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 2019-20 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 2018-19 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. Since many students prefer on-demand content, a voluntary, career development course is available to all engineering students through Canvas and over 20 videos of our presentations have been added in the past year.

**Presentations**

Over 160 presentations were delivered in 2019-2020!

<table>
<thead>
<tr>
<th>Career Development Seminars</th>
<th>Fall 2019</th>
<th>Spring 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering 101 Classes</td>
<td>28</td>
<td>21</td>
</tr>
<tr>
<td>Other Class Presentations</td>
<td>56</td>
<td>9</td>
</tr>
</tbody>
</table>

- Understanding Engineering Employers
- Resume Preparation
- CV Preparation
- Cover Letter Writing
- Job Search Strategies
- What’s an Internship & How Do I Get One?
- Career Fair Prep
- Networking & Using LinkedIn
- Searching & Applying for Engineering Positions
- Interviewing for Professional Positions
- Job Search & Resumes for International Students
- Evaluating Offers & Negotiating
- Being Successful in Your Engineering Career
- Pursuing Grad School
- Job Search & Networking for Grad Students

Numbers reflect career development presentation attendance only.
Career Advising

Over 1000 students/alums met with one of our career advisors during the year, which was a slight decrease from 2018-2019. The lower number is mostly attributed to the months of March, April, and May when students were not on campus due to COVID-19 and could not take advantage of drop-in hours. Video and phone appointments were available during that time by appointment. It can be seen from the graph below that the greatest number of appointments occur in September and February as students prepare for the career fairs.

Another convenient form of advising provided to students is one-minute resume reviews. 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. 1584 students took advantage of this service, which continues to grow in popularity as the second chart below shows.
Employers use our online career management system, CyHire, to post both post-graduation and co-op/internship positions. Over 2000 post-graduation postings were reviewed and approved during 2019-2020, which was down from the previous year due to the slowing of the economy in 2019 and the COVID-19 global pandemic in 2020. The vast majority of these postings are for entry-level positions, but we also receive postings seeking experienced alums. Co-op and internship postings also decreased this year (1731 vs 1854) due to the same reasons as mentioned above.

**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.
On-Campus Interviewing

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 decreased slightly this year (4,824 versus 5,280 in the previous year). Over 2,000 interviews were conducted in the Scheman Building and Lied Rec Center on the days following the fall career fairs. A total of 335 employer visits and 588 interview schedules were accommodated in 2019-2020. Note: one schedule can accommodate up to twelve interviews. 251 distinct employers conducted on-campus interviews (down slightly from 264 in 2018-2019).

Interviews taking place in the Lied Rec Center on the day following one of the fall career fairs. 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 inform students about their organizations and employment opportunities. These events typically involve a short presentation followed by question and answer time in a classroom setting, 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 total number of information sessions increased compared to last year (110 versus 93 respectively).

Resume Books

The College of Engineering makes limited use of resume books to encourage students to actively pursue employment opportunities. However, halfway through their final semester, graduating seniors are invited to submit their resumes for inclusion in a book. Career Services reviews the resumes and works with the students to increase the effectiveness of their documents. Employers with an active job posting in CyHire are given access to the book. This year, approximately 39 resumes were included in the fall semester book and 58 resumes were included in the spring semester book. To help make additional connections during COVID-19, an internship/co-op resume book was also compiled this spring and 58 students opted in to this book.
Each year Engineering Career Services, along with a student executive team, plans and carries out three of the largest career fairs in the nation. Hilton Coliseum and the Scheman Building were used to accommodate 676 distinct employers at one or more of the fairs (an increase from 642 in 2018-2019). The 2020 fall career fairs will take place virtually due to COVID-19 and will be held on September 15th and 16th.

<table>
<thead>
<tr>
<th></th>
<th>Employers</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester</td>
<td>552</td>
<td>6013</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>341</td>
<td>2989</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>893</strong></td>
<td><strong>9002</strong></td>
</tr>
</tbody>
</table>

676 distinct employers participated in at least one of the fairs.
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 students continued to increase this year (up 4%) while the number of employers decreased slightly (down 1%).
Experiential Education Employers & Locations

Nearly 600 distinct employers helped the College of Engineering develop engineers by employing an engineering co-op or intern student during the 2019-2020 academic year. Employment locations were in 38 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.
Student Feedback on Co-op & Internship Experiences

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 2019-2020 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 2018-2019 and the ‘at-graduation’ responses for the Class of 2019-2020.

Within six months of graduation, 95% of College of Engineering B.S. graduates secured their next destination positions.

84% have accepted employment
12% are pursuing additional education
(Note: Does not equal 95% due to rounding.)

