Internship Application Manager

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PHASE 1

Description:

Internship Application Manager is a comprehensive application that allows applicants to manage their job-seeking process by providing a platform for job applicants to search and track their job listings. On the employer's side, it facilitates job posting openings and keeping track of applicants through the interview and selection process. This application will help promote efficiency in the internship job-seeking process for users, whether they are applicants or employers.

Entities:

- Candidate
- Preference
- Document
- Internship Listing
- Interview
- Employer
- User
- Note

Business Rules:

Candidate:

1. Business Rule: A candidate can create and manage their profile information, including their contact details and academic information.
2. Constraint: Each candidate has a unique Candidate ID as the primary key.
3. Relations: A candidate applies for one or more Internship Listings.
   A candidate has zero or more preferences.
   A candidate has zero or more documents.
   A candidate has one or more interviews.
   A candidate rates many employers.

Preference:

1. Business Rule: candidates can set preferences related to their areas of interest, salary expectations, work schedules, and preferred locations.
2. Constraint: Preferences are linked to candidate IDs for individual candidates.
3. Relations: A preference is for one candidate.

Document:

1. Business Rule: candidates can upload documents such as resumes and cover letters for their internship applications.
2. Constraint: Each document has a unique Document ID as the primary key.

3. Relations: A document for one candidate.

Internship Listings:

1. Business Rule: An internship listing includes essential information such as the job title, company, description, application deadline, and location.
2. Constraint: Each internship listing has a unique Internship ID as the primary key.
3. Relations: An Internship Listing is for one Employer
   An Internship Listing has zero or more applicants.
   An Internship Listing has zero or more interviews.

Interview:

1. Business Rule: Employers can schedule interviews for applicants, including the date, time, and location of the interview.
2. Constraint: Each interview has a unique Interview ID as the primary key.
3. Relations: An Interview is for one Internship Listing.
   An Interview is for one Candidate.

Employer:

1. Business Rule: Employers can create listings, schedule interviews, and employer users.
2. Constraint: Each Employer has a unique Employer ID as the primary key.
3. Relations: An Employer has zero or more Internship Listings.
   An Employer has one or more users.
   An Employer is rated by zero or more Candidates.

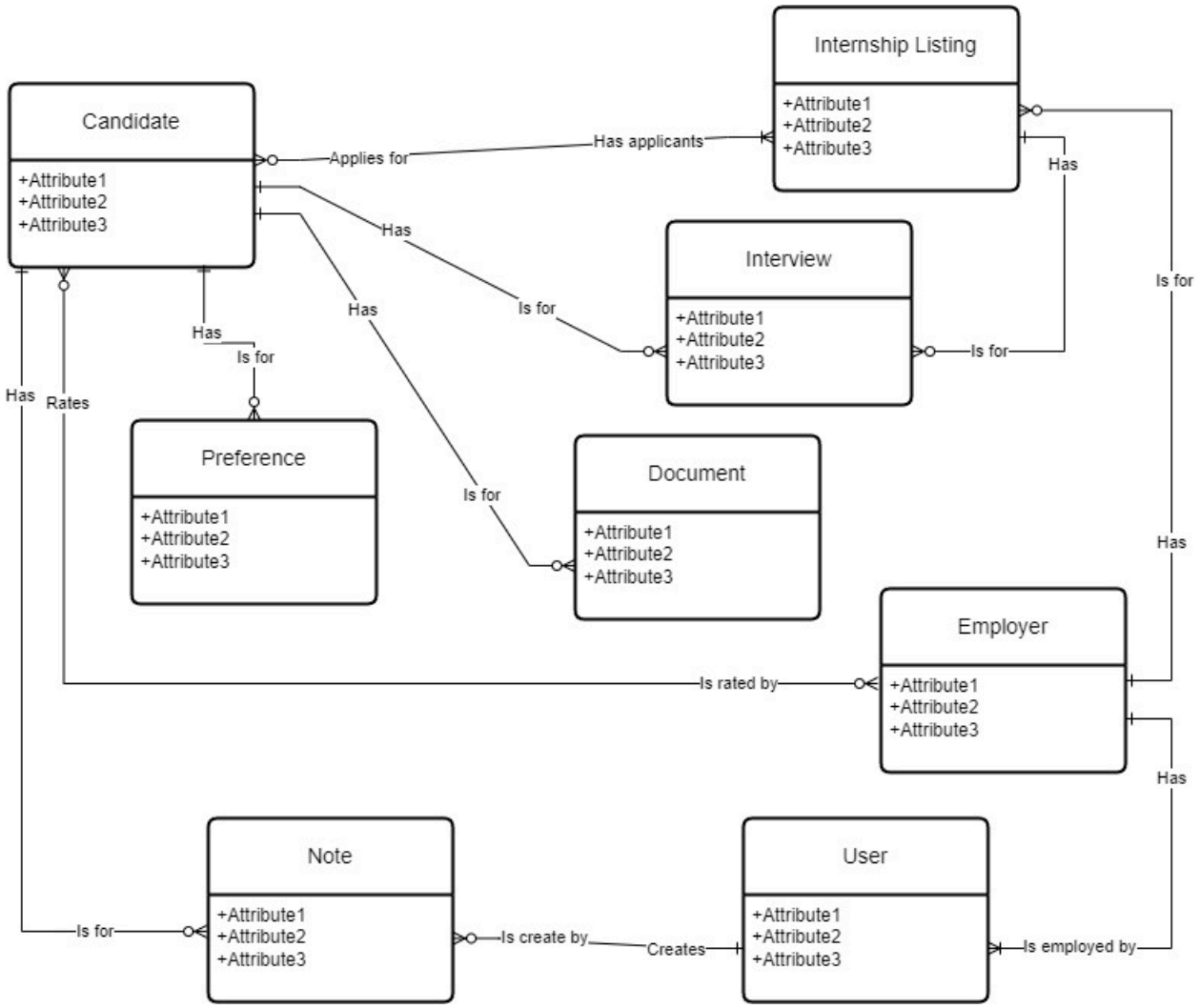
User:

1. Business Rule: Users can create notes about candidates.
2. Constraint: Each User has a unique User ID as the primary key.
3. Relations: A User creates zero or more Notes.
   A User is employed by one Employer.

Note:

1. Business Rule: Notes about candidates can be created by Users.
2. Constraint: Each Note has a unique Note ID as the primary key.
3. Relations: A Note is for one Candidate.
   A note is created by one User

Data Model (ERD):



PHASE 2: Data Model

Schema:

Candidate(
  CandidateID INT (Primary Key),
  FirstName VARCHAR(50) (Not Null),
  LastName VARCHAR(50) (Not Null),
  Email VARCHAR(100) (Not Null, Unique),
  Phone VARCHAR(20),
  AcademicDetails NVARCHAR(MAX)
)

Preference(
  PreferenceID INT (Primary Key),
  InterestArea VARCHAR(100),
  ExpectedSalary DECIMAL(10, 2),
  WorkSchedule VARCHAR(50),
  LocationPreference VARCHAR(100),
  SkillsMatch NVARCHAR(MAX),
  CandidateID INT (Foreign Key References Candidate(CandidateID))
)

Employer(
  EmployerID INT (Primary Key),
  Name VARCHAR(100) (Not Null)
)

InternshipListing(
  InternshipListingID INT (Primary Key),
  Title VARCHAR(100) (Not Null),
  EmployerID INT (Foreign Key References Employer(EmployerID)),
  Description NVARCHAR(MAX),
  ApplicationDeadline DATE,
  Location VARCHAR(100)
)

Rating(
  RatingID INT (Primary Key),
  CandidateID INT (Foreign Key References Candidate(CandidateID)),
  EmployerID INT (Foreign Key References Employer(EmployerID)),
  Score DECIMAL(3, 2),
  Comments NVARCHAR(MAX),
  DateGiven DATE
)

```
CandidateApplication(
    CandidateApplicationID INT (Primary Key),
    CandidateID INT (Foreign Key References Candidate(CandidateID)),
    InternshipListingID INT (Foreign Key References InternshipListing(InternshipListingID)),
    DateApplied DATE,
    Status VARCHAR(50)
)

Interview(
    InterviewID INT (Primary Key),
    Date DATE,
    Time TIME,
    Location VARCHAR(100),
    InternshipListingID INT (Foreign Key References InternshipListing(InternshipListingID)),
    CandidateID INT (Foreign Key References Candidate(CandidateID))
)

Event(
    EventID INT (Primary Key),
    Name VARCHAR(100),
    Date DATE,
    Location VARCHAR(100),
    Description NVARCHAR(MAX)
)

CandidateEvent(
    CandidateID INT,
    EventID INT,
    Status VARCHAR(50),
    PRIMARY KEY (CandidateID, EventID),
    FOREIGN KEY (CandidateID) References Candidate(CandidateID),
    FOREIGN KEY (EventID) References Event(EventID)
)

Document(
    DocumentID INT (Primary Key),
    ApplicationID INT (Foreign Key References CandidateApplication(CandidateApplicationID)),
    DocumentType VARCHAR(50),
    DocumentURL VARCHAR(255),
    UploadDate DATE
)
```

