







































































































































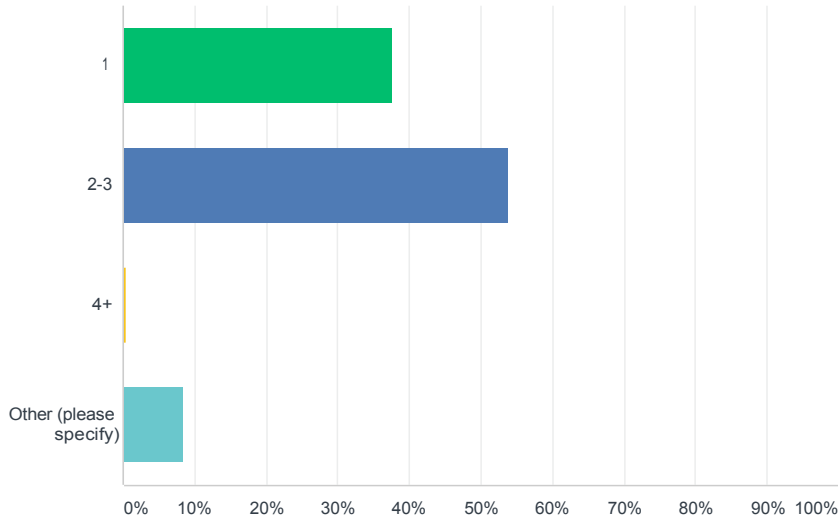


## 2018-19 CEIA Employer Survey

142	phone calls/virtual onsite	10/23/2018 3:44 PM
143	Social Media Involvement	10/23/2018 12:36 PM
144	Interviews	10/22/2018 5:32 PM
145	during the interview and references	10/22/2018 12:44 PM
146	interview	10/22/2018 11:58 AM
147	Interview	10/22/2018 8:49 AM
148	Observation of the candidate's interpersonal skills and professionalism.	10/21/2018 8:26 PM
149	Day to Day observation and compliance by each candidate.	10/21/2018 9:30 AM
150	Observation during the interview	10/20/2018 8:51 AM
151	Interviews by two to three managers	10/20/2018 6:21 AM
152	behavioral interview questions, how well they communicate during the interview process both verbally and written.	10/19/2018 2:25 PM
153	The interviewing process; communication skills and how well the institution sending the intern verbally rates their qualifications and personality. How well the intern being considered follows-up with the individual/agency considering placement.	10/19/2018 2:06 PM
154	Behavioral interviews, role / job simulation, online behavioral assessment, video interviews	10/19/2018 12:26 PM
155	demonstration of the candidate's communication skills throughout the interview process, customer service experience listed on resume	10/19/2018 9:55 AM
156	Work product	10/19/2018 9:33 AM
157	Reference checks, interviews, product samples	10/19/2018 9:33 AM
158	face to face interview/ resume	10/18/2018 2:19 PM
159	Through Performance	10/18/2018 12:54 PM
160	we don't have a formal assessment for candidates	10/18/2018 7:52 AM
161	Informal observation, interview, references, and evaluations	10/17/2018 11:48 PM
162	Interviews	10/17/2018 5:33 PM
163	through a rigorous interview process	10/17/2018 5:10 PM
164	Phone interview, recommendations	10/17/2018 4:21 PM
165	Interview and feedback	10/17/2018 2:14 PM
166	interview	10/17/2018 2:01 PM
167	Interview and Resume based. References checked.	10/17/2018 1:30 PM
168	Resumes	10/17/2018 1:27 PM
169	group discussion and review of artifacts requested	10/17/2018 12:52 PM
170	Interview, volunteer experience, extracurricular activities.	10/17/2018 12:36 PM
171	In person interview	10/17/2018 12:28 PM
172	Cover letter, Interview	10/17/2018 12:05 PM
173	It comes through in the interview.	10/17/2018 12:03 PM
174	Skill and behavior assessments (DISC / IBM Assess)	10/17/2018 11:59 AM
175	personal interviews and background checks	10/17/2018 11:50 AM
176	Zerowait had a 90 day review and the student is required to complete a hands on Quiz that is monitored and reviewed with the student	10/17/2018 11:34 AM
177	Day-to-day activities	10/17/2018 11:33 AM
178	behavioral interviewing	10/17/2018 10:57 AM
179	application packet (includes applicant letter, résumé, two recommendation letters, unofficial transcript)	10/17/2018 6:55 AM
180	team assessment of qualifications and interview	10/16/2018 7:55 PM
181	interview and learning the personality of the student. We recognize that most students have never worked in an office setting and help them learn about being int he working world.	10/16/2018 4:44 PM
182	Candidates are interviewed about their relationship to the arts, community building, and creative youth development for the volunteer coordinator to assess their ability to work one-on-one with youth and their potential to become future teaching staff.	10/16/2018 3:54 PM
183	In person behavioral interviews	10/16/2018 3:12 PM
184	n/a	10/16/2018 3:03 PM
185	n/a	10/16/2018 2:58 PM

