaping the lives of students.

What is required from an organization or company?

- Create a Handshake account and post the experiential learning opportunity for student awareness.
- Sign the Internship Master Agreement, or an acceptable modification thereof designed to indemnify all parties involved in the internship process. (Experience Provider, University, and Student)
- Agree to provide a quality learning experience while helping the student achieve their learning objectives and experiential learning goals.
- Designate an employee to oversee the student’s work performance, and provide seasoned mentorship during the student’s experience.
- Provide evaluation and/or progress reports including attendance as well as qualitative assessments of the student’s learning.

The evaluation occasions may be twice during the semester or term, or a final evaluation. For more information, visit experience.byu.edu, email experience@byu.edu, or call 801-422-3337.
BY THE NUMBERS

DEGREES 2018-2019

<table>
<thead>
<tr>
<th>Degree Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelors</td>
<td>6745</td>
</tr>
<tr>
<td>Masters</td>
<td>1019</td>
</tr>
<tr>
<td>Doctorate</td>
<td>232</td>
</tr>
</tbody>
</table>

187 programs
88 programs
32 programs

BY THE NUMBERS

EXCEPTIONAL STUDENTS

Average High School GPA: 3.87
Average ACT Score: 28.6
Lived Outside the US for at Least One Year: 50%
Students Who Speak a Second Language: 65%

Number of States Represented: 50
Number of Countries Represented: 105
Students Who Come from Outside of Utah: 68%

PEOPLE LOVE US

College Worth the Cost
(Wall Street Journal and Times Higher Education)
Best Trained Business Graduates
(Bloomberg Businessweek)
Top College in the West for Student Engagement
(Wall Street Journal)
Undergraduate Accounting Program
(U.S. News & World Report)
College Producing the Most Graduates with Foreign Language Degrees
(College of Higher Education)
Best Colleges for Education Majors
(Niche)
Graduates with the Least Debt
(U.S. News & World Report)
U.S. Employability
(Times Higher Education)
DIVERSITY & BELONGING
Recent Diversity Initiatives Within the BYU Community

BYU Career Services and the Office of Experiential Learning & Internships embrace the values of diversity, equity, inclusion and belonging. This means we seek to understand the stories and experiences of diverse individuals. We facilitate conversations and learn from others who promote awareness, open-mindedness, and confidence within our staff. We encourage compassion, social awareness and mutual respect in our work with students, faculty, staff, and employers.

Our goal is to help students become more kind, open, and conscientious citizens as they prepare for life after BYU. We advance diversity, equity, and inclusion with students and employers in the following ways:

Students:
- Foster learning opportunities for students to increase their understanding and engage in active learning
- Create safe spaces for students to listen and have open dialogue
- Prepare students for diverse experiences on their professional paths
- Identify resources and provide strategies for underrepresented groups in their career development

Employers:
- Promote BYU initiatives, events, and club activities
- Facilitate connections with underrepresented groups
- Provide opportunities to educate students about the current social climate in the workplace
- Obtain data to better inform our offerings and services

BYU Campus Survey on Diversity and Equity - See article here
BYU Research: Increasing Workplace Diversity - See article here
BYU Research: When Women Don’t Speak - See article here
BYU Racial Stress Awareness Week - Learn more here

BYU Connect Groups
- BYU Black Alumni Society
- Hispanic/Latino Group
- International Students & Alumni
- Women in Business
- REACH
**BYU CAREER OUTCOMES**

### Occupation Status

- **Full Time**: 59.44%
- **Part Time**: 8.49%
- **Seeking**: 3.47%
- **Not Seeking**: 6.36%
- **Graduate Student**: 18.31%
- **Internship**: 1.41%
- **Other**: 2.51%

*Represents two sub-categories: 1. Employed full-time in the major field of their most recent degree from BYU (41.00%), and 2. Employed full-time outside of the major field of their most recent degree from BYU (18.44%).*

### Time to Find Job

- **Before Graduation**: 62.19%
- **Less than 1 Month**: 18.01%
- **1-3 Months**: 4.6%
- **4-6 Months**: 10.61%
- **10.61%**: 10.61%

*Survey taken from the Recent Graduate Survey, 6 Month Outcomes.*

---

### Top Hiring Employers

**By Number of Recent Graduates that Received a Job at These Companies**

- **Intermountain Healthcare**: 19
- **Alpine School District**: 18
- **Qualtrics**: 16
- **The Church of Jesus Christ**: 11

### Most Valuable Resources

What Helped Most in Finding a Job by Student Responses

- **Internships**: [512]
- **Family and Friends**: [497]
- **Online Job Search**: [372]

*Data collected by Institutional Assessment from graduating classes from August 2018 to June 2019.*

---

### Top States for Job Placement

**By Where Recent Graduates are Living 6 Months After Graduation**

- **AZ**: 150
- **TX**: 2654
- **CA**: 251
- **UT**: 82
- **WA**: 189

BYU Connect is BYU’s official networking and mentoring program. Created with the purpose to facilitate professional mentoring and networking opportunities within the BYU community, BYU Connect allows students, alumni, friends of BYU, and employers to build and maintain relationships. As an employer, BYU Connect is a vital recruiting tool to connect with qualified BYU graduates.