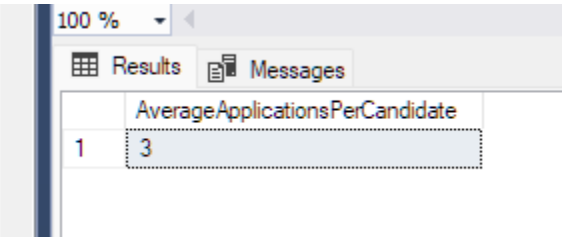
PHASE 3 Implementation:

See ‘Internship Application Manager SQL Dump.sql’ file

PHASE 4 Queries:

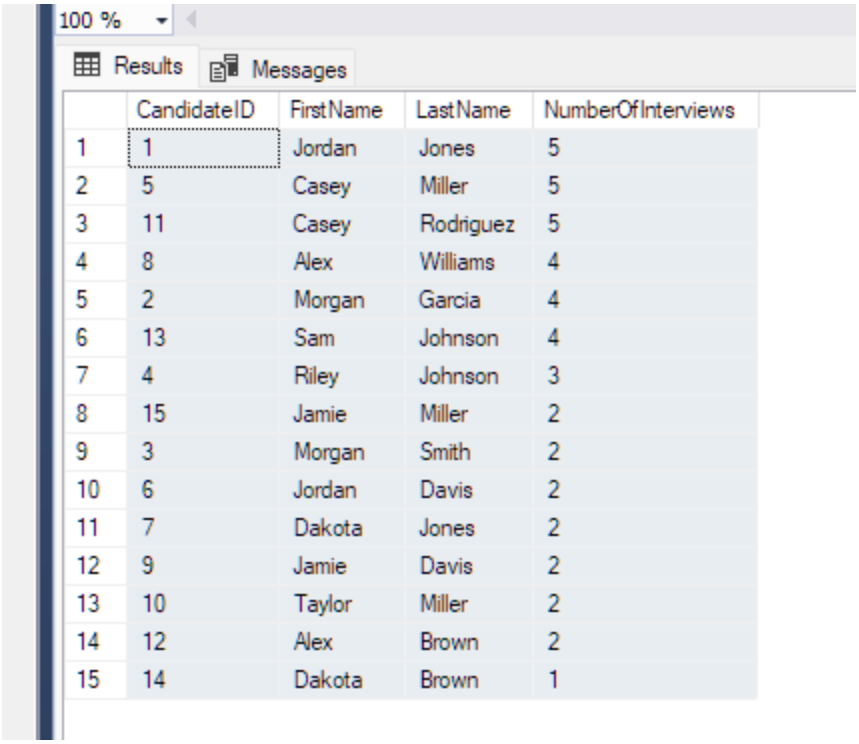
Sanjana

1. Average Number of Applications per Candidate
   This query calculates the average number of internship applications submitted by each candidate, providing insight into candidate engagement and application trends.



   This figure suggests a moderate level of engagement among candidates in the internship application process. An average of three applications per candidate might reflect a targeted approach to job applications, where candidates are selective about the positions they apply for. This could be due to various factors, such as candidates' specific career interests, their assessment of fit for the roles, or the availability of relevant opportunities. For companies and recruiters, this insight could be valuable in understanding the candidate mindset and in shaping the way internships are presented. It might also indicate a need for more outreach or guidance to encourage candidates to explore a broader range of opportunities, especially if there are many internships available that match the candidates' skills and interests.

2. Candidates with Most Interviews
   This query identifies candidates who have had the highest number of interviews, useful for understanding which candidates are most actively engaging with employers.



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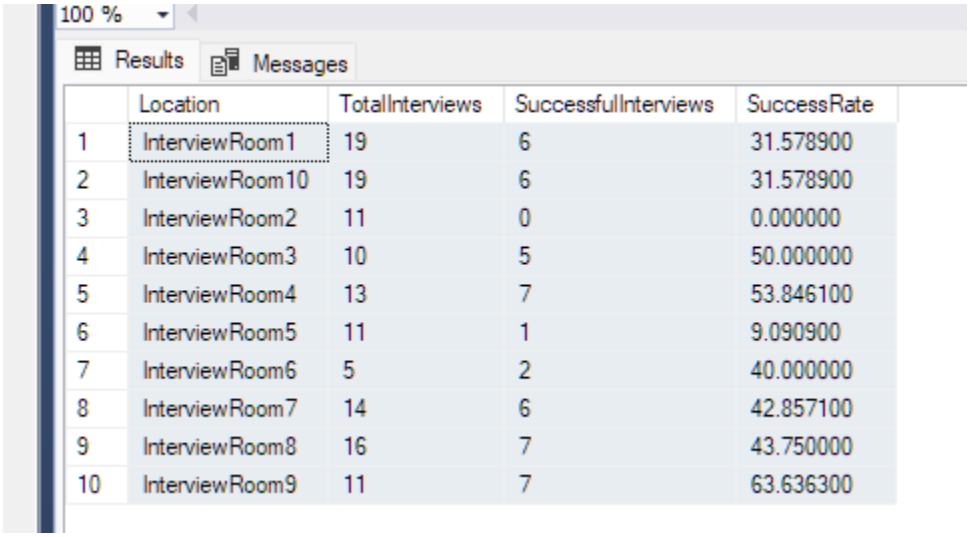
Results | Messages

	CandidateID	FirstName	LastName	NumberOfInterviews
1	1	Jordan	Jones	5
2	5	Casey	Miller	5
3	11	Casey	Rodriguez	5
4	8	Alex	Williams	4
5	2	Morgan	Garcia	4
6	13	Sam	Johnson	4
7	4	Riley	Johnson	3
8	15	Jamie	Miller	2
9	3	Morgan	Smith	2
10	6	Jordan	Davis	2
11	7	Dakota	Jones	2
12	9	Jamie	Davis	2
13	10	Taylor	Miller	2
14	12	Alex	Brown	2
15	14	Dakota	Brown	1

The query highlighting candidates with the highest number of interviews shows that Jordan Jones, Casey Miller, and Casey Rodriguez are particularly prominent in securing interviews, suggesting they possess certain attractive qualities or skills. An analysis of what differentiates these candidates could provide valuable insights for enhancing the profiles of other candidates. Furthermore, it's important to ensure that the interview process is equitable, offering fair chances to all candidates. This approach will help in maintaining a balanced and inclusive internship program.

3. Interview Success Rate by Location
   This query assesses the success rate of interviews at different locations, helping to determine which locations are most effective for conducting interviews.



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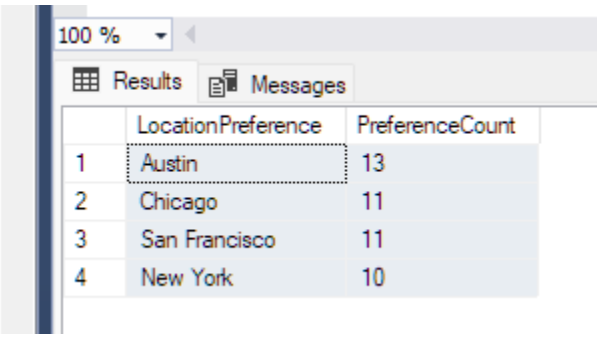
Results | Messages

	Location	TotalInterviews	SuccessfulInterviews	SuccessRate
1	InterviewRoom1	19	6	31.578900
2	InterviewRoom10	19	6	31.578900
3	InterviewRoom2	11	0	0.000000
4	InterviewRoom3	10	5	50.000000
5	InterviewRoom4	13	7	53.846100
6	InterviewRoom5	11	1	9.090900
7	InterviewRoom6	5	2	40.000000
8	InterviewRoom7	14	6	42.857100
9	InterviewRoom8	16	7	43.750000
10	InterviewRoom9	11	7	63.636300

In analyzing the success rates of interviews conducted in various locations, it's evident that certain interview rooms, like InterviewRoom3, InterviewRoom4, and InterviewRoom9, are more effective, boasting success rates above 50%. In stark contrast, InterviewRoom2 and InterviewRoom5 show significantly lower success rates, potentially indicating issues in these environments. To enhance the overall effectiveness of the interview process, it's recommended to assess and replicate the positive aspects of the higher-performing rooms and review the interview practices in the lower-performing locations. Collecting candidate feedback on their interview experience could also provide valuable insights for continuous improvement.