### Q27 How many interview rounds do co-op and interns go through?

Answered: 242 Skipped: 242

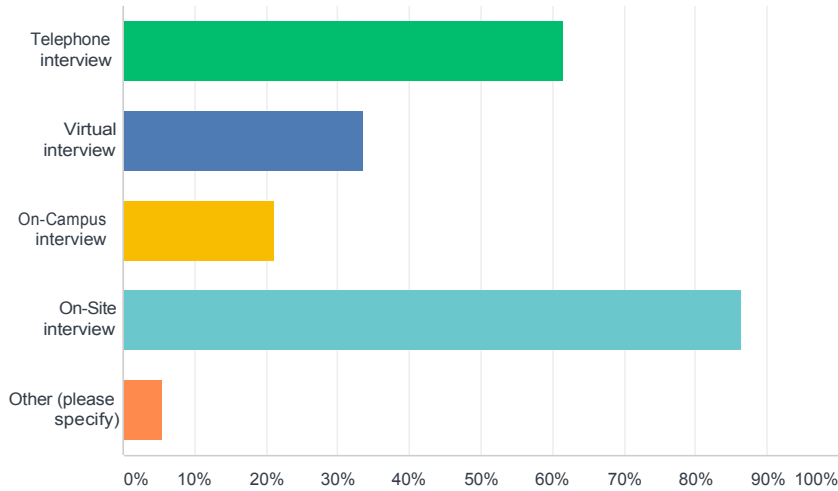


ANSWER CHOICES	RESPONSES	
1	37.60%	91
2-3	53.72%	130
4+	0.41%	1
Other (please specify)	8.26%	20
<b>TOTAL</b>		<b>242</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	varies by role	11/18/2018 2:17 PM
2	1, unless there are red flags to research	11/8/2018 12:04 PM
3	Usually 1 in person interview; sometimes a phone screening into an in person interview	11/1/2018 10:08 AM
4	1-2	10/31/2018 1:54 PM
5	Quick phone screen with an In-office Interview (& skills Test)	10/30/2018 10:56 AM
6	not applicable	10/29/2018 5:30 PM
7	We don't - we're in UK	10/29/2018 4:01 PM
8	1 or 2	10/29/2018 2:03 PM
9	Generally only one, but sometimes 2.	10/29/2018 1:27 PM
10	1-2	10/25/2018 10:49 AM
11	Pre-interview questionnaire plus an in-person interview	10/25/2018 9:51 AM
12	Sometimes 2	10/25/2018 8:17 AM
13	1-2	10/24/2018 10:58 AM
14	depending on pool of eligible candidates, 1-2 rounds of interviews	10/24/2018 10:25 AM
15	1 phone and 1 on-site	10/24/2018 8:46 AM
16	Have not as of yet	10/24/2018 7:38 AM
17	1-2 (HR interview and sometimes division interview)	10/23/2018 6:03 PM
18	1-3	10/17/2018 5:33 PM
19	n/a	10/16/2018 3:03 PM
20	n/a	10/16/2018 2:58 PM

### Q28 What interview formats do you utilize for co-op and intern hiring?

Answered: 242 Skipped: 242



ANSWER CHOICES	RESPONSES
Telephone interview	61.57% 149
Virtual interview	33.47% 81
On-Campus interview	21.07% 51
On-Site interview	86.36% 209
Other (please specify)	5.37% 13
Total Respondents: 242	

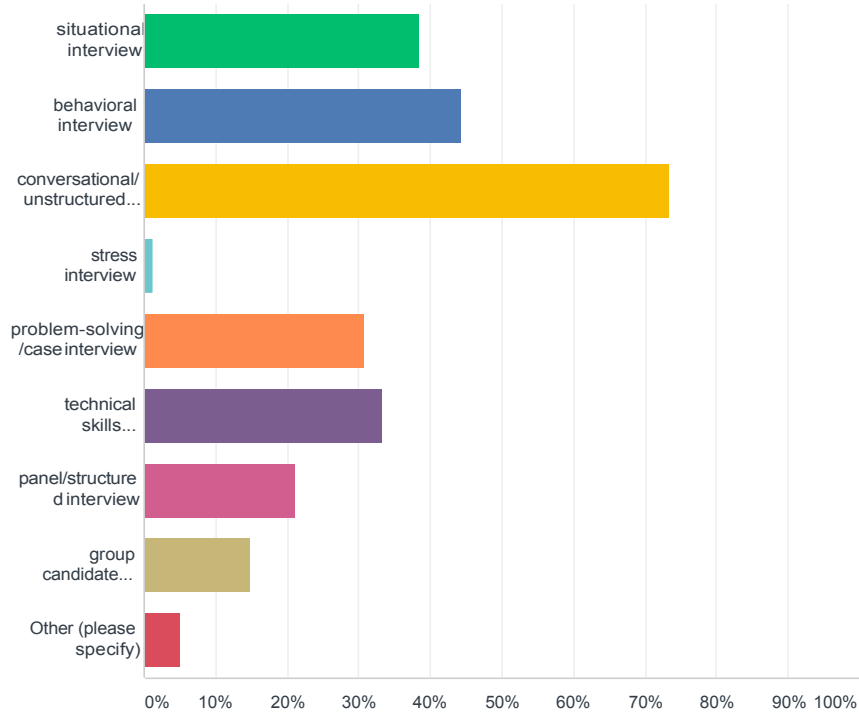
#	OTHER (PLEASE SPECIFY)	DATE
1	varies by role	11/18/2018 2:17 PM
2	in-person interviews	10/31/2018 2:56 PM
3	Event interviews	10/31/2018 12:05 PM
4	not applicable	10/29/2018 5:30 PM
5	Skype chats	10/29/2018 4:01 PM
6	Initial e-mail to complete a questionnaire	10/23/2018 5:18 PM
7	email communications	10/23/2018 4:18 PM
8	If the campus is close by, we will meet in person. If not, we will talk via Skype or Google Hangouts.	10/23/2018 3:53 PM
9	Assess writing and communication skills through email.	10/21/2018 9:30 AM
10	Trial shadow day on the job	10/17/2018 11:48 PM
11	All- currently phone and virtual / onsite only	10/17/2018 11:34 AM
12	would prefer telephone followed by in-person either on-campus or on-site	10/16/2018 3:03 PM
13	n/a	10/16/2018 2:58 PM