2018-2019 Career Outcomes at Six Months Post-Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>122</td>
<td>104</td>
<td>87</td>
<td>5</td>
<td>88%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>52</td>
<td>50</td>
<td>42</td>
<td>8</td>
<td>100%</td>
</tr>
<tr>
<td>Biological Systems Engineering</td>
<td>25</td>
<td>24</td>
<td>14</td>
<td>10</td>
<td>100%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>152</td>
<td>110</td>
<td>76</td>
<td>20</td>
<td>87%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>161</td>
<td>144</td>
<td>121</td>
<td>21</td>
<td>99%</td>
</tr>
<tr>
<td>Construction Engineering</td>
<td>83</td>
<td>83</td>
<td>82</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>125</td>
<td>118</td>
<td>92</td>
<td>19</td>
<td>94%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>132</td>
<td>122</td>
<td>91</td>
<td>24</td>
<td>94%</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>157</td>
<td>147</td>
<td>129</td>
<td>11</td>
<td>95%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>474</td>
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<td>361</td>
<td>36</td>
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<tr>
<td>Materials Engineering</td>
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<tr>
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M.S. 2018-2019 Career Outcomes at Six Months Post-Graduation

<table>
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<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Placed</th>
<th>%</th>
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</thead>
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<tr>
<td>Aerospace Engineering</td>
<td>14</td>
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<tr>
<td>Agricultural Engineering</td>
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<td>0</td>
<td>0</td>
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<td>-</td>
<td></td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>15</td>
<td>14</td>
<td>4</td>
<td>9</td>
<td>93%</td>
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<tr>
<td>Civil Engineering</td>
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<td>23</td>
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<tr>
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<td>3</td>
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</tr>
<tr>
<td>Engineering Mechanics</td>
<td>1</td>
<td>1</td>
<td>1</td>
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<tr>
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<tr>
<td>Environmental Science</td>
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<tr>
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<tr>
<td>Industrial and Agricultural Technology</td>
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<td>0</td>
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<tr>
<td>Industrial Engineering</td>
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<tr>
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<td>Systems Engineering</td>
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<td>9</td>
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<td><strong>TOTALS</strong></td>
<td><strong>303</strong></td>
<td><strong>261</strong></td>
<td><strong>202</strong></td>
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<td><strong>97%</strong></td>
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PhD 2018-2019 Career Outcomes at Six Months Post-Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Placed</th>
<th>%</th>
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<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>8</td>
<td>8</td>
<td>6</td>
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</tr>
<tr>
<td>Agricultural Engineering</td>
<td>7</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Bioinformatics &amp; Computational Biology</td>
<td>1</td>
<td>0</td>
<td>0</td>
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<td>-</td>
<td></td>
</tr>
<tr>
<td>Biorenewable Resources &amp; Technology</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>12</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>33</td>
<td>30</td>
<td>30</td>
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</tr>
<tr>
<td>Computer Engineering</td>
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<tr>
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<td>16</td>
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<td>4</td>
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<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Mechanical Engineering</td>
<td>28</td>
<td>25</td>
<td>25</td>
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<td>100%</td>
<td></td>
</tr>
<tr>
<td>Materials Science and Engineering</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Sustainable Agriculture</td>
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<td>1</td>
<td>1</td>
<td>0</td>
<td>100%</td>
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</tr>
<tr>
<td>Wind Energy Science, Engineering &amp; Policy</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>134</strong></td>
<td><strong>118</strong></td>
<td><strong>116</strong></td>
<td><strong>0</strong></td>
<td><strong>98%</strong></td>
<td></td>
</tr>
</tbody>
</table>
## 2019-2020 Career Outcomes at Graduation