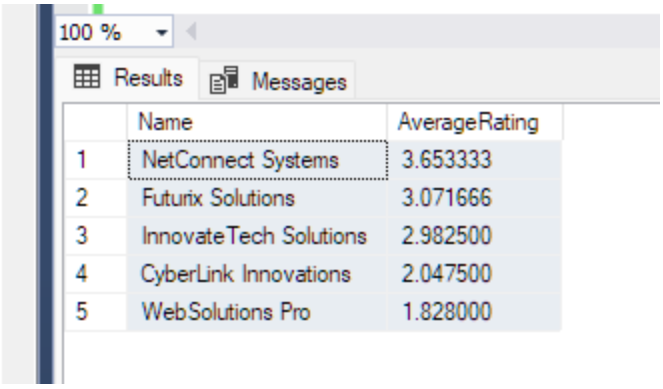
4. Most Desired Job Locations
   This query determines the most preferred job locations among candidates, valuable for understanding geographic preferences and targeting job postings accordingly.



	LocationPreference	PreferenceCount
1	Austin	13
2	Chicago	11
3	San Francisco	11
4	New York	10

   The query on candidates' preferred job locations reveals a distinct preference for certain cities, with Austin leading as the most favored destination, followed closely by Chicago and San Francisco. New York, while slightly less preferred, still holds significant appeal. This trend suggests that focusing recruitment efforts in these top cities, particularly Austin, could align well with candidate interests, potentially leading to higher job satisfaction and better application engagement. Understanding the specific attractions of these locations, such as industry presence or lifestyle factors, could further refine recruitment strategies and broaden the appeal of opportunities in other cities like New York.

5. Top employers
   The query finds employers with the highest average ratings from candidates, useful for identifying highly regarded employers and understanding candidate satisfaction.



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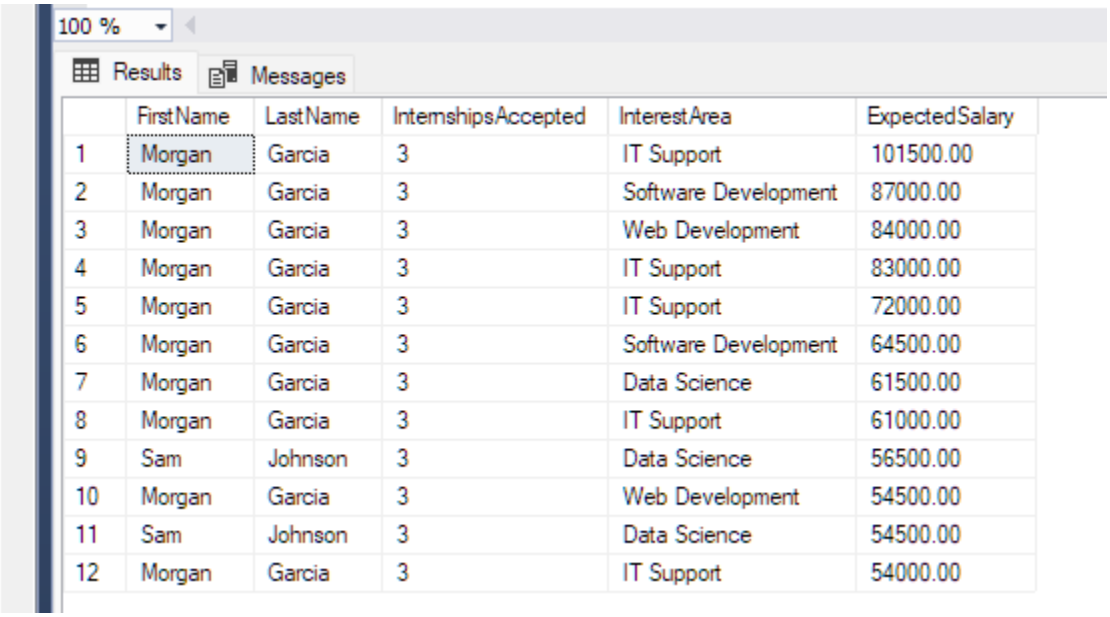
Results | Messages

	Name	AverageRating
1	NetConnect Systems	3.653333
2	Futurix Solutions	3.071666
3	InnovateTech Solutions	2.982500
4	CyberLink Innovations	2.047500
5	WebSolutions Pro	1.828000

Employers such as NetConnect Systems, Futurix Solutions, and InnovateTech Solutions are highly regarded by candidates, reflecting well on their reputation and possibly on their work environments or recruitment processes. This favorable perception can be a significant advantage in attracting top talent. For CyberLink Innovations and WebSolutions Pro, the lower ratings present an opportunity to investigate and address potential issues in their engagement with candidates. Improvements in these areas could enhance their employer brand and attractiveness to prospective applicants.

Bonus: Internship Application Success and Preferences: The query aims to examine the preferences and expectations of candidates who have successfully secured multiple internships.



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Results | Messages

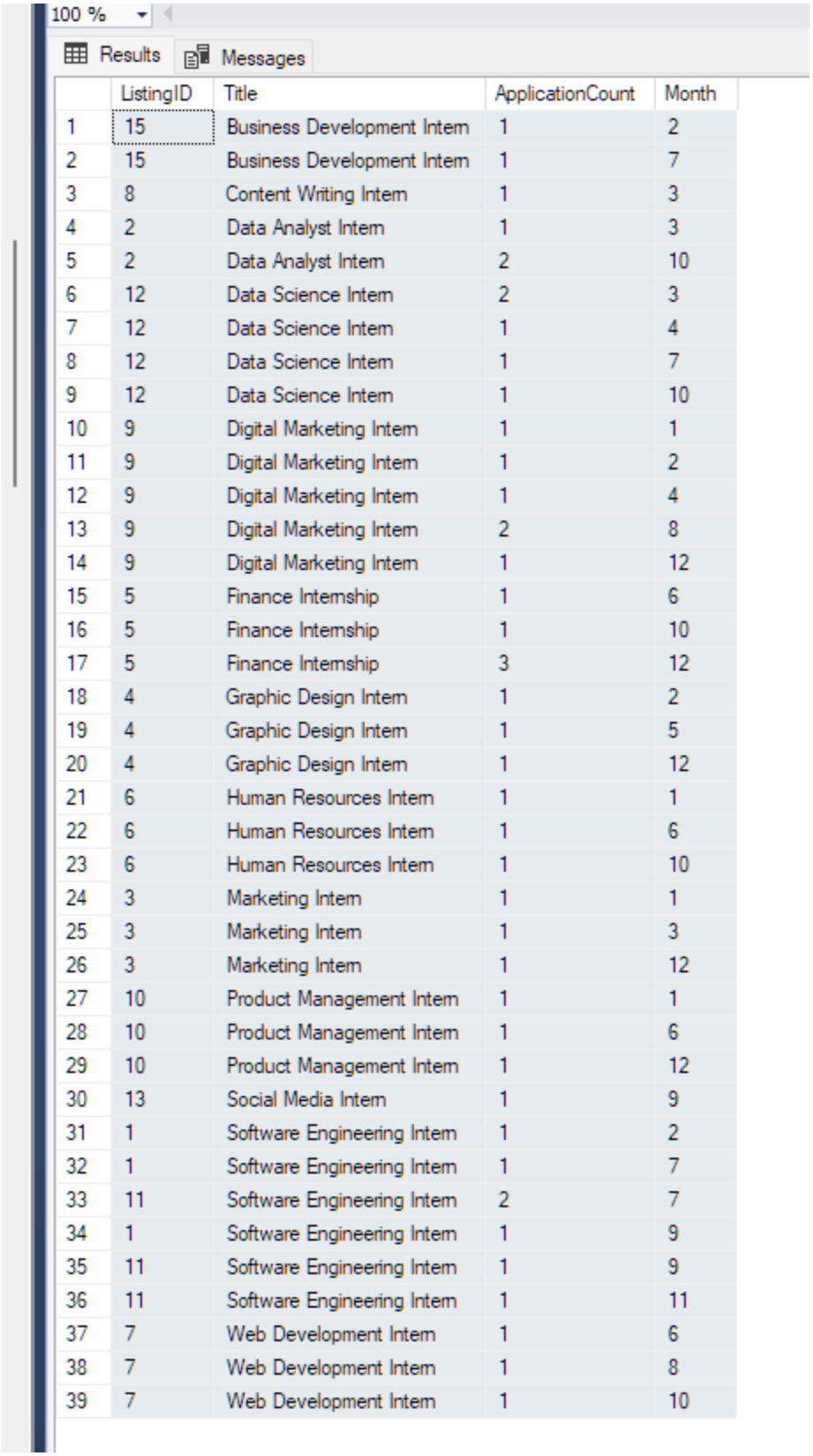
	FirstName	LastName	InternshipsAccepted	InterestArea	ExpectedSalary
1	Morgan	Garcia	3	IT Support	101500.00
2	Morgan	Garcia	3	Software Development	87000.00
3	Morgan	Garcia	3	Web Development	84000.00
4	Morgan	Garcia	3	IT Support	83000.00
5	Morgan	Garcia	3	IT Support	72000.00
6	Morgan	Garcia	3	Software Development	64500.00
7	Morgan	Garcia	3	Data Science	61500.00
8	Morgan	Garcia	3	IT Support	61000.00
9	Sam	Johnson	3	Data Science	56500.00
10	Morgan	Garcia	3	Web Development	54500.00
11	Sam	Johnson	3	Data Science	54500.00
12	Morgan	Garcia	3	IT Support	54000.00

