



Career Immersion Overview

General Description

Career Immersions are one day activities on-site at a respective employer location, providing students with an exploratory experience into the day in the life of a given organization. Career Immersions provide students with professional development experience and an in-depth understanding of the over-arching processes of a respective organization, across diverse industries. A Career Immersion offers a level of exposure to companies that can attract students and motivate them to consider an internship or entry-level position.

Learning Development Outcomes & Goals for Student Learning

The learning outcomes for this type of placement are typically determined based upon the length of the Career Immersion, the day's schedule of events, and the deliverables sought by the employer.

Format Options

The format of a Career Immersion can vary depending on the schedule of the day and the employer's availability. Most Career Immersions are generally five hours in time frame (i.e. from 10am-3pm or 9am-2pm).

Specific Activities Covered

Activities involved with a Career Immersion can vary. Examples of Career Immersion activities:

- Presentation/overview of the organization
- Tour of the general facility and select department(s)
- Allow students to break into small groups to shadow individual workers
- Panel discussion with a variety of professionals working within the organization
- Informal networking roundtable discussions
- Presentation of internship and career opportunities

Benefits to Students

- Explore a particular industry, career, or employer site
- Gather information on an industry culture, lifestyle, norms, and expectations
- Professional development
- Networking and "face-time" with potential employers
- Expert insights regarding strengths, challenges, and potential career trajectories in a particular field
- An opportunity to uncover regional internship and career opportunities

Benefits to Employer

- Spurring of interest in a particular industry among future generations of employees
- Development of a potential pipeline of internship and/or entry-level candidates from qualified applicants
- Marketing and name recognition among the area community, as well as, local colleges and universities

Compensation

Students are not paid to attend Career Immersions. The Career Center generally sponsors transportation, in addition to, organizing lunch for student attendees and external employer participants.

Evaluation Process

Completed Career Immersions can be evaluated through:

- Presentation of Completed Deliverables
- Student Performance Evaluation
- Survey of the Student Experience
- Survey of the Employer Experience