ECS OVERVIEW

ABOUT US
ECS provides engineering students and employers with guidance and opportunities to connect; empowering students to attain lifelong career management and employment goals.

REGISTRATION STEPS
1. Agree to the ECS Policies in Handshake.
2. Upload your resume in Handshake and await “resume received” message from ECS.

MISSED ECS APPOINTMENT POLICY
Not attending your scheduled ECS appointment without canceling in advance results in a No Show status.

- **First No Show**
  ECS will send a notification message via Handshake regarding the missed appointment.

- **Second No Show**
  ECS will send a notification message via Handshake regarding the missed appointment, reiterating Missed Appointment Policy.

- **Third No Show**
  You will lose your privilege to schedule appointments in advance with ECS staff.

TOOLS AND RESOURCES

PERSONALIZED ASSISTANCE
ECS Career Advisors provide professional help with resumes and other job search documents, interview strategies, job offer deadlines, salary negotiations, and more during 30-minute, scheduled appointments. For quick questions, we provide 10-minute drop-in sessions during limited hours daily.

HANDSHAKE
A “one-stop shop” for finding jobs, researching employers, keeping tabs on ECS events, and accessing templates (resume, cover letter, etc.). The Resources tab under Career Center includes timelines, diversity guides, career and major specific guides, interview tips, graduate school information, and more. It also provides links to external job search and career planning resources.

WORKSHOPS
ECS presents a variety of workshops every autumn and spring term to help you find success in your job search. Topics vary annually, but cover themes such as career fair preparation, professionalism, networking, job searching, interviewing, and salary negotiation.

JOB BLOG
The ECS Job Blog covers tips on finding success during your engineering career, co-op, or internship search. It is located on our website: ecs.osu.edu/blog.

ALUMNI PROFILES
Engineering alumni offer insight into their career paths and advice for success. Review profiles to learn about possible roles, industries, and companies to consider. Profiles are located on our website: ecs.osu.edu.

GOINGLOBAL
This resource helps domestic students who are looking for work abroad as well as international students who are looking for work in the U.S. International students can identify U.S. employers that are flexible on work authorization. Find GoinGlobal in Handshake to get started.
KEYS TO CAREER SUCCESS

Success in the workplace requires a combination of skills, competencies, and experience. When recruiting talented engineers, employers assess your potential by reviewing your documents and interactions via interviews and events. Based on research by the National Association of Colleges and Employers (NACE), ECS spotlights 8 Keys to Career Success.

CRITICAL THINKING
Analyze issues, make decisions, and overcome problems by interpreting facts and exercising reason.

COMMUNICATION
Effectively exchange information and ideas verbally and in writing with a variety of audiences.

TEAMWORK
Build and maintain collaborative relationships to work effectively with others towards common goals while appreciating diverse viewpoints and shared responsibility.

TECHNOLOGY
Understand and leverage digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals.

LEADERSHIP
Use empathy to guide others, recognize personal and team strengths, and achieve individual and organizational goals.

PROFESSIONALISM
Understand and demonstrate effective work habits, learn from mistakes, and act in the interest of the larger community.

SELF-AWARENESS
Identify, articulate, and promote skills, strengths, knowledge, and experiences relevant to personal growth and professional success.

DIVERSITY, EQUITY & INCLUSION
Understand and respect diverse perspectives and demonstrate consideration for individual, community, and organizational viewpoints.

PRO TIP: Looking to develop your skills related to these keys? Identify workshops that enhance your career competencies by locating the keys listed at the bottom of each workshop’s Handshake description.

4 YEAR CAREER PLAN

Students are encouraged to take advantage of all career services and build upon their career plan by continuing to incorporate activities from previous years. Therefore, many of these career plan steps will be repeated throughout a student’s academic career.

FIRST YEAR
- Register with ECS.
- Get involved on campus by volunteering or joining a club.
- Attend a career fair. Practice introducing yourself to employers.
- Create a resume and have it reviewed by an ECS Career Advisor.
- Volunteer to acquire experience and/or secure a summer job.
- Attend Intern Week Events to prepare for internship/co-op search.

