



CAMPUS RECRUITING FORUM

How Campus Recruiting is Changing Right Now.

Employer Survey Results & Panel Discussion

Graham Donald
Brainstorm Strategy Group Inc.

Tuesday, May 5, 2020



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AGENDA

- Welcome & Introductory Remarks
- Campus Recruitment COVID-19 Impact Report
- Panel Discussion
- Open Q & A (via chat)
- Closing Remarks



Panelists

- **Kathleen Schaum**, Executive Director, Campus Recruiting & University Relations, KPMG
- **Tim Krenz**, University Relations Manager – Americas, National Instruments
- **Devin Barnas**, Senior Campus Recruiter, PEA6 Investments
- **Nicole Furnia**, University Relations Manager – North America, Eaton

Campus Recruitment COVID-19 Impact Report

Employer Survey Results

April 20 – May 1, 2020



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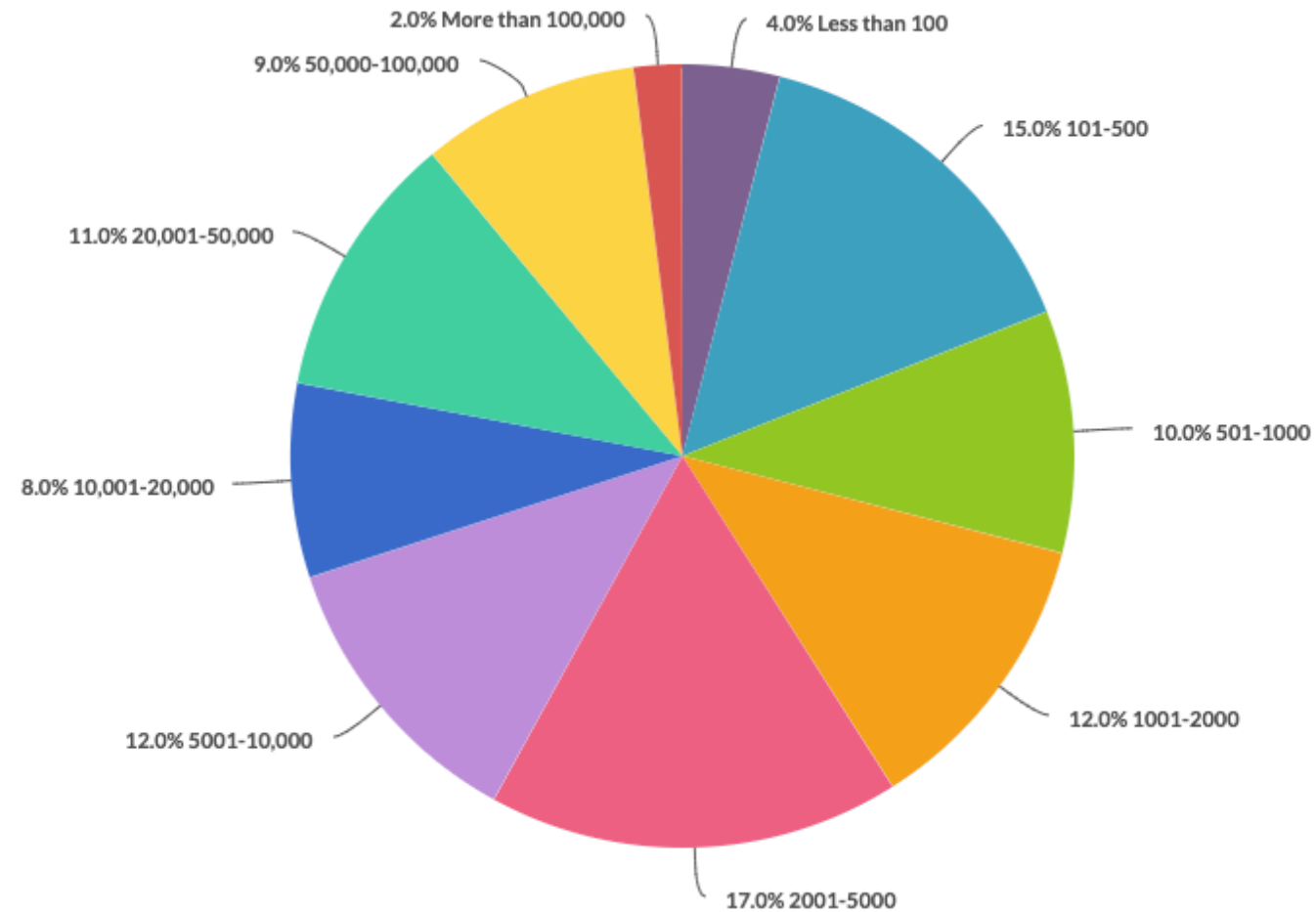


