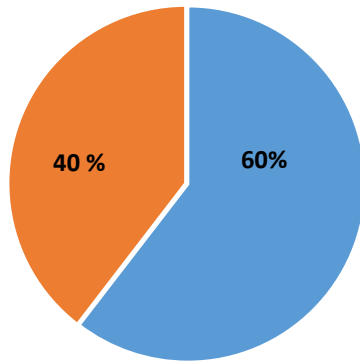


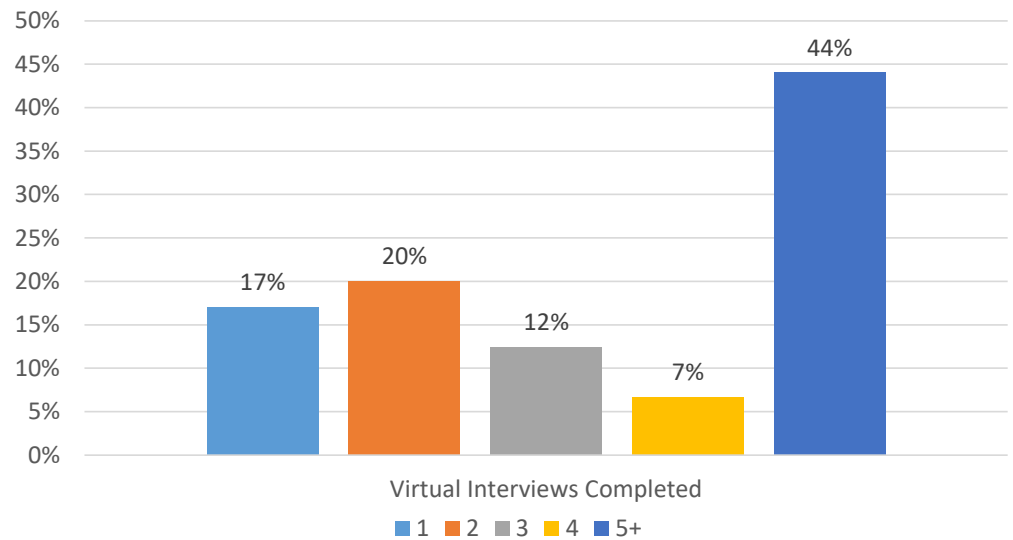
# Virtual Interviews

Virtual Interviews



■ Completed A Virtual Interview ■ Not Completed a Virtual Interview

# of Virtual Interviews





# Virtual Interviews

## What They Liked (Select All Applicable)

- Convenience 85%
- Scheduling Flexibility 67%
- Connecting W/People in Multiple Locations 61%
- Less Pressure Than In Person 45%

## What Could Have Been Improved (Select All Applicable)

- Pre-Recorded Video/Prefer Live 42%
- Better Internet Connection 36%
- Better Communication After Interview 33%
- More Time With Interviewers 26%
- Better Communication Before Interview 25%

## How They Felt About Virtual Interview 1-5 Scale

3.46



# Virtual Interviews

**What was lost in the virtual interview experience that would have been an integral aspect of an in-person interview?**

1. Personal Connection
2. Sense of Company Culture/Office Visit
3. Nonverbal Cues/Body Language

*“As someone who did multiple on-site interviews last year, interviewing virtually definitely made it difficult to make a final decision when deciding between multiple offers. When you interview in-person, you get a much better feel for the people, culture, and surrounding area/city.”*

*“I participated in a fair amount of pre-recorded AI interview rounds where the AI would “rank” you based on facial expression, tone of voice...I think that this practice should be discouraged because it opens up a lot of chance for discrimination against certain demographic groups.”*

# Career Fairs

59% of respondents attended a virtual career fair this calendar year

## Better

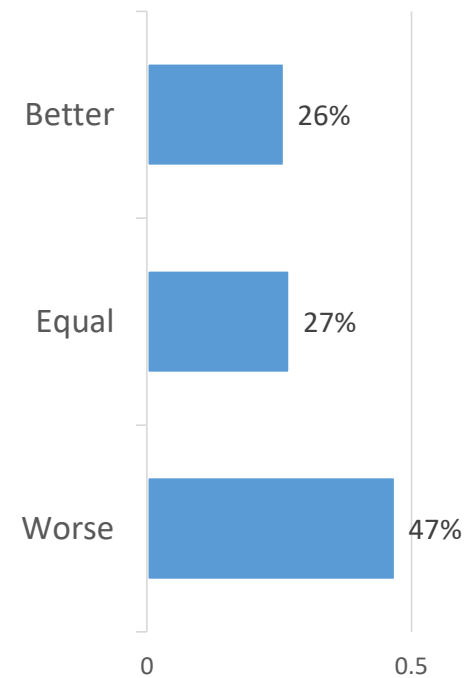
1. Less nerve-wracking
2. Reduced distractions
3. More convenient