SECOND YEAR
- Register with ECS if you have not done so already.
- Explore opportunities for your major through the ECS Job Shadow Program during Spring Break.
- Discuss your major and what term(s) would be best for a co-op/internship with your Academic Advisor.
- Consider other resume builders (e.g., research, study abroad, project teams) that will add value to your career goals.
- Be active on campus by assuming leadership roles.
- Actively apply to co-op/internship opportunities through Handshake and company websites.
- Connect with peers via Handshake.
- Participate in ECS events: information sessions, workshops, employer panels, and Recruiter-In-Residence.
- Attend engineering career fairs each semester.

THIRD YEAR
- Explore opportunities for your major through the ECS Job Shadow Program during Spring Break.
- Continue to build your network with faculty, advisors, and supervisors for future networking and reference purposes.

FOURTH YEAR
- Attend Career Week Events to prepare for your job search.
- Stay connected with ECS and continue to build your network with faculty, advisors, and supervisors for future networking and reference purposes.
- Begin actively applying for full-time positions the fall prior to your graduation.
- Attend career fairs and various networking events with employers.
PROFESSIONAL DOCUMENTS

APPLICANT TRACKING SOFTWARE (ATS)
A majority of employers input candidates’ resumes into their databases using applicant tracking software (ATS). ATS screens, parses, scores, and ranks uploaded resumes by comparing job requirements to resumes that list matching skills and experience. The systems used are typically programmed to scan for keywords, previous employers, experience, and schools the candidate has attended.

TIPS AND GUIDELINES
• Avoid using the outdated templates included in Microsoft Word.
• Avoid columns, italics, underlining, and symbols. All formatting should be consistent throughout your document.
• Keep margins at 1”, but sides and bottom margins can be 0.5” if additional space is needed.
• Use a conservative 10-12 pt. font for professional document body text.
• Proofread all documents to ensure they have proper grammar, punctuation, and are error-free.
• Use appropriate language and avoid slang in all professional communication.
• Update and tailor materials continually with GPA, skills, experiences, and accomplishments relevant to the industry or position.

PRO TIP: Following a simple format, like those provided in the ECS templates, will ensure your resume makes it into the database successfully.

CURRICULUM VITAE

A curriculum vitae (CV) is a comprehensive document that details ALL of your past education, experiences, and proficiencies, including public presentations, academic writing, and professional development.

The main differences between a resume and a CV include:

• Content: While resumes typically target a particular industry or job type, a CV is broader. CVs provide a thorough overview of your life’s accomplishments, usually focusing on experiences in academia. A CV would include areas of academic interests, education, grants, honors, awards, publications, presentations, teaching experience, research experience, work experience, professional memberships, references, etc.
• Length: Recommended length for a resume is 1 page per degree level. It would not be unusual for a CV to be 4-6 pages in length for a graduate student.
• Job Focus: CVs are used primarily when applying for international, academic, education, scientific, medical, or research positions or when applying for fellowships or grants. Candidates looking for jobs in industry should opt for a resume.

Typically PhD candidates will be the primary population using CVs. CVs may also be accompanied by a one-page Philosophy of Education, Philosophy in Instruction, Statement of Research Interests, or Statement of Research Objectives.
RESUME EXAMPLE

Daniel Buckeye
25 Mozart Circle, Celina, OH 45822
419-555-5555 dbuckeye.2023@buckeyemail.osu.edu

OBJECTIVE
(Major/role) internship or co-op opportunity applying skills and experience in X, Y, and Z

EDUCATION
The Ohio State University, Columbus, OH
B.S. Major
GPA: 3.29
Graduation: Month Year

QUALIFICATIONS
Computer: AutoCAD, MATLAB, and SOLIDWORKS
Technical: Facility layout, industrial safety, and technical reports
Coursework: Selected relevant engineering courses

ACADEMIC ENGINEERING PROJECTS
Project Title, Month – Month Year
• Discuss the circumstance you faced; explain overall scope of project
• Highlight your specific actions; use strong action verbs and ensure verb tense agreement
• Point out positive results; if possible, quantify results or show skills acquired

ACTIVITIES AND INTERESTS
Role, Organization Name, Month Year – present
Leadership Position, Organization Name, Month Year – present
• Show accomplishments for leadership positions using sub-bullets
• Include your action + results or action + purpose for each

Active Member, Organization Name, Month Year – Month Year
• Volunteered 15 hrs/week to ... (demonstrates time management skills)

WORK EXPERIENCE
Company/Organization, Location
Position Title, Month Year – Month Year
• Use action verbs to describe contributions; how have you excelled at your job?
• Emphasize transferable skills relevant to your career path (e.g., time management, leadership, teamwork)

RESUME TIPS

The resume should be continually updated to provide a summary of your skills, abilities, and accomplishments. It is a “snapshot” of you and does not have to incorporate everything you have ever done – rather it is industry or job specific with the overall goal of securing an interview. Accuracy and honesty are not optional, and everything on your resume must be true. You can strategically omit some information, but ask an ECS Career Advisor if you have questions.

