This report summarizes a variety of information relative to the career development and recruiting activity directed at College of Engineering students. This report also includes data about the co-op and internship work experiences of engineering students, and the career outcomes of recent graduates. All of the information in this report is for the 2017-18 academic year, except the six-month post-graduation career outcome data, which is still being collected. Since the six-month post-graduation placement rate is one of our most important metrics, the latest available data, collected from our 2016-17 graduates, is included.

It should be noted that this is not a comprehensive report of all that the College does to help students prepare for and launch their careers. Most of the major efforts of Engineering Career Services are covered, but many other groups and individuals within the College of Engineering also provide support. Career topics are embedded in many classes, and academic advisors and student organization advisors also make strong contributions. Additionally, our alumni and other friends/supporters of the College, also play an important role. Engineering Career Services is grateful to all of our on- and off-campus partners.

Any questions about any of the information included in this report should be directed to Engineering Career Services at ecs@iastate.edu.
The career development process begins very soon after students enter ISU in Engineering 101 classes. Engineering Career Services (ECS) supports course instructors by making an introductory presentation and providing information as requested. ECS also attends various department open houses and welcome events during the fall semester. Engagement is sustained through regularly-offered seminars on a comprehensive set of topics. Three new topics were added this year that focused on international students, graduate students, and students pursuing graduate school. The reason for the decline in participation in our seminars during the fall semester is not currently understood but is being investigated.

Presentation Topics:
- Understanding Engineering Employers
- Resume Preparation
- CV Preparation
- Cover Letter Writing
- Job Search Strategies
- What’s an Internship & How Do I Get One?
- Making the Most of Your Internship
- Career Fair Prep
- LinkedIn & Networking
- Interviewing
- Job Search & Interviewing for International Students
- Evaluating Offers & Interview Timelines
- Being Successful in Your Engineering Career
- Pursuing Grad School
- Job Search & Networking for Grad Students

Numbers reflect career development presentation attendance only
Over 1000 students/alums met with one of our career advisors during the year. Students schedule 30-minute appointments through CyHire or stop in during drop-in hours. It can be seen from the graph below that the greatest number of sessions occurs in September as students prepare for the fall career fair. The number of sessions in September has decreased in the last two years because we started offering one-minute resume reviews in the weeks leading up to career fairs. During these quick reviews, students are given a brief assessment of the effectiveness of their resume and offered a few suggestions for improvement. Students needing significant help are asked to make an advising appointment. 1229 students took advantage of this service, which is growing in popularity as the second chart below shows.
Employers use our online career management system, CyHire, to post both full-time and co-op/internship positions. Full-time job postings increased slightly during 2017-2018 compared to 2016-2017 (2851 versus 2712). The vast majority of the postings are entry-level positions, but we also receive postings requiring experience as employers look to hire alums that are back on the job market. Co-op and internship opportunities continued to increase this year (1706 total postings versus 1486), and we are working hard to ensure an adequate level of opportunity for our growing population of students.

*Note: In order to meet equal employment opportunity regulations, all positions that employers wish to advertise to our students must be posted in CyHire. Once posted in CyHire, the employer can take additional steps at ISU to further spread the word about the position and connect with students.*
Engineering Career Services collaborates with employers to offer convenient and effective interviewing for our students right here on campus. The number of on-campus interviews continues to grow (4,925 versus 4,573 in the previous year). This is in part due to the expansion of our fall mass interviewing day which takes place on the day after the career fair. Over 2,000 interviews were conducted on this day alone using the Hansen Ag Center. This space (although less than ideal) made it possible to accommodate all interested employers. This contributed to the decrease in the total number of interview trips to campus since some employers did not need to make a second trip to campus. The number of interview schedules is also down which means that employer are promoting fewer distinct positions, but they are interviewing more candidates for each position since the number of interviews increased (Note: one schedule can accommodate up to twelve interviews). Over 340 distinct employers conducted on-campus interviews.