### B.S. 2019-2020 Career Outcomes at Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Placed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>150</td>
<td>140</td>
<td>73</td>
<td>14</td>
<td>62%</td>
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</tr>
<tr>
<td>Agricultural Engineering</td>
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<td>48</td>
<td>27</td>
<td>5</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>Biological Systems Engineering</td>
<td>27</td>
<td>24</td>
<td>13</td>
<td>4</td>
<td>71%</td>
<td></td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>128</td>
<td>115</td>
<td>44</td>
<td>11</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>146</td>
<td>134</td>
<td>93</td>
<td>20</td>
<td>84%</td>
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</tr>
<tr>
<td>Computer Engineering</td>
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<td>140</td>
<td>84</td>
<td>17</td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>Construction Engineering</td>
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<td>54</td>
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<td>96%</td>
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</tr>
<tr>
<td>Cyber Security Engineering</td>
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<td>2</td>
<td>1</td>
<td>0</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>119</td>
<td>106</td>
<td>58</td>
<td>17</td>
<td>72%</td>
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</tr>
<tr>
<td>Industrial Engineering</td>
<td>132</td>
<td>120</td>
<td>79</td>
<td>6</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>56</td>
<td>51</td>
<td>20</td>
<td>8</td>
<td>55%</td>
<td></td>
</tr>
<tr>
<td>Materials Engineering</td>
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<td>386</td>
<td>179</td>
<td>30</td>
<td>55%</td>
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</tr>
<tr>
<td>Software Engineering</td>
<td>149</td>
<td>134</td>
<td>83</td>
<td>8</td>
<td>69%</td>
<td></td>
</tr>
<tr>
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<td><strong>1452</strong></td>
<td><strong>805</strong></td>
<td><strong>140</strong></td>
<td><strong>66%</strong></td>
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### M.S. 2019-2020 Career Outcomes at Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Placed</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>14</td>
<td>13</td>
<td>6</td>
<td>3</td>
<td>69%</td>
<td></td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>14</td>
<td>13</td>
<td>8</td>
<td>4</td>
<td>92%</td>
<td></td>
</tr>
<tr>
<td>Bioinformatics &amp; Computational Biology</td>
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<td>0</td>
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<td>Biorenewable Resources &amp; Technology</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>12</td>
<td>11</td>
<td>1</td>
<td>5</td>
<td>64%</td>
<td></td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>42</td>
<td>37</td>
<td>22</td>
<td>10</td>
<td>85%</td>
<td></td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>45</td>
<td>42</td>
<td>21</td>
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<td>Engineering Management</td>
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<tr>
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<tr>
<td>Environmental Science</td>
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<td>1</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Human Computer Interaction</td>
<td>25</td>
<td>24</td>
<td>18</td>
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<tr>
<td>Industrial Engineering</td>
<td>28</td>
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<tr>
<td>Information Assurance</td>
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<tr>
<td>Materials Science and Engineering</td>
<td>1</td>
<td>1</td>
<td>0</td>
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<tr>
<td>Mechanical Engineering</td>
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<td>Sustainable Agriculture</td>
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<tr>
<td>Systems Engineering</td>
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<tr>
<td><strong>TOTALS</strong></td>
<td><strong>303</strong></td>
<td><strong>273</strong></td>
<td><strong>150</strong></td>
<td><strong>48</strong></td>
<td><strong>75%</strong></td>
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### PhD 2019-2020 Career Outcomes at Graduation

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<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Placed</th>
<th>%</th>
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<tr>
<td>Aerospace Engineering</td>
<td>8</td>
<td>7</td>
<td>6</td>
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<tr>
<td>Agricultural Engineering</td>
<td>9</td>
<td>9</td>
<td>5</td>
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<tr>
<td>Bioinformatics &amp; Computational Biology</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
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</tr>
<tr>
<td>Biorenewable Resources &amp; Technology</td>
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<td>0</td>
<td>0</td>
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</tr>
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<td>Chemical Engineering</td>
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<td>Civil Engineering</td>
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<td>23</td>
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<tr>
<td>Computer Engineering</td>
<td>12</td>
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<td>Electrical Engineering</td>
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<td>4</td>
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<td>25%</td>
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<tr>
<td>Environmental Science</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Human Computer Interaction</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>6</td>
<td>6</td>
<td>5</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Materials Science and Engineering</td>
<td>8</td>
<td>6</td>
<td>4</td>
<td>0</td>
<td>67%</td>
<td></td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>32</td>
<td>30</td>
<td>22</td>
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<td>73%</td>
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<tr>
<td>Sustainable Agriculture</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Wind Energy Science, Engineering &amp; Policy</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>0</td>
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</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>151</td>
<td>138</td>
<td>101</td>
<td>1</td>
<td>74%</td>
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</tr>
</tbody>
</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 the averages for each engineering major. The columns indicate the range of values reported. Annual salaries for most majors increased; the average salary for 2019-2020 was $69,604, compared to $67,381 for 2018-2019.
Over 420 different employers hired an engineering graduate following their summer 2019, fall 2019 or spring 2020 graduation. Employment locations were concentrated in Iowa and the Midwest, but graduates found employment across the U.S. A list of the employers that made a full-time hires 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/](http://www.engineering.iastate.edu/ecs/)
Nearly 600 distinct employers hired an engineering intern during the 2019-2020 academic year.