Overview

- An online poll of employers involved in campus recruiting
- Conducted April 20 to May 1, 2020
- Promoted via email and LinkedIn posts
- 100 employers of all sizes and from a broad array of industries from across the country responded



Employer Size by Number of Employees



Survey Respondents



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Have you made any changes to your summer
internship program plans as a result of
coronavirus?



7%

We have not yet made any changes to our plans
for our summer interns.



2%

We do not hire summer interns.



27%

We are reducing or eliminating our summer internships for vacancies that have not yet been filled (or have done so already).



15%

We are considering terminating some of the summer interns that we have already hired (or have done so already).



18%

We are expecting our summer interns to work from our usual work sites this summer.



45%

We are expecting to have summer interns work from home for PART of the summer.

45%

We are expecting to have summer interns work from home for ALL of the summer.



82%

We are exploring new approaches or technologies to deliver virtual on-boarding and training to new student hires.



Comments/Explanation (1/3)

- Deciding if we should delay starts or potential virtual onboarding
- If restrictions are lifted and interns are already local to our office, they will be welcome to then go into the office to work. However, the program itself (all events etc) will still always remain local.
- Onboarding will be virtual, but the rest of internship will remain the same field based program.
- Our business is considered essential, so our interns are still able to work as normal
- Our interns will be working from home and participating in an "add-on" as opposed to a traditional internship
- We are deferring offers for newly hired students until our offices reopens. Currently scheduling meetings with each student to discuss individual plans to start work at the company.



Comments/Explanation (2/3)

- We are deferring our final choice until 5/15, and planning for all. - But not cancelling.
- We are developing Virtual Project-Based Internships referred to a Micro Internships for students and employers
- We are offering a learning curriculum to go along with the internship
- We are redesigning out internship to be a shortened virtual experience. We guaranteed Full Time offers as well.
- We have canceled our summer internship program
- We have pushed back our start date to be no earlier than June 1, 2020 and offering remote work where able to
- We have pushed back start date from June 1st to July 6th and shortened the program from 9 to 6 weeks. We expect that the interns will work at least part (if not all) of the summer from home



Comments/Explanation (3/3)

- Our program is currently "on hold"
- We have reduced the length of the program by two weeks
- We manage Co-op separately from Internships and will sustain Co-ops
- We shortened the internship from 10 weeks to 6 weeks
- We will have a majority of interns working from home for the summer. There are exceptions for interns who will be in our labs or manufacturing facilities. They will work 3 days on site and 2 days virtual.
- Shorter 4 week internship
- We are postponing our summer internship and offering an alternative learning experience
- Postponed the start date to try and not have the internship be virtual



What changes to campus recruiting are you anticipating as a result of coronavirus?



76%

We are considering virtual fairs or virtual experiences to help students learn about our organization in the future.



26%

We are expecting (or have made) reductions to our previously planned hiring numbers for the fall.



30%

Our recruitment-related budget has been
restricted or reduced.



