

# 2021 - 2022 ADMINISTRATIVE FELLOWSHIP RECRUITMENT PROCESS

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**30%**

Average percent of hours worked remotely by fellows

**85%**

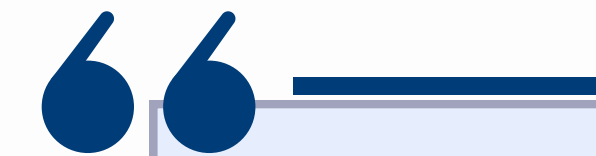
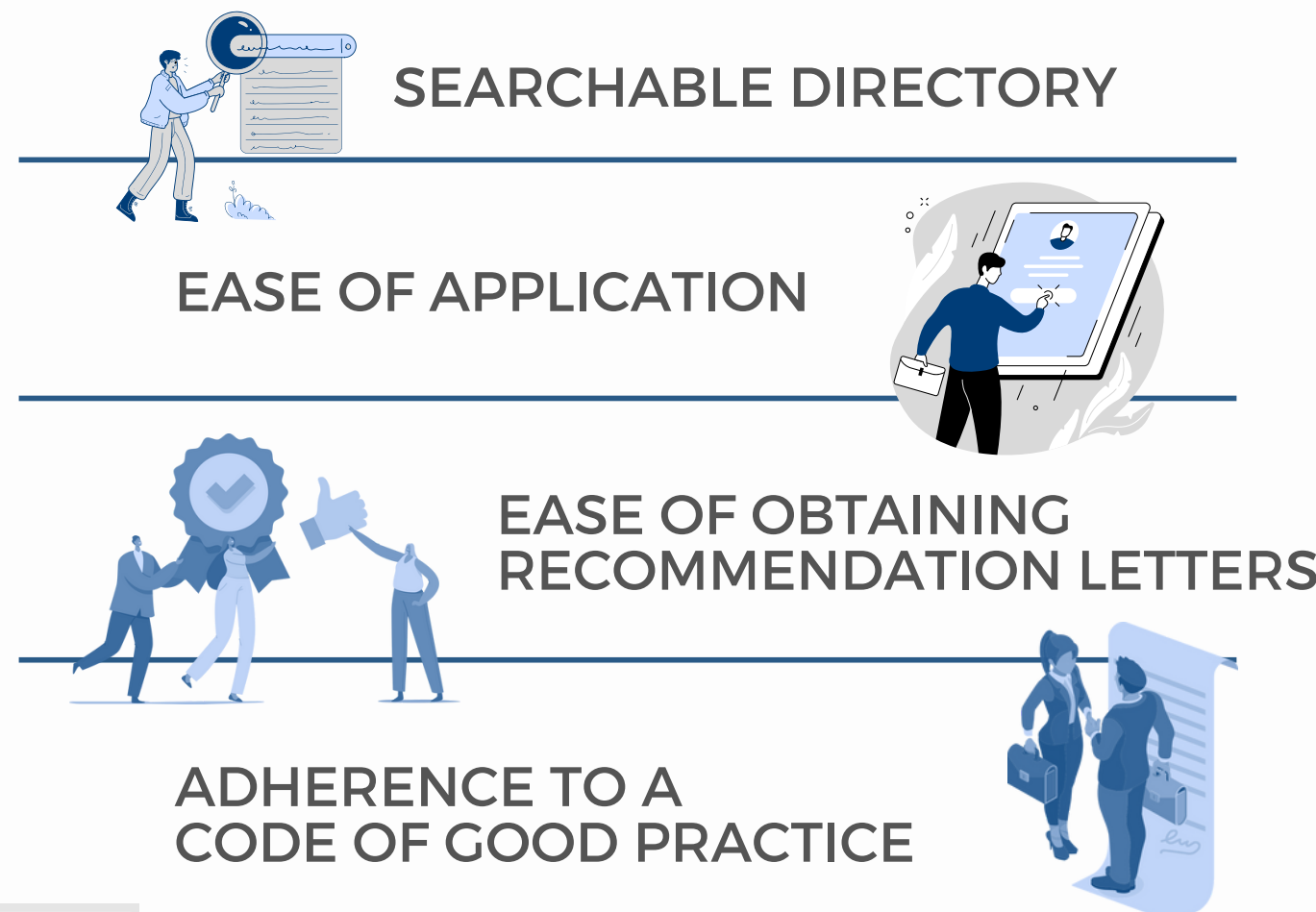
Of fellows were hired by their fellowship site full-time, post-fellowship

