

Reflective Journal #3

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CYSE 368: Cybersecurity Internship

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Taylor Youngen and Ashley Emanuele, who work in the HR department, sat down to provide insights into the hiring process and offer advice to fellow students on navigating their career journeys.

Interviewer: Thank you guys for meeting with me. My class wants us to document our experiences and, if possible, interview people here to gain insight that could help future students. I thought it would be interesting to get your perspectives on hiring and HR.

Taylor Youngen: Sure.

Ashley Emanuele: Absolutely.

Interviewer: Do you mind stating your names and titles?

Taylor Youngen: My name is Taylor Youngen, and I'm the Learning and Development Administrator.

Ashley Emanuele: I'm Ashley Emanuele, the Talent Acquisition Specialist.

Interviewer: How long have you been in these positions?

Taylor Youngen: I've been in this position since June of last year. I've been with Busch for over two and a half years, starting as a coordinator in December 2021 until March 2022. Then I moved into the recruiter space until now.

Ashley Emanuele: I was a coordinator from January 2023 until June 2023, and then I moved into my current role.

Interviewer: Was your education different from what you're doing now? What did you study, and where?

Ashley Emanuele: You can go first, Taylor.

Taylor Youngen: I went to CNU and graduated with a bachelor's in Cellular and Molecular Biology. Originally, I wanted to go into pediatric ideology, but the costs and lack of paid internships made it difficult. I ended up working in education and parks and recreation, which led me to for-profit education and eventually into recruiting.

Ashley Emanuele: I went to ODU and got my degree in Sociology. I worked at a behavioral rehabilitation center for children, then moved to Geico as a customer service rep and coach. Eventually, I found my way here, starting as a coordinator and then moving into my current role.

Interviewer: Did you ever go back to get a degree for HR, or did you keep your original degree?

Ashley Emanuele: No, but I think everyone in our department will pursue their SHRM certification eventually. The company will pay for that. I have considered pursuing a master's in HR or business administration, but I'm more interested in the people-focused aspects of HR like employee engagement and recruiting.

Interviewer: Taylor, did your previous jobs lead you to this role?

Taylor Youngen: Yes, in a way. I always wanted to be a teacher, but I couldn't imagine doing that now. My experience in social work and Geico helped me realize my passion for developing people, which aligns well with my current role.

Interviewer: What advice would you give to people facing challenges with job hunting, especially with the requirement of degrees and experience?

Ashley Emanuele: Marketing yourself effectively in interviews is crucial. Getting the interview is often the hardest part. At Bush, we value people who are ready to be plug-and-play, but finding those people is challenging. It's important to get your foot in the door, even if it means starting in a different role than you aspire to. Once you're in, it's easier to move up.

Taylor Youngen: I agree. Taking a position that may not be directly related to your career goals can still provide valuable experience and opportunities for growth within the company. A good recruiter will recognize your potential and help you advance.

This journal reflects 150 hours as an IT Summer Intern for Busch Vacuum Solutions in Virginia Beach, Virginia.

Interviewer: Do you think that experience from unrelated jobs can be valuable in other roles?

Ashley Emanuele: Absolutely. Skills from different jobs, like customer relations or handling difficult situations, can be transferable to any role. It's about how you market those experiences and apply them to your new job.

Taylor Youngen: Yes, the ability to adapt and learn from various experiences is highly valuable. It shows your versatility and readiness to take on new challenges.