### Q29 What type of interviews do you utilize to assess co-op and intern candidates? (check all that apply)

Answered: 237 Skipped: 247



## 2018-19 CEIA Employer Survey

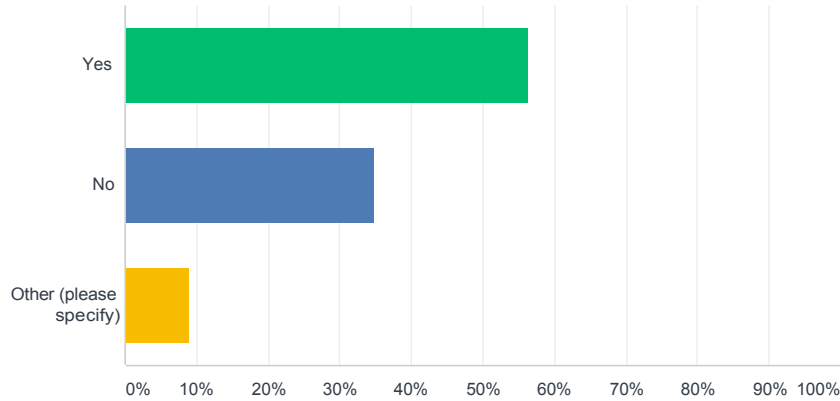


ANSWER CHOICES	RESPONSES
situational interview	38.40% 91
behavioral interview	44.30% 105
conversational/unstructured interview	73.42% 174
stress interview	1.27% 3
problem-solving/case interview	30.80% 73
technical skills interview	33.33% 79
panel/structured interview	21.10% 50
group candidate interview	14.77% 35
Other (please specify)	5.06% 12
Total Respondents: 237	

#	OTHER (PLEASE SPECIFY)	DATE
1	Occasionally i ask the candidates to read the Gettysburg Address, in the original script	10/31/2018 1:00 PM
2	We typically conduct an unstructured interview while working within a CO-OP placement program. We will then perform a 30 minute interview to ask questions and discuss relevant topics to determine the students skill set and beneficial traits.	10/30/2018 4:12 PM
3	not applicable	10/29/2018 5:30 PM
4	Presentation of work product and/or portfolio focusing on methodology	10/29/2018 2:11 PM
5	It depends on the position	10/29/2018 1:07 PM
6	portfolio review	10/29/2018 10:07 AM
7	personal assessment	10/29/2018 9:31 AM
8	Informational interview	10/17/2018 4:31 PM
9	All depends on type and needs	10/17/2018 11:34 AM
10	a one on one interview covering several of the items listed above	10/16/2018 4:44 PM
11	would depend on the position. for a software development role, would involve technical skills, problem-solving. for business role, conversational with some problem-solving questions	10/16/2018 3:03 PM
12	n/a	10/16/2018 2:58 PM

### Q30 Work Culture trainings: Do you conduct additional professional development trainings in light of recent workplace safety, security, and harassment recently covered in the media?

Answered: 231 Skipped: 253

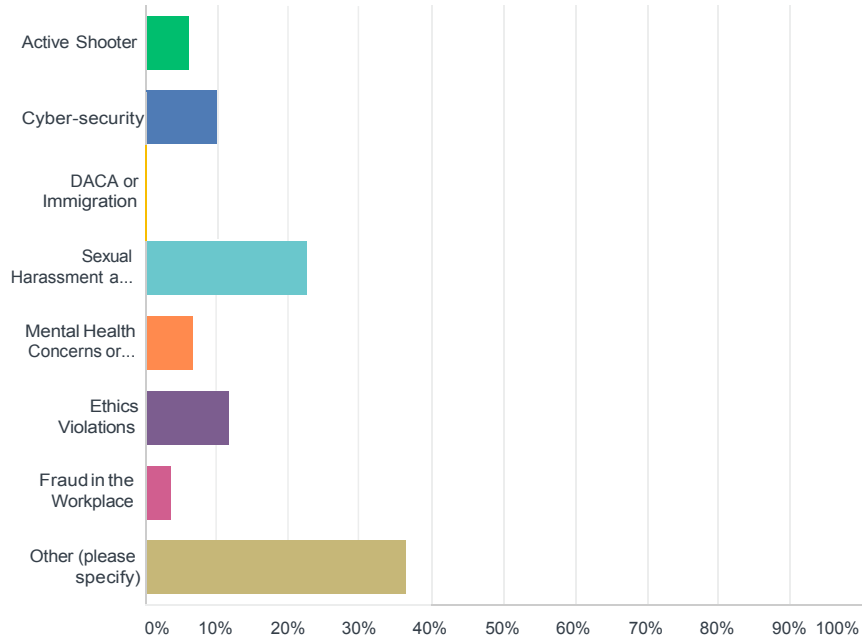


ANSWER CHOICES	RESPONSES
Yes	56.28% 130
No	34.63% 80
Other (please specify)	9.09% 21
<b>TOTAL</b>	<b>231</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	This is a usual part of our onboarding process	11/11/2018 12:26 PM
2	Unknown, I am not HR	11/9/2018 2:16 PM
3	This has not been an issue in our program	11/1/2018 9:16 AM
4	I have always covered safety and harrasment as part of my on boarding process, so	11/1/2018 8:26 AM
5	as needed	11/1/2018 6:53 AM
6	each hire goes through our HR on-boarding and our unit specific training; About 2 and 1/2 days.	10/31/2018 1:00 PM
7	not applicable	10/29/2018 5:30 PM
8	Ongoing Network Continuing Education throughout Co-Op	10/29/2018 10:36 AM
9	we informally address these issues on an as need basis	10/29/2018 10:07 AM
10	We have always done these trainings. We are a diversity and inclusion organization.	10/25/2018 10:49 AM
11	We cover these topics during orientation and on a one-to-one basis in mid-internship check-ins	10/24/2018 12:06 PM
12	Interns are asked to read the policy manual on all areas mentioned below.	10/24/2018 11:30 AM
13	I dont have a separate session/training for these items because we are a small firm. However, I do cover these items during my interviews.	10/24/2018 8:54 AM
14	In orientation we discuss safety, security and harassment policies.	10/24/2018 8:10 AM
15	The intern would be able to attend workshops, conventions, and/ or traings that the School Based Staff attends while completing their internship at our agency.e	10/19/2018 2:06 PM
16	We have a handbook which addresses these concerns and regular 1.1s with interns to provide opportunities for speaking about workplace comfort	10/17/2018 1:30 PM
17	All our employees are cleared via a background check. We also discuss workplace safety and harassment policies.	10/17/2018 12:03 PM
18	When applicable.	10/17/2018 11:59 AM
19	annually	10/17/2018 10:57 AM
20	virtual training for certain issues as required by federal policy	10/17/2018 6:55 AM
21	because our office is very small, this type of training is more informal	10/16/2018 3:03 PM