## Worse

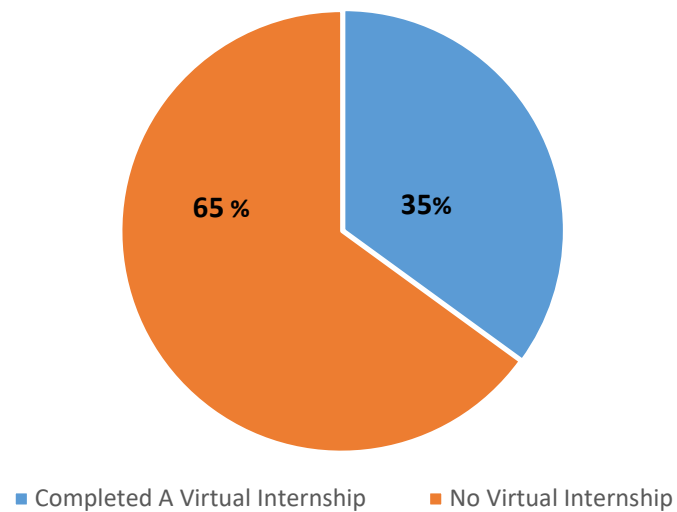
1. Less personal/harder to connect
2. Not Enough Time / Rushed (10-minute slots)
3. Limited the # of interactions

Virtual Career Fair Experience vs. In Person



# Virtual Internships

Virtual Internship in Past 6 Months



How They Rate Overall  
Internship Experience  
1-5 Scale

4.30

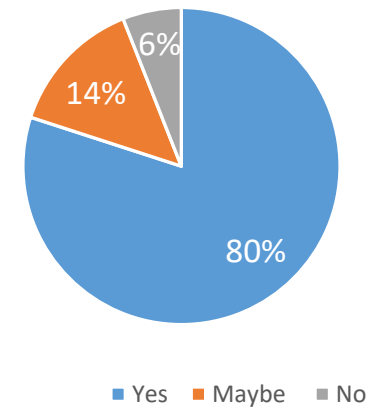
# Internships

## Top 5 Factors in Evaluating Internship Opportunities

(Select Up to Five)

- Opportunities for full-time employment 74%
- Valuable work assignments 70%
- Access to mentor(s) 64%
- Type of actuarial industry work 56%
- Location 48%

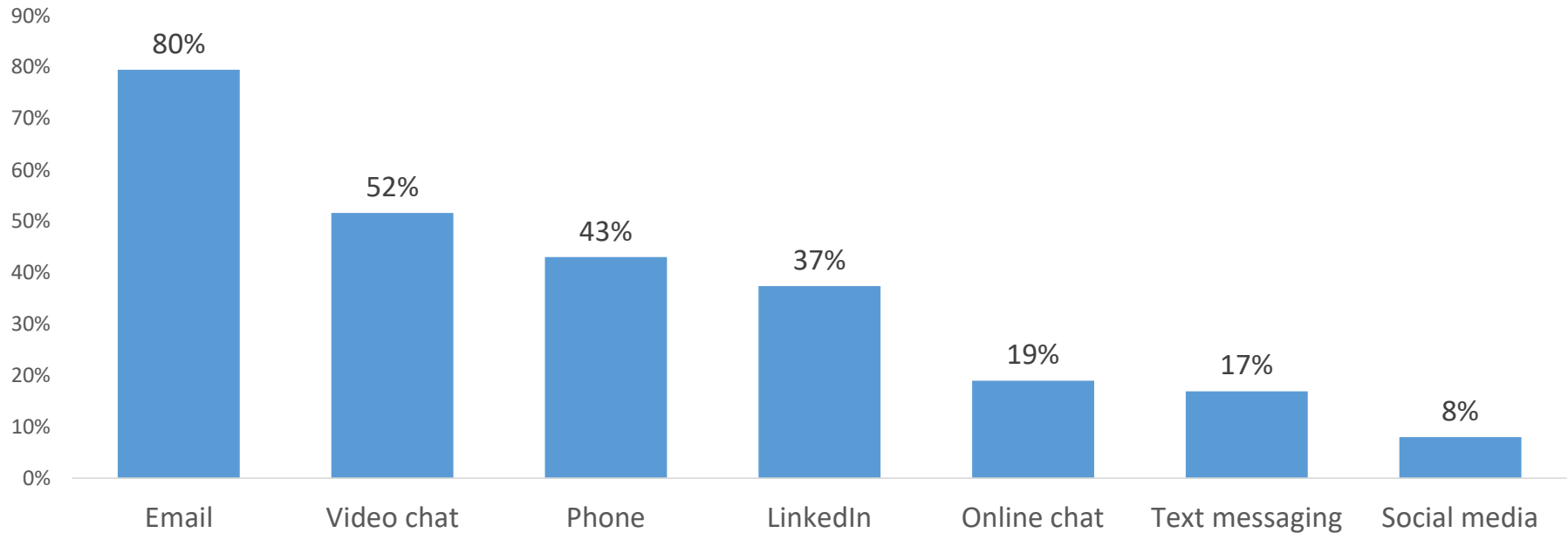
Interest in Part-Time Internship During Academic Year