• The objective helps the reader decide who receives it, serves as a headline for your resume, and summarizes what you have to offer.

• List your overall GPA, major GPA, both, or neither (whichever makes you look the best).

• Point out skills relevant to your major/job target first. Present skills in clearly defined topic areas.

• Content should appear in reverse chronological or functional order.

• Incorporate volunteer work and organizations that you are involved with outside of class. Give more detail (more bullets) for more significant jobs.

• BS graduates should limit their resumes to one single-sided page. MS and PhD candidates may need multiple pages or consider a curriculum vitae. For multiple pages, your name and page numbers should appear on the bottom (footer) of each page.

PRO TIP: Save your resume under a filename employers can easily identify as yours, by including your first and last name in the title.
WRITING YOUR RESUME

Resumes should be tailored to your experiences and job search goals. If you have more than one goal (e.g., a summer internship and a full-time job after graduation) create multiple resumes – even if only the objective is different. Your resume establishes your image and value to an employer. A poor resume will make your job search more difficult and may prevent you from receiving interviews. Use the ECS templates in the Handshake Resource Library for section ideas and ATS compatible formatting.

STANDARD SECTIONS
• Name and Contact Information
• Objective
• Education
• Skills or Qualifications (including coursework highlights)
• Experience

RECOMMENDED SECTIONS
• Project Experience or Academic Projects (especially valuable for those without engineering work experience)
• Honors
• Activities and Interests (including campus and community activities)
• Leadership

Try this!

EXPLAIN A PROJECT AS IT WOULD APPEAR ON YOUR RESUME.
See resume sample on p.6

RESUME ACTION VERBS

COMMUNICATION SKILLS
Addressed, Authored, Corresponded, Demonstrated, Developed, Directed, Drafted, Edited, Formulated, Influenced, Interpreted, Lectured, Mediated, Negotiated, Presented, Promoted, Publicized, Recruited, Translated, Wrote

FINANCIAL SKILLS
Allocated, Appraised, Audited, Budgeted, Calculated, Computed, Managed, Planned, Projected, Reconciled

LEADERSHIP SKILLS
Administered, Assigned, Chaired, Consolidated, Coordinated, Delegated, Directed, Enabled, Established, Executed, Expanded, Facilitated, Guided, Improved, Increased, Initiated, Oversaw, Produced, Revised, Solved, Streamlined, Supervised

ORGANIZATIONAL SKILLS
Approved, Arranged, Classified, Compiled, Inspected, Invented, Maintained, Organized, Planned, Prepared, Prioritized, Processed, Recorded, Screened, Validated

RESEARCH SKILLS
Analyzed, Cataloged, Collected, Compared, Conducted, Correlated, Critiqued, Determined, Diagnosed, Discovered, Evaluated, Examined, Experimented, Extrapolated, Formulated, Gathered, Identified, Inspected, Interpreted, Investigated, Monitored, Observed, Proved, Researched, Resolved, Reviewed, Simplified, Summarized, Surveyed, Tested

TECHNICAL SKILLS
Adjusted, Advanced, Altered, Amplified, Assembled, Built, Coded, Computed, Constructed, Converted, Designed, Developed, Devised, Eliminated, Engineered, Explored, Fabricated, Generated, Installed, Integrated, Measured, Obtained, Programmed, Remodeled, Repaired, Restored, Synthesized, Trained, Upgraded, Utilized
REFERENCES

References are professional contacts who can validate your qualifications for a job. You should have a separate page that lists 3-5 references with their contact information. Have a list ready to provide should an employer ask.

Family members and friends are not suitable references. Appropriate references might include: supervisor, professor, advisor, manager, co-worker, or coach. Contact your references prior to disclosing their information to ask if they would serve as a positive reference for you. It is best practice to inform them when you begin actively searching, and provide them with an updated resume. Maintain contact with your references.

