

IOWA STATE UNIVERSITY

Engineering Career Services

Hiring Iowa State University Engineering Students and Alumni

Engineering Career Services (ECS) is the link between employers looking to hire and ISU students and alumni looking for employment. ECS's goal is to facilitate connections and present students and graduates with as many job opportunities as possible. ECS is committed to equal employment opportunity and maintaining a fair and equitable recruiting environment. Employers are encouraged to use the following methods to recruit ISU engineering talent. All services, except for career fairs, are provided free of charge.

Use CyHire to Post Positions and More

ISU operates an online, career management system called CyHire. With this system, employers can post positions and manage on-campus recruiting activities. Students use CyHire as their primary source for information about experiential education and full-time employment opportunities. All professional positions promoted on the ISU campus must be posted in CyHire to help ensure EEO compliance.

<https://cyhire.iastate.edu/employers>

Conduct On-Campus Interviews

The College has a suite of interview rooms available for employers to use at no cost. Students typically have busy schedules and when employers come to campus it makes interviewing very convenient. Employers generally attract more interest in their position(s) and they get exposure, which helps with name recognition. Interview schedules are easily managed through CyHire and ECS will make students aware that your company will be on campus.

Hire Interns and Co-op Students

Employing interns and co-op students is a great way to develop talent, build relationships, and evaluate candidates for potential full-time employment...all while accomplishing real work. Experiential education is a key component of the College's process of preparing strong engineering talent, so our program is very employer friendly. Employers simply hire the student(s) of their choosing, assign engineering-related tasks, and provide supervision and mentoring. If you have any questions about hosting an intern for the summer or a co-op student for a semester or more, please contact ECS.

Participate in Career Fairs

ECS, along with a student leadership team and ambassadors, conducts a spring and a fall career fair each year. Each fair typically attracts five to six thousand students looking for internships, co-ops and full-time employment. These fairs are a great way for a company to fill interview schedules, network with students, and increase name recognition.

Host an Information Session

An information session offers an opportunity to provide an introduction to your organization, discuss employment opportunities, and highlight recruiting activities. They help to increase name recognition and generate interest in working for your organization. Info sessions typically involve a 20 to 30 minute presentation followed by Q&A and networking time. ECS will reserve a room for your use and promote your event to students.

Engage Students

The key to effective recruiting often hinges on connecting to the right individual through professional networking. Job candidates make employment decisions based on a variety of reasons, which include the type of work, company culture, growth potential, distance from hometown, compensation, etc. ECS strives to make it easy for employers to connect with students so matching skills and interests can be identified. Please see our website for information on engaging with our students or feel free to contact us.

Engineering Career Services
3200 Marston Hall
515 294-2540 | ecs@iastate.edu
www.engineering.iastate.edu/ecs/