On-Campus Interviewing Trends

Interviews taking place in the Hansen Ag Center on the day following the fall career fair. Note: on all other days during the semester, private meeting rooms in Marston Hall are available to employer for conducting interviews.
Information Sessions

Many employers hold on-campus information sessions to provide students information about their organizations and employment opportunities. These events typically involved a short presentation followed by question and answer time in a classroom, but large, green-space, tent events are held by some employers. Information sessions help employers increase name recognition and generate interest in the positions they are working to fill. They also provide good opportunities for networking. Engineering career services arranges classroom or auditorium space for employers and promotes the events to students. The decline in the number of these events since 2015-16 is due to ISU implementing a policy in 2016 of not allowing food or drinks in classrooms (this policy has since been reversed) resulting in lower student turnout for some events. ECS is working to educate students on the value of these events for networking with recruiters.

Resume Books

Halfway through their final semester, graduating seniors are invited to submit their resumes for inclusion in a resume book. Engineering Career Services reviews all of the submitted resumes and works with the students to make any modifications felt necessary. All employers with a job posting in CyHire are given access to the book. This year, 63 and 55 resumes were included in the fall and spring semester books, respectively.
Each year Engineering Career Services, along with a student executive team, plans and carries out two of the largest career fairs in the nation. All available space was used in the Hilton Coliseum and Scheman Building to accommodate 563 distinct employers at one or both of the fairs (an increase from 540 in 2016-2017). In the fall of 2018 we are planning to offer two career fair dates to maximize the number of opportunities for students and employers to connect. They will be held on Sept. 18th and 25th and both will include a mix of all engineering majors. The 2019 Spring Career Fair will be held on Feb. 12th.
Experiential education provides important learning and professional development opportunities for students, and participation is highly recommended. These opportunities are offered during the semester (co-op) and/or over the summer (internship). Students who register for the internship and co-op class maintain their full-time student status (with no tuition or fees), have the experience documented on their transcripts, and generally receive a better work-learning experience due to the oversight provided by the College. Some students choose not to register their summer internships and these internships are not included in the values shown below. The number of both employers and students participating increased this year (up 13% and 8% respectively).
Over 550 distinct employers helped the College of Engineering develop engineers by employing an engineering co-op or intern student during the 2017-2018 academic year. Employment locations were in 40 states as well as multiple international locations, with the largest concentration in Iowa and the surrounding states. A list of the employers that participated during this reporting period can be found in Appendix A.
Co-op and internship students must complete three assignments to receive a passing grade for the experiential education course. One of the assignments is to provide feedback on their work experience. The feedback provided during 2017-2018 is summarized in the following charts.
Each semester, graduating students are asked to complete a survey at graduation, and those still seeking employment are followed-up with six months after graduation. The following pages summarize the ‘six months post-graduation’ responses for the Class of 2016-2017 and the ‘at-graduation’ responses for the Class of 2017-2018.

Within six months of graduation, 94% of College of Engineering B.S. graduates secured their next destination positions. 79% have accepted employment; 14% are pursuing additional education.

(Note: Does not equal 94% due to rounding.)

### 2016-2017 Career Outcomes at Six Months Post-Graduation

#### B.S. 2016-2017 Career Outcomes at Six Months Post-Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
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<tr>
<td>Agricultural Engineering</td>
<td>22</td>
<td>20</td>
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</tr>
<tr>
<td>Biological Systems Engineering</td>
<td>19</td>
<td>14</td>
<td>10</td>
<td>3</td>
</tr>
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<td>Chemical Engineering</td>
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<td>69</td>
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<td>Civil Engineering</td>
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<td>97</td>
<td>22</td>
</tr>
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<td>Construction Engineering</td>
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### M.S. 2016-2017 Career Outcomes at Six Months Post-Graduation

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<th>Major</th>
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<th>% Placed</th>
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<td>Biorenewable Resources &amp; Technology</td>
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<td>Industrial Engineering</td>
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### PhD 2016-2017 Career Outcomes at Six Months Post-Graduation