<table>
<thead>
<tr>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>O Source Solar</td>
</tr>
<tr>
<td>360 Yield Center</td>
</tr>
<tr>
<td>3M</td>
</tr>
<tr>
<td>ACCO Brands Corporation</td>
</tr>
<tr>
<td>Adolfson &amp; Peterson Construction</td>
</tr>
<tr>
<td>AEOM</td>
</tr>
<tr>
<td>Aerospace Fabrication and Materials</td>
</tr>
<tr>
<td>AES Corporation</td>
</tr>
<tr>
<td>Affiliated Engineers</td>
</tr>
<tr>
<td>Ag Leader Technology</td>
</tr>
<tr>
<td>AGCO Corporate Group</td>
</tr>
<tr>
<td>Ahern Fire Protection</td>
</tr>
<tr>
<td>AIM Aerospace</td>
</tr>
<tr>
<td>Airlite Plastics</td>
</tr>
<tr>
<td>AirPro Fan and Blower</td>
</tr>
<tr>
<td>Ajinomoto North America, Inc</td>
</tr>
<tr>
<td>Allegheny Technologies</td>
</tr>
<tr>
<td>Alliant Energy Corporation</td>
</tr>
<tr>
<td>ALMACO</td>
</tr>
<tr>
<td>Altec Industries</td>
</tr>
<tr>
<td>Alula</td>
</tr>
<tr>
<td>Amazon</td>
</tr>
<tr>
<td>Ambitech Engineering Corporation</td>
</tr>
<tr>
<td>Amcor</td>
</tr>
<tr>
<td>American Axle and Manufacturing</td>
</tr>
<tr>
<td>American Family Insurance</td>
</tr>
<tr>
<td>American National Skyline, Inc.</td>
</tr>
<tr>
<td>American Ordnance, LLC</td>
</tr>
<tr>
<td>American Packaging Corporation</td>
</tr>
<tr>
<td>Ames Construction, Inc.</td>
</tr>
<tr>
<td>Ames Laboratory of US DOE</td>
</tr>
<tr>
<td>Andersen Corporation</td>
</tr>
<tr>
<td>Ankeny, IA, City of</td>
</tr>
<tr>
<td>Anning-Johnson Co</td>
</tr>
<tr>
<td>Apollo Mechanical</td>
</tr>
<tr>
<td>Appareo Systems</td>
</tr>
<tr>
<td>Apple, Inc.</td>
</tr>
<tr>
<td>Aqseptence Group</td>
</tr>
<tr>
<td>Arcadis US</td>
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<tr>
<td>Archer Daniels Midland Company</td>
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<tr>
<td>ARCO Design/Build, Inc.</td>
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<tr>
<td>Arconic</td>
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<tr>
<td>Ardent Mills</td>
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<tr>
<td>Ardisam, Inc.</td>
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<tr>
<td>Ardo Schmidt Construction, Inc.</td>
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<tr>
<td>ARTi - Advanced Renewable Technology International</td>
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<tr>
<td>Ashley Furniture Industries</td>
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<td>ASM Engineering Consultants, LLC</td>
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<td>Atlas Engineering Consultants, LLC</td>
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<tr>
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<tr>
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<tr>
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<tr>
<td>Bolton &amp; Menk, Inc.</td>
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<td>Crown Cork and Seal USA, Inc.</td>
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<tr>
<td>Crystal Group</td>
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<td>Crystal Lake, IL, City of</td>
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Cummins, Inc.
Curbtender, Inc.
Curran Contracting Company
Curries Company
Daikin Applied
Daikin-Sauer-Danfoss
Daikin-Sauer-Danfoss LTD
Dakota County, Minnesota
Daktronics, Inc.
Danfoss
Dee Zee Manufacturing Inc.
Demco
Demkota Ranch Beef
Denk & Roche
Des Moines Water Works
Dexter Laundry, Inc.
District of Columbia Water & Sewer
Dolby Laboratories
Donaldson Company
Dover Corporation
Dow Chemical Company
Downing Construction Inc.
DPR Construction, Inc.
DriSteem Corporation
Duncan Aviation
Eaton Corporation
Ecolab, Inc.
Econstruct
Edwin Hancock Engineering
EFCO Corp.
Electrical Power Products, Inc.
Element Materials Technology
Embedded Flight Systems, Inc.
Emerson
Emerson Process Management - Regulator Technologies
Emerson Remote Automation Solutions
empirical
Encapsys
EnSoft
Entrust Datacard
Epic
ESCO Group
Ethicon Endo Surgery, LLC
Excel Engineering
Exelon Corporation
Exile Brewing Co.
F.H. Paschen Construction
Farm Credit Services of America
Farmers Mutual Telephone Company
FarmTek
Fast Enterprises, LLC
Federal Mogul LLC