**5,054** applications received through Liaison  
**69** average applications received per fellowship opening  
**20%** of all applicants received a first round interview

**45 Hours**  
Average number of hours worked per week by fellows

**72%**  
Of students used both NAFCAS and traditional methods

## Top Reasons Graduate Programs Promote the Use of NAFCAS (N=29)



## Student Feedback

"I believe that administrative fellowships offer graduates the opportunity to be exposed to a wide range of fields & opportunities prior to beginning their full-time position."

"It (fellowships) provide the opportunities necessary to excel in the workforce."

## Fellowship Site Feedback

"As an organization, we are very satisfied with NAFCAS overall as an efficient method of advertising, reaching more candidates, quality of candidates, and system utilization."

"NAFCAS is the most popular and standardized application method for administrative fellowships."

"Easier to have a centralized application area instead of putting our own in house resources to conduct fellowship cycles."

## Graduate Program Feedback

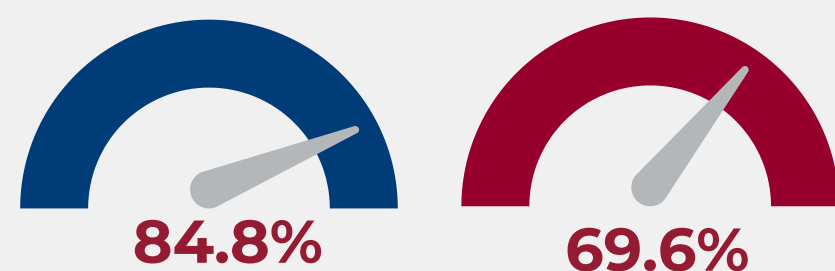
"Students appreciate the one-stop shopping of NAFCAS."

"NAFCAS is streamlined nicely."

"It is easier from a program director position to track students applying through NAFCAS; it is also easier to encourage them to apply through the second round."

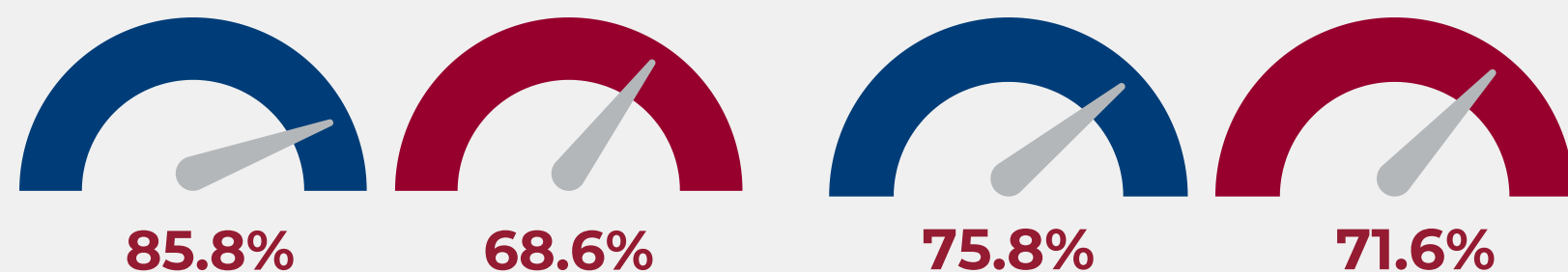
## Fellowship Site Satisfaction: NAFCAS versus Traditional Methods

### Quality of Applicants



### Offer Acceptance Process

### Application Process



## Importance on Students' Decision to Pursue a Fellowship

Opportunity to stay at the organization  
Mentorship opportunity  
Job market  
Opportunity to get varied experiences  
Fellowship program's recognition