Include the following information for each reference:

- Full Name
- Work Title
- Company Name
- Phone Number
- Email Address
- Relationship to person

COVER LETTER

Targeted cover letters, when written correctly, can enhance your application and pinpoint what qualifications you have that an employer is seeking for a particular position. A one-size-fits-all approach is not the route to take! Cover letters are not necessary for all applications, however, when applying on a company’s website or via a public job board, you are competing against many more applicants. To stand out among the competition, use an error-free, tailored cover letter with brief and positive language.

3 PARTS TO A COVER LETTER
1. The Introduction: Tell the reader why you are writing, the specific job you are applying for (include job number if available), how you learned about the posting, and a general statement about why you would be a strong contender for the job.
2. The Body: Convince the employer what specific attributes you have that match up with the job description, company, or industry. Focus on 4-6 related “selling points” that you can back up with evidence based statements. Do not just repeat your resume, and do not mention attributes you possess that are unrelated to the opportunity.
3. The Closing: Reiterate your interest and fit for the position. Request the interview. Encourage the reader to read your resume to learn more about you.

PRO TIP: When emailing a cover letter, include the letter in the body of your email.

REFERENCE REQUEST EXAMPLE

SUBJECT: Professional Reference Request

Dear Mr. Smith,

I am sending you this email in hopes you will be a positive reference for me during my job search this fall. Throughout my time working with you, I was able to grow professionally. This experience has really helped me become an ideal employee. [Include a specific project/ experience that contributed to your skillset.] I hope you would be able to attest to my reliability and willingness to learn. I have attached my current resume for your review. Thank you for your consideration.

Regards,
Ann Gray
**JOB POSTING EXAMPLE**

**ENERGY ENGINEERING SPRING CO-OP**
Buckeye Engineering

Full-Time Internship  Columbus, OH  Paid  Posted Nov 19

Applications close on April 30th, 2021 at 8:00 am

**DESCRIPTION**
Buckeye Engineering is a leading consulting engineering firm founded in 1932 by Brutus Buckeye. Buckeye has carried Brutus’s name and his commitment to engineering excellence by providing engineering design and consulting services for high performance buildings.

Our continued success and devotion to engineering excellence has created a need for a Sustainability & Energy Services Spring Co-op for our Columbus office. As an Energy Engineering Co-op, you will be part of a team that is responsible for facilitating on-site energy assessments, utility analyses, and utility rebate verifications. You will also develop and implement energy conservation measures, and construct and perform building energy simulations, renewable energy feasibility studies, field measurement and verification processes, and green building rating system management applying LEED, Green Globes, and ENERGY STAR. Involvement may cover schools, hospitals, industrial facilities, data centers, churches, and general office buildings. If you want a great career, join the Buckeye Engineering team.

**QUALIFICATIONS**
- Pursuing a 4-year Bachelor’s Degree in an engineering and/or energy related program.
- Excellent oral communication skills, ability to effectively communicate technical concepts.
- Strong technical writing skills, ability to prepare and review formal reports.
- Detail-oriented, having the ability to perform thorough peer reviews of work product deliverables.
- Excellent time manager, comfortable with frequent deadlines and transitions.
- Effective at working with co-workers in a fast-paced environment.

**TAILORED COVER LETTER**

Dear Hiring Manager:

I am applying for the Sustainability & Energy Services Spring Co-op position (Job ID: 12345) that was advertised through Engineering Career Services’ Handshake online system. I learned more about Buckeye Engineering at Ohio State’s Expo, and I was very excited to learn that the company is a nationally recognized leader in sustainability.

My qualifications match up well with Buckeye’s needs outlined in the job posting, including:

- **Pursuing a 4-year Bachelor’s Degree (BS) in an energy related program:** I have been successful thus far in my Environmental Engineering program; I have currently earned a 3.4 GPA. My sophomore year, I was also involved in the Green Scholars Program, where I learned more about a variety of “green” technologies. This included both sustainable building and energy practices.

- **Excellent oral communication skills:** I have practiced my technical, oral communication skills in several of my engineering courses. My first year, I presented my team’s results for the Advanced Energy Vehicle (AEV) competition. Last year, I collaborated on the Green Engineering Research Project and co-presented our findings to a group of 60+.

- **Strong technical writing skills:** In both the AEV and Green Engineering Research Projects listed above, lengthy technical reports were compiled. The report for my group’s AEV project resulted in “Best Documentation” for my course section.