Federated Insurance
Fehr Graham Engineering Environmental
Fidato Technology Builders
FIRST
Flexco
FMS Corporation
Foth Companies
Fountian Industries
Fox Engineering Associates, Inc.
Frito-Lay, Inc.
Frontida BioPharm
Frontline Bioenergy
Fuyao Glass America Inc.
Gallagher Asphalt Corporation
Gamma Technologies
GARMIN International, Inc.
Garver
GBA
GE Hitachi Nuclear Energy
GE Johnson Construction Company
Geater Machining & Manufacturing Co.
GELITA USA
Gemini Inc.
GeoStabilization International
Getman Corporation
GHD
GlobalVetLINK, L.C.
Gold Eagle Co.
Grace Technologies
Graco, Inc.
Graham Construction Company
Grain Processing Corporation
Granular, Inc.
Graycor Services, L. L. C.
H. B. Fuller Company
Haber Technologies, Inc
Hach Company
Hagie Manufacturing Company
Hall Engineering
Hanley, Flight & Zimmerman, LLC
Hansen Ag Solutions
Harold Pike Construction Company
HawkeyePedershaab
Henderson Engineers, Inc.
Henderson Products
Hendrickson Truck Commercial Vehicle Systems
Henkel Construction Company
Hensel Phelps Construction Co. Inc.
Hershey's Metal Meister, LLC
HillPhoenix
HNI/HON/Allsteel
HOBICO
HomePainter
Honeywell Federal Mfg & Technologies
Hooper Corporation
Hormel Foods Corporation
Horton Holdings Inc
HR Green
Hubbell Realty Company
Hudl
HUSCO International
Hydrate Chemical Company
Hy-Vee, Inc.
IBM
ICL
Ideal Industries, Inc.
IHC Construction Companies, LLC
iicon Construction
Illinois Department of Transportation
IMA Automation North America
IMEG Corp
IMT Insurance Company
In Motion Care LLC
Industrias Mas Salvado
Ingersoll-Rand Company
Ingredion Incorporated
Inte Q
Intel
International Contractors, Inc.
International Paper Company
Iowa DNR
Iowa DNR Pollution Prevention
Iowa Department of Transportation
Iowa Fertilizer Company
Iowa Pump Works
Iowa State University Bioeconomy Institute
Iowa State University Dept of Chemical & Biological Engineering
Iowa State University, Facilities Planning & Management
Iowa Utilities Board
ISG
ITC Holdings Corp.
ITER Organization
J.E. Dunn Construction Co.
J.F. Brennan Co., Inc.
Jack Links
Jacobs Corporation
JBS
JEO Consulting Group, Inc.
John Crane, Inc.
John Deere
Kaila Software
Kemin Industries, Inc.
Kenrich Group, The
Keurig Dr Pepper
Kiewit
Killark Electric - Hubbell
Kingland Systems Corp.
Kingsbay Group
Kinze Manufacturing
Kiwi Campus
Klein Tools
Knife River Midwest
Knutson Construction Services, Inc.
Koch Fertilizer Ft. Dodge, LLC
Koester Construction Company, Inc.
Kohler Company
KONE Inc.
KPI Concepts
Kraemer North America
Kraft Heinz Company, The
Kraus-Anderson Construction Company
Kuhn North America, Inc.
LafargeHolcim
Land O’Lakes, Inc.
Landscape Structures Incorporated
LANE Trailer Mfg. Co.
Larson Construction Company, Inc.
Larson Engineering Inc.
LasX Industries, Inc.
Lennox
Life Line Emergency Vehicles
Life Time Fitness
Lincoln Electric Company, The
Lincoln Electric System
Linn County
Lisle Corporation
Lockheed Martin Corporation
Loram Maintenance of Way, Inc.
Lozier Corporation
Lunda Construction Company
LyondellBasell
M. A. Mortenson
Mallet & Company
Marshalltown Company
Martin Engineering
Maverick Software Consulting
Maxon Furniture
McCarthy Building Companies
McCarthy Improvement Company
McClure Engineering Company
McNally Industries
McShane Construction Company
MD Products & Solutions
Mead & Hunt
Medtronic, Inc.
Merck
Merck Sharp & Dohme Corp
MercyOne North Iowa Medical Center
Merk Animal Health
Metropolitan Mechanical Contractors
Meyer Contracting, Inc
Meyer Tool, Inc
Michael Foods, Inc.
Micron Technology, Inc.
Microsoft Corporation
MidAmerican Energy Company
Milwaukee Electric Tool
Minnesota DOT
MinnHealth
Miron Construction Company, Inc.
Missouri DOT
MIT Lincoln Laboratory
MMC Contractors
Mobile Track Solutions
MODUS
Molex Incorporated
Mortenson Construction
Motorola Solutions
MTS Systems Corporation
Musco Sports Lighting, LLC
Nalco Water
NASA
National Carwash Solutions
National Grid
National Instruments
National Renewable Energy Laboratory
Nationwide Insurance
Navistar International
NEBCO, INC
Nestlé
Net Integrated Consulting, Inc
Netsmart Technologies
Neumann Brothers, Inc.
NeuVector
New Hudson Facades
New Leaf Symbiotics
