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.

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.