- Find qualified BYU graduates for your company’s positions
- Refer or post experienced (college graduate) jobs for BYU alumni on a job board
- Mentor students worldwide with career decisions through virtual meetings
- Create an employer group to post content, facilitate announcements, and send emails to students and alumni interested in your company

Join us here and stay connected for good!
Before your event: Use the following questions in planning your event.

- **Purpose:** What is the goal of your event? What students are you hoping to reach or connect with? What opportunities on the Menu of Services could you use to accomplish your purpose?

- **People:** Who on your team would be the best to talk to potential candidates? Is there value in using a recent intern or BYU alumnus? Do you need to consider a diverse group to address a variety of questions?

- **Promotion:** What have you found successful for your group in outreaching candidates? Have you been using all the resources offered by BYU CEL? Do you have an active social media account that would be useful in promotion? Have you been using Handshake effectively? Are the students aware of your event?

- **Plan:** Are you aware of the options available in hosting your event? Do you have a platform your company uses such as Zoom or Google Hangout? Are you planning to attend the employer training meetings? Have you read up on what virtual fairs in Handshake are like? Has someone tested your system to check video and audio? Is everyone on your team aware of the process and setup for your event? Has everyone tested their lighting and environment? Is everyone on board with the suggested dress code for the event? How can you show your company culture in a virtual setting?

During your event: Here’s some tips we have from our own experience in virtual events.

- Plan to have a backup person or two, ready to step in if there are any technical problems. This way the event can continue on and you will not lose your audience.

- Be prepared to present your company. Anticipate the questions students may ask about you or your organization. Be prepared with some questions to engage candidates. Candidates may not know where to start or when to join in.

- Have introductions ready for colleagues, if necessary.

- Remove all distractions so you are completely focused on the event and the attendees.

“It would be nice if employers and companies provided more detailed information about the positions they have available.” - BYU Student, Career & Internship Fair Fall ’20

“Have more information for us. Post your jobs that are available.” - BYU Student, STEM Fair: Math & Data, Fall ’20

After your event:

- Follow up with all who attended. Let them know you appreciated them attending and ask follow-up questions.

- Have a plan for any who missed the event. Reach out to them with a personalized email.

- Consider tracking those who applied from a specific event. This could be helpful in your reporting on a specific fair or event.
MENU OF SERVICES

New to BYU Employer Package
If your company or organization is just starting to build a relationship with BYU, we suggest the following options:

- **Virtual Tabling**
  Set up a virtual booth for 2 to 4 hours and have students stop by and visit you to find out more about your company and ask questions.

- **Virtual Info Session**
  Host a complimentary information session virtually on Handshake.

- **Virtual Interviews**
  Let us help you arrange an interview with candidates of interest on Handshake at no cost.

- **Virtual Fairs/Events**
  See our Recruiting Events Calendar to match your goals to the best event for your organization.

- **Handshake**
  Get started with Handshake [here](handshake.byu.edu).

BYU Friend Package [Plus All Previous Options]
If your company or organization is ready to increase your engagement with BYU, we suggest the following options:

- **Clubs**
  Target specific clubs and build relationships with members through sponsorships (events), tech talks, day in the life, etc.

- **Capstones**
  Sponsor a project and have students work on it for you. Reach anywhere from 3-8 students per project.

- **Virtual Alumni Day**
  Invite a BYU Alum from your company to share what it is like to work for your company and why other BYU students should choose to work for your company.

- **Sponsorships**
  Be part of certain key committees or councils on-campus.

Get started by connecting with our Employer Engagement Team, Marcia Bingham marcia_bingham@byu.edu or Scott Greenhalgh scott_greenhalgh@byu.edu

Cougar Den Package [Plus All Previous Options]
If your company or organization is looking for more opportunities to connect with BYU, we suggest the following options:

- **Virtual Employer Panels**
  Join other experts in your field to talk to students about best practices in your field for their future.

- **Virtual Career Trek**
  Take students on a virtual tour of your company and show them why they would love your industry or company.

- **Virtual Resume Reviews**
  Give back by helping to give industry-specific resume reviews to eager students.

- **Social Media Takeover**
  Show students your company culture in a fun way by ‘taking over’ one of our social media accounts.