- **Effective at working with others in a fast-paced environment:** My previous summer job as a server at First Watch relied on both my teamwork abilities and customer service in a fast-paced setting. I typically worked weekends, which were the busiest. My supervisor recognized my performance by asking me to train 2 other servers that summer.

Buckeye Engineering’s involvement in a wide variety of projects, paired with the possibility of applying my knowledge of environmental engineering concepts to hands-on experiences, is very exciting to me. I look forward to learning more about this opportunity and discussing my qualifications in an interview. Thank you for your consideration.

Sincerely,

Scarlett Ann Gray
Networking is important as it enables you to gather information about a job, career, industry, or location of interest. Making contacts and building relationships on a professional, personal, or social level helps you uncover job opportunities too.

Networking Takes Practice!
• Attend career fairs, information sessions, or job shadows.
• Sign up for mock interviews.
• Talk with faculty, advisors, alumni, current/former employers, and relatives.

INFORMATIONAL INTERVIEWS
• A one-on-one conversation with someone who has a job you might like, who is employed by a specific company or industry of interest.
• Purpose is to gather advice and information. You want your new connection to like you, trust you, and refer you.

LINKEDIN
LinkedIn is the world’s largest professional online network with over 575 million members. It connects you to contacts and helps users exchange knowledge, ideas, and opportunities.

Creating a Strong Profile
• Choose a professional photo that shows you with a friendly expression and business or business casual clothing.
• Create a headline with area of study and/or career ambition.
• Briefly describe your experience, areas of interest, and what jobs you are currently seeking.
• Demonstrate you are well-rounded by including diverse experiences: volunteering, internships, and co-curricular activities.
• Collect a variety of recommendations to help build your credibility.

Getting Started
• Add professional contacts, friends, and family.
• Join groups.
• Follow companies.
• Reach out to alumni and industry professionals.

Identifying Opportunities
• Follow company pages to view open positions and current employee profiles.
• Visit linkedin.com/jobs for entry-level jobs and internships. Once you apply, employers can see your full LinkedIn profile.
• Follow up on an application with a message to the recruiter who posted the opportunity (find this information in the posting). Briefly explain how you fit and restate your interest in the job.
MAKING A POSITIVE IMPRESSION

• Wear appropriate attire. Determine dress code prior to event.
• RSVP (if applicable). This shows courtesy to event organizers.
• Bring copies of your resume. Do not be upset if the employer does not take them. If they invite you to apply online, do so.
• Prepare your elevator pitch. If there is time for networking, this will help you start the conversation and confidently communicate your skills and career interests.
• Take notes and ask thoughtful questions.
• Engage with recruiters and request business cards. Business cards will help you maintain contact with your network.
• Follow up with employers. If provided, you can use recruiters’ email addresses to stay in contact. If not, LinkedIn allows you to connect with professional contacts. Remind recruiters of who you are, where you met them, and the subject of your conversation when following up.

Try this!

USE THE HANDSHAKE EMPLOYER DIRECTORY TO RESEARCH EMPLOYERS.

List two companies you would like to connect with at a recruiting event and two talking points for each.

Company: ____________________________
1. ____________________________
2. ____________________________

Company: ____________________________
1. ____________________________
2. ____________________________

Two companies you had not heard of that you will explore.

1. ____________________________ 2. ____________________________

ELEVATOR PITCH

A short summary that describes who you are, what you do, what you want to do, and how you can be a resource to your listeners.

Answering these questions should help you create an elevator pitch:

• Who am I?
• What do I offer?
• Why am I interested in the company or industry the person represents?
• What are the unique contributions I can make?

EXAMPLE

“Hello I am Mary Jones. I am a junior attending The Ohio State University. My major is in mechanical engineering, and I am interested in pursuing a career in the automotive industry. In my current role as the transmission team leader for Ohio State’s Buckeye Bullet, I have developed knowledge of automotive design and demonstrated leadership and communication skills. I also work as an Undergraduate Teaching Assistant helping first-year students learn design fundamentals using MATLAB and SOLIDWORKS. I am interested in a co-op or internship for this summer and am excited about the prospect of contributing to X Company’s commitment to excellence and innovation.” [Insert an open-ended question to start a natural conversation.]

Try this!

