

Multicultural Freshmen

PREPARE CAREER FAIR REPS

- Many Freshmen are Required to attend Career Fairs
- Multicultural Freshman are trained by many programs at KSU to attend the Career Fair
- Advise FR on courses or experiences to prep them for future consideration
- Send a Freshmen Formatted email with links:
 - About the company
 - Where employees are located across the globe
 - Diverse Employee Profiles or Groups
 - How/when to apply
 - Multicultural Intern Profiles
- Stay connected to that FR
 - It took them much courage to approach you

MSOs

- Multicultural Student Organizations (MSO)
 - Email Copy or Start with the Advisor since there can be so many requests of the group internal and external to campus
 - Provide timelines on your recruiting process
 - Provide GPA guidelines and a word of encouragement
 - Interview in peer groups and you are more likely to generate a community prepared for your industry
- Utilize your former multicultural interns to make connections
 - No one goes it alone
- Ask Org. leadership about goals for the year
 - They may coincide with Industry goals
 - Increase Women of color in the field
 - Visit a site
- Food.

Scholarship Connections

- Multicultural Students are Loyal
 - If they are supported by a corporation and have an invitation to meet representatives, they will
- Look for these scholarship connections on their resume and ask about them

First Generation to College

- First in their family to attend college....
- First to be eligible for the positions you are hiring
- First time they will be exposed to corporate recruiting timelines and requirements

Retaining Multicultural Student Interns

- Communicating to students the demographics of the site/community, especially if there are few ethnic minorities
- Provide resource people for them to talk to; a mentor or affinity group that can answer questions
- Community mapping for multicultural resources (ex. Religious centers, barber shops, ethnic hair styling products, ethnic food vendors, etc)
- Communicating expectations, timelines for evaluation, and whether the company practice is to make an offer before the end of the summer

Thank You!

- Thank you for all that you do for KSU!
- Best wishes in your mission to Hire A Wildcat!
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