

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 present students and graduates with as many job opportunities as possible and facilitate connections. 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.

Use CyHire to Post Positions and More

ISU operates an online, career management system called CyHire. With this system, employers can post positions, schedule on-campus interviews and supply information that students may find useful when evaluating whether to apply for a particular position. 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 (Department of Labor requirement). There are no fees associated with using the system. <http://cyhire.iastate.edu>

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 student aware that your company will be on campus.

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 over five 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.

Hire Interns and Co-op Students

Experiential education is a key component of the College's process of preparing strong engineering talent. Internship and co-op opportunities help ISU engineering students see the practicality of their coursework, develop workplace skills, and generally prepare to hit the ground running when they secure full-time positions. Employing an intern or co-op student allows a company to develop talent, build a relationship and evaluate the student worker for potential full-time employment. ECS is ready to work with you to establish a program at your facility.

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
515 294-2540
ecs@iastate.edu
www.engineering.iastate.edu/ecs/