

*Welcome to the 2007
Summer Intern Conference!!*



Why Are You Here?

- **To Learn**
- **To Network**
- **To Have Fun**

Take a moment to reflect...

- What do I hope to learn about Alcoa that I don't know today?
- What questions do I have that I hope to get answered at this conference?
- How can I contribute?

Alcoa is...

- Big
- Challenging
- Changing
- Competitive
- Complex
- Decentralized
- Diverse
- Ethical
- Fast-Paced
- Global
- Innovative
- Lean
- Powerful
- Rewarding
- Safe
- Stable
- Successful
- Sustainable
- Technology-Driven
- Values-Driven

Alcoa's Vision and Values

- To be the best company in the world—in the eyes of our customers, shareholders, communities and people
- Accountability
- Customer
- EHS
- Excellence
- Integrity
- People
- Profitability

Why Are Internships Important?

- **Provides you with an opportunity to...**
 - ◆ **network and build relationships that may be beneficial in a permanent job search**
 - ◆ **connect your academic learning to practical applications**
 - ◆ **learn about your own likes, dislikes, interests, and values (self-discovery)**
 - ◆ **experience the company's culture / work environment**
 - ◆ **develop professional skills and work habits that employers look for**
 - ◆ **prove yourself (view it as a 3 month interview!)**
 - ◆ **bring new perspectives to old problems**
 - ◆ **gain a powerful edge over other candidates**

Current Trends

- The projected labor force growth will be affected by the aging of the baby-boom generation—persons born between 1946 and 1964. In 2012, the baby-boom cohort will be 48 to 66 years.
- 80% of jobs are NOT advertised; 60% are filled through networking.
- The United States has experienced 33 consecutive months of job growth for a total of more than 5.3 million net new jobs created since August 2003.
- The current unemployment rate in the United States is 4.5%...and declining.
- Companies are increasingly hiring for fit...then training for skill.
- Between now and 2013, the demand for labor is expected to exceed supply by 35 million jobs.
- Employers report higher retention rates among employees who began as interns.
- About one-third of our nation's workforce of approximately 150 million people leave their jobs every year and find new ones, largely because of better opportunities.

Current Trends (continued)

- The average American worker will have had 10 jobs by the time he or she is 38 years old.
- The average cost of college increases at twice the rate of inflation:
 - ◆ Four-year private: \$22,218 (up 5.9% from last year)
 - ◆ Four-year public: \$5,836 (up 6.3% from last year)
- Private student loans now total \$17.3 billion, having grown at an average annual rate of about 27% since 2000.
- Many of today's students owe \$100K+ in student loans when they graduate—many will still be repaying those loans when their own children start college.
- It is estimated that college graduates will earn ~\$1 million more over their lifetimes than individuals with only a high school diploma.
- Employers are starting to use social networking sites to learn more about candidates they are considering for hire.
- Increased competition for new college graduates is translating into higher starting salaries.

Career Advice

- Don't be afraid to ask questions, challenge, and make suggestions for improvement
 - ◆ ...learn to appreciate those qualities in others
- Always look for learning opportunities
- Set the bar high for yourself
- If you've gone down the wrong career path, it's never too late to change
- Have some fun

Career Quotes...

- “Pleasure in the job puts perfection in the work.”
(Aristotle)
- “People rarely succeed unless they have fun in what they are doing.”
(Dale Carnegie)
- “Never continue in a job you don't enjoy. If you're happy in what you're doing, you'll like yourself, you'll have inner peace. And if you have that, along with physical health, you will have had more success than you could possibly have imagined.”
(Johnny Carson)