# Full Time Employment

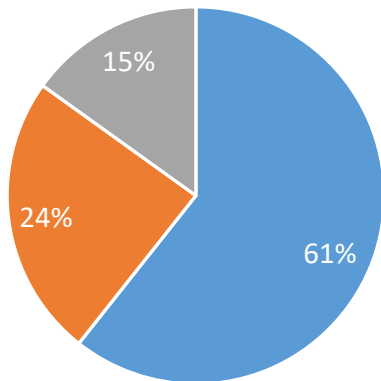
What platforms do you find to be the most useful when communicating with recruiters or potential employers?

(Select All that Apply)



# Full Time Employment

Are you confident that you will find full-time employment or a summer internship in the next 12 months?



■ Yes    ■ No    ■ Not Looking

## Top 5 Factors in Evaluating Future Employers

(select up to 5)

- Growth potential 66%
- Salary 64%
- Flexibility – work/life balance 61%
- Culture 50%
- Training opportunities 49%





# Compare Full Time and Internship Responses

## Top 5 Full Time

- Growth potential 66%
- Salary 64%
- Flexibility – work/life balance 61%
- Culture 50%
- Training opportunities 49%

## Top 5 Internship

- Opportunities for full-time employment 74%
- Valuable work assignments 69%
- Access to mentor(s) 63%
- Type of actuarial industry work 56%
- Location 48%



