



EMPLOYER GUIDE

The Andrew Young School Advantage



Nationally competitive programs and a talented, diverse student population

Message from the Director

Thank you for your interest in Andrew Young School (AYS) students and alumni. We know that you have many recruiting options in the Atlanta area and we're honored that you've chosen to connect with us.

We're very proud of our talented, hard-working students and alumni. Whether you're looking to develop an internship program or recruit full-time from any of our undergraduate or graduate disciplines (public policy, criminal justice, economics and social work), we're here to assist you.

We look forward to getting to know you and spreading the word throughout the AYS community regarding your organization, the important work that you're doing, and your recruiting needs.

—Colleen Perry, Director, Office of Career Services and Alumni Relations

Our students offer a unique combinations of skills

- Policy & Business Analysis
- Data Collection & Research
- Presentations
- Community Development
- Risk Assessment
- Client Relations
- Proposal & Report Writing
- Project Management
- Budgeting
- Statistics & Evaluation

Our legacy

Guided by the legacy of Andrew Young — Congressman, UN Ambassador, human rights leader, policy innovator, cross-sector collaborator — the Andrew Young School of Policy Studies offers employers outstanding talent and opportunity.

The school's mission is to create and disseminate knowledge and analytical methods that are highly valued by policy makers and leaders in the public, nonprofit and business worlds.

U.S. News & World Report

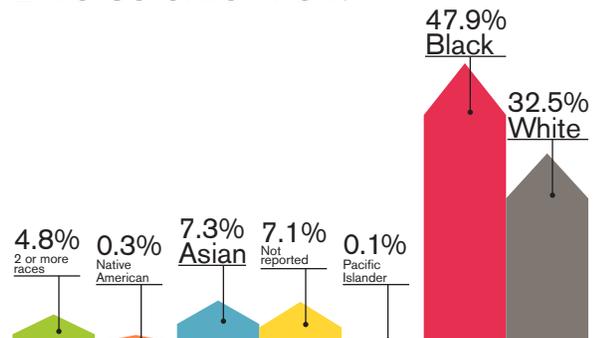
2016 RANKINGS of America's **Best Public Affairs Graduate Schools**

Andrew Young School ranks No. 25

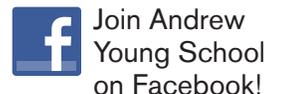
- No. 5 – Public Finance & Budgeting
- No. 9 – City Management & Urban Policy
- No. 10 – Nonprofit Management
- No. 19 – Public Administration
- No. 22 – Public Policy Analysis
- No. 64 – School of Social Work
- No. 72 – Economics

For a complete list of our AYSPS academic programs visit: aysps.gsu.edu/programs/

Diverse enrollment



Georgia State University
Andrew Young School of Policy Studies
Office of Career Services and Alumni Relations
14 Marietta Street NW, Suite G47



AYSCAREERS@GSU.EDU

404-413-0069

CAREER.AYSPS.GSU.EDU

WHAT OUR EMPLOYERS ARE SAYING

The two Georgia State University interns working here in Hapeville have set a high bar of excellence for those who would follow in their footsteps. Look forward to working with more students.
—CITY OF HAPEVILLE

We recruit at AYS because of the nonprofit management curriculum, focused, passionate students and the location of the school is very important.
—COXE CURRY & ASSOCIATES



Here are some helpful tips to get you started.

Establishing an internship program

- Evaluate your organization
- Learn about legality
- Design the program
- Put together a compensation plan
- Select a start date for your interns
- Post the position
- Evaluate candidates
- Interview, select and hire interns

Top 10 best practices

- Provide interns with REAL work assignments
- Hold orientations for all involved
- Provide interns with a program handbook
- Offer flexible work schedules
- Have an intern manager/supervisor and meet regularly to check in
- Encourage team involvement
- Invite career center staff & faculty to on-site visits
- Provide training
- Showcase intern work through presentations/expos
- Conduct exit interviews

Recruiting and Branding Opportunities

One of the best ways to recruit and hire talented candidates is to distinguish your organization from the rest. Here are some ways to help your company stand out and attract top talent:

- Information Sessions (on campus)
- Panel/Networking Events
- Informational Interviews
- Host an information session at your facility
- Career Fairs
- Visiting Professionals Program
- Sponsorships
- Conduct professional development workshops

If you are interested in increasing your company brand with our school, please contact Brian Mitchell, bmitchell39@gsu.edu or phone 404-413-0087.

Effective Internship Program

Internships can benefit employers as well as students. Organizations have the opportunity to train and evaluate potential employees at a low cost and build their organization's brand on campus. Now more than ever, organizations are finding the value of converting interns into full-time employees. The national intern to full-time hire conversion rate is **61.9%** — a 13-year high. (-2016 NACE Internship/Co-op Survey)

Introducing Handshake

As of August 2016, Handshake is your 24/7 mobile recruiting tool at the Andrew Young School. Handshake will allow you to search for talented Andrew Young School students and alumni to fill your recruiting needs and internship opportunities. In addition, Handshake will offer you super easy options for signing up for events.

TO CREATE A COMPANY PROFILE

- Go to: aysps.joinhandshake.com or app.joinhandshake.com.
- Find and join your company. If your company doesn't appear in the search results, select, "Create Company Profile."
- Once you have created a profile, select, "Create New Employer." You will be taken to the employer landing page where you can create job/internship postings.
- Once you're in the system, search for the Andrew Young School of Policy Studies – Georgia State University.
- Select "Request Approval." (We will respond to your request within three business days.)



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