### Q31 Work Culture trainings: If yes, what does the training relate to?

Answered: 158 Skipped: 326



ANSWER CHOICES	RESPONSES
Active Shooter	6.33% 10
Cyber-security	10.13% 16
DACA or Immigration	1.27% 2
Sexual Harassment and Assault	22.78% 36
Mental Health Concerns or Hygiene (i.e. stress management)	6.96% 11
Ethics Violations	12.03% 19
Fraud in the Workplace	3.80% 6
Other (please specify)	36.71% 58
<b>TOTAL</b>	<b>158</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	your survey only lets me check one box. we train on active shooter, cyber-security, sexual harassment, ethics violations, Stop the Bleed, etc.	11/18/2018 2:17 PM
2	Sexual Harassment and Assault, Ethics Violations, Cyber-security, Fraud in the Workplace	11/14/2018 3:17 PM
3	You should let this answer click "all that apply". We do Security, Harassment, Ethics.	11/12/2018 5:45 PM
4	Unknown, I am not HR	11/9/2018 2:16 PM
5	cyber-security, ethics	11/7/2018 3:36 PM
6	safety specifics related to constuction (OSHA courses, First Aid/CPR, etc.)	11/6/2018 3:21 PM
7	Multiple (harassment and safety)	11/6/2018 10:31 AM
8	Customer Service	11/5/2018 1:24 PM
9	none	11/2/2018 11:36 AM
10	all	11/1/2018 11:01 PM
11	I am unable to check many of these that apply	11/1/2018 11:59 AM
12	We offer many different sessions regarding benefits for employees of the company	11/1/2018 9:16 AM
13	All major safety areas (Active shooter, escaped animal, fire, all types of harrassment, and more!)	11/1/2018 8:26 AM
14	n/a	10/31/2018 2:56 PM

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15	ALL OF THE ABOVE	10/31/2018 1:00 PM
16	all of the above	10/31/2018 11:32 AM
17	N/A	10/30/2018 4:12 PM
18	not applicable	10/29/2018 5:30 PM
19	Health and Safety	10/29/2018 4:01 PM
20	safety training	10/29/2018 1:08 PM
21	Diversity, Inclusion, ADA	10/29/2018 1:07 PM
22	n/a	10/29/2018 12:39 PM
23	All topics are addressed by the Network in educational computer modules and on line testing.	10/29/2018 10:36 AM
24	Professional and safety related requirements	10/29/2018 9:31 AM
25	Workplace safety	10/29/2018 9:25 AM
26	Securites industry training. Confidentiality, Fraud Prevention, Safe-guarding client info.	10/26/2018 10:25 AM
27	Many of these topics are covered	10/25/2018 10:49 AM
28	Active Shooter, Sexual harassment, ethics, and cyber-security	10/25/2018 8:51 AM
29	this question should allow mutiple responses to be chosen; our trainings relate to cyber security, sexual harrassment, general HR, ethics violations, etc.	10/25/2018 7:17 AM
30	project management framework	10/24/2018 9:27 PM
31	All of the Above	10/24/2018 2:23 PM
32	three of the above	10/24/2018 1:40 PM
33	Varies, per department	10/24/2018 12:58 PM
34	active shooter, cyber-security, sexual harrassment, etc.	10/24/2018 12:54 PM
35	We cover active shooter training and Sexual Harassment/Assault training	10/24/2018 12:06 PM
36	HIPPA	10/24/2018 11:25 AM
37	We provide a variety of training topics listed above	10/24/2018 11:21 AM
38	Active shooter,sexual harassment and assault, mental health concerns and hygiene	10/24/2018 10:55 AM
39	Most of the above	10/24/2018 10:27 AM
40	Sexual Harassment and mental health	10/24/2018 8:46 AM
41	In orientation we discuss safety, security and harassment policies.	10/24/2018 8:10 AM
42	Hospitality in the workplace	10/24/2018 7:38 AM
43	Most of the above.	10/23/2018 4:18 PM
44	cyber security, sexual harrassment,mental health concern, ethics violations, confidentiality	10/23/2018 4:18 PM
45	Because we are in the healthcare industry, our training covers just about everything listed above	10/23/2018 3:57 PM
46	Na	10/20/2018 8:51 AM
47	All new employees must complete our compliance training, which includes cyber security, sexual harrassment, ethic and fraud along with other bank related compliance	10/19/2018 2:25 PM
48	I'm not sure why I can only select one. We provide training in nearly all of these topics.	10/19/2018 9:33 AM
49	All of the above	10/18/2018 12:32 PM
50	multiple, cyber security, sexual harassment, mental health conser	10/17/2018 5:10 PM
51	our interns do not work in an office environment; they are involved in self-study plans and professional development; they determine their own activities, yet report and reflect on this regularly	10/17/2018 4:21 PM
52	Active Shooter and Sexual Harassment and Assault	10/17/2018 1:27 PM
53	read the employee handbook	10/17/2018 12:52 PM
54	All	10/17/2018 11:34 AM
55	Cyber-security and Sexual Harassment	10/17/2018 11:33 AM
56	Several of the above, including cyber-security, ethics, fraud, privacy	10/17/2018 6:55 AM
57	Our PDs currently offered relate to programming (primarily to inform CityArts' creative youth development work in the arts- which helps our volunteers and interns learn more about social justice, mental health, etc, pertaining to young people), we do not currently have training that is specific to work culture.	10/16/2018 3:54 PM
58	n/a	10/16/2018 2:58 PM

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Q32 What systems or protocols, in relation to workplace culture, do you have in place to ensure a positive experience with your organization?