Newell Machinery Co., Inc.
Nexteer Automotive
Nike, Inc.
Nilles Associates, Inc.
NISC
Norcon, Inc.
Nordstrom
Northern Natural Gas Company
Northern Technologies, LLC
Northrop Grumman
NovaTech LLC
NSK Corporation
Nucor Vulcraft Group
Numinous Games
Nurocor, Inc.
Omega Cabinetry
OneStop Solutions
Open Systems International, Inc.
OPS America Inc
Optum
Opus Group, The
Original Saw Company
OSI Group
Otis Elevator Company
Paladin Attachments
Paragon International/GMI
Parker Hannifin Corporation
PayPal
PCL Construction Services, Inc.
PCT Ebeam and Integration, LLC.
Peak Construction Corporation
Pelds Engineering
Pella
Pentair
Pentasoft
Pepper Construction
PepsiCo
Percival Scientific, Inc.
Permatelissia North America
Peterson Contractors, Inc.
Petrolian Nasional Berhad
Placon Corp
Plainfield Public Works Dept
POET
Populus Group
Port Authority of New York & New Jersey
Porticos Inc
Post Consumer Brands
Power Construction Co., LLC
Power Lift
Pratt & Whitney
Precision Castparts Corp.
PricewaterhouseCoopers, LLP
Principal Financial Group
Procter & Gamble
Proplanner, Inc.
Quad County Corn Processors
R & D Industries, Inc. / Thinix
R & R Realty Group, LTD
Raining Rose, Inc.
Ramboll
Ranco Fertiservice Inc.
Raven Industries, Inc.
Raymond Corporation, The
RELCO, LLC
Renewable Energy Group (REG)
Renewable Energy Systems, Americas
Rensenhouse Electric Supply
Revcor Airflow Solutions
Riverview LLP
Rochester Gauges
Rockwell Automation
Rolls-Royce
Romanelli Exportação e Importação Ltda.
Roquette America, Inc.
RSM US LLP
Roman Companies US, Inc.
Safco
Sage Ag LLC
Sanford Health
SAP
SCADAware
Schneider Electric
Sears Holdings Corporation
SEH Inc.
Sheaffer's Foods
Shepard Wesnitzer Inc
Shive-Hattery Group, Inc.
SICK, Inc.
Siemens
Siemens Energy
Sierra Nevada Corporation (SNC)
Signode Industrial Group
Simmers Crane Design & Services
SKF USA Inc
Slack
Smart Ag
SME Mechanical
Smithco Manufacturing Inc
Smithfield Foods
Smiths Medical
Snyder & Associates, Inc.
Spreetail
SPS Commerce
SSAB
Stacy and Witbeck
Stanley Black & Decker
Stanley Consultants
Stantec
State Farm Insurance
State of Iowa, Agency: OCIO
Story Construction Co.
Sub-Zero Wolf
Sukup Manufacturing Company
Summit Materials
Sun Country Airlines
Sun Hydraulics
Superior Industries
Swenson Technology Inc.
SwineTech, Inc
Synergy Flavors
Syngenta
Target Headquarters
TechnipFMC
Telligen
Terex Corporation
Terra Technologies LLC
Terracon
Tesla Motors
Tessori's Inc.
Texas Instruments Incorporated
Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company)
Therma-Tru Doors
Thomson Reuters
Thybar Corporation
Timken Company, The
Timken Drives
Toyota Motor Corporation - USA
TPI Composites, Inc.
Trachte, LLC
Trackside Solutions
Transamerica
Traylor Bros., Inc.
Trelleborg
True Manufacturing
Turner Construction Company
U.S. Army Corps of Engineers
U.S. Army Corps of Engineers - Kansas City District
U.S. Army Research Laboratory
Ubisoft
UL - Underwriters Laboratories
Union Pacific Railroad
Unison Comfort Technologies
United Airlines
United Contractors, Inc. & Subsidiaries
United Piping, Inc.
United States Postal Service
UnitedHealth Group
University of Florida
University of Iowa Community Credit Union (UICCU)
UPS
Urbandale, City of
USDA Agricultural Research Service
USG (United States Gypsum Company)
UTC Aerospace Systems
Valent BioSciences Corporation
Valeo
Valero Services, Inc.
Veenstra & Kimm, Inc.
Ventura Foods, LLC
Vermeer Foods, LLC
Viking Pump, Inc.
Village of Hanover Park
Visa, Inc.
Vizient
Volvo Group
VT Industries, Inc.
W.A. Klinger, L.L.C.
W.E. Mowrey Company
Waldinger Corporation, The
Walsh Group, Inc., The
Walt Disney Company, The
Warren Distribution
Washington University in St. Louis
Weis Builders, Inc.
Weitz Company, The
Wellman Dynamics Corporation
Wellmark
Wells Enterprises, Inc.
West Des Moines, City of
Western Digital
Westwood Professional Services
Whirlpool Corp.
Whiting-Turner Contracting Company, The
WHKS & Co.
Wightman
Winegard Company
Winnebago Industries
Wolf Robotics
Woodbury County
Woodruff Construction, LLC
Woodward
Workiva
WSP
ZiBoZhiHengGongMao
Zirous
Over 420 distinct employers hired an engineering graduate during the 2019-2020 academic year.

