

# Tips for Successful FEX Opportunities

Through the FEX program, students shadow sponsors for a day. Students often have limited experience and career field knowledge (no HR coursework yet, for example), but are very eager to learn! Shadowing provides their first exposure to a potential career field and a professional environment.

Establish a schedule with planned events for the day.

Allow the student to shadow you and/or your colleagues while you complete professional tasks.

Share career advice or your own career path and provide an opportunity for the student to ask questions.

Introduce the student to other members of your organization.

## Sample FEX Experiences:

- The student will shadow both the HR manager and recruiter at our headquarters as they conduct interviews, work on year-end planning, new-year policy reviews, and new-year compensation reviews.
- Participants will attend the department's monthly lunch with a guest speaker. Shadowing opportunities include depositions, court hearings, bargaining sessions, client meetings, and attorney training sessions.
- Students will shadow the arbitrator and attend a hearing. They will be able to observe a labor arbitration session from start to finish.
- We will set up a schedule of meetings with relevant individuals in various areas of the HR department for the student to gain a diverse understanding of the HR function.