<table>
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<td>Biorenewable Resources &amp; Technology</td>
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</table>
# 2017-2018 Career Outcomes at Graduation

## B.S. 2017-2018 Career Outcomes at Graduation

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<th>Employed</th>
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<th>% Placed</th>
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## M.S. 2017-2018 Career Outcomes at Graduation

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<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>% Placed</th>
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<tbody>
<tr>
<td>Aerospace Engineering</td>
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<td>65%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
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<tr>
<td>Bioinformatics &amp; Computational Biology</td>
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<tr>
<td>Materials Engineering</td>
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<td>55%</td>
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<tr>
<td>Systems Engineering</td>
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<tr>
<td><strong>TOTALS</strong></td>
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<td><strong>310</strong></td>
<td><strong>177</strong></td>
<td><strong>52</strong></td>
<td><strong>79%</strong></td>
</tr>
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</table>
**Average Starting Salaries for B.S. Graduates**

Starting salary information is also collected during the career outcomes survey. The values shown in cardinal are ISU averages for each engineering major. The columns indicate the range of values reported. Annual salaries for most majors increased; the average salary for 2017-2018 was $65,965 compared to $64,368 for 2016-2017. The values shown in black are from the spring 2018 nationwide salary survey conducted by the National Association of Colleges and Employers.
Over 450 different employers hired an engineering graduate following their summer 2017, fall 2017 or spring 2018 graduation. Employment locations were concentrated in Iowa and the Midwest, but graduates found employment across the U.S. and in seven international locations. A list of the employers that made a full-time hire during this reporting period can be found in Appendix B.
Engineering Career Services (ECS) provides programming and coaching to help undergraduate students, graduate students, and alumni achieve their goals related to co-ops and internships, full-time employment, or acceptance into a graduate program. ECS helps 1) students and alumni develop career management knowledge and skills, 2) students develop workplace competencies through experiential education, and 3) job seekers and employers connect.

ECS also manages the data collection and reporting that allows students to assess competencies, and faculty and staff to assess outcomes and identify opportunities for continuous improvement. Additionally, ECS works to develop mutually beneficial partnerships with industry that lead to improved student development, an increase in research collaborations, and an increase of support to the College.

**Summary of Services**

- Professional Development and Career Self-Management Education
- Employment Services (i.e. Job Postings, Interviewing, Career Fairs)
- Experiential Education Program Administration
- Formative Assessment for Student Development, Continuous Curriculum Improvement, and Accreditation
- Post-Graduation and Six-Month Follow-Up Outcomes and Other Reports
- Corporate Partnership Building

*Please see our website for additional information*

http://www.engineering.iastate.edu/ecs/
Over 550 distinct employers hired an engineering intern during the 2017-2018 academic year.

