UI STUDENT EMPLOYMENT PROGRAMS

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UI Campus Employment Breakdown

Part Time:	Work Study:
6-7K Employees/Year	1,000 Employees/Year
Employer Pays 100%	Employer Pays 50%, Work-Study Pays 50%
Jobs From 1-20 Hours/Week	Jobs From 1-20 Hours/Week
Most Frequent Wage: $9.50	Most Frequent Wage: $9.50
Paid Bi-Weekly via Direct Deposit	Paid Bi-Weekly via Direct Deposit

Defeat the misconception! Working as a freshman has proven to help students settle in and adapt to the college experience, not the opposite.

Finding a Job at Iowa

Handshake @ Iowa
- UI Online Job Advertising System
- Student Jobs/Internships/Full-Time
- Updated Monday-Friday
- 19,000+ Jobs Posted Right Now!
- 200+ UI departments on campus

How Students Get Started
- Complete professional profile
- Upload Resume

UI Does Not Function Without Student Workers

- **8,000+** students work on-campus yearly
- **60%+** of UI students work on-campus while attending school

Future Employer Expectations...

- Students are capable & EXPECTED to learn outside of the classroom
- Education NEEDS to happen in the workplace

Student Worker v. Non-Student Workers

Year	Fall to Fall Retention Rate	1st Semester GPA	4 Year Grad Rate	6 Year Grad Rate
2013	6.5%	0.13	1.52%	3.50%
2014	5.7%	0.09	1.52%	5.40%
2015	3.5%	0.10	1.52%	----
2016	6.6%	0.19	7.80%	----
2017	5.2%	0.12	----	----
2018	5.1%	0.15	----	----
2019	3.4%	0.17	----	----

Student Involvement – Why It Matters

Who would you hire as an employer?

A. UI Graduate

B. UI Graduate + 3 years of job/internship experience

C. UI Graduate + 3 years of job/internship experience + student organization leader

Student Employment: More than Just Money

Positive Campus Experience
- Transferable Skills Development
- Improved Campus Engagement/Involvement
- Increased Awareness of Campus Resources
- Networking & Social Development
- Increased Confidence With College Transition

Positive Student Outcomes
- Improved Retention Rates (5+ % for freshman)
- Improved 4 & 6 Year Graduation Rates
- Positive GPA Effect (0.15 greater in 2019)

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Transferable v. Job Specific Skills

Transferable Skills	Job Specific Skills
Intangible	Tangible
Easily observed in leaders	Easily identified
Not quantifiable	Easily quantifiable
Portable	Obtained through school, training, or certificates
	Gets you "in the door"

*Hiring companies consider candidates with the 3-5 job specific skills desired, **but the decision of who to hire often comes down to who possess the 2-3 transferable skills that were not originally considered.***

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What Employers Want From Students

Employers Rate Career Readiness Competencies in Terms of Essential Need

Competency	2020	2019	2018
Critical Thinking/Problem Solving	4.65	4.66	4.62
Teamwork/Collaboration	4.57	4.48	4.56
Professionalism/Work Ethic	4.48	4.41	4.46
Oral/Written Communication	4.35	4.30	4.30

Source: Job Outlook 2020 Spring Update, National Association of Colleges and Employers

Based on a 5-point scale where 1=Not essential; 2=Not very essential; 3=Somewhat essential; 4=Essential; 5=Absolutely essential.

92% of employers believe that soft skills matter as much or more than hard skills

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University of Iowa Student Employment Resources

UI STEP

STUDENT **T**O **E**MPLOYED **P**ROFESSIONAL

The Bridge Between Academics, Student Employment, Career Preparation and Career Readiness—A 3-Step Developmental Approach

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UI STEP Certificate Course Program Topics & Student Expertise

- Student Employment Impact | Identification and Articulation of Work-Ready Skills
- Resume & Cover Letter Creation | Ability to Tailor Documents to Employer Needs
- Identification of Values for Optimal Industry Placement | Culture-Fit Graduates
- Proactive Networking for College & Future Career Advancement
- Proactive Job Searching Strategy Development | Understanding of HR & Recruiter Functions
- Identification and Implementation of Personal Branding Strategy
- Awareness & Understanding of Interview Types and Standard Practices

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UI STEP Workforce Development Workshops

Program Outcomes:

Development of professional mindset and increasing professional skill development through student employment

Providing and promoting workplace behavior best practices

Fostering and promoting career development through employment tips and further professional developmental opportunities within UI STEP & the Pomerantz Career Center

Development and understanding of transferable skills, leadership on the job, networking abilities, and fostering a sense of professionalism with your peers and supervisors

Development of positive peer-to-peer and supervisor interaction techniques

Understanding the "life of a hiring manager" and the importance of the development of core competencies for employment before graduation

Understand the difference between meeting and exceeding expectations and be able to execute strategies to perform at the next level

Supervising Today's Students Series

Workshop Topics Include:

Navigating the Pre-Employment Process—Job Description Through Interview/Hiring Stage	Successfully Training Student Employees	Learning Styles—Understanding How Students Learn	Connecting Work & Academics (Iowa GROW—Guided Reflection on Work)	Effectively Leading Students
Generational Engagement—How Can Supervisors Succeed?	Conflict Management For Student Supervisors	Evaluating Student Employee Performance	Student Reward & Recognition Programs	Creating An Effective And Positive Workplace Environment
	Supervising International Students	Supervising Students With Autism Spectrum Disorder (ASD)	Getting to Know UI's Military connected Students: Best Practices for Supervisors	Together —Moving Forward

Why Campus Employment?

- **Resume Builder**—Gain valuable work experience
- **Develop Transferable Skills**—Differentiate yourself from others
- **Develop Emotional Intelligence**—Interact effectively with peers, supervisors, customers
- **Professional Etiquette Development**—Be more work-ready
- **Superior Time Management & Organizational Skills**
- **Networking & Reference Opportunities—**3-5 references!
- **Learn!—**What do you like and dislike about work environments?

Student Employment Request Form

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