

Hi, I totally agree with this article, yes Fullbridge does have a vested interest in the results found and promoted. But, they are right. I have talked about this very issue for the last three years extolling the importance of acquiring 30 to 40 weeks industry based experience whilst studying at university. This is in the face of schools cutting back on work experience opportunities and universities withdrawing industry based learning components from their degree courses. This article is taken from :

BOSTON, Sept. 21, 2015 /PRNewswire/ -- "Think your first few days of work are just about getting your feet wet? Think again. According to a survey by [Fullbridge Inc.](#), an education technology company that prepares students and young professionals to succeed in the global economy, new hires have less than two weeks to prove whether or not they will be successful on the job.

Fullbridge commissioned Harris Poll to conduct an online survey of 319 executives at companies with a revenue of at least \$1 billion in the summer of 2015 to gauge opinions about entry level employees. The survey found:

- **One in four (27%) executives think employers form an initial opinion as to whether an entry level employee will be successful in less than two weeks.**
  - Over three in four (78%) form an opinion in less than three months
- **If they had to choose, executives are almost four times as likely to say they would prefer to hire a candidate with previous internship or training experience over a candidate with a high college grade point average.**
  - Over half (54%) would prefer to hire an entry level candidate with previous internship or training experience
  - One in three (32%) would prefer to hire an entry level candidate who graduated from a top college / university
  - Over one in ten (14%) would prefer to hire an entry level candidate who had a high college grade point average

The survey also asked executives which quality they feel is most critical to being an engaged employee. The variance in responses shows that engaged employees are not defined by one single quality. These include such things as an internal motivation to succeed (23 percent), ability to solve problems (21 percent), commitment to the company's success (17 percent) and a "can-do" attitude (17 percent).

"Degrees from a prestigious school or high GPA no longer carry the same weight they once did," said Candice Carpenter Olson, co-founder of Fullbridge. "College graduates are expected to come in and perform on day one. This is why we are seeing an increased demand for career preparation programs like Fullbridge. We're finding that engagement is not only a mix of multifaceted qualities, but also something that can be taught. \* Based on surveys of our alums, they're three times more engaged in the workplace than their peers who have not gone through our program. Engaged millennials translate into big cost savings for companies and a better return on a parent's investment in college."

As post-graduation expectations change, universities are increasingly recognizing the need to implement work-ready programs into their curriculum. This summer alone, Fullbridge has run nearly a dozen programs in conjunction with a diverse mix of universities including: Cornell University, Duke University, Tulane University, College of Holy Cross and leading community colleges like Miami Dade College, The Colorado Community College System and more.

Beginning in October, Fullbridge will also be running three daylong summits for college students whose schools don't yet have on-campus Fullbridge programs. These summits bring together student leaders and young professionals from various companies to learn, network, and design innovative solutions to real world problems."

<http://www.prnewswire.com/news-releases/fullbridge-survey-finds-entry-level-hires-have-less-than-two-weeks-to-prove-themselves-300145762.html>

Good luck in your next interview, James E Lynch