3M  
A. Epstein and Sons International, Inc.  
AA Service Co  
Abaci Consulting, Inc.  
Abbott Laboratories  
ACI Mechanical, Inc.  
Adjustable Farms Inc.  
Adolfson & Peterson Construction  
Advance Testing Company, Inc.  
Advanced Bionics  
Affiliated Engineers Inc.  
Ag Leader Technology  
Ag Processing inc a Cooperative (AGP)  
AGCO Corporate Group  
Agri Drain Corporation  
AgriGold  
Agri-Industrial Plastics  
Aherm Fire Protection  
AIRBUS Americas Engineering  
Aircraft Propeller Service, LLC  
Airware  
Ajinomoto North America, Inc  
All Tech Engineering  
Alliant Energy Corporation  
Alis  
Alitec Industries, Inc.  
Altoona Iowa, City of  
Amazon  
Ameren Corporation  
American Flexible Products  
American Ordnance, LLC  
Ames Construction, Inc.  
Ames, City of  
Anheuser-Busch Companies, Inc.  
Anning-Johnson Co  
Archer Daniels Midland Company  
ARCO Design/Build, Inc.  
Arconic  
Arctic Glacier  
Ardissi, Inc.  
ASSA ABLOY Wood Doors  
AT Mechanical  
Athena GTX  
Atlas Copco Compressors  
Badger Meter, Inc.  
Baker Group  
Baker Hughes  
Ball Team, LLC  
Barilla America, Inc.  
Barry-Wehmler Design Group  
Baxter  
Bazooka Formstar, Inc.  
Beal Derkenne Construction  
Beck Group, The  
Beckart Environmental  
Bed’s By George  
Belcon Corporation  
Bernis Company  
Bernardoni Electric Inc.  
Best Buy Co., Inc.  
BHC Rhodes  
Bishop Engineering  
Block & Veatch, Inc.  
Blattner Energy, Inc.  
Bluestone Engineering, LLC  
BMW Manufacturing Corp  
Boeing Company, The  
Bolton & Menk, Inc.  
BorgWarner  
Bosch  
Boston Scientific Corporation  
Bownen Engineering Corporation  
Braun intersect: Corporation  
Briggs & Stratton  
BRK Brands Inc  
Buckman  
Buhler  
BuilderTREND  
Bunge North America  
Bunn-O-Matic Corporation  
Burns & McDonnell  
Cambridge Investment Research Inc.  
Carastar Industries  
Cardinal Glass Industries  
Cargil, Incorporated  
Casey’s General Stores, Inc.  
Caterpillar Inc.  
CBS Mechanical Services  
Ceco Concrete Construction Co., LLC  
CED Industrial Solutions Network  
Cedar Falls, City of  
Cedar Rapids (IA), City of  
Centric Projects  
Cerner Corporation  
CG Schmidt, Inc.  
Chamhassen, City of  
Charles Stark Draper Laboratory, Inc, The  
Chevron Phillips Chemical Company  
Cirrus Aircraft  
City of Milwaukee  
Civco Medical Solutions  
CIVCO Radiotherapy  
Civil Design Advantage  
Clayco  
Clearwater Analytics  
Climate Corporation, The  
Clyser, LLC  
CNH Industrial  
Complex Computation, LLC  
Compressor Controls Corp. Subsidiary of Roper Industries (ES&G Division)  
Conagra Brands  
Conductix-Wampfler  
Continental AG  
Contour Landscaping, Inc.  
Corvid Technologies  
Covenant Construction Services  
Crawford, Murphy & Tilly, Inc.  
Cuilligan International Company  
Cummins, Inc.  
Curran Contracting Company  
Dail Construction Co.  
Daikin Applied  
Dakota County, Minnesota  
Daktronics, Inc.  
Danfoss  
Davenport, City of  
DCI Group  
Dean Snyder Construction Co.  
Dee Zee Manufacturing Inc.  
Deimco, Inc.  
Dens & Roche Builders Inc.  
Dennis Group, The  
Design Engineers, PC  
DieSarín  
Donaldson Company  
Dondlinger Construction  
Doran Companies  
Dow Chemical Company  
DPF Construction, Inc.  
DPT Group  
Dr Pepper Snapple Group
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TEM ENGINEERING & CONSULTING LTD
COMP

TEN Square International, Inc.
Terracon

Texas Instruments Incorporated
Textron Aviation (Beechcraft Corporation
and Cessna Aircraft Company)

Textron, Inc.
The Glacier Group
Thiele Geotech, Inc.

Timberline Manufacturing
Todd & Sargent, Inc.

Top Glove

Toro Company

Trane, Inc / Ingersoll-Rand Company

Traylor Bros., Inc.
Tranter and Associates, Inc.

TSI Incorporated

TURCK

Turner Construction Company

Tyson Foods, Inc.

U.S. Army Corps of Engineers, Rock Island
District Engineering

Uteig Engineers, Inc.
Ultra Machining Company

Union Pacific Railroad
Unison Comfort Technologies

United Piping, Inc.

UnitedHealth Group

UnityPoint Health - Des Moines

Universal Electronics

University of Illinois-Urbana-Champaign

University of Iowa

UPS

US Army Corps of Engineers

US Bank

USDA Natural Resources Conservation
Service

USG (United States Gypsum Company)

UTC Aerospace Systems

Valiant Air Management Systems

Valero Services, Inc.