2IM Group, LLC
3M
A to Z Drying, Inc.
Abbott Laboratories - Cardiac Arrhythmias Heart Failure Business Unit
Accenture LLP
Accenture
Adobe Systems
Adolfson & Peterson Construction
Advanced Micro Devices
AE2S
AECOM
Aerojet Rocketdyne
AES Corporation
Affiliated Engineers
Ahern Fire Protection
Air Force Civilian Service
Air Force Research Laboratory
Air Force Test Center, Air Force Civilian Service, Edwards AFB
Ajinomoto North America, Inc
Allegheny Technologies
Alliant Energy Corporation
Alliant Engineering, Inc.
Allstate Insurance Company
Altec Industries
Amazon
Amcor
American Airlines
American Family Insurance
American Packaging Corporation
Ames Construction, Inc.
Ames Engineering, Inc.
Andersen Corporation
Anning-Johnson Co
Apex Structural LLC
Apple, Inc.
Arconic
Ardisam, Inc.
Arizona State University
ASM Inc
ASML
Automotive Robotics (ARI)

AVISTA Inc.
Baker Group
Baxter & Woodman, Inc.
Bayer CropScience
BD
Bechtel Plant Machinery, Inc
Beck Group, The
Best Buy Co., Inc.
Bishop Engineering
BKBM Engineers
Black & Decker (U.S.) Inc.
Black & Veatch, Inc.
Blattner Energy, Inc
Bluestone Engineering, LLC
Boeing Company, The
Bolton & Menk, Inc.
Boston Scientific Corporation
Braun Intertec Corporation
Bridgestone Americas Holding
Buhler
Builddertrend
Burns & McDonnell Engineering
Calhoun-Burns & Associates, Inc.
Cardinal Glass Industries
Cargill Meat Solutions
Cargill, Incorporated
Carpenter Technology
Caterpillar Inc.
CB&I
Cedar Falls, City of
Cerner Corporation
CF Industries
Chevron Phillips Chemical Company LP
CHS Inc.
City of Des Moines, IA
Clemson University
Clinton County (IA)
Clyser, LLC
Cobham Mission Systems
Collins Aerospace
ComEd
Compressor Controls Corporation
Conagra Brands
Conductix-Wampfler
Consolidated Electrical Distributors (CED)
Controltech Corporation
Corteva Agriscience
Cramer and Associates, Inc.
Crane Worldwide Logistics
Cretex Companies
Cummins, Inc.
Daikin Applied
Daktronics, Inc.
Danfoss
Dashiel Corporation
DCI Group
Deloitte & Touche LLP
Department Of Defense
Department of the Navy
Des Moines Area Community College
Dexter Laundry, Inc.
DHI Group, Inc.
Donaldson Company
Dow Chemical Company
Downing Construction Inc.
Duke University
Dyneics
Eaton Corporation
Ecolab, Inc.
Edge Commercial
Edwards Air Force Base
EFCO Corp.
eFuneral
Electrical Power Products, Inc.
EMC Insurance Group, Inc.
Emerson
Emerson Process Management - Regulator Technologies
Emerson Remote Automation Solutions
EN Engineering
EnSoft
Entrust Datacard
Epic
ExxonMobil Corporation
Morton Buildings
Motorola Solutions
Mott MacDonald
MSA Professional Services, Inc.
MSE Audio
MTS Systems Corporation
Mueller Water Products
Musco Sports Lighting, LLC
NACS Inc.
NASA
National Oilwell Varco
Nationwide Insurance
NAVAIR - Civilian
Navigators
NetApp
New Hampton Metal Fab
New Hudson Facades
New Leader Manufacturing
Nexant, Inc.
Nexteer Automotive
Nicros, Inc
Northern Illinois University
Northrop Grumman
NSK Corporation
NUM Corporation
OakRiver Technology
Olin Corporation
Omaha Public Power District
One3 Design, Inc.
OneWeb
Open Systems International, Inc.
Optum
Opus Group, The
Oshkosh Corporation
OSI Group
Pacific Northwest National Laboratory
Parametrix
Parker Hannifin Corporation
PB Leiner USA
PCL Construction Services, Inc.
Pella Corporation
Pepper Construction
PepsiCo
Permasteelisa North America
Peterson Contractors, Inc.
Phoenix Contact
Pierson Wireless
Piper Aircraft Inc.
PMI Iowa
POET
Polaris Industries
Post Consumer Brands
Power Construction Co., LLC
POWER Engineers, Inc.
Power/mation
Pratt & Whitney
Precision Pulley & Idler, Inc.
Precision, Inc.
PricewaterhouseCoopers, LLP
Prince Sattam Bin Abdulaziz University
Principal Global Investors
Printer Inc., The
Procter & Gamble
Productive Resources
Proplanner, Inc.
PTAC Engineering Consultants
QCI
Quality Manufacturing Corporation
R & D Industries, Inc./Thinix
Radiant Vision Systems
Ramco Innovations
Ranco Fertiservice Inc.
Raven Industries, Inc.
Raymond Corporation, The
Raytheon
Reilly Construction
Renewable Energy Group (REG)
Repair and Preservation Network
RES
RFA Engineering
Rite-Hite Corporation
RK Mechanical
Rockwell Automation
Rolls-Royce
RoviSys
Royal Power Solutions
RSM US LLP
Russell Construction Company
Ryan Companies US, Inc.
SACMI USA LTD
Sage Ag LLC
Samsung Engineering Co., Ltd.
Sargent & Lundy
Savannah River Nuclear Solutions, LLC
Schaefer
