Student Employment

How it Works & Why it Matters

Summer 2022
Student to Employed Professional (STEP)

3 STEP Professional Developmental Approach

1. UI STEP Career Development Course
2. UI STEP—Workforce Development Sessions
3. Supervising Today’s Students Series
UI Campus Employment Breakdown

Part-Time:
- 6-7K Employees/Year
- Employer Pays 100%
- Jobs From 1-20 Hours/Week
- Most Frequent Wage: $11.00
- Average Wage: $13.26
- Paid Bi-Weekly via Direct Deposit

Work-Study:
- 1,000 Employees/Year
- Employer Pays 50%--Work-Study Pays 50%
- Jobs From 1-20 Hours/Week
- Paid Bi-Weekly via Direct Deposit
Finding A Job @ Iowa

➔ Handshake @ Iowa
  • UI Online Job Advertising System
  • UI Student Jobs/Internships/Full-Time
  • Updated Monday-Friday
  • 200+ UI departments on campus

➔ How to Get Started
  • Complete professional profile
  • Upload resume

➔ Bring I-9 Document
  Passport OR Student ID/Drivers License AND Social Security Card/Birth Certificate
Positive Experience | Positive Outcomes

→ 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 Year-Over-Year Retention Rates
  • Improved 4 & 6 Year Graduation Rates
  • Positive GPA Effect (0.15 greater for 2020 1st year students)

Future Employer Expectations...

***Students are capable & EXPECTED to learn outside of the classroom

***Education NEEDS to happen in the workplace
What Employers Want From Students

Employers Rate Career Readiness Competencies in Terms of Essential Need

<table>
<thead>
<tr>
<th>Competency</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Thinking/Problem Solving</td>
<td>4.65</td>
<td>4.66</td>
<td>4.62</td>
</tr>
<tr>
<td>Teamwork/Collaboration</td>
<td>4.57</td>
<td>4.48</td>
<td>4.56</td>
</tr>
<tr>
<td>Professionalism/Work Ethic</td>
<td>4.48</td>
<td>4.41</td>
<td>4.46</td>
</tr>
<tr>
<td>Oral/Written Communication</td>
<td>4.35</td>
<td>4.30</td>
<td>4.30</td>
</tr>
</tbody>
</table>

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**

Source: Job Outlook 2021 Spring Update, National Association of Colleges and Employers.
Differentiating Yourself:

1. Classroom learning
2. Applying learning through gaining experiences and skills
3. Articulating those skills to others

Student Involvement—Why it Matters

→ Who would you hire as a future employer?

A. Future UI Graduate
B. Future UI Graduate with 3 years of job/internship experience
C. Future UI Graduate with 3 years of job/internship experience & student organization leadership
Help is Available!

Resume Review:
https://careers.uiowa.edu/resumes

UI STEP Programming:
https://careers.uiowa.edu/jobs/student-employment

Office Information:
Pomerantz Career Center
C310 Pomerantz Center
319-335-1023
https://careers.uiowa.edu/

***Fall daily walk-in hours | 10AM – 2PM
***Career appointments available via MyUI