Van Diest Supply Co.

Van Meter inc

Vanderbilt University

Veenvstra & Kimm, Inc.

Vermeer Corporation

Vertex Pharmaceuticals

VGM Group, The

Viking Pump, Inc.

Village of Cary Public Works

Village of Villa Park Public Works

Viracon

VT industries, Inc.

W. A. Klinger, Inc.

Waldinger Corporation, The

Walsh Group, Inc., The

Walt Disney Company, The

Washington County Engineers

WatchGuard Technologies, Inc

Weiler, Inc.

Weis Builders, Inc.

Weitz Company, The

Welmark

Wells Enterprises, Inc.

Wenger Corporation

Westech Engineering, Inc.

Western Digital

Western Spring Manufacturing

Whirlpool Corp.

Whiting-Turner Contracting Company, The

WHIS & Co.

Wight & Company, Inc.

Winegard Company

Winnebago Industries

Witham Group, The

WMA Consulting Engineers

Wolin Mechanical - Electrical

Woodruff Construction, LLC

Woodward

Woodward Resource Center

Workiva

WRH, Inc

Wright-Patterson AFB 88 SPTG/DPCP6

WSB & Associates, Inc.

Xcel Energy Nuclear Plant

Younglove Construction, L.L.C.

Zirous

Zoetics

Zurich Medical

Zurich North America
Over 450 distinct employers hired an engineering graduate during the 2017-2018 academic year.
GeoStabilization International
Gleeson Constructors & Engineers, L.L.C.
Global Reach Internet Productions
Google
Graco, Inc.
Graham Construction Company
Grain Millers, Inc.
Grain Processing Corporation
Granite Construction
Graycor Services, L. L. C.
Greiner Construction
Grinnell Mutual Reinsurance Company
Hoch Company
Hoeger Engineering
Hamilton County Engineers Office
Hamon Deltak, Inc.
Harley Davidson Motor Company
Harran International
Harris Companies
HDR Engineering, Inc.
Heartland FPG
Helm Group
Henning Companies LLC
Hewlett-Packard
HID Global
Hit Phoenix
HNI Corporation
HTFB Corporation
Hoffmann, Inc.
Hoffmann-LaRoche Inc.
Hon Company
Honeywell Aerospace
Honeywell Federal Manufacturing & Technologies
Hornei Foods Corporation
HR Green, Inc.
Huron Consulting Group
HUSCO International
Hutchinson Technology, Inc.
Hy-Vee, Inc.
I2 Technologies, Inc.
IBM Corporation
IDEX Corporation
import Supply
Indian Health Service (see US Public Health)
infruDrone LLC
Ingress Corporation
Innovative Software Engineering
Institute of Transportation Engineers
Intel Corporation
International Paper Company
Interstates Companies, The
Iowa Department of Transportation
Iowa DOT - Office of Design
Iowa State University
Iowa State University Ag and Biosystems Engineering Department
Iowa State University College of Engineering
ISU
ITC Holdings Corp.
ITW Buildex
IVP Plastics
J.E. Dunn Construction Co.
Jacobs Engineering Group
Jadon University
John Deere
Jordan University of Science and Technology
Kaneohe
Kawasaki Motor Corporation
Keyence Corporation of America
Keyoat
Kiewit
Kimley-Horn and Associates, Inc.
Kingland Systems Corp.
Kingston Services
Kinze Manufacturing
Kohler Company
Kraemer North America
KraftHeinz Company
Kraus-Anderson Construction Company
Kreg Tool Co.
Kuhn North America, Inc.
Kunz & Saffa
Land O'Lakes, Inc.
Landus Cooperative
Leidos
LGI
Lincoln Electric Company, The
Link Manufacturing, Ltd
LKPB Engineers, Inc.
Lockheed Martin Corporation
LyondellBasell
M.A. Mortenson
Maintainer Corporation of Iowa, Inc.
Marshaltown Company
Mauer-Stutz, Inc.
Maxim Integrated Products
