



# Virtual Career Fair

## Individual vs Group Sessions

### Individual Sessions

15 minutes

One-on-one, personalized interaction. Focused on specific candidate's qualifications and queries.

High engagement and tailored feedback for the individual.

Requires pre-registration or time slot reservations.

Direct and private conversation between candidate and recruiter.

High level of privacy, allowing candidates to discuss sensitive career details.

Fewer complexities due to fewer participants; easier to troubleshoot.

Limited to the recruiter or employer in the session.

Requires both parties to prepare extensively for personalized interaction.

### Group Sessions

30 minutes

One-to-many format, often includes presentations, Q&A, or panel discussions. More general information sharing.

Engagement depends on participant size; individuals may feel less connected.

Often accessible to larger groups without prior scheduling or late registration.

Public or semi-public discussions, with candidates often limited to asking questions during Q&A.

Lower privacy, as candidates share space with others.

Potential technical issues with managing larger groups, such as audio and connectivity challenges.

Provides an opportunity to connect with peers and observe others' interactions and questions.

Preparation focused on broader presentations or discussion topics.