

## Hiring Iowa State University Engineering Students and Alumni

Engineering Career Services (ECS) is the link between hiring employers and ISU students and alumni seeking employment. ECS's goal is to facilitate connections and present students and graduates with as many professional 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 Career Fairs and Mass Interview Days, are free of charge.

### Early Talent Identification & Engagement

ECS strives to make it easy for employers to connect with students with coordinating skills and interests can be identified. Establish a long-term connection to talent through early exposure to your company. We coach our students on the importance of professional networking and how networks take time to develop. Similarly, the employers that are most successful in recruiting talent that aligns well with their needs have taken the time to network with students and build professional relationships over several years.

### 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>

### Host an Information Session

An information session offers an opportunity to introduce your organization, discuss employment opportunities, and highlight recruiting activities. They help to increase organization awareness and generate interest in joining your team. 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. Info sessions may be held on-campus or virtually.

### Participate in Career Fairs

Each semester, both in-person and virtual career fair options are available. Each in-person fair typically attracts five to six thousand students looking for internships, co-ops and full-time employment. These career fairs are a great way for a company to fill interview schedules, network with students, and increase name recognition.

### Conduct On-Campus Interviews

Each semester, a Mass Interview Day event is held the day after an in-person career fair, available exclusively for employers who attend the fair. After the Mass Interview Day, a suite of interview rooms in Marston Hall are available for employers to use at no cost. Students typically have busy schedules and when employers come to campus it makes interviewing very convenient. Virtual and on-campus interview schedules are easily managed through CyHire. ECS will promote your positions to make students aware that your company is filling interview schedules through CyHire.

### 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 process of preparing strong engineering talent, so our program is very employer friendly. Simply hire the student(s), assign engineering-related tasks, and provide supervision and mentoring; students complete the paperwork. If you have any questions about hosting an intern for the summer or a co-op student for a semester, please contact ECS.