The repetition of Morgan Garcia in the results indicates multiple entries in the Preference table for this candidate, suggesting diverse interest areas or varying salary expectations. Each row for Morgan Garcia represents a different set of preferences, highlighting the candidate's flexibility and range of interests in the job market.
This scenario points to candidates like Morgan Garcia, who are not only successful in securing multiple internships but also exhibit a broad spectrum of professional interests

and salary expectations. Such data suggests that successful candidates might be those who are open to various roles and opportunities, as evidenced by their varied preferences. For organizations, this information can be crucial in understanding the diversity of interests among successful candidates, which can inform the structuring of internship programs to cater to a wide range of preferences. It also underscores the importance for candidates of clearly articulating their diverse interests and salary expectations to increase their chances of success in securing internships.

Hung

1. Internship Application Trends
   This query counts the number of applications per internship over time, providing insights into the popularity and demand of different internships.



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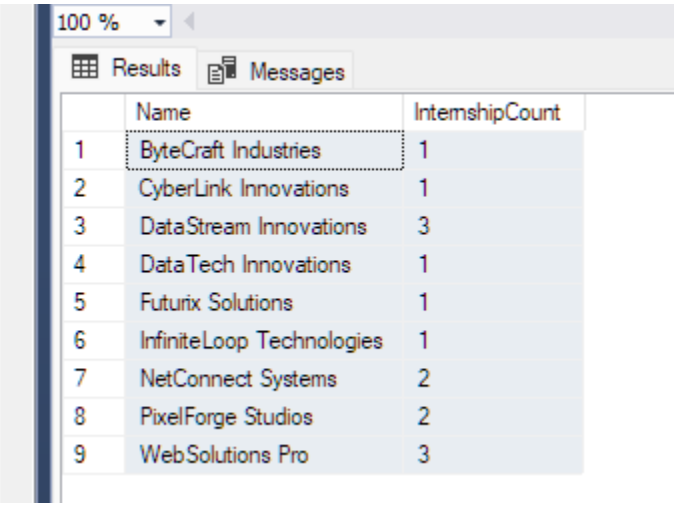
Results | Messages

	ListingID	Title	ApplicationCount	Month
1	15	Business Development Intern	1	2
2	15	Business Development Intern	1	7
3	8	Content Writing Intern	1	3
4	2	Data Analyst Intern	1	3
5	2	Data Analyst Intern	2	10
6	12	Data Science Intern	2	3
7	12	Data Science Intern	1	4
8	12	Data Science Intern	1	7
9	12	Data Science Intern	1	10
10	9	Digital Marketing Intern	1	1
11	9	Digital Marketing Intern	1	2
12	9	Digital Marketing Intern	1	4
13	9	Digital Marketing Intern	2	8
14	9	Digital Marketing Intern	1	12
15	5	Finance Internship	1	6
16	5	Finance Internship	1	10
17	5	Finance Internship	3	12
18	4	Graphic Design Intern	1	2
19	4	Graphic Design Intern	1	5
20	4	Graphic Design Intern	1	12
21	6	Human Resources Intern	1	1
22	6	Human Resources Intern	1	6
23	6	Human Resources Intern	1	10
24	3	Marketing Intern	1	1
25	3	Marketing Intern	1	3
26	3	Marketing Intern	1	12
27	10	Product Management Intern	1	1
28	10	Product Management Intern	1	6
29	10	Product Management Intern	1	12
30	13	Social Media Intern	1	9
31	1	Software Engineering Intern	1	2
32	1	Software Engineering Intern	1	7
33	11	Software Engineering Intern	2	7
34	1	Software Engineering Intern	1	9
35	11	Software Engineering Intern	1	9
36	11	Software Engineering Intern	1	11
37	7	Web Development Intern	1	6
38	7	Web Development Intern	1	8
39	7	Web Development Intern	1	10

This data provides a nuanced view of how candidate interest in internships fluctuates over time. Roles like 'Digital Marketing Intern' and 'Data Science Intern' appear to maintain a steady appeal, whereas interest in other internships like 'Business

Development' and 'Content Writing' seems more sporadic or seasonal. Understanding these trends can guide companies in timing their internship listings and tailoring their recruitment strategies to align with peak interest periods. For roles with less consistent interest, exploring the reasons behind the fluctuations could help in making these opportunities more attractive throughout the year.

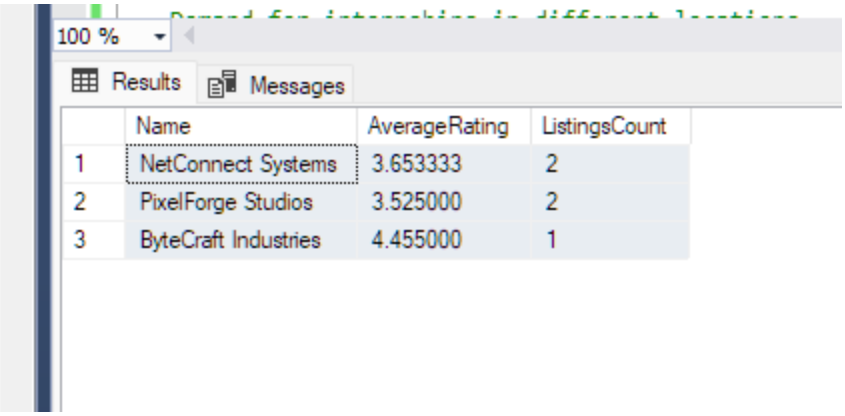
2. Employer Internship Offerings
   This query calculates the number of internships offered by each employer, helping to understand which employers are most active in offering internship opportunities.



	Name	InternshipCount
1	ByteCraft Industries	1
2	CyberLink Innovations	1
3	DataStream Innovations	3
4	DataTech Innovations	1
5	Futurix Solutions	1
6	InfiniteLoop Technologies	1
7	NetConnect Systems	2
8	PixelForge Studios	2
9	WebSolutions Pro	3

   Companies like DataStream Innovations and WebSolutions Pro are notably active in offering internships, possibly indicating a strong commitment to talent development or a larger capacity for interns. In contrast, those offering fewer internships might be more selective or constrained by resources. This variation in the number of internships offered by employers could be influenced by factors such as company size, industry sector, or internal policies. For students and job seekers, understanding which companies are more active in offering internships can guide their application strategies. Additionally, for companies with fewer internships, there could be an opportunity to assess the benefits of increasing their involvement in internship programs, potentially enhancing their talent pipeline and brand among emerging professionals.

3. Employer Ratings and Internship Listing
   This query is designed to analyze employers based on two key metrics: their average ratings given by candidates and the number of internship listings they offer. The purpose is to identify which employers are not only popular in terms of the number of internships they provide but also highly regarded by candidates based on their ratings.



