

Hive Connection

Spring 2026

Fall 2026 Events

FLOAT YOUR WAY TO SUCCESS

October 8, 2026

University Campus – Library 100
11:00 am – 1:00 pm

JOBS & JAVA

October 21, 2026

City College – Tech Commons &
Health Science Building Lobby
10:00 am – 12:00 pm

NETWORKING MIX & MINGLE

November 4, 2026

University Campus – Glacier Room
4:30 pm – 6:00 pm

EMPLOYERS ON CAMPUS

September - November 2026

University Campus – LA/LI Lobby
City College – Tech Commons &
Health Science Building Lobby
11:00 am – 1:00 pm



Headshot Studio

WALK-IN HOURS

Monday, Wednesday & Friday
10:00 am – 11:00 am

Tuesday & Thursday
2:00 pm – 3:00 pm

ALSO BY APPOINTMENT



Services we offer:

- ✓ Major & Career Exploration
- ✓ Job Shadowing & Occupational Interviews
- ✓ Internship & Job Searches
- ✓ Résumés, Cover Letters & Mock Interviews
- ✓ Professional Headshot Studio
- ✓ Virtual Internship & Job Fair
- ✓ Professional Networking Opportunities
- ✓ CareerLink Online Job Board
- ✓ Professional Closet

The Shift to Skills-Based Hiring

Evolving technologies are rapidly transforming the economic landscape, and employers are embracing new hiring strategies to keep pace. According to NACE's [2026 Job Outlook](#), 70% of corporate survey respondents reported using a skills-based hiring model for entry-level positions, prioritizing skill competency and practical experience over credentials and longevity-based qualifications. Recruiters increasingly incorporate hands-on skill testing and portfolio submissions into application requirements and evaluate how candidates describe and apply their skills and experience in the workplace through tailored interview questions. Students can proactively prepare for this shift to skills-based recruitment in a number of ways at MSU Billings.

Experiential Learning

Experiential learning through internships, student teaching, and clinical rotations builds technical and professional skills, such as effective communication, collaboration, and adaptability. During the 2024–2025 academic year, students across 33 majors stepped beyond the classroom to complete 212 [internships](#) at 124 businesses and organizations, ranging from Askin Construction and Brown's Auto Service to Phillips 66, Bravera Bank, and Alternatives, Inc.

In recent years, MSU Billings interns have designed websites and launched marketing campaigns, created an in-depth watershed management report, developed an ADA-accessibility plan for a riverside park, and curated art and history exhibits. Others have supported tax preparation, managed retail operations, and gained hands-on experience with athletic training, IT support services, and environmental monitoring at industrial sites. Interns have built critical skills in case management, counseling, and trauma-informed care within mental health settings or participated in criminal justice operations at law enforcement agencies and corrections facilities. Likewise, Education students put theory into practice by designing and delivering lessons and managing classroom behavior as student teachers, and City College nursing, sonography, and radiologic technology students complete extensive clinical hours at hospitals, clinics, and long-term care facilities to develop clinical and professional competency.

Research & Project-Based Assignments

MSU Billings faculty further bolster skill building through undergraduate research opportunities and project-based

assignments. Project-based assignments require students to apply academic concepts to practical, often complex scenarios. As a result, students develop critical thinking and problem-solving skills, learn to navigate time constraints and professional expectations, and gain experience collaborating with others to achieve shared goals. These assignments also help students build tangible work products they can showcase to employers.

Yellowjackets across disciplines engage in hands-on, real-world learning that brings their fields to life. Business Administration students craft business plans, develop marketing campaigns, and manage investment portfolios, while Political Science students conduct and analyze a statewide public opinion poll. History students applied cutting-edge ground-penetrating technology to map unmarked graves at Billings' cemeteries, and Environmental Studies students use GIS and geospatial technology during GIS Day to contribute to emergency response and infrastructure planning efforts. In the sciences, students contribute to laboratory research on cancer and neurodegenerative diseases or conduct fieldwork identifying invasive plant species. Meanwhile, Construction Management students take their skills from blueprint to reality by planning, budgeting, and building a tiny house, and, last fall, students in the Automotive Collision Repair and Refinishing program refurbished an older model passenger van to donate to the Special K Ranch in Columbus.