- **BYU Connect**
  Start a group to continue your recruiting and networking efforts within the BYU community.

Get started by connecting with us recruiting@byu.edu.
# JANUARY

<table>
<thead>
<tr>
<th>SUN</th>
<th>MON</th>
<th>TUE</th>
<th>WED</th>
<th>THUR</th>
<th>FRI</th>
<th>SAT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
<td>14</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
<td>21</td>
<td>22</td>
<td>23</td>
</tr>
<tr>
<td>24/</td>
<td>25</td>
<td>26</td>
<td>27</td>
<td>28</td>
<td>29</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>31</td>
<td></td>
<td></td>
<td>Career &amp; Internship Fair 9am - 3pm</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

# FEBRUARY

<table>
<thead>
<tr>
<th>SUN</th>
<th>MON</th>
<th>TUE</th>
<th>WED</th>
<th>THUR</th>
<th>FRI</th>
<th>SAT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>21</td>
<td>22</td>
<td>23</td>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
</tr>
<tr>
<td>28</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **January 2nd**: STEM Fair: Technology 9am - 3pm
- **January 3rd**: Social Impact Fair 8am - 3pm
- **January 4th**: STEM Fair: Engineering 9am - 3pm
- **January 7th**: History/Family History Career & Internship Fair 1pm - 4pm
- **January 10th**: STEM Fair: Math & Data 9am - 3pm
- **January 11th**: FHSS Internship & Civic Engagement Fair 9am - 3pm
- **January 14th**: STEM Fair: Science 12pm - 3pm
- **January 21st**: STEM Fair: Civil Engineering/ Construction 9am - 3pm
- **January 24th**: Geography Career & Internship Fair 3pm - 6pm
- **January 25th**: STEM Fair: Civil Engineering/ Construction 9am - 3pm
- **January 26th**: Career & Internship Fair 9am - 3pm
<table>
<thead>
<tr>
<th>SUN</th>
<th>MON</th>
<th>TUE</th>
<th>WED</th>
<th>THUR</th>
<th>FRI</th>
<th>SAT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>21</td>
<td>22</td>
<td>23</td>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
</tr>
<tr>
<td>28</td>
<td>29</td>
<td>30</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**MARCH**

- **4** Summer Job Fair 11am - 2pm
- **5** China Conference Career Fair 5pm - 6:30pm
- **11** Wildlife & Wildlands Conservation Career & Internship Fair 11am - 2pm
Can I still recruit at Brigham Young University this semester? Yes. Students are excited to connect with employers and are still looking for opportunities. There are 4 ways you can expose your positions and connect with BYU students:
1. Post positions on BYU Handshake (under Post a Job) and if you haven’t already, make sure to complete your profile in order to attract more students.
2. Schedule a virtual event to connect with our students – You may schedule these through Handshake (Under Event Request – Virtual) BYU Virtual.
3. Host virtual/phone interviews with students - You may schedule these on your own or through Handshake (Under Request an Interview) BYU Virtual.
4. Connect with our Team - BYU Employer Chat to let us know about your needs and we can set up a time to discuss how we can help develop a recruitment strategy that fits your needs.

What does Winter recruiting look like on your campus? Recruiting at BYU for Winter semester will be all virtual for both our Career Center and the Marriott School of Business.

How can we get the word out to students? • Capstone Projects – these are a great way to connect with our students and have them work on your projects. Contact William Tenney on our Recruiter Experience Team for more information.
• Clubs – CEL has now connected with clubs on campus that you can engage with as well.
• Career Directors – our Career Directors work directly with our students and can help you connect with them.
• Handshake – you can post a job, search students, and send targeted emails through our online job platform.

How can I connect with clubs? Careers & Experiential Learning has now connected with certain clubs that you can also have access to. We can also set up events for you to connect with them. Please reach out to William Tenney on our Recruiter Experience Team for more information.

How can I connect with faculty members? Our Career Directors are a great resource to connect with faculty members.

Can I present in classrooms? No, the professors need all the time they have for their curriculum. However, through virtual events, you can still reach students and faculty members may choose to advertise in their classes.

How can BYU help me meet my requirements to recruit ethnic and gender diversity? Careers & Experiential Learning can help you connect with students of different affinity groups. If you are interested in hosting an affinity event or recruiting a specific population, please reach out to Savannah Gow or William Tenney.

Can I still hold an information session or other events? Yes, all information sessions and events will be virtual. Click here to set up a virtual event.

Are we able to hold interviews with students? Yes, most of our students are now taking classes remotely and many have returned home, but you can still reach out to our students via Handshake to set up virtual interviews with them. Click here to set up virtual interviews.

Will BYU still hold on campus interviews? All of BYU’s Winter 2021 recruiting will be virtual, which includes interviews.