



A modern, on-the-go platform designed especially for college-based recruiting for jobs, internships, events and resources.

- Students gain access to job/internship postings from 200,000+ employers around the world, including all Fortune 500 companies!
- Employers enjoy a faster, more user-friendly experience to post jobs and view applicants.



Students enjoy:

- A personalized feed of jobs, internships, events and resources — like Netflix but for careers!
- A “Favorite” option to know when top employers are posting jobs and coming to campus.
- A seamless experience across all devices: phones, tablets and computers.



Create a Handshake Account

1. Log into go.ucr.edu/ucrhandshake with your UCR username and password.
2. Create a new Handshake profile by adding your resume, photos, skills and more. Make your profile public to employers.
3. Click “Jobs” in the menu bar and start applying. Save searches and sign up for notifications about future opportunities that match your interests!

UCRCareerCenter

UCRCareerReady



Like. Follow. Share.

UNIVERSITY OF CALIFORNIA
UCRIVERSIDE | Career Center

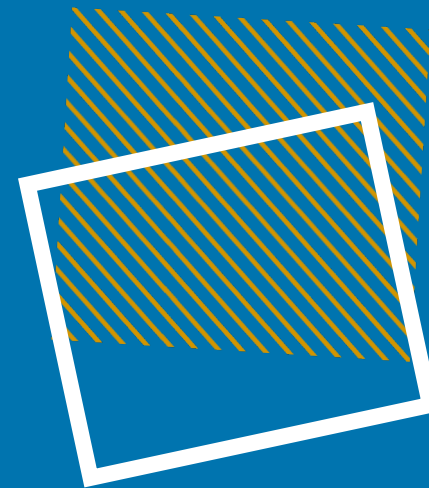
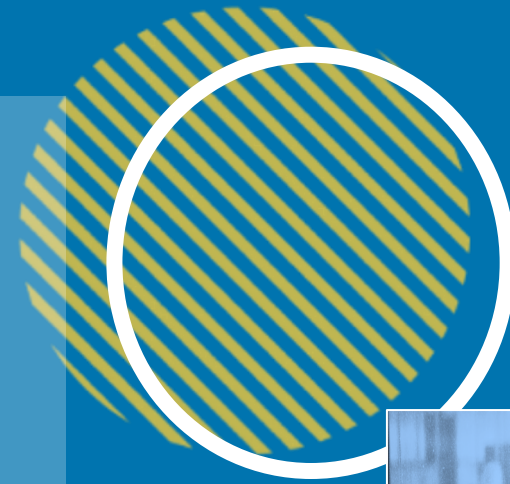
f | UCRiversideCareerCenter

Instagram YouTube LinkedIn Snapchat Twitter Pinterest | ucrcareercenter

CONNECT. INSPIRE. EMPOWER.

careers.ucr.edu | (951) 827-3631

THE NUTS & BOLTS OF INTERNSHIPS!



WHAT IS AN INTERNSHIP?

“ An **internship** by any other
name...
... would be just as
awesome of an experience”

- Scottie The Poet



What Is An Internship?

Internships

Paid or unpaid

Influenced by industry

Credit or no credit

Short-term

Part-time or full-time

VS

Co-ops

Paid

Longer-term

Often full-time

May have to take 1 or more quarters off

Extensive training

Internship Criteria

1. Must be a learning experience that provides the opportunity to **apply knowledge gained in the classroom**
2. The skills/knowledge must be **transferable** to other settings
3. The experience has a **defined beginning and end**
4. There are clearly defined **learning objectives/goals** related to the **professional goals of the student**



Internship Criteria

5. There is **supervision by a professional** with educational and/or professional background in the field of the experience
6. There is **routine feedback** by the experienced supervisor
7. Resources, equipment, and **facilities are provided by the employer** to support learning objectives/goals



**WHY SHOULD
I CARE?**

60%

“A survey of 2017 college graduates from the National Association of Colleges and Employers (NACE) reported that nearly 60% of survey respondents had an internship during their time in school..” – WSJ, 2018



BECAUSE THEY CARE

“Work experience—and particularly internship experience—carries a lot of weight with employers...internship experience with the organization as the top factor influencing their decision when choosing between two otherwise equally qualified candidates...”