Answered: 137 Skipped: 347

#	RESPONSES	DATE
1	great company culture fostering continued learning and development. Collaborative team environment of innovators.	11/14/2018 7:35 PM
2	9 Block surveys of managers and merit increases	11/14/2018 4:31 PM
3	we have our own protocol should be followed	11/14/2018 1:35 PM
4	orientation, handbook overview	11/9/2018 3:07 PM
5	Office food, lunch out, try to offer some enjoyment during work.	11/9/2018 2:16 PM
6	safe sanctuaries; living in community	11/8/2018 12:04 PM
7	weekly check in meetings and an open-door policy	11/7/2018 3:36 PM
8	Performance reviews; trainings	11/6/2018 10:31 AM
9	Do not save passwords, have physical copies on logins	11/5/2018 10:54 PM
10	Customer Service training.	11/5/2018 1:24 PM
11	Permission to Play Staff Values, Teamwork, conflict management, all staff meetings, etc.	11/2/2018 3:31 PM
12	orientation	11/2/2018 2:02 PM
13	have them meet with other advisors, very relationship type interviewing.	11/2/2018 11:36 AM
14	Lunch and Learns, Quarterly Pulse Meetings, Standing 10 Minute checkins with Interns	11/1/2018 3:13 PM
15	each intern is assigned to one trainer/mentor, conferences mid-way and end of coop, fun but educational field trips, special events, introductions specific people & training specific to them, lunch time celebrations, posting their photo w/favorite working dog on facebook, individual coaching, training & mentoring, group work, off campus events, room for advancement within our structure	11/1/2018 2:27 PM
16	Training team activities and incentives. 1 in 1 training and monthly progress interviews.	11/1/2018 11:24 AM
17	N/A	11/1/2018 10:08 AM
18	Direct line of communication with Program Coordinator and Executive member.	11/1/2018 9:16 AM
19	review of monthly journal entries (great way to pick up on slight issues and address right away), checking in casually several times during internship (more often at start) intern evaluation of our program at end of internship	11/1/2018 8:26 AM
20	Undocumented policy of non-discrimination. Anything less than complete mutual respect for all other people inside and outside our organization is not acceptable.	10/31/2018 9:01 PM
21	Introduction process of intern to stakeholders in our organization.	10/31/2018 3:15 PM
22	Bringing support, awareness, programs, and scholarships to children with disabilities and their families while maintaining a positive, family-like culture for employees.	10/31/2018 2:56 PM
23	Report suspicious behavior, do not ask non-staff to help you, interns are not allowed to share intern email info for external use, communicate about scheduling or concerns with anything, confidentiality forms, media release forms.	10/31/2018 2:50 PM
24	An open, flat structure; we encourage diversity of backgrounds and opinions; a laid back atmosphere where people can be themselves while still working to their potential.	10/31/2018 1:54 PM
25	Focus on learning to accomplish tasks on time; arriving at work on time. Try to have two projects during each six-month assignment. Stress using SBAR on projects, so the student can be assessed on writing skills.	10/31/2018 1:00 PM
26	We have a lot of onboarding material that we sent out before they join. When they are a part of the team, they have a mentor and other interns they can ask questions. We have classes two times a week to teach different topics related to business and the company culture.	10/31/2018 12:15 PM
27	not sure	10/31/2018 12:05 PM
28	A list of 5 core values that we have established over the last few years. If a candidate meets those, they will typically be a good fit for our company.	10/31/2018 11:34 AM
29	social events, community service events	10/31/2018 11:32 AM
30	Orientation	10/31/2018 10:04 AM

