



takeaways for **employers** on the overlap between student skills & workplace preferences

In a recent survey of Seelio members, we asked students about their skills and workplace preferences. From their responses, we drew correlations between skills students identified and workplaces that might be a good match. See a few of our recommendations for your next interview with a student or recent graduate:

## STUDENT WORK TYPES



- desire established companies
- prioritize brand name



- just beginning to search
- rely on parents' connections



- value formal training
- want to stay in one place
- prefer collaborative work



- hungry for opportunity and responsibility
- willing to travel



- looking for higher pay over room for growth
- want to be at a desk

## KEY TAKEAWAYS:

- For heavily collaborative positions, emphasize the chance for ambiguity and creativity in the role to ensure that students can best assess how they will fit in your organizational structure.
- Outline the expectations for entry-level positions, defining whether or not the role will be responsible for assessing complex situations and navigating through potential solutions, or if the role has clear-cut, established procedures.
- Entry level employees who show great concern for the company and their role within it are often eager to learn from your top employees. Set up a rotational or mentorship program and advertise it to students as a way to make sure they start their career on the right track!
- Post pictures of what it looks like to work in your space and when possible, bring new grads on a tour of the office so they can get a sense of a day-in-the-life at your office.
- Whenever possible, define your management structure and hierarchy so it's easy for students to understand where they would fit in your organization and what responsibilities they would have.

\*Note: groups may not total to 100 percent due to rounding