Job Readiness Services

Students entering the workforce often focus their job search primarily around their degree or credential without fully recognizing the value of their academic and experiential skills or knowing how to clearly articulate them when applying for jobs. Career & Employment Services can bridge that gap by helping students identify and translate their skills and experience into strong résumés and cover letters. Career specialists are also available to conduct practice interviews that help students confidently and effectively communicate their qualifications during professional interviews. In short, MSU Billings empowers students to successfully compete in a job market that increasingly leans into skills-based hiring.

Stay connected with us!





Congratulations to our BEE Award recipients!

These student workers were recognized for going Beyond Everyday Expectations.

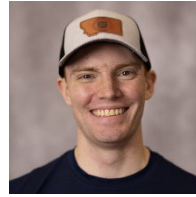
Spring 2026



Ethan LeBrun

Center for Engagement

Ethan is one of our SUB Managers, and he always demonstrates what hard work is when he is in the office. He always seems to get stuck with some of the bigger tasks, and he knocks those task out without any hesitation and is very timely with his schedule. He shows up willing to work hard on anything you assign him. He truly is a team player, and we love and appreciate him! — Bailey Stenger, Student Engagement Coordinator



Zane Nelson

Center for Engagement

Zane is one of our SUB Managers, and he has been a joy to be around. I don't think he has ever come into work in a bad mood. He shows up ready to work and very willing to do whatever task he has for the day. He deserves the recognition for all the hard work he does for us on a daily! We LOVE having him working for us, and we're grateful for everything he does for our team. — Bailey Stenger, Student Engagement Coordinator



Taya Falcon

Art Department

Taya goes above and beyond every time she works. She shows up with enthusiasm for a job that is sometimes exhausting and cares for the studio and the students who share it. — Stephanie Dishno, Assistant Professor of Ceramics



Amber Pearson

Music Department

Amber is reliable, works quickly, and always does a fine job. She is also a good communicator. I want to recognize Amber for doing an awesome job on every project that I hand her. — Elysia Larson, Program Coordinator



Dominic Marx

Psychology Department

Dominic Marx consistently goes beyond everyday expectations in his role as a Graduate Assistant. While his primary responsibilities include grading and responding to students, he approaches these tasks with a level of professionalism and care that exceeds what is required. He provides timely, thoughtful feedback that helps students actually understand the material rather than simply complete assignments, and he communicates with students in a way that is both respectful and supportive. Students benefit from his responsiveness and clarity, especially in an online environment where connection can be limited.

In addition, Dominic brings initiative and reliability to his broader work within the department. He balances his responsibilities as a Graduate Assistant with leadership roles in the psychology lab and applied work in a clinical setting, yet continues to show up consistently and follow through on expectations. He does not cut corners, and he contributes to a positive, professional learning environment for both students and faculty. Dominic's steady commitment to doing his work well—and doing it in a way that supports others—is a clear example of going beyond everyday expectations. — Dr. Kameron Nelson, Assistant Professor of Psychology

Student Employee Appreciation Week



Emma, Cara, and Becky delivered “appreciation station” decoration kits, certificates of recognition, and 93 gift bags to departments during Student Employee Appreciation Week in mid-April. The event celebrated the incredible job that student workers do on both campuses. Appreciation-themed treats were available to students in Library 100 and Jacket Student Central throughout the week.



Intern of the Semester Awards

Congratulations to our Summer and Fall 2025 interns! Selection is based on employer and faculty nominations.

COLLEGE OF EDUCATION

Rylee Treu | M.Ed. Theory & Practice | Academic Support Center



Rylee met my expectations with regards to creating training modules for future ASC student employees. The modules are thoughtful, interactive, and thorough. Her training modules will not only help our staff to recognize symptoms but assist in remediation. I feel as if her training modules will be training ASC staff members and helping MSUB students for many years to come.