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33	Positive experts to follow	10/29/2018 7:32 PM
34	We have pretty much a zero tolerance for harassment, and we rarely have issues.	10/29/2018 6:31 PM
35	not applicable	10/29/2018 5:30 PM
36	Offer outside Human Resources support and mediation (should this be required)	10/29/2018 4:01 PM
37	Nothing formal	10/29/2018 3:26 PM
38	None	10/29/2018 2:43 PM
39	Well defined initial on boarding, multiple weekly meetings, and regular engagement and inclusion office activities.	10/29/2018 2:11 PM
40	We generally do a group lunch of our team (voluntary participation) weekly.	10/29/2018 2:03 PM
41	Mentoring	10/29/2018 12:39 PM
42	Open communication.	10/29/2018 12:12 PM
43	We have an internship program which involves for some shadowing our caseworkers and field representatives to gain key skills and hands one experience in federal politics.	10/29/2018 10:44 AM
44	n/a	10/29/2018 10:41 AM
45	HR manual	10/29/2018 10:01 AM
46	none	10/29/2018 9:58 AM
47	unsure	10/29/2018 9:40 AM
48	Team interactions	10/29/2018 9:31 AM
49	30/60/90 day check-ins	10/29/2018 9:25 AM
50	We go over on new staff orientation.	10/29/2018 9:22 AM
51	HR on site weekly, open culture, mentoring with experienced staff	10/26/2018 11:05 AM
52	Check-ins with Human Resources and office manager to assess employee satisfaction	10/26/2018 10:49 AM
53	Employee Handbook, online resources, open-door policy with management.	10/26/2018 10:25 AM
54	Open door policy, extensive online and live training opportunities	10/26/2018 10:07 AM
55	Oversee by an employee. Open door policy	10/26/2018 9:54 AM
56	we have a structured hiring process, on-boarding training and safety training on day one and two.	10/26/2018 8:22 AM
57	mentor programs,	10/25/2018 2:45 PM
58	Trainings, workshops, and mentors.	10/25/2018 2:10 PM
59	na	10/25/2018 12:19 PM
60	EEO and Harassment Policies and procedures and Standards of Conduct policies	10/25/2018 11:08 AM
61	Mentorship roles	10/25/2018 10:51 AM
62	Countless - We have weekly check-ins, a mood board, structured affirmation activities, regular teambuilding, social events, space to give constructive feedback to management and each other, etc.	10/25/2018 10:49 AM
63	Diversity & Inclusion Efforts on a local and global scale	10/25/2018 10:39 AM
64	Compliance trainings, professional development, core values, alliance with corporate	10/25/2018 9:21 AM
65	Hard knocks	10/25/2018 8:51 AM
66	Open Door policy with 4 levels of supervisors, meaning interns and employees can choose who to report an issue to, in case the issue is with a supervisor	10/25/2018 8:51 AM
67	Communication and respect	10/25/2018 8:38 AM
68	Monthly check in with the intern program manager to ensure the students are learning new things, feel valued, doing meaningful work, etc. Also, monthly check in with intern managers to ensure their intern(s) are doing the work as anticipated.	10/25/2018 8:33 AM
69	Open door policy. Frequent casual communications.	10/25/2018 8:17 AM
70	Everyone is to follow our guidelines as well as our agency's policies and procedures.	10/25/2018 7:39 AM
71	Interns interact with a multitude of staff members to assist in immersion in their new workplace and so they have the best chance to learn about office culture.	10/25/2018 7:17 AM
72	Personal training skills.	10/25/2018 6:42 AM
73	project management framework	10/24/2018 9:27 PM
74	n/a	10/24/2018 7:54 PM
75	Training based on research.	10/24/2018 5:08 PM

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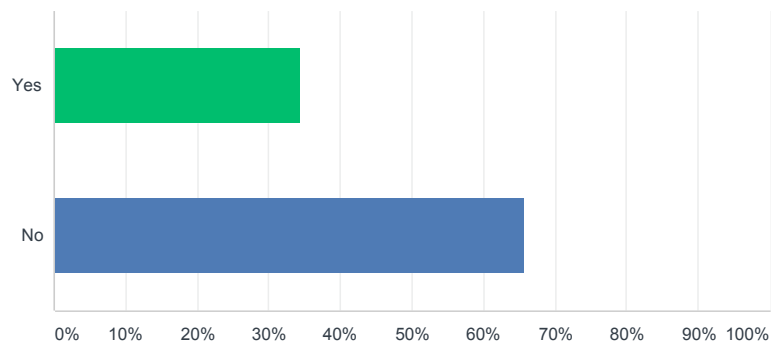
77	Interns fall within a chain of command structure, but they are given several avenues to utilize if they have any issues during their internship.	10/24/2018 2:23 PM
78	required self-studies during orientation and onboarding, ongoing training	10/24/2018 1:40 PM
79	Exit survey	10/24/2018 12:58 PM
80	NYSDOT has a Diversity Management Bureau to encourage inclusion, process complaints, etc.	10/24/2018 12:54 PM
81	We do a strictly intern orientation to help create a culture among each intern cohort across departments. We do multiple check-ins with a third party department with each intern throughout their program. We also do check-ins with supervisors each program semester.	10/24/2018 12:06 PM
82	NA	10/24/2018 11:30 AM
83	Exposure to a variety of work groups and a broad range of job duties across the department. Key contacts to review issues. Included orientations related to workplace and a review of expectations.	10/24/2018 11:21 AM
84	Numerous written emergency protocols are taught to staff and students (fire, severe weather, lock-down, active shooter); other written training for staff to recognize signs of student abuse away from school, bullying, student behavior intervention	10/24/2018 10:55 AM
85	Too detailed to write here	10/24/2018 9:19 AM
86	Orientation covers Customer Service, Workplace violence and Sexual Harassment. Leadership training and other training's.	10/24/2018 9:00 AM
87	We have a culture and a safety team that meets via phone conference monthly to discuss challenges or ideas to better ourselves.	10/24/2018 8:46 AM
88	Individual internship guidelines for each department.	10/24/2018 8:27 AM
89	Orientation, welcome lunch, introduction at quarterly firm-wide recognition event, inclusion in all firm activities.	10/24/2018 8:10 AM
90	Employee engagement team memberships and committees. Paid training. Incentives.	10/24/2018 7:38 AM
91	On-going department-wide trainings, as well as intern-specific training.	10/24/2018 7:26 AM
92	All employees and interns must adhere to an employee guidelines standard and sign an agreement of what is expected of them.	10/24/2018 7:18 AM
93	None	10/24/2018 7:02 AM
94	Briefing on expectations and standards and how to resolve potential conflicts.	10/24/2018 6:51 AM
95	Ob-boarding orientation. Company handbook that outlines policies and expectations while intern is working on site.	10/24/2018 6:28 AM
96	Our interns are all counseling students so they have a good base knowledge regarding these issues.	10/23/2018 5:18 PM
97	None.	10/23/2018 4:18 PM
98	shadowing, mentoring	10/23/2018 4:18 PM
99	Open suggestions	10/23/2018 4:12 PM
100	We go over protocols during orientation.	10/23/2018 4:05 PM
101	Team Projects, Member relations, group bonding activities. Its not just about the internship its about the overall experience with the company and each other.	10/23/2018 4:04 PM
102	Training, training, and more training. Clear protocol for reporting and resolutions.	10/23/2018 3:57 PM
103	Everyone who works for us knows our core company values: integrity, honesty, respect, compassion, and having a sense of humor.	10/23/2018 3:53 PM
104	mentorship	10/23/2018 3:44 PM
105	Open communication. Appreciation for ideas. Rewards for excelling.	10/23/2018 12:36 PM
106	Mentoring a regularly scheduled 1-1 and team meetings.	10/22/2018 5:32 PM
107	each intern is assigned a direct supervisor responsible for their experience	10/22/2018 12:44 PM
108	New Hire Orientation, central intern/co-op support and management; intern/co-op manager training, numerous student-exclusive development opportunities (lunch with leaders, career coaching, resume building, LinkedIn workshop, etc.), individualized internship plans	10/22/2018 8:49 AM
109	training videos	10/22/2018 7:42 AM
110	Trainings, encourage candidates to be mandated reporters in cases of unprofessionalism, fraud, abuse, neglect, etc.	10/21/2018 8:26 PM