Figure 2: Influence of Attributes

ATTRIBUTE*	2018 AVERAGE INFLUENCE RATING	2017 AVERAGE INFLUENCE RATING	2016 AVERAGE INFLUENCE RATING
Has completed an internship with your organization	4.6	N/A	N/A
Has internship experience in your industry	4.4	N/A	N/A
Major	3.8	4.0	4.0
Has held a leadership position	3.7	3.9	3.9
Has general work experience	3.7	N/A	N/A
Has no work experience	3.4	N/A	N/A
High GPA (3.0 or above)	3.4	3.6	3.5
Has been involved in extracurricular activities (clubs, sports, student government, etc.)	3.3	3.6	3.6
School attended	2.8	2.9	2.9
Has done volunteer work	2.7	2.6	2.8
Is fluent in a foreign language	2.2	2.1	2.2
Has studied abroad	2.2	2.0	2.0

Source: *Job Outlook 2018*, National Association of Colleges and Employers. 5-point scale where 1=No influence at all; 2=Not much influence; 3=Somewhat of an influence; 4=Very much influence; 5=Extreme influence. (*Note: For the current survey, four attributes

YOU'RE MORE THAN YOUR GPA

“Not only are problem-solving skills and teamwork abilities the most desired attributes, but they are of equal importance.”

Figure 1: Preferred competencies for intern hires

COMPETENCY	2015	2016	2017
	% OF RESPONDENTS		
Information processing	95.6%	94.4%	98.7%
Teamwork	96.9%	94.9%	94.9%
Planning/prioritizing	92.6%	93.5%	89.7%
Decision making/problem solving	90.4%	84.6%	89.7%
Verbal communication	90.6%	90.7%	88.5%
Data analysis	75.4%	71.0%	76.9%
Computer skills	66.2%	63.2%	61.5%
Job-specific technical skills/knowledge	58.3%	58.4%	51.3%
Written communication	45.0%	37.1%	30.8%
Selling/influencing	24.9%	17.8%	28.2%

Source: 2017 Internship & Co-op Survey, National Association of Colleges and Employers

In this analysis, a criterion was defined as “important” if a respondent who used that criterion considered it either “very important” (4) or “extremely important” on a 5-point scale.

Technical (Hard) Skills



What Are They?

- Easy To Prove
- Technical Skills

Examples

- Social Media
- Languages
- Computer
- Programming (Software)

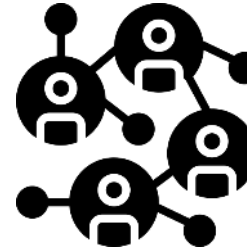
How To Get Them

- Training
- Coursework
- Certifications
- Degree



VS

Essential (Soft) Skills



What Are They?

- Proven Over Time
- Your Personal Approach

Examples

- Communication
- Team Player
- Leadership
- Responsible

How To Get Them

- Student Orgs
- Jobs/Volunteer Experiences
- Group Projects



HOW TO:

FIND AN INTERNSHIP

Finding An Internship

Online Database

- UCR Handshake
- CareerShift through UCR Handshake
- Internships.com
- Undergraduate Research Portal:
ugr.ucr.edu/research/portal

Direct Application

- Search company websites for openings
- Department of Energy for STEM Research Internships:
<http://science.energy.gov/wdts/suli/>



Finding An Internship

Networking

Who is in your network?

Early Identification Programs

Associations

Join professional associations and receive up to date job/internship opportunities

- Social Media Groups
- E-Newsletters
- Career/ Internship Portal from Site
- Seminars/ Conferences

The screenshot displays a LinkedIn group page for "NASPA | Women in Student Affairs (WISA)". The group has 9,498 members and the user is a member. The main content area features a "Share a job" button and a post by Saskia Clay-Rooks, Executive Director at George Mason University, for an "Early Identification Program (college access program)". The right sidebar includes an "ABOUT THIS GROUP" section describing WISA initiatives and a "MEMBERS" section with a row of profile pictures and an "Invite others" button.



FRIENDS/ FAMILY

Classmates

Friends

Parent/Guardian

Family Friends

UCR PEERS/ ALUMNI

Student

Organizations

Campus Events

Workshops

FACULTY/ STAFF

Academic

Department

Previous Course

Professors

Club Advisors

UCR Staff

PREVIOUS EMPLOYERS

Supervisors

Mentors

Co-workers

EVENTS: SAY HI

Career Fairs

Panels

Info Sessions

Social Events

**Networking
Events**

Finding An Internship: Social Media

“ It is important for candidates to utilize social media... it provides them [with a way] to stay in touch with their colleagues, expand their professional network and open themselves up to other career opportunities.”

