PILOT SITE FEEDBACK
2022

3 Pilot Sites

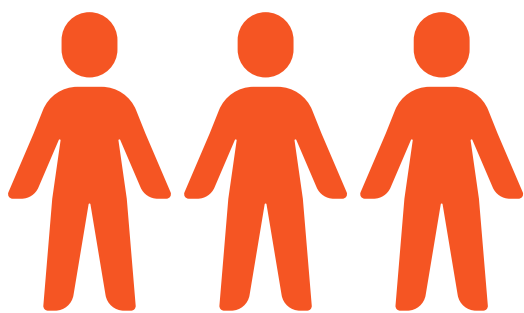An average of 64 applications were received

TIME SPENT:

100%

agreed that the new application took less time to review

REDUCED BIAS:

100%

agreed or felt neutral that the new application helped reduce bias within the application process

3 OUT OF 3

programs felt they had sufficient information to identify internship ready candidates

SAMPLE COMMENTS

[Reduced administrative time spent] was the biggest win for our team.

Before this process and application development, I had no idea how much bias, unintentional and intentional, there was in the application. This pilot has shown that by taking away common elements that we put so much weight on can still produce quality top candidates and strong interns ready for internship.

We did not create a new rubric to guide our reviews and so it was challenging to determine which applicants would be the right fit. However, this is a work in progress so we accept the learning curve here.

Dates for each experience would be helpful.

The zip files seemed hard for applicants to figure out. We had to contact quite a few applicants who were missing parts of their application.