## 2018-19 CEIA Employer Survey

115	We provide mentors for the interns, they participate in department meetings, do real work, collaborate with cross depts. We involve them with our community service events, lunch and learns and other events throughout the 10 weeks	10/19/2018 2:25 PM
116	Our agency has an open door policy; we utilize a Mindfulness Cognitive Behavioral, Psychodynamic Therapy, Motivational Interviewing, Person-Centered Therapy and Family System Approach. We expect an intern to respect the work environment as well as standards set in place. The intern is expected to attend weekly staff meetings and share any ideas they have regarding the workplace.	10/19/2018 2:06 PM
117	Inclusive team culture; mandatory ethics training	10/19/2018 9:55 AM
118	Weekly meetings and monthly reviews to check on work product and answer any questions. We offer opportunities to be out in the field (testing water samples, tabling at events, attending river clean ups, etc).	10/19/2018 9:33 AM
119	Exit interviews	10/19/2018 9:33 AM
120	open and anonymous reporting	10/18/2018 12:54 PM
121	none (yet)	10/18/2018 7:52 AM
122	team building activities, collaborative projects, mentorship programs.	10/17/2018 11:48 PM
123	Student and mentor evaluations	10/17/2018 5:33 PM
124	safe space conversations, each intern has a direct supervisor but then ther is one over all coordinator that helps facilitate ongoing learning, professional development.	10/17/2018 5:10 PM
125	Culture is everything to us, to list systems that are designed to create our culture I would have to list all systems we have in place	10/17/2018 4:31 PM
126	Weekly meetings	10/17/2018 4:21 PM
127	quarterly reviews	10/17/2018 2:14 PM
128	open discussion	10/17/2018 2:01 PM
129	We have regular 1.1 with direct managers, interns are assigned individual development projects and assigned to shadow one particular trainer. Interns are also included as full staff in team meetings and team events.	10/17/2018 1:30 PM
130	informal small setting	10/17/2018 1:27 PM
131	this survey is too long	10/17/2018 12:52 PM
132	Bi-monthly stress management discussions.	10/17/2018 11:59 AM
133	Teambuilding and weekly collaborative meetings	10/16/2018 7:55 PM
134	We ensure the interns engages with all levels of staff and residents that live in our community. An intern is guided and also given the rope to conduct programs on their own.	10/16/2018 4:44 PM
135	Practicing positive youth development and carrying those values into positive relationship building with adults.	10/16/2018 3:54 PM
136	we are a small office, fewer than 5 people. we have regular all-hands meetings and lots of informal interactions. more formally, we do have anti-harrassment and pay equity policies in place.	10/16/2018 3:03 PM
137	n/a	10/16/2018 2:58 PM

### Q33 Does your organization consider intern and co-op candidates that would require work Visa sponsorship to convert to a full-time hire?