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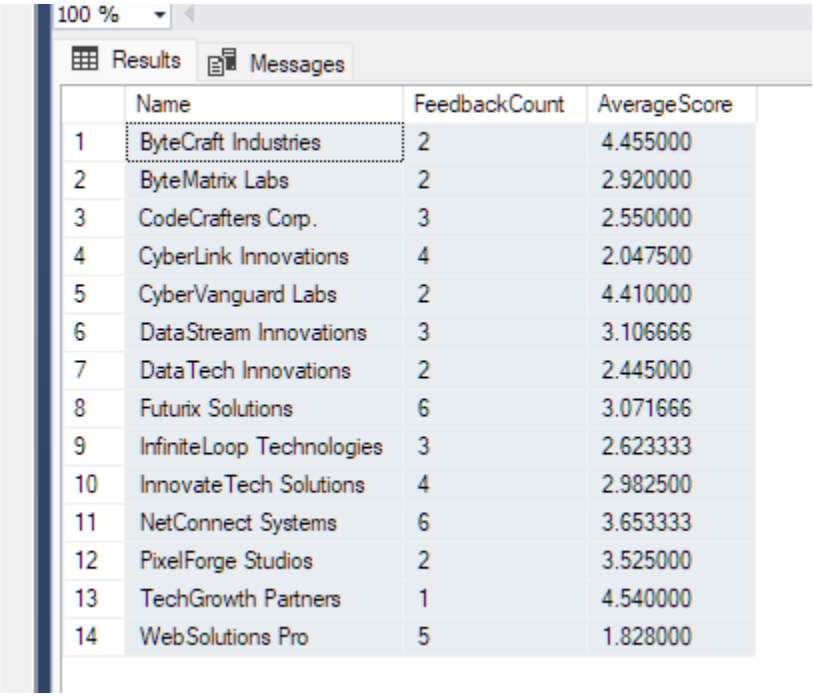
Results | Messages

	Name	AverageRating	ListingsCount
1	NetConnect Systems	3.653333	2
2	PixelForge Studios	3.525000	2
3	ByteCraft Industries	4.455000	1

This analysis provides a clear picture of where employers stand in terms of both the quantity of internship opportunities they offer and the quality of experiences as perceived by candidates. Employers like NetConnect Systems and PixelForge Studios demonstrate a commitment to providing opportunities without compromising on the quality of the experience. In contrast, ByteCraft Industries, with its higher ratings but fewer listings, might be focusing on quality over quantity. This insight is crucial for candidates seeking internships, as it helps them identify employers who not only offer opportunities but also are likely to provide a positive experience. For employers, this analysis serves as a benchmark for balancing their internship offerings with the quality of experience they provide, which is essential in attracting top talent.

4. Employer Feedback Analysis
   This query analyzes the feedback given by candidates to employers, providing a measure of employer performance and candidate satisfaction.



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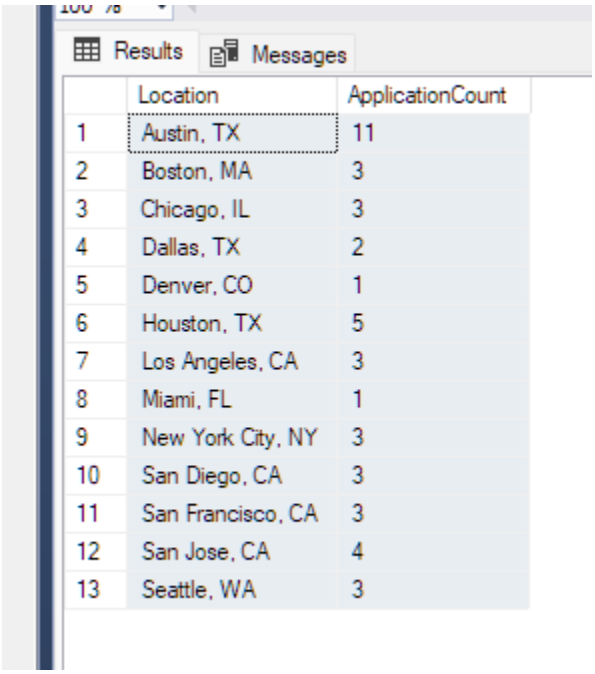
Results | Messages

	Name	FeedbackCount	AverageScore
1	ByteCraft Industries	2	4.455000
2	ByteMatrix Labs	2	2.920000
3	CodeCrafters Corp.	3	2.550000
4	CyberLink Innovations	4	2.047500
5	CyberVanguard Labs	2	4.410000
6	DataStream Innovations	3	3.106666
7	DataTech Innovations	2	2.445000
8	Futurix Solutions	6	3.071666
9	InfiniteLoop Technologies	3	2.623333
10	InnovateTech Solutions	4	2.982500
11	NetConnect Systems	6	3.653333
12	PixelForge Studios	2	3.525000
13	TechGrowth Partners	1	4.540000
14	WebSolutions Pro	5	1.828000

Employers like ByteCraft Industries and CyberVanguard Labs are highly regarded by candidates, which could reflect well on their recruitment processes, work environment, or overall candidate engagement strategies. For NetConnect Systems and Futurix Solutions, the volume of feedback combined with relatively high scores suggests they are actively engaged with candidates and generally provide positive experiences. In contrast, companies with lower ratings, such as WebSolutions Pro and CyberLink Innovations, might need to investigate why their candidate feedback is less favorable and identify areas for improvement. Understanding these perceptions is crucial for employers to enhance their employer brand and attract top talent.

5. Location-Based Internship Demand
   This query examines the demand for internships in different locations, assisting in strategic planning for location-specific internship offerings.



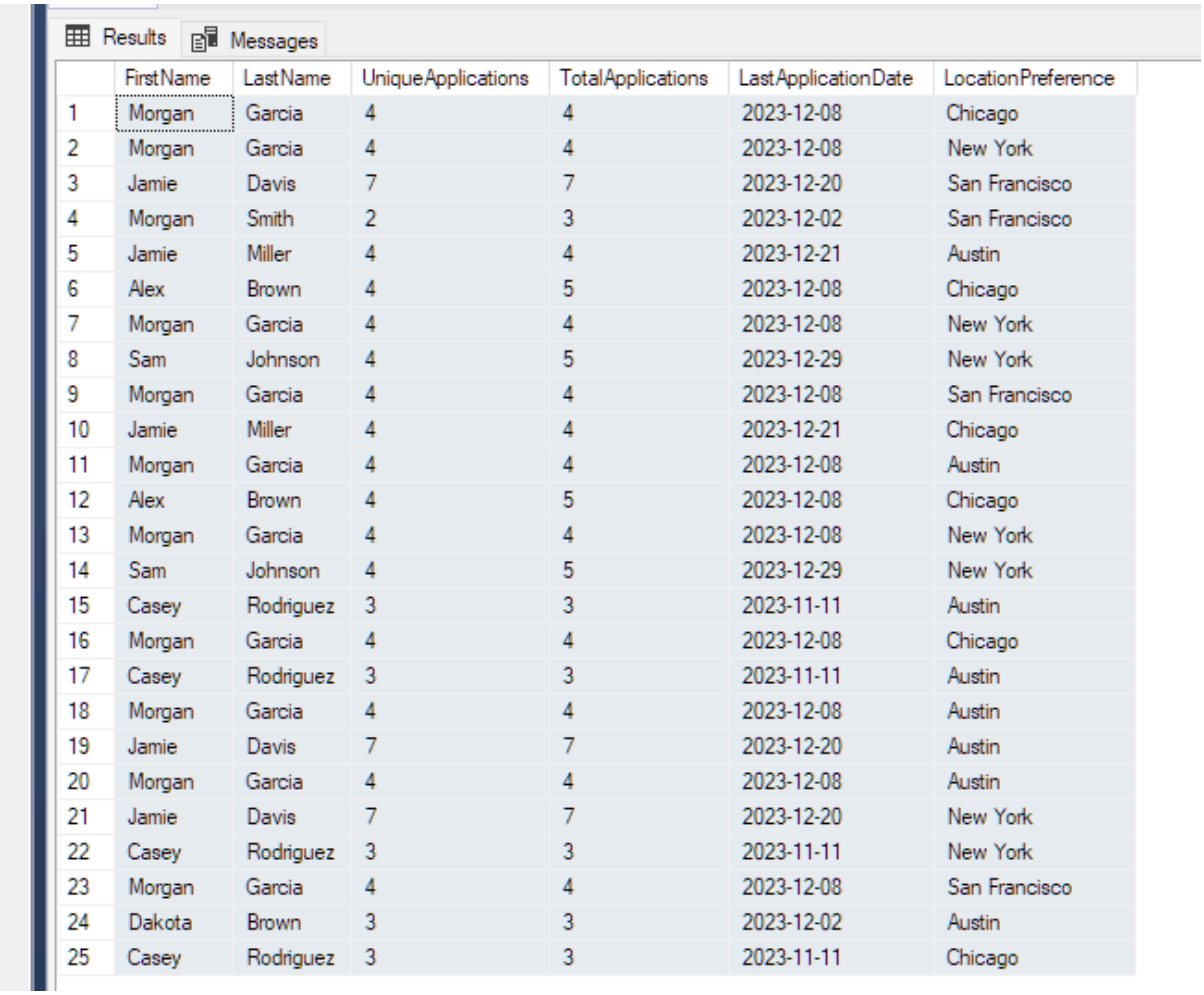
Results | Messages

	Location	ApplicationCount
1	Austin, TX	11
2	Boston, MA	3
3	Chicago, IL	3
4	Dallas, TX	2
5	Denver, CO	1
6	Houston, TX	5
7	Los Angeles, CA	3
8	Miami, FL	1
9	New York City, NY	3
10	San Diego, CA	3
11	San Francisco, CA	3
12	San Jose, CA	4
13	Seattle, WA	3