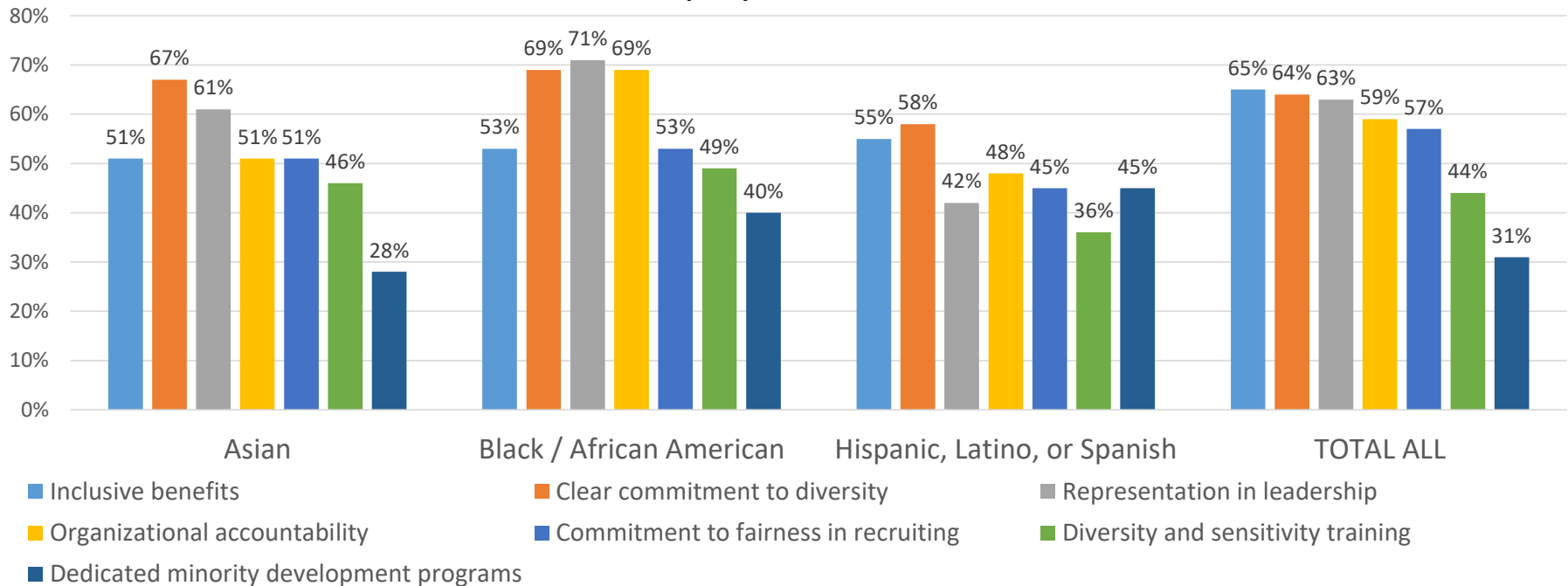
# Full Time Employment

What aspects of Diversity, Equity and Inclusion (DE&I) do you value most in an employer? (select all that apply)

- |   |     |
|---|-----|
| – Inclusive benefits                      | 65% |
| – Clear commitment to diversity           | 64% |
| – Representation in leadership            | 62% |
| – Organizational accountability           | 59% |
| – Commitment to fairness in recruiting    | 58% |
| – Diversity and sensitivity training      | 44% |
| – Dedicated minority development programs | 31% |

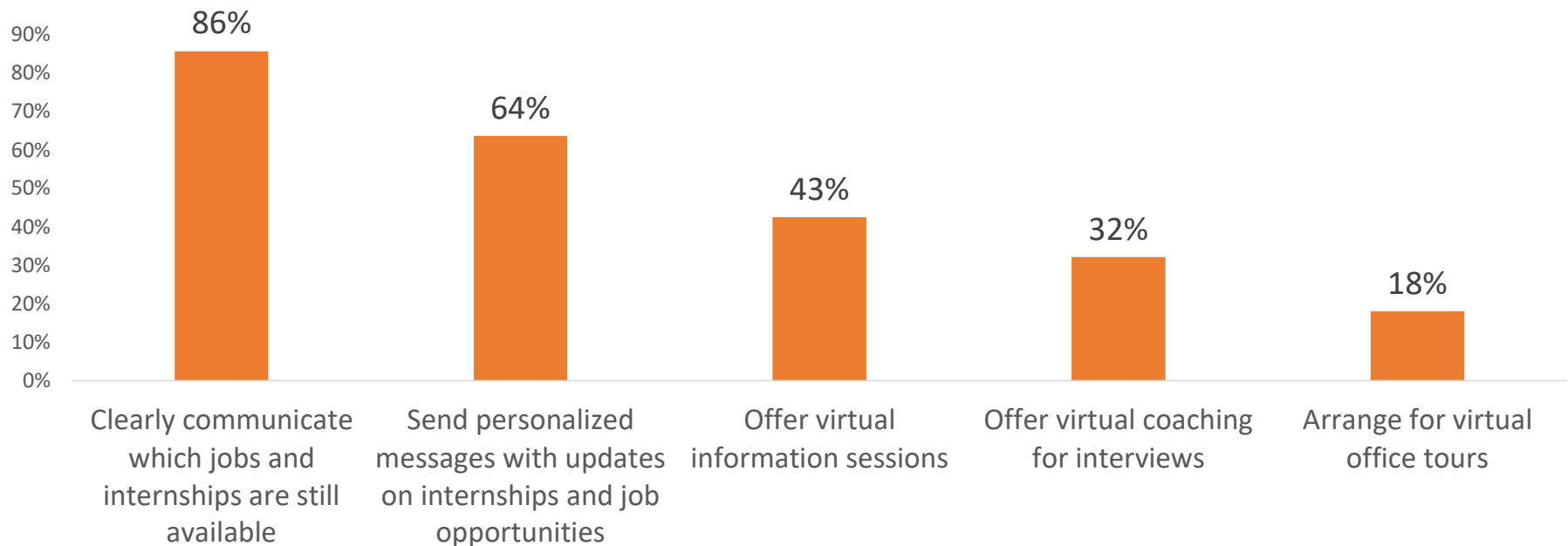
# Full Time Employment

What aspects of Diversity, Equity and Inclusion (DE&I) do you value most in an employer? (select all that apply)



# Full Time Employment

Most valuable actions from a prospective employer when recruiting (Select 3)





# Full Time Employment

## Attention Getting Recruitment Strategies

(Select all that apply.)