Answered: 228   Skipped: 256





## 2018-19 CEIA Employer Survey

	34.21%	78
Yes		
No	65.79%	150
<b>TOTAL</b>		<b>228</b>

#	IF NO, WHY NOT?	DATE
1	N/A	11/14/2018 4:31 PM
2	We are not allowed to sponsor in our school system	11/13/2018 10:56 AM
3	Not enough ROI for our size company and technical skill set needs. No guarantees that our work is specialized enough to have qualified candidates be accepted.	11/12/2018 5:45 PM
4	We do not sponsor	11/12/2018 3:32 PM
5	must be a US citizen	11/12/2018 9:11 AM
6	haven't entertained the possibility	11/8/2018 12:04 PM
7	Because we need to run a background check before hiring.	11/5/2018 1:24 PM
8	Too much risk of loss/associated costs with current administration. Plenty of viable candidates who do not require Visa sponsorship	11/2/2018 2:29 PM
9	process difficult to go thru	11/2/2018 2:02 PM
10	they need a visa yes but if they require a sponsorship after graduation then no we don't even contract them for the internship	11/2/2018 11:36 AM
11	do not have a system in place	11/1/2018 2:27 PM
12	We do not convert co-ops to full-time hires	11/1/2018 10:08 AM
13	Decline to Answer	11/1/2018 9:16 AM
14	Not sure, that is an HR question	11/1/2018 8:26 AM
15	No staff to handle paperwork involved.	10/31/2018 3:15 PM
16	Just not sure. We've never done it as far as I know.	10/31/2018 2:50 PM
17	Health Care needs a " green card" candidate, due to regulations.	10/31/2018 1:00 PM
18	We do not have the required knowledge for handling the visa sponsorship.	10/31/2018 12:05 PM
19	Not fiscally possible at this time.	10/31/2018 11:34 AM
20	N/A	10/30/2018 4:12 PM
21	Maybe. Currently lack resources for visa sponsorship.	10/30/2018 10:56 AM
22	We do not hire full-time employees needing visa sponsorship, so hiring them as interns would be counter-productive to our goals. We have had no issues finding numerous qualified candidates from the pool of US citizens.	10/30/2018 7:49 AM
23	Because we require US citizenship due to our military work.	10/29/2018 6:31 PM
24	not applicable	10/29/2018 5:30 PM
25	Cost of sponsorship	10/29/2018 3:22 PM
26	Not necessary. We get the candidates we need without going through this process.	10/29/2018 2:43 PM
27	lack of interest, expense, concern they're not going to stay local	10/29/2018 2:35 PM
28	Our organization cannot work sponsor.	10/29/2018 2:08 PM
29	We are especially now looking for interns whose home country is Kingdom of Saudi Arabia and/or UAE and who would consider accepting positions offers from us post-graduation in those countries.	10/29/2018 2:03 PM
30	We do not have the funding for part-time or full-time hires.	10/29/2018 12:12 PM
31	Defense Contractor- must be USA Non Dual citizen	10/29/2018 11:05 AM
32	It is possible we might, I would have to ask our ethics department.	10/29/2018 10:44 AM
33	We do not hire full time co-op students. We have been hiring co-op's for over 25 years through Drexel University. We continue to turn over these students for one position. But if we did convert to a full time hire, a required work visa sponsorship would not deter this organization from hiring.	10/29/2018 10:36 AM
34	has not come up yet.	10/29/2018 9:40 AM
35	Not possible	10/29/2018 9:31 AM
36	F-1, yes. H-1, no.	10/29/2018 9:25 AM
37	Because at this point we do not directly hire	10/29/2018 9:22 AM

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39	NA	10/25/2018 12:19 PM
40	Administrative burden	10/25/2018 10:51 AM
41	This has not come up for us with interns yet, but we currently sponsor staff Visas.	10/25/2018 10:49 AM
42	Do not have the legal expertise necessary for processing sponsorship.	10/25/2018 9:40 AM
43	Our program is relatively new and this is not something we are exploring at the time being.	10/25/2018 9:21 AM
44	expense	10/25/2018 8:54 AM
45	Too expensive and risky with the current administration	10/25/2018 8:33 AM
46	I'm not sure - it just hasn't come up.	10/25/2018 8:17 AM
47	We do not sponsor.	10/25/2018 7:43 AM
48	I am not sure.	10/25/2018 7:39 AM
49	I want employees/interns that are familiar with the US public school system.	10/24/2018 5:08 PM
50	You have to be a US Citizen to be a State Trooper, so we require the same of our interns.	10/24/2018 2:23 PM
51	not for the specific position we hire	10/24/2018 1:40 PM
52	It is not a topic we have addressed yet.	10/24/2018 12:06 PM
53	Government contracts require that our company only hire US citizens.	10/24/2018 11:30 AM
54	Too time consuming and too costly.	10/24/2018 11:25 AM
55	We do not have the HR resources to handle the added complexity of the recruiting, hiring and on-boarding processes.	10/24/2018 10:55 AM
56	More difficult for us at the moment.	10/24/2018 9:19 AM
57	We do not typically sponsor. Our hope with an intern is to convert all to full-time hires if possible.	10/24/2018 8:46 AM
58	Too detailed	10/24/2018 7:38 AM
59	Our non-profit is too small at this time to accommodate that	10/24/2018 7:18 AM
60	No opportunity for FT hire.	10/24/2018 7:02 AM
61	Our state requires police officers be U.S. citizens.	10/24/2018 6:51 AM
62	NA	10/24/2018 6:28 AM
63	Out interns are all current students. We are a small business, so we don't have the budget to support international hiring.	10/23/2018 5:18 PM
64	We do not sponsor workers	10/23/2018 4:18 PM
65	Haven't ventured down that path yet but would love too.	10/23/2018 4:04 PM
66	Accreditation restrictions	10/23/2018 3:57 PM
67	Too expensive	10/23/2018 3:53 PM
68	Not interested in the cost of sponsorship. Many client projects require citizenship	10/23/2018 3:45 PM
69	N/A	10/23/2018 12:36 PM
70	cost are very high for a small company	10/22/2018 12:44 PM
71	Unknown reason.	10/21/2018 8:26 PM
72	We don't have the bandwidth to accommodate this process.	10/19/2018 2:25 PM
73	in some cases we do have roles for students needing authorization, but those roles are not able to convert to full-time post grad hires as we do not provide sponsorship.	10/19/2018 12:26 PM
74	Security clearance requirements limit us to US Citizens only.	10/19/2018 9:55 AM
75	We are a federal agency and have limitations here	10/19/2018 9:33 AM
76	too much work, not interested	10/18/2018 2:19 PM
77	initial investment	10/18/2018 12:54 PM
78	We hire F1 and our company provides J1 VISAS	10/18/2018 12:32 PM
79	Interns would need to be cleared by state agencies to work with children.	10/18/2018 7:52 AM
80	Not sure of the process but open to it.	10/17/2018 11:48 PM
81	We have had difficulty with visa approvals in recent years.	10/17/2018 5:33 PM
82	Too much of our work focuses on american political response and understanding american government and politics, and the conversion is cost prohibitive and training to extensive for international students.	10/17/2018 5:10 PM
83	We would like to on a local level but on a national level we are not able to sponsor visas.	10/17/2018 4:31 PM
84	We are not interested in hiring our interns as full-time employees. We are a small organization and	most of us work part-time.