MaxLinear, Inc.
McCarthy Building Companies
McClure Engineering Company
Medical Solutions
Medtronic, Inc.
Merck
Mercury Marine
Metro Ready-Mix
Metropolitan Mechanical Contractors, Inc.
Michaud Cooley Erickson
Micron Technology, Inc.
Microsoft Corporation
MidAmerican Energy Company
Midcontinent Independent System Operator
Midwest Applied Solutions
Milender White Construction Co.
Missouri Department of Transportation
Mitsubishi Materials USA Corporation
MMC Contractors
MMS Consultants, Inc.
MODUS
Molex Incorporated
Mondelēz International
Monsanto Company
Morrissey Inc.
Motorola Mobility
MSA Professional Services, Inc.
Nanometrics Inc.
NASA Marshall Space Flight Center
National Nuclear Security Administration
National Renewable Energy Laboratory (NREL)
Naval Nuclear Laboratory
Navistar International
NCCM Company
Nelson Engineering Construction, Inc
Nestlé
Nestle USA, Inc.
Netsmart Technologies
Neumann Brothers, Inc.
New Hampton Metal Fab
New York Independent System Operator
Nexteer Automotive
NihaaPay Inc
Northrop Grumman
Nvidia Corporation
Oceanea Advisors
Olin Corporation
OneS Design, Inc.
Open Systems International, Inc.
Optical Engines Inc.
Optimized Operations 3M
Opus Group, The
Orbital ATK
Oshkosh Corporation
Palantir Technologies
Parametric Studios Inc.
Parke Hendrix Corporation
Patrick Engineering Inc.
PCL Construction Services, Inc.
Peace Corps
Pella Corporation
Pepper Construction
PepperCo
Peraite Clark, LLC
Pernambuena North America
Pharmacists Mutual Insurance Company
Phoenix Contact
Pierce Manufacturing
Polaris Industries
Power Construction Co., LLC
POWER Engineers, Inc.
Power Lift
Power Solutions International Inc
Power/motion
Protum
Premier Mechanical Inc
PricewaterhouseCoopers, LLP
Principal Financial Group
Principal Global Investors
Printer Inc., The
Priority S
Propartner, Inc.
Praxair
Pulte Homes, Inc.
Team Pelrey
Tecollate Energy
Telfigen
Tennessee
Terracan
Tesla Government
Tesla Motors
Tesla, Inc.
Texas A&M Transportation Institute
Texas Instruments Incorporated
Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company)
Textron, Inc.
TGRWA
Therson
Timken Company, The
Titan Tire Corporation
TMC, A Division Of C.H. Robinson
Tommetich Engineering, Inc.
Toro Company
Trane, Inc / Ingersol-Rand Company
Transport Simulation Systems
Troyer Bros., Inc.
Trine Aerospace & Defense
Trotter and Associates, Inc.
TruStile Doors, LLC
Turner Construction Company
U.S. Air Force
U.S. Army Corps of Engineers, Rock Island District Engineering
Unison Comfort Technologies
United Airlines
United Arab Emirates Government
UNITED EQUIPMENT ACCESSORIES, INC.
United States Postal Service
United Technologies Corporation
UnitedHealth Group
Universal Piping Industries
University of California
US Army Corps of Engineers
USG (United States Gypsum Company)
UTC Aerospace Systems
UTC Aerospace Systems-Sensors & Integrated Vaero Services, Inc.
Vermeer Corporation
Vertex Pharmaceuticals
VHB
Viking Automatic Sprinkler Company
Volt Workforce Solutions
W. A. Klinger, Inc.
W.A. Klinger
W.W. Grainger, Inc.
Welding Corporation, The
Welsh Construction
Welsh Group, Inc., The
Wetlow Electric Manufacturing Company
Weico industries, Inc.
Weiler, Inc.
Weitz Company, The
Wells Enterprises, Inc.
WeTech Engineering, Inc.