14%

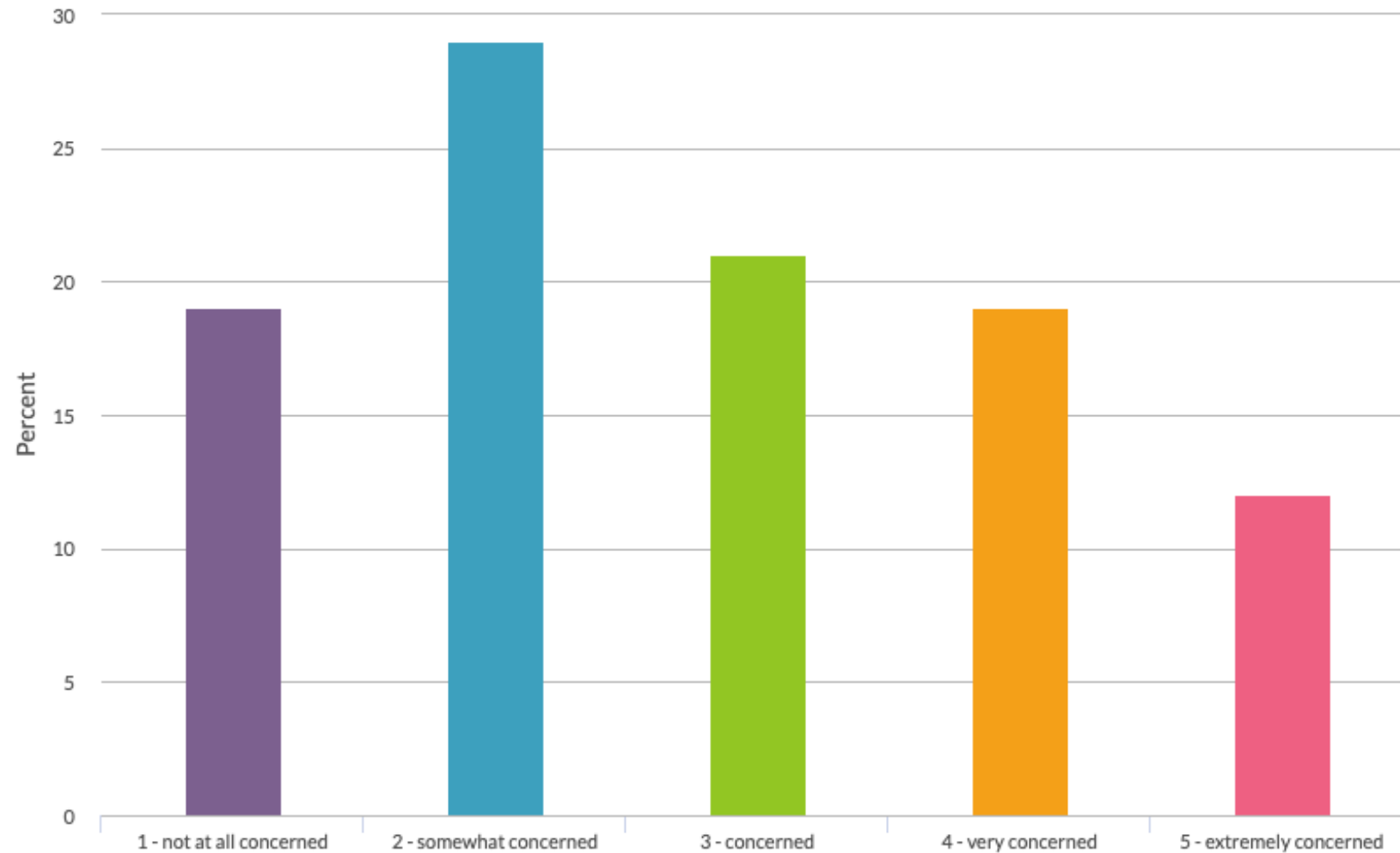
We expect to make fewer job offers to our interns
this summer for future opportunities.



How concerned are you that the decisions
your organization makes now could have a
significant impact on your brand and hiring
success in the future?