- Rebecca White, Area Director, Kavaliro
(staffing firm)

LinkedIn



Instagram

Twitter

YouTube

facebook

How To Use Social Media!

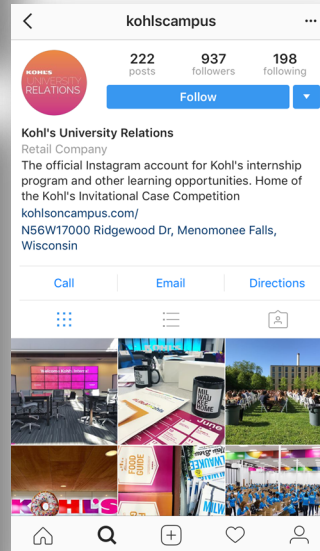
1

Follow Internship Pages

Use social media to follow company internship pages for up-to-date and D.I.T.L. information



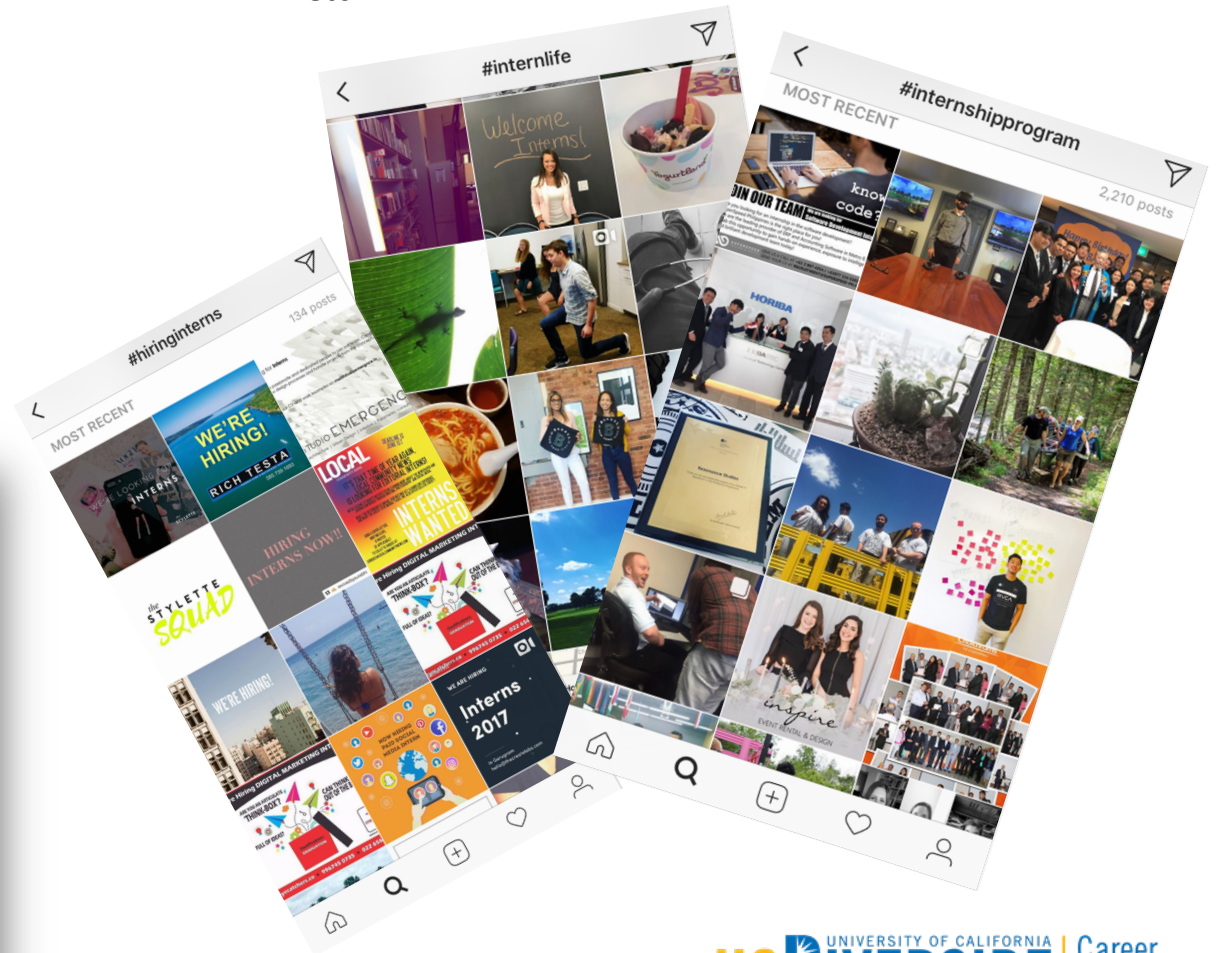
Instagram



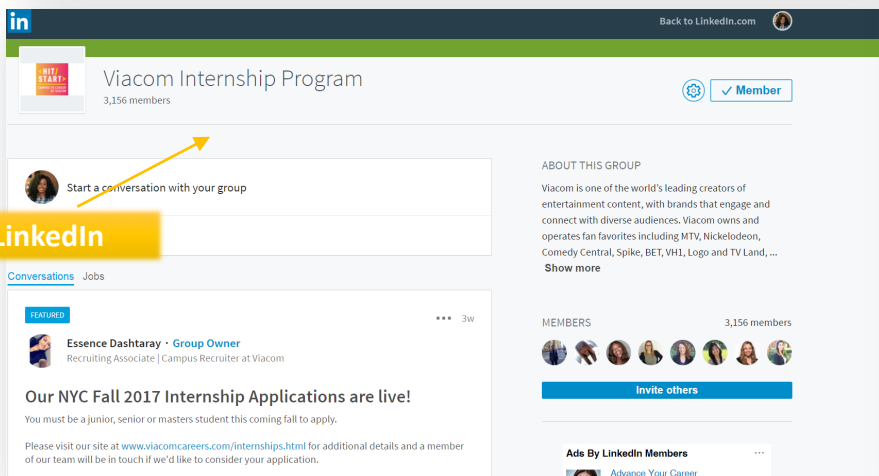
2

Hashtags

Search hashtags #internlife #hiringinterns #internshipprogram #internship, #universityrelations, etc.



LinkedIn



Finding An Internship:
**Internship
Programs**

UCDC UC Washington Academic
Internship Program



HACU

BUNAC

Working Adventures Worldwide

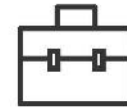


STATE INTERNSHIPS: **UC SACRAMENTO**

JOURNALISM



PUBLIC POLICY



**INTERNSHIP PLACEMENT
BASED ON INTEREST**



**TRANSFER TO UC DAVIS
FOR THE QUARTER AND
EARN 14 UNITS OF UPPER
DIVISION CREDIT**



[HTTP://UCGS.UCDAVIS.EDU/](http://ucgs.ucdavis.edu/)

Finding An Internship: In- Person Resources

Employer Featured Events (Ex: Kohl's, Target, Geico, Microsoft, etc.)

Student Organizations (Over 400 existing student organizations!)

Develop Your Own Internship

Career Center Job Fairs & Employer Panels

Frequent Events

Career Discovery Series
Information Sessions/Tables
Job Fairs
Now Hiring Interns

WHERE EMPLOYERS LOOK FOR INTERNS

RECRUITING TECHNIQUE	USE	EFFECTIVENESS