Austin, TX, stands out as a highly sought-after location for internships, possibly due to its growing reputation as a tech and business hub. The data suggests that candidates may be drawn to the opportunities and lifestyle offered in Austin. Houston, TX, and San Jose, CA, also attract a good number of applications, highlighting their appeal in certain industries or sectors. Meanwhile, cities like Boston, Chicago, and New York City, despite being major urban centers, see only moderate interest, which could be due to a variety of factors, including the nature of internships offered or competition from other locations. For organizations, understanding these geographical preferences is key to strategically positioning their internships and tailoring their outreach efforts to attract the right talent.

Bonus: Candidate Application Statistics: This query focuses on candidates who have demonstrated a high level of interest in internships by submitting applications for more than two positions. It calculates essential application statistics for each candidate, such as the number of

unique applications, total applications, and the date of their last application. Additionally, it associates each candidate's location preference with their application behavior.



Results | Messages

	FirstName	LastName	UniqueApplications	TotalApplications	LastApplicationDate	LocationPreference
1	Morgan	Garcia	4	4	2023-12-08	Chicago
2	Morgan	Garcia	4	4	2023-12-08	New York
3	Jamie	Davis	7	7	2023-12-20	San Francisco
4	Morgan	Smith	2	3	2023-12-02	San Francisco
5	Jamie	Miller	4	4	2023-12-21	Austin
6	Alex	Brown	4	5	2023-12-08	Chicago
7	Morgan	Garcia	4	4	2023-12-08	New York
8	Sam	Johnson	4	5	2023-12-29	New York
9	Morgan	Garcia	4	4	2023-12-08	San Francisco
10	Jamie	Miller	4	4	2023-12-21	Chicago
11	Morgan	Garcia	4	4	2023-12-08	Austin
12	Alex	Brown	4	5	2023-12-08	Chicago
13	Morgan	Garcia	4	4	2023-12-08	New York
14	Sam	Johnson	4	5	2023-12-29	New York
15	Casey	Rodriguez	3	3	2023-11-11	Austin
16	Morgan	Garcia	4	4	2023-12-08	Chicago
17	Casey	Rodriguez	3	3	2023-11-11	Austin
18	Morgan	Garcia	4	4	2023-12-08	Austin
19	Jamie	Davis	7	7	2023-12-20	Austin
20	Morgan	Garcia	4	4	2023-12-08	Austin
21	Jamie	Davis	7	7	2023-12-20	New York
22	Casey	Rodriguez	3	3	2023-11-11	New York
23	Morgan	Garcia	4	4	2023-12-08	San Francisco
24	Dakota	Brown	3	3	2023-12-02	Austin
25	Casey	Rodriguez	3	3	2023-11-11	Chicago

Candidates such as Jamie Davis and Alex Brown have demonstrated substantial engagement by submitting numerous applications. Employers should proactively reach out to these candidates to explore internship opportunities that align with their preferences and skills. Understanding location preferences, as seen with candidates like Morgan Smith and Sam Johnson, enables employers to recommend suitable listings. Moreover, candidates like Casey Rodriguez, who apply to internships in various locations, should be engaged for versatile internship options. Recruitment teams can use the date of the last application to prioritize candidates who have recently demonstrated interest, increasing the likelihood of successful placements. In summary, this query offers valuable insights into candidate behavior and preferences, guiding recruitment strategies for more effective engagement and improved match quality.

Joe

1. Event Attendance Analysis
   The query analyzes candidate attendance at various events, helping to gauge the popularity and effectiveness of different types of events.

Results | Messages

	Name	Date	AttendeeCount
1	CyberSecurity Symposium	2023-03-09	4
2	WebDev Expo	2023-04-25	4
3	TechCon 2023	2023-05-08	3
4	DataScience Summit	2023-05-24	2
5	TechStartup Expo	2023-07-25	3
6	CodeCrafters Conference	2023-08-01	5
7	AI Innovators Forum	2023-08-03	2
8	Software Engineering Symposium	2023-08-24	3
9	IoT Revolution Conference	2023-08-26	2
10	Blockchain Connect	2023-09-03	4
11	DevOps World	2023-09-12	2
12	AnalyticsXperience	2023-09-21	5
13	MobileTech Showcase	2023-10-19	3
14	Digital Transformation Summit	2023-10-21	3

The varying levels of attendance at different events highlight the diverse interests of candidates. High attendance at events like the CodeCrafters Conference and AnalyticsXperience suggests these topics resonate strongly with the candidate pool, possibly due to current industry trends or job market demands. For organizers and companies, understanding these preferences can guide the planning and promotion of future events to maximize engagement and relevance. The lower attendance at some events might warrant a review of their timing, themes, or marketing strategies to better align with candidate interests and schedules.

2. Most Popular Event Types
   It identifies the most popular types of events based on candidate attendance, offering insights into which event types are most engaging for candidates.