[Rylee] is reliable, punctual, and well spoken. Her professionalism sets a high standard for other interns. Additionally, she is very coachable. She not only listens to criticism but takes action to consistently look for ways to improve. ... I saw those improvements firsthand within the training modules. Each module got better and more [insightful] with each meeting. — Lucas Logan, Assistant Director of STEM

COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES

Morgan Finn | Art | Western Heritage Center



Morgan consistently exceeded expectations in both quality of work and initiative, particularly within the museum environment. She demonstrated exceptional adaptation, strong research skills, and a professional work ethic. Her initiative stood out by offering thoughtful solutions, and [taking] on any task that she was asked to do. Whether

assisting with collections care, exhibit preparation, or interpretive research, [she] brought reliability, creativity, and a deep respect for museum standards. Her contributions strengthened our workflows and elevated the final quality of several projects. ...

What set her apart was the ability to work seamlessly with staff and visitors, adapting to different environments while maintaining a positive attitude. Her professionalism contributed to a smooth, productive work environment. This exceptional conduct makes the nominee highly deserving of the Intern of the Semester Award. — Cecelia Gavinsky, Director of Collections

COLLEGE OF BUSINESS

Lara McLain | Business Management | Magic Diamond Casino



[A] change in management structure necessitated more from [Lara's] position than is usually asked, and Lara volunteered for the brunt of responsibility. She depended on her colleagues, looked to her supervisors when appropriate, and stepped up to the plate without hesitation. ... Lara has a knack for mitigation and leadership ... [and] balanced the human aspects with the "corporate" aspects of her position.

CITY COLLEGE

Wilhelm Scott | Construction Management | Askin Construction



Wilhelm's values as a young man are exactly what I hope for in all of my employees. I feel blessed that he chose Askin as the company he wanted to learn from. I plan on keeping Wilhelm for a very long time.

I feel Wilhelm learned a lot this summer about what a Project Manager actually does. He wanted to get his tasks done right even if it meant doing them on his own time. ...

I think Wilhelm possesses behaviors and skills that I often don't see in seasoned employees let alone someone who is fairly new to the work force. — Dennis Ross, General Manager

COLLEGE OF HEALTH PROFESSIONS & SCIENCE

Elizabeth Gregory | Human Services | The Village



[Elizabeth] goes above and beyond her normal work duties to meet families where they are at, thinking creatively to find ways to support parents and children, as well as helping her coworkers when needed. ... She has a great sense of humor, which is needed in this field, and her positivity lends to a positive work environment for all employees. Elizabeth is

insightful and eager to learn and improve her skills. ... She treats families with dignity and respect and is able to have hard conversations in respectful ways. This quality is essential in the work and Elizabeth strives to do the best she can.

Elizabeth is an asset to The Village, and we are so thankful for her. She has had families request to continue working with her due to her ongoing support, knowledge, and non-judgmental attitude. Elizabeth is a true social worker that is committed to family safety and well-being. She is an advocate for her clients. It has been a true pleasure to have Elizabeth at The Village. — Dannielle Griffin, Family Coach Supervisor

Lara has great potential before her; I am excited to learn of where she finds herself. Though she is a great asset to her current position, it will be a privilege to see her excel similarly in a position of her own success. — Hunter Hash, District Manager

Internship Site Supervisor of the Semester Awards

Selection for this award recognizing outstanding site supervisors is based on nominations submitted by Summer and Fall 2025 interns.

Stacey Sorge | Phillips 66



Stacey Sorge, my site supervisor, was an incredible and invaluable part of my internship. She was there every step of the way, rooting for my success and was always available to answer any and all questions. Additionally, Stacey went out of her way to make sure I could experience as many different perspectives of this industry as she could.

Stacey routinely held meetings with her higher-ups that championed not only my growth as an intern but paved the way for a full-time career within the company. From start to finish, she was there every step of the way setting me up for success. This internship would in no way have been nearly as successful as it was without her guidance, experience and tenacity that she put forth each and every day providing an opportunity to learn. ...