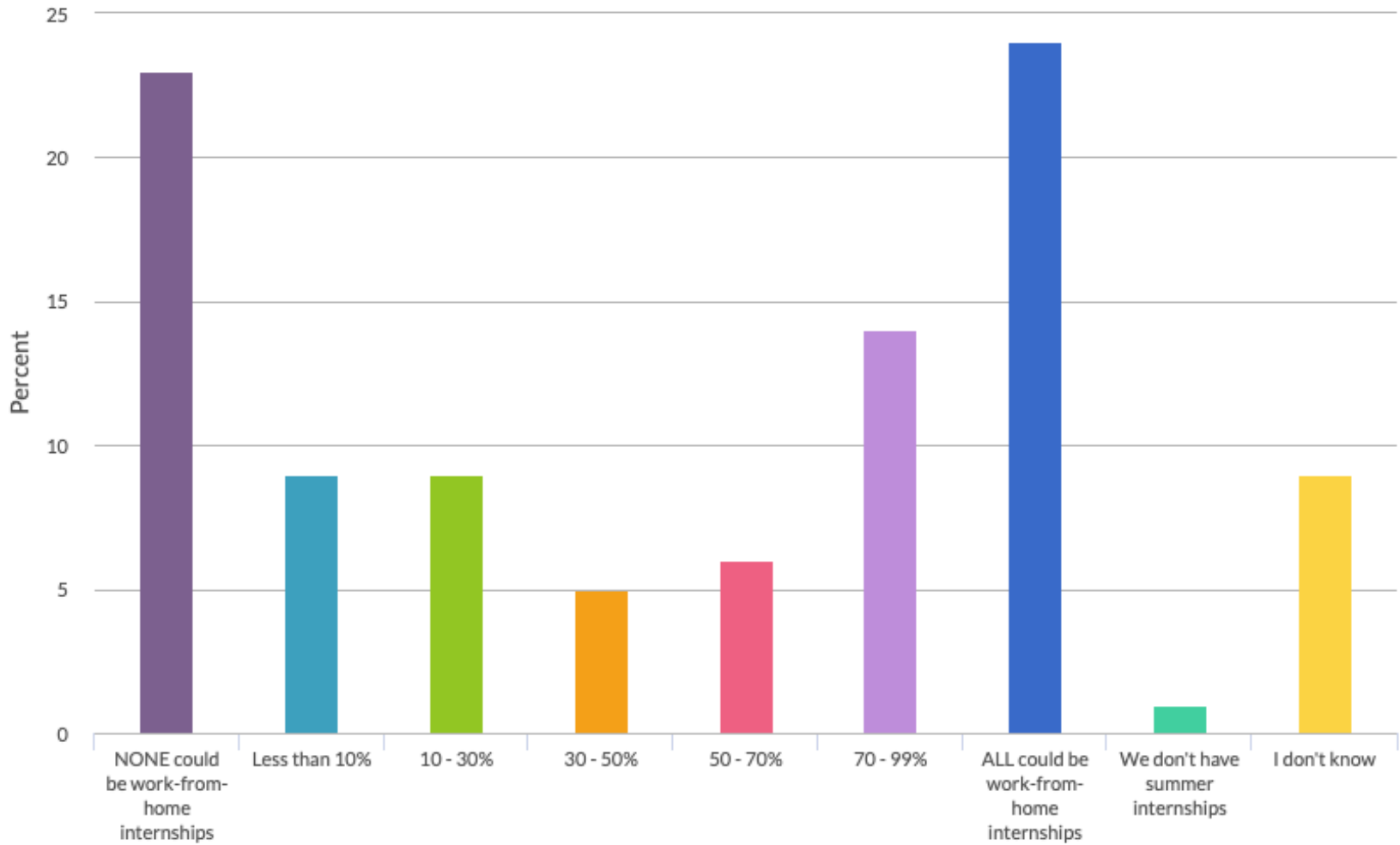
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Before you made reductions (if any) to your internship programs as a result of COVID-19, approximately what percentage of your summer internships could be managed as work-from-home roles?



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Do you have any technologies or resources that you would recommend to others?



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Questions? Suggestions?

Graham Donald, graham@brainstorm.ca

Katrina Kozhuro, katrina@brainstorm.ca