100 %

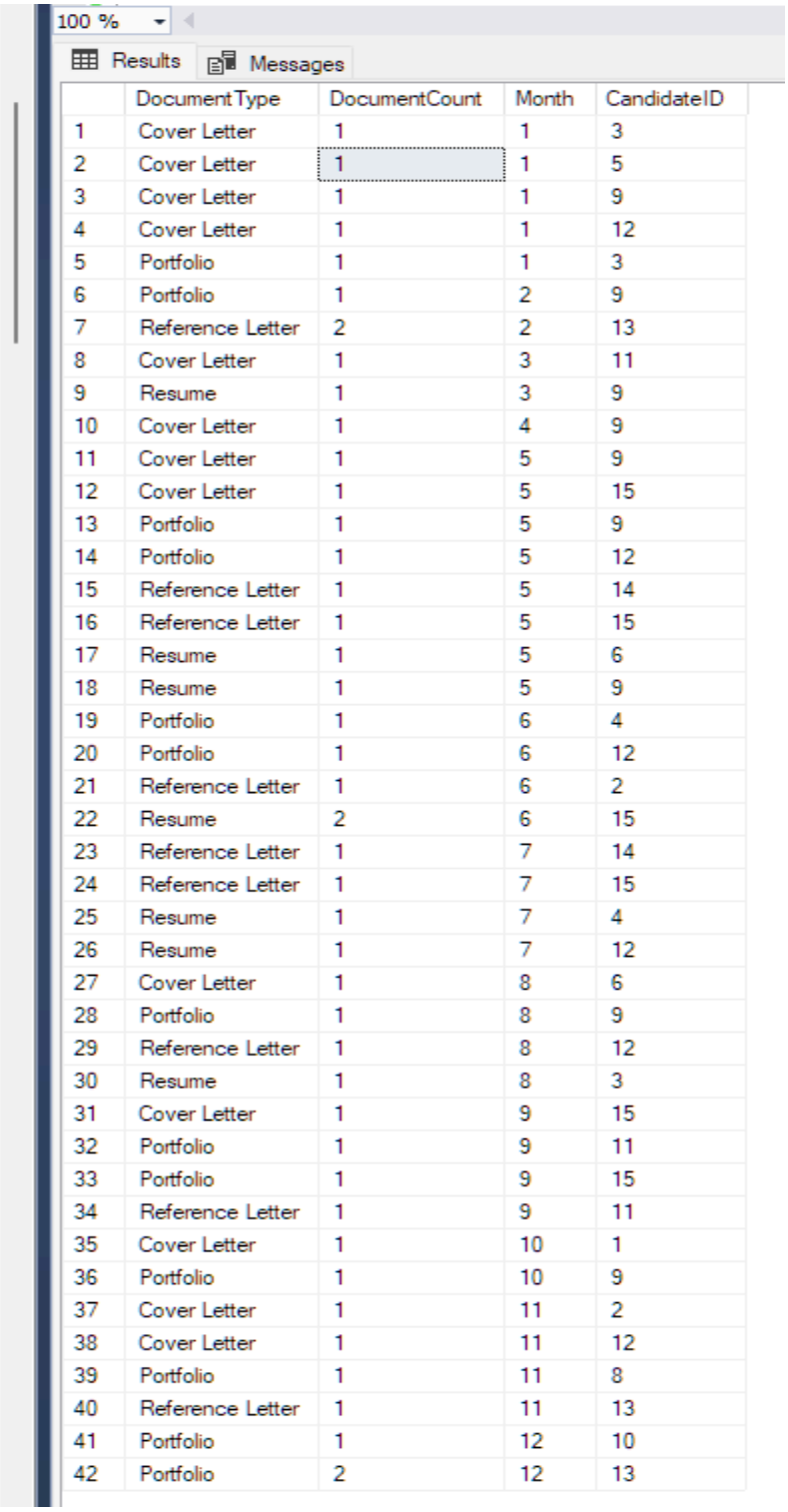
Results | Messages

	Description	AttendanceCount
1	For software developers and engineers, this conference explores the latest trends and coding techniques.	5
2	Unlock the power of data analytics to drive informed decision-making.	5
3	Explore the transformative potential of blockchain technology and its real-world applications.	4
4	Explore the future of web development with expert speakers and hands-on workshops.	4
5	A gathering of cybersecurity experts to discuss strategies for protecting digital assets.	4
6	Connect with startups, investors, and tech enthusiasts in this vibrant startup ecosystem.	3
7	Discover the latest advancements in mobile technology and app development.	3
8	For software engineers and architects, this symposium delves into software design and development.	3
9	Learn how digital transformation is reshaping industries and business strategies.	3
10	The largest tech conference of the year, featuring cutting-edge presentations and workshops on emerging technologies.	3
11	Explore the Internet of Things and its impact on industries ranging from healthcare to manufacturing.	2
12	Join top data scientists and analysts for a deep dive into data science methodologies and best practices.	2
13	Learn about the intersection of development and operations and how DevOps is reshaping IT.	2
14	Discover the potential of artificial intelligence and its impact on industries worldwide.	2

The high attendance at events related to software development, data analytics, and blockchain technology points to these being hot topics in the industry, possibly due to their significant impact on current job market trends and future opportunities. The popularity of these events suggests that candidates are keen to stay updated on the latest trends and skills in these areas. For event organizers and companies, this information is valuable for tailoring future events to align with the most engaging topics. The moderate interest in other areas might also reflect the diverse interests of the candidate pool, underscoring the importance of offering a variety of events to cater to different professional aspirations and curiosities.

3. Document Submission Trends

This query tracks trends in document submissions over time, useful for understanding compliance and responsiveness in the application process.



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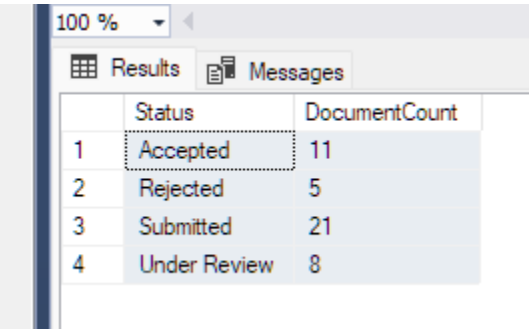
Results | Messages

	DocumentType	DocumentCount	Month	CandidateID
1	Cover Letter	1	1	3
2	Cover Letter	1	1	5
3	Cover Letter	1	1	9
4	Cover Letter	1	1	12
5	Portfolio	1	1	3
6	Portfolio	1	2	9
7	Reference Letter	2	2	13
8	Cover Letter	1	3	11
9	Resume	1	3	9
10	Cover Letter	1	4	9
11	Cover Letter	1	5	9
12	Cover Letter	1	5	15
13	Portfolio	1	5	9
14	Portfolio	1	5	12
15	Reference Letter	1	5	14
16	Reference Letter	1	5	15
17	Resume	1	5	6
18	Resume	1	5	9
19	Portfolio	1	6	4
20	Portfolio	1	6	12
21	Reference Letter	1	6	2
22	Resume	2	6	15
23	Reference Letter	1	7	14
24	Reference Letter	1	7	15
25	Resume	1	7	4
26	Resume	1	7	12
27	Cover Letter	1	8	6
28	Portfolio	1	8	9
29	Reference Letter	1	8	12
30	Resume	1	8	3
31	Cover Letter	1	9	15
32	Portfolio	1	9	11
33	Portfolio	1	9	15
34	Reference Letter	1	9	11
35	Cover Letter	1	10	1
36	Portfolio	1	10	9
37	Cover Letter	1	11	2
38	Cover Letter	1	11	12
39	Portfolio	1	11	8
40	Reference Letter	1	11	13
41	Portfolio	1	12	10
42	Portfolio	2	12	13

The varied submission patterns of different document types indicate that candidates are actively engaging with the application process throughout the year, with particular peaks in activity. The consistent submission of cover letters and portfolios might reflect their

importance in the application process. Academic calendars, internship cycles, or job market trends could all have an impact on the increase in document submissions during particular months. This information is valuable for organizations in planning their recruitment cycles and preparing for periods of high candidate activity. Additionally, understanding these trends can aid in providing timely support and resources to candidates, such as workshops on resume writing or portfolio development, especially during peak submission times.

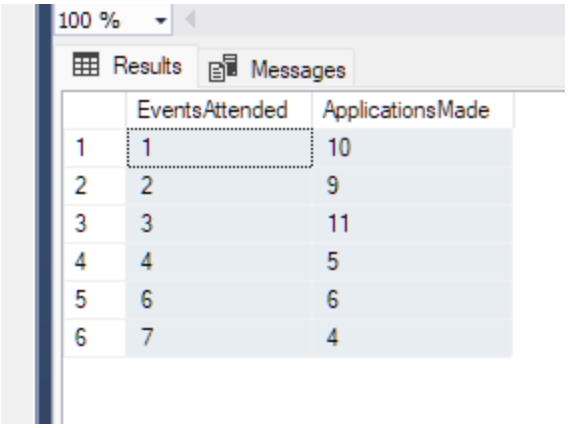
4. Application Status and Required Documents
   It correlates application status with document submissions, providing insights into the relationship between application completeness and success.



	Status	DocumentCount
1	Accepted	11
2	Rejected	5
3	Submitted	21
4	Under Review	8

   The data suggests a notable trend where applications that eventually get accepted tend to have a higher number of documents submitted, possibly implying the thoroughness or completeness of these applications. The lower number of documents in rejected applications might point to a lack of sufficient supporting materials, which could be a factor in their rejection. For applications in the 'Submitted' or 'Under Review' stages, the higher document count reflects active candidate engagement and possibly the requirements of the application process. This insight can guide organizations in advising candidates on the importance of comprehensive documentation for their applications. It also highlights the need for a robust review process to adequately assess the applications that come with a higher volume of supporting documents.

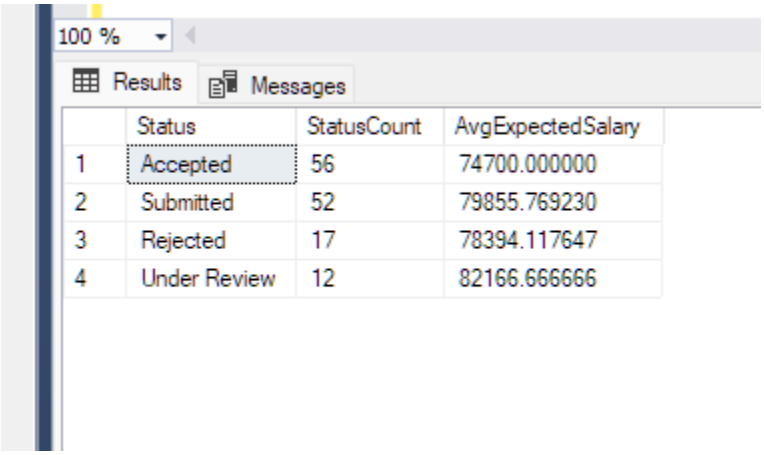
5. Event Impact on Application Rates
   The query investigates the impact of event attendance on application rates, assessing the effectiveness of events in motivating candidates to apply for internships.



