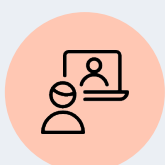


# A year later, students reflect on virtual recruiting

Since the start of the COVID-19 pandemic, students seeking a job or internship have had to do so entirely virtually. In February 2021, Handshake surveyed over 1,000 college students across all types of institutions about their sentiments on conducting a virtual job search.

Here's what we learned since [our last student survey](#).

**Students believe that virtual recruiting is the future and remain willing to take a fully virtual job.**



**41%**

of students believe employers who have not adopted virtual recruiting will eventually have to



**66%**

of students are open or very open to taking a fully virtual job

## Top 3 reasons students find virtual recruiting beneficial:

48% less intimidating to meet with potential employers



45% reduced scheduling barriers



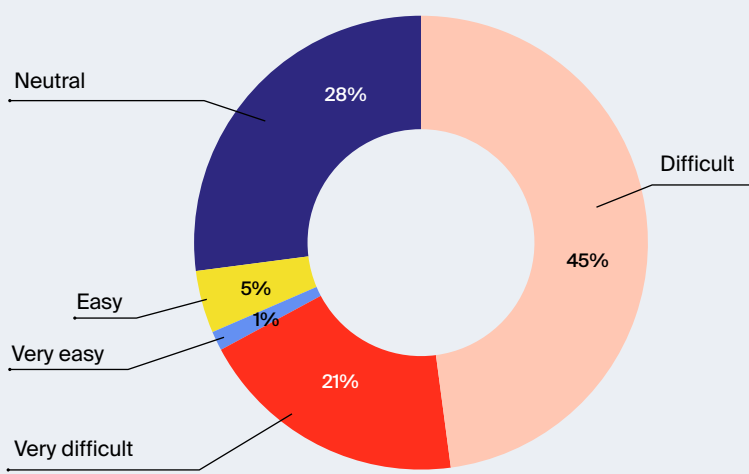
42% easier to prepare for interviews



When it comes to meeting potential employers virtually, more women (54%) feel less intimidated than men (43%).

While students are open to being recruited and working virtually, they also face challenges that employers and career educators should be aware of.

**2 out of 3 students found adjusting to this new way of searching for jobs, interviewing, and working difficult or very difficult.**



## Top challenges students face in virtual recruiting



**53%**

making a meaningful connection with recruiters



**52%**

communicating effectively in online settings

**Three key ways students think employers can improve the virtual job search experience:**

- 1 Be specific about what they're looking for in candidates
- 2 Share details on the recruiting process ahead of time
- 3 Offer advice on how to navigate virtual events and fairs

**Want to learn more about Handshake Premium?**

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