The experiences and opportunities that the P66 internship provides are second to none, and much of that success can be attributed to Stacey's guidance and perseverance in providing a first rate, hands on internship. ... I consider myself incredibly lucky to have had her as a mentor, and I consider myself equally as lucky to now call her my co-worker/supervisor. — Daniel Lee, Process Plant Technology

Abria Boze | Western Skies Strategies



I can preach on and on about how great of a supervisor Abria is. When I joined the Skies, we discussed some of the out-of-state travel that they sometimes go on for clients. One of

those locations was Washington D.C., which is a common occurrence since we handle federal policy and lobbying. I remember telling her back in January how cool it would be to go out to D.C. and experience the hustle and bustle of Capitol Hill. Since then, Abria pushed and preached for me to get out to D.C. [In July], I traveled to D.C. to be a part of a client's fly in with the state senators, commissioners, and departments. That meant so much to me, and I'll always remember that experience until my next fly in.

Abria consistently pushed me to step out of my comfort zone or just simply encouraged me to do something that I wasn't familiar with or that wouldn't necessarily be my first choice. Throughout the last 8 months with the firm, she has been my biggest supporter and the best mentor to learn and grow from. Like I had said before, one of the biggest things that has helped me succeed was her challenging and believing in me.

I learned a lot of personal and professional lessons during my internship. One thing that will stick with me is being confident in yourself and your work. As I sat in on important meetings, met legislators, took part in professional conferences, I learned that the way you carry yourself and express your confidence will be one reason that I will succeed in my future. — Autumn Henke, Business Management

Danniale Griffin | The Village



I am impressed with my supervisor's willingness to teach and have me grow. Every single day she checks in with me, offers advice, and advocates for my well-being, mentally, physically, and professionally.

Danniale is incredibly educated and professional. She has a unique ability to have hard conversations with people without hurting feelings. This is something I do not have at all, and being able to learn from her has been a huge growth point for me. ... She definitely taught me how to advocate for others in an effective way, and that we never need to be scared to stand up for people. I knew this to some extent before, but she does it fearlessly every single day.

I think Danniale deserves to be recognized for her hard work and for the effort she puts into creating positive change in other people, both her employees and her clients. I am very proud to be working at The Village. — Elizabeth Gregory, Human Services

Karen Boe | Kid Counseling Montana



Karen is a well-respected and recognized Registered Play Therapist who has seen it all. She is ambitious and continues to grow and learn while working with her clients to continue to provide the most effective and

up-to-date service. She is one of the few if not the only person in Montana who has a certified play therapy assistant dog and recently became a supervisor to aid in more people being trained and licensed. She is also studying for her doctoral and is very interested in neurobiology which we often discussed in any down time we ended up with.

She was kind, supportive, thorough, and experienced. I feel her main objective was to provide experience and to contribute to guiding an aspiring therapist through the hoops that many experience fresh out of college.

I was thoroughly impressed by her willingness to guide me with suggestions, explanations of what we had done or seen that day, and positive feedback on my work with the clients. ... She offered advice on career paths, not to [steer] me in any one direction, but to really search and find my niche and work to be the best at it. I have come to admire her work ethic and knowledge, and it was truly fulfilling to receive her support and compliments. I am grateful for the lessons she allowed me to learn under her and the all-around positive experience it was dipping my toes into the field. — Samantha Fairchild, Psychology

Employer Partnership Program

The [Employer Partnership Program](#), a unique opportunity managed by Career & Employment Services, is designed to increase the visibility of local businesses and organizations at MSU Billings. Through this program, employer partners build stronger relationships with the campus community and enhance their marketing and recruiting efforts on campus and online. At the same time, the program supports valuable services that link students with employment and internship opportunities. These partnerships represent an investment in the future workforce and the quality and vitality of the community and the region's economy. We extend our appreciation to our 2025-2026 Employer Partner.