	EventsAttended	ApplicationsMade
1	1	10
2	2	9
3	3	11
4	4	5
5	6	6
6	7	4

The data indicates that moderate levels of event participation (attending two to three events) are associated with the highest application rates. This might suggest that candidates who engage with a few key events are more focused or motivated in their job search. Conversely, the decrease in applications among those attending a larger number of events could imply a more selective application strategy or perhaps time constraints due to their high engagement in events. For organizers and career services, these insights are valuable for advising candidates on the potential benefits of strategic event participation. It also suggests that while being active in attending events is beneficial, there is a balance to be struck to ensure candidates are not overwhelmed and are still able to dedicate sufficient time and effort to their applications.

Bonus: Candidate Application Status and Salary Analysis: This query provides a distribution of candidate application statuses while also including the average expected salary of candidates for each status. It can help in analyzing the relationship between application statuses and salary expectations, which may inform recruitment strategies and candidate preferences.



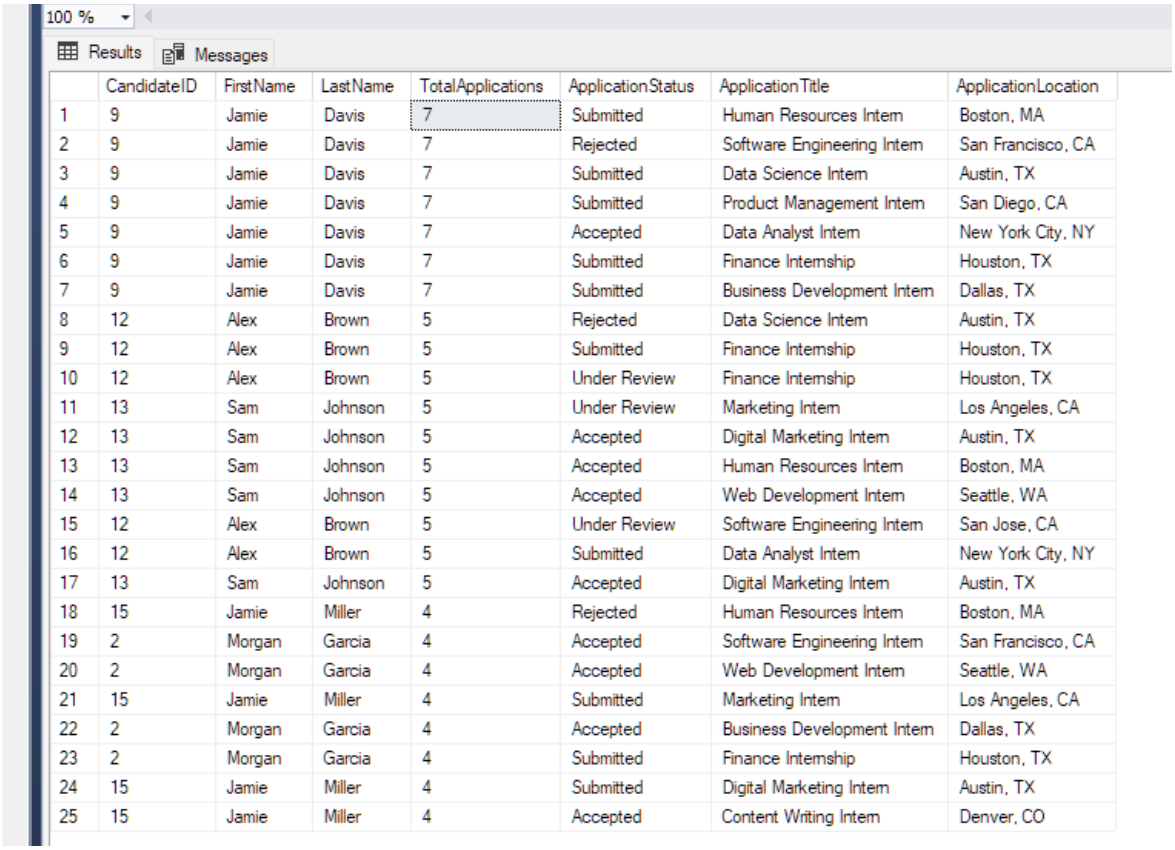
	Status	StatusCount	AvgExpectedSalary
1	Accepted	56	74700.000000
2	Submitted	52	79855.769230
3	Rejected	17	78394.117647
4	Under Review	12	82166.666666

This query provides valuable insights into the relationship between candidate application status and their average expected salaries. It reveals that candidates who have been "Accepted" for internships tend to have the highest average expected salary, indicating that successful candidates have higher salary expectations, likely due to their

qualifications and competition. Interestingly, candidates with "Submitted" applications, still awaiting decisions, have the second-highest average expected salary. This suggests that active job seekers maintain relatively high salary expectations. Even candidates with "Rejected" applications maintain substantial salary aspirations, emphasizing the persistence of high salary expectations. Surprisingly, candidates with "Under Review" applications have the highest average expected salary among all statuses, potentially indicating that those with high salary expectations progress further in the selection process. In summary, application status appears to be correlated with salary expectations, which can inform how employers communicate and make offers to candidates. Understanding these dynamics helps in managing candidate expectations effectively throughout the recruitment process, ensuring alignment between applicants' salary hopes and the positions they pursue.

Database Objects:

This query utilizes a User-Defined Function (UDF) to retrieve candidates based on specific application criteria. It includes candidate information such as CandidateID, FirstName, and LastName, along with the total number of applications made by each candidate using the UDF. Additionally, the query retrieves the application status, application title, and application location for each candidate. The criteria for candidate selection are based on a minimum number of applications defined by the variable @MinApplications. The results are ordered in descending order of the total number of applications made by candidates, allowing for the identification of candidates who meet the specified application threshold. This query provides insights into candidate application behavior and their associated application details.



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Results | Messages

	CandidateID	FirstName	LastName	TotalApplications	ApplicationStatus	ApplicationTitle	ApplicationLocation
1	9	Jamie	Davis	7	Submitted	Human Resources Intern	Boston, MA
2	9	Jamie	Davis	7	Rejected	Software Engineering Intern	San Francisco, CA
3	9	Jamie	Davis	7	Submitted	Data Science Intern	Austin, TX
4	9	Jamie	Davis	7	Submitted	Product Management Intern	San Diego, CA
5	9	Jamie	Davis	7	Accepted	Data Analyst Intern	New York City, NY
6	9	Jamie	Davis	7	Submitted	Finance Internship	Houston, TX
7	9	Jamie	Davis	7	Submitted	Business Development Intern	Dallas, TX
8	12	Alex	Brown	5	Rejected	Data Science Intern	Austin, TX
9	12	Alex	Brown	5	Submitted	Finance Internship	Houston, TX
10	12	Alex	Brown	5	Under Review	Finance Internship	Houston, TX
11	13	Sam	Johnson	5	Under Review	Marketing Intern	Los Angeles, CA
12	13	Sam	Johnson	5	Accepted	Digital Marketing Intern	Austin, TX
13	13	Sam	Johnson	5	Accepted	Human Resources Intern	Boston, MA
14	13	Sam	Johnson	5	Accepted	Web Development Intern	Seattle, WA
15	12	Alex	Brown	5	Under Review	Software Engineering Intern	San Jose, CA
16	12	Alex	Brown	5	Submitted	Data Analyst Intern	New York City, NY
17	13	Sam	Johnson	5	Accepted	Digital Marketing Intern	Austin, TX
18	15	Jamie	Miller	4	Rejected	Human Resources Intern	Boston, MA
19	2	Morgan	Garcia	4	Accepted	Software Engineering Intern	San Francisco, CA
20	2	Morgan	Garcia	4	Accepted	Web Development Intern	Seattle, WA
21	15	Jamie	Miller	4	Submitted	Marketing Intern	Los Angeles, CA
22	2	Morgan	Garcia	4	Accepted	Business Development Intern	Dallas, TX
23	2	Morgan	Garcia	4	Submitted	Finance Internship	Houston, TX
24	15	Jamie	Miller	4	Submitted	Digital Marketing Intern	Austin, TX
25	15	Jamie	Miller	4	Accepted	Content Writing Intern	Denver, CO