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.
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Welcome to the Employer Recruiting Guide! We hope this will be a resource and helpful tool in your recruiting efforts here at BYU. Our combined office, Careers & Experiential Learning is committed to our employers and their interest in our students. 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 and what we are hoping to achieve in our interactions with you.

**BYU Career Services Mission Statement**

The mission of BYU Career Services is 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
WHY THE Y?
What is Experiential Learning?
Experiential Learning at BYU aims to develop disciplinary skills, practice professional competencies, inspire greater learning, and imbue habits of lifelong learning in our students. These are most successfully achieved through a process of intention, integration, and reflection. In other words, learning is greater when students are:

a. engaged in setting expectations for their own learning as part of an experience;
b. given opportunities to integrate their existing knowledge and intentions into the experience;
c. guided through reflection that evaluates intended and unintended outcomes of an experience, all with the purpose of applying new knowledge to new experience.
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 801-422-333.
Number of States Represented: 50
Number of Countries Represented: 105
Students Who Come from Outside of Utah: 68%

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%
PEOPLE LOVE US

1. College Worth the Cost
   (Wall Street Journal and Times Higher Education)
2. Best Trained Business Graduates
   (Bloomberg Businessweek)
3. Top College in the West for Student Engagement
   (Wall Street Journal)
4. Undergraduate Accounting Program
   (U.S. News & World Report)
5. College Producing the Most Graduates with Foreign Language Degrees
   (Chronicle of Higher Education)
6. Best Colleges for Education Majors
   (Niche)
7. Graduates with the Least Debt
   (U.S. News & World Report)
8. U.S. Employability
   (Times Higher Education)
“BYU was the first private, faith-based Division I institution to host Common Ground, which aims to establish inclusive and respectful athletics environments for participants of all sexual orientations, gender identities and religious beliefs.” See full article here

Change in BYU Admissions Process - Beyond Checkboxes
New Position at BYU - Assistant to the President for Student Success and Inclusion
Committee Formed to Examine Race + Inequality at BYU - See article here
Diversity & Belonging Workshops and Panels
BYU Careers and Experiential Learning Diversity Events - Event Calendar
<table>
<thead>
<tr>
<th>Multicultural Office</th>
<th>BYU ISA</th>
<th>Marriott School Inclusion Society</th>
<th>BYU Black Alumni Society</th>
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<td>Marriott Inclusion Society</td>
<td>BYU Latino Club BYU</td>
<td>Society of Women Engineers</td>
<td>Hispanic/Latino Group</td>
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<td>Women’s Services</td>
<td>Luso-Brazilian Club</td>
<td>Women in Chemistry</td>
<td>International Students &amp; Alumni</td>
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<td>Accessibility Career Director</td>
<td>Filipino Club</td>
<td>Women in Computer Science</td>
<td>Women in Business</td>
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<td>Tyler Briggs</td>
<td>Hispanics Unidos</td>
<td>Women in Construction</td>
<td>REACH</td>
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<td>tyler <a href="mailto:briggs@byu.edu">briggs@byu.edu</a></td>
<td>Korean Student Association</td>
<td>Women in Technology</td>
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<td>Polynesian Club</td>
<td>Women in Science</td>
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<td>First Generation Club</td>
<td>All Access Club</td>
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BYU CAREER OUTCOMES

Occupation Status

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

* 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

- All Graduates: 62.19%
- Before Graduation: 9.19%
- Less than 1 Month: 18.01%
- 1-3 Months: 10.61%
- 4-6 Months: 18.31%
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

Top States for Job Placement
By Where Recent Graduates are Living 6 Months After Graduation
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!
BYU VIRTUAL RECRUITING & TIPS FOR SUCCESS

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 alumni? 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 education event around Easy Virtual Fairs? 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 with some chat questions to engage candidates. Candidates may not know where to start or when to join in. It is a good idea to have someone monitoring the chat so no one is missed or feels looked over.

“I did not get any kind of follow up from the companies I reached out to. It was difficult because there were many people on the chat at once.” - Candidate at Statewide Alumni Career Fair

• Have introductions ready for colleagues, if necessary.

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

“It took me a while to figure out what I should be doing, but once I understood how to interact with the employers it was really great.” - Candidate at Statewide Alumni Career Fair

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.
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.
- **Distribution/Creation of Branded Marketing Material**: Digital advertisements distributed, as necessary. Handshake targeted emails and/or targeted text messaging to promote event or opportunity.
- **Handshake**: Get started with Handshake [here](#).

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.
<table>
<thead>
<tr>
<th><strong>Virtual Employer Panels</strong></th>
<th>Join other experts in your field to talk to students about best practices in your field for their future.</th>
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<tr>
<td><strong>Virtual Career Trek</strong></td>
<td>Take students on a virtual tour of your company and show them why they would love your industry or company.</td>
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<td><strong>Virtual Resume Reviews</strong></td>
<td>Give back by helping to give industry-specific resume reviews to eager students.</td>
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<td><strong>Social Media Takeover</strong></td>
<td>Show students your company culture in a fun way by ‘taking over’ one of our social media accounts.</td>
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<tr>
<td><strong>BYU Connect</strong></td>
<td>Start a group to continue your recruiting and networking efforts within the BYU community.</td>
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Get started by connecting with us: [recruiting@byu.edu](mailto:recruiting@byu.edu)

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**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:

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<th><strong>Capstones</strong></th>
<th>Sponsor a project and have students work on it for you. Reach anywhere from 3-8 students per project.</th>
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<td><strong>Virtual Alumni Day</strong></td>
<td>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.</td>
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<td><strong>Sponsorships</strong></td>
<td>Be part of certain key committees or councils on-campus.</td>
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Get started by connecting with our Employer Engagement Team, Marcia Bingham [marcia_bingham@byu.edu](mailto:marcia_bingham@byu.edu) or Scott Greenhalgh [scott_greenhalgh@byu.edu](mailto:scott_greenhalgh@byu.edu)
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<td>STEM Fair: Science 9am – 3pm</td>
<td>STEM Fair: Math &amp; Data 9am – 3pm</td>
<td>Showcasing Your Diversity in the Workplace: Employer Panel 12pm-1:30pm</td>
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<td>STEM Fair: Engineering 9am – 3pm</td>
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<td>Career &amp; Internship Fair 10am-3pm</td>
<td>2  Empowering Women: Panel &amp; Networking Event 12pm-1:30pm</td>
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<td>REACHAbility Employer Panel &amp; Networking Event 3:30pm-6:30pm</td>
<td>8  Grad Fair</td>
<td>9  Communications Career Fair 9am-3pm</td>
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- **November 5**: Life Sciences Internship & Full Time Position Fair 11am-2pm
- **November 6**: Government Fair (State, City, County, Federal) 12pm-3pm
- **November 11**: Human Services Fair (Non-profit, Public, Social Innovation) 11am-2pm
- **November 13**: Mentoring with HUGS BYU Connect Day 12pm-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 Fall recruiting look like on your campus?
Recruiting at BYU for Fall semester will be all virtual for both our Career Center and 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 will host several events throughout the semester specifically to connect students of different affinity groups with companies. If you are interested in participating in these events, please reach out to Savannah Gow.

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 Fall 2020 recruiting will be virtual, which includes interviews.