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**TO:** Students and Employers

**FROM:** Jeff W. Garis, Ph.D. Senior Director

**DATE:** November 11, 2011

**RE:** Internships and Employment

Penn State Career Services has begun to receive questions regarding any effects that the recent difficult, troubling and challenging events at our University will have on internship and employment recruitment activity for Penn State students. First, Career Services has not seen any reduction or cancellations in recruiting that would be attributed to recent events, and we have recorded increases in fall semester employer recruiting activity when compared to the past several years.

Secondly, to **students** engaged in seeking internships and employment opportunities, I suggest the following general response in the unlikely event that employers would question any association between recent events and the employability of our students:

*Students may acknowledge that they are primarily concerned for the victims and also concerned for Penn State in these unsettling times. However, students should keep the focus on the job or internship for which they are applying and how they will excel in the opportunity. Students should note that they can only take personal responsibility for their individual actions. Talk about all of the good work accomplished at Penn State in building the skills and professional qualities in preparation for the position, and about the excitement to put those skills to work for the employer. Inform the employer or internship site that, if hired, you will reflect favorably on the employer through your good work, core values and skills obtained through our University.*

Thirdly, to **employers** engaged in or considering recruiting and hiring Penn State students for internship or employment opportunities, I offer the following:

*This week's events are not a result of our student body, Penn State's academic community or Career Services. We are exceptionally proud of our students' professional preparation as well as personal and professional ethics that contributed to last year's Wall Street Journal survey that found Penn State ranked as the top university among employers for recruiting new college graduates. This remains unchanged as Penn State students continue to benefit from world-class academic preparation coupled with exceptional professional qualities acquired from a range of out-of-classroom activities offered through the Penn State experience. The professional qualities reflected by Penn State students often include: exceptionally strong work ethic, motivation, interpersonal skills, written and verbal communication skills, leadership skills as well as cultural and international sensitivity and effectiveness. Effectively and efficiently recruiting interns and hiring college graduates is central to the success of most organizations and employers will continue to find that Penn State students prove to be highly capable interns and professional employees.*

Penn State Career Services, administratively housed within the Division of Student Affairs, is recognized as among the leaders at national and international levels for quality-comprehensive services and strong on-campus recruiting programs. This office coupled with excellent College-based career programs will ensure that Penn State students enjoy a competitive advantage in internship and employment recruiting opportunities. Additionally, employers will find that now more than ever, Penn State students and graduates hold the professional qualities, academic knowledge and skills to excel in the workplace.