Scheid Farms
Schneider Electric
Seagate Technology
Securian Financial Group
SEH Inc.
Seither & Cherry Company
Service Management Group
SHAZAM
Shearer's Foods
Shive-Hattery Group, Inc.
Sloan Valve Company
Smiths Medical
Snorkel International
Sogeti USA
Source Allies, Inc.
South Inc
Southwest Airlines
Space X: Space Exploration Technologies Corp.
Sportech Inc.
Spreetail
SRF Consulting Group, Inc.
SRS Advanced Technologies, LLC
Stantec
Statefarm
Statistics & Control, Inc.
Stellar Industries, Inc.
Strand Associates, Inc.
Stratas Foods LLC
Sukup Manufacturing Company
Summit Products
Syngenta
Tapemark
Target Stores and Distribution
Tate & Lyle
TC Transcontinental Packaging
TEAM Software Inc.
Terex Corporation
Terra Technologies LLC
Terracon
Texas Instruments Incorporated
Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company)
Textron, Inc.
The Salt Company
Thomson Reuters
Timken Company, The
TKDA and Associates
TMC Transportation
Todd & Sargent, Inc.
Trane, Inc / Ingersoll-Rand Company
Transamerica
Traylor Bros., Inc.
Trinity Consultants
TuneIn radio
Turner Construction Company
Twin City Fan Companies, Ltd.
Tyson Foods, Inc.
Mueller Water Products
Musco Sports Lighting, LLC
Mutual of Omaha
NASA
NASA Ames Research Center
National Carwash Solutions
Nationwide Insurance
NEBCO, INC
Nelson Construction & Development
Netsmart Technologies
New Hudson Facades
Nike, Inc.
Nilles Associates, Inc.
NISC
NOKIA
Northern Natural Gas Company
Northrop Grumman
Northwestern University
OakRiver Technology
Olin Corporation
Olsson
Omega & Associates
Open Systems International, Inc.
Optimized Operations 3M
Optum
Oracle Corporation
Pacific Northwest National Lab
PCL Construction Services, Inc.
Peak Construction Corporation
Pearson
Pelds Engineering
Pella
Pennsylvania State University
Pepper Construction
Pepsico
Percival Scientific, Inc.
Permasteelisa North America
Peterson Contractors, Inc.
Phillips Medisize
Pine Ridge Farms, LLC
Polaris Industries
Post Consumer Brands
Power Construction Co., LLC
POWER Engineers, Inc.
Power/motion
Pratt & Whitney
PricewarehouseCoopers, LLP
Principal Financial Group
Procter & Gamble
Progress Rail Services
PRVN Consultants, Inc.
Qualcomm, Inc.
Quality Manufacturing Corporation
Radio Flyer
Raymond Corporation, The
Raytheon
Renewable Energy Systems, Americas
Rockwell Automation
Rosenboom Machine & Tool, Inc.
RSM US LLP
Russell Construction Company
Ryan Companies US, Inc.
SAFI-Tech
Sandia National Laboratories
Seagate Technology
SEH Inc.
Service Management Group
SHAZAM
Shive-Hattery Group, Inc.
Short Elliot Hendrickson
Shuck-Britson Inc.
Sierra Nevada Corporation (SNC)
Sioux City, City of
Smithco Manufacturing Inc
Smithfield Foods
Smiths Medical
Sogeti USA
Source Allies, Inc.
Southern California Edison
Space X
Spirit Aero Systems
SPS Commerce
SRF Consulting Group, Inc.
Stanford University
Stanley Consultants
Stantec
Stubbs Engineering
Sub-Zero Wolf
Sukup Manufacturing Company
Superstorm Restoration
SwineTech, Inc
Target Headquarters
Tate & Lyle
Terra Technologies LLC
Terracoin
Tesla Motors
Texas Instruments Incorporated
Texas Research Institute Austin
Textron, Inc.
Thomson Reuters
Thrivent Financial
Titan Tire Corporation
TKDA and Associates
TMC Transportation
T-Mobile USA
Toyne Inc.
Trackside Solutions, LLC
Traylor Bros., Inc.
True360
TSP Group, Inc.
Turner Construction Company
Tyson Foods, Inc.
U.S. Air Force
U.S. Army
U.S. Bank
U.S. Marine Corps
U.S. Navy
Ulteig Engineers, Inc.
United Contractors, Inc.
United Piping, Inc.
United States Postal Service
United Technologies Corporation
UnityHealth Group
Universal Industries, Inc.
University of Iowa
University of Maryland
University of Michigan
University of Northern Iowa
Unverferth Manufacturing
USDA Natural Resources
Conservation Service
USG (United States Gypsum)
UTC Aerospace Systems
Vanguard Sciences
Veenstra & Kimm, Inc.
Vermeer Corporation
Vertex Software
VMware
VT Industries, Inc.
Waldinger Corporation, The
Walmart Labs
Walsh Group, Inc., The
Weitz Company, The
Wellman Dynamics Corporation
Wells Enterprises, Inc.
Wells Fargo
Western Digital
Western States Fire Protection
Westwood Professional Services
Whirlpool Corp.
WHKS & Co.
Willis Towers Watson
Winnebago Industries
Wittern Group, The
Wolf Robotics
Woodruff Construction, LLC
Woodward
Workiva
WRH, Inc.
WSB & Associates, Inc.
Xcel Energy, Inc.
Zachry Group
Zirous