



Four-Year Career Plan



Freshman Year

- Begin reviewing the ECS website information and the Career Prep Course in Canvas and read ECS emails as they provide information about upcoming events, resources, and best practices.
- Polish your image with a professional voicemail message and email signature.
- Log in and start using your free CyHire account: cyhire.iastate.edu/students.
- Get involved in a few student organizations of interest; at least one should be engineering related. Employers like to see that you take initiative to be involved and you will develop additional skills!
- Create or update your resume and have it reviewed by ECS to ensure it is effective before giving it to employers.
- Participate in employer information sessions to learn about companies and to network with recruiters.
- Attend the fall and spring career fairs to practice networking and learn about employers and employment opportunities.

Sophomore Year

- Participate in tasks or projects in your student organizations to develop teamwork, leadership, planning, communication, and other skills.
- Revisit the Career Prep Course in Canvas to learn more about searching for jobs, developing an effective resume, and other best practices in preparation for a co-op or internship.
- Update your resume to reflect new work experiences, student organization involvement, projects, etc.
- Research and evaluate potential employers to build a targeted list. Consider including smaller employers since they typically have smaller applicant pools.
- Use CyHire regularly to check for co-op/internship opportunities, learn about on-campus employer events, and research employers.
- Set up a saved search in CyHire to automatically receive emails about new job postings that meet your criteria.
- Work hard to network and market yourself for a co-op/internship by attending career fairs, employer information sessions, and ECS seminars.

Junior Year

- Update your resume to reflect new work experiences, student organization involvement, projects, etc. and have it reviewed by ECS.
- Attend ECS seminars and revisit the Career Prep Course in Canvas to further understand best practices for your resume, cover letters, interviewing, evaluating offers, and more.
- Continue to be involved in organizations outside of your classes. Seek out teamwork, project management, and leadership opportunities to develop your skills set.
- Research and plan out your technical electives so that they will align with your overall career goals.
- Continue utilizing CyHire as your primary job search tool, but also use secondary sources like company websites, other job aggregators, and professional organization resources since not all employers post their positions in CyHire.
- Take advantage of on-campus networking opportunities such as employer info sessions and career fairs with the goal of obtaining multiple interviews and landing a co-op or internship!

Senior Year

- Update your resume and LinkedIn profile to indicate that you are now seeking full-time employment following graduation.
- Continue utilizing CyHire and other resources to search for and apply to open positions of interest.
- Prepare for the fall career fairs and recruiting season. Many employers attempt to fill the majority of their full-time positions during this time.
- Focus extra effort on networking with employers that are high on your preference list, but remain open to all possibilities that align with your career goals.
- Connect with past employers and network to create new contacts to maximize your full-time job opportunities.
- Utilize ECS seminars, tools in the Career Prep Course in Canvas, and ECS salary data to prepare for the exciting task of evaluating offers.
- Just prior to graduation, please respond to the College of Engineering career outcomes survey so we can satisfy our federal reporting requirements. The data also helps the ISU engineers that follow you!

If your plan is to attend graduate school, please see the information on pursuing grad school on the ECS website.

Engineering Career Services

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