Career/job fairs	97.0%	74.9%
Job listings: career center websites	96.1%	57.4%
Job listings: corporate websites	95.4%	70.3%
Referrals from current/former interns	93.3%	56.8%
On-campus recruiting	92.1%	78.2%
On-campus information sessions	89.0%	49.7%
Outreach to student groups	85.6%	44.8%
Cultivating key faculty	82.4%	33.9%
Alumni referrals	80.5%	34.6%
Online networking	56.1%	21.3%
Recruitment advertising	53.9%	13.0%
Open houses	43.0%	18.1%
Advertising in campus newspapers	12.7%	2.2%

Source: 2019 Internship & Co-op Survey Report, National Association of Colleges and Employers

**KEEP THESE TIPS IN
MIND**

Things

2









Remember

- **Customize Your Resume**
- **Look At Non-monetary Compensation/ Benefits**
 - **Start WAY In Advance**
- **Connect With A Former/Current Intern**
 - **Diversify Your Search Tools**
- **You Will Hear More No's Than Yes's**

BEWARE OF JOB

FRAUD

Learn the red flags to look out for in your job search.

-  They're asking you to shop for them.
-  You have to send them money.
-  The job sounds too good to be true.
-  The job they offer isn't the one you applied for.
-  They won't meet you in person.
-  You can't verify their information.
-  They're asking for personal information.
-  You'll be working from home.

Learn more about job fraud and how to protect yourself at careers.ucr.edu or contact a career counselor today.

Questions?

THANK YOU