WRITE YOUR OWN ELEVATOR PITCH.
ATTIRE

OCCASIONS
- Interviews: Business professional unless otherwise noted
- Career Fairs: Professional attire or business casual
- Information Sessions: Business casual (relaxed)
- Employer lunches/dinners/receptions: Business casual; for nice dinners or formal receptions wear business professional

BUSINESS PROFESSIONAL
- Dark business suit (pant or skirt)
- Long sleeve collared shirt
- Classic and conservative tie
- Belt
- Polished dark leather shoes and coordinating dark dress socks
- Low heels or flat dress shoes
- Knee-length skirt
- Conservative blouse
- Neutral hosiery
- Minimal jewelry

BUSINESS CASUAL
- Polo
- Tailored dress pants
- Knee-length skirt or dress
- Collared shirt
- Blouse
- Blazer
- Sweater
- Belt
- Dress socks
- Dress shoes
- Low heels or flat dress shoes

OTHER TIPS
- Cover tattoos
- Remove piercings (except ear)
- All clothes should be clean, pressed, and well-fitted
- Very light/no fragrance

GETTING RESULTS

Are you having trouble with your job search? If so, implement the best practices below.

IMPROVE YOUR RESUME
If you are not getting interviews, your resume may need help. Successfully highlight applicable experience and skills. Schedule a resume consultation appointment with an ECS Career Advisor for help.

EXPAND YOUR SEARCH
Maintain flexibility regarding locations! Be realistic about where opportunities are available, and be willing to take the necessary path to achieve your goals. Avoid focusing all your energy on applying to “big name” companies. Smaller businesses have great benefits too.

ENHANCE YOUR INTERVIEW ABILITIES
Do your interview skills need improvement? ECS can help. Tune up your interview skills by attending an Interview Strategies workshop, seeking interview coaching, and participating in mock interviews.

TAKE ADVANTAGE OF ECS EVENTS
Attend ECS events such as employer information sessions, career fairs, and employer panels. Take every opportunity to meet with recruiters hiring Ohio State engineering students. See events on p. 24 for options.

BE PERSISTENT
When it comes to your job search, keep at it! You are not likely to get a job with one or two interviews. Remain constant with your networking efforts – attend information sessions, career fairs, and follow up.

DEMONSTRATE PROFESSIONALISM
Employers want candidates who are focused, polished, and will represent their company well. Research yourself online. Review your social media presence and remove content that could portray you as unprofessional.

PRO TIP: Unless you know the dress code prior, dress conservatively when you begin work, then adjust based on office norms.
**JOB SEARCH CONCERNS**

**FRAUDULENT POSTINGS**
ECS offers Handshake as a resource for employers to connect with students seeking internships, co-ops, and full-time jobs. While we strive to ensure the legitimacy and accuracy of job postings, we are not able to fully validate the integrity of all employers and contacts listing job postings on Handshake. Therefore, it is imperative that you use your own discretion when applying to a job posting or interacting with a potential employer, whether it be through Handshake or another platform. Avoid being taken advantage of by looking for these possible signs:

- The ad is poorly written.
- It sounds too good to be true.
- Emails are from a non-business email address.
- You receive unsolicited emails from unidentified employers offering you a job, with the exceptions being third party recruiters and employer resume referrals from ECS.
- Distinguishing information is missing.
- You are being asked for personal information (like your social security number).
- You are being asked for money.

The good news is that most opportunities you encounter are legitimate. However, as with any job search activity, research is always advised. If something seems suspicious, trust your gut and investigate further by visiting the employer’s website, Googling the company’s name with the word “scam” to see if there is any cause for concern, or using sites like the Better Business Bureau or Hoover’s to verify the organizations. Visit ECS if you have further questions and please report any suspicious activity to eng-ecs@osu.edu.

**UNPAID POSITIONS**
Engineering students should expect to receive payment, typically in the form of an hourly wage, for their internship and co-op experiences. You will be doing work that reflects the technical skills you have learned in school, and you will be adding significant value to the organization. Average hourly wages for OSU engineering students can be found at: ecs.osu.edu/statistics/wages-salaries. There are some exceptions, such as with hospitals and other non-profit organizations, where legitimate, engineering related positions are unpaid. If you have been offered an unpaid position, and have questions regarding it, please consult with an ECS Career Advisor.

**JOB SEARCH CONCERNS**

**WORK AUTHORIZATION AND EMPLOYMENT**
International students seeking employment in the U.S. often find their job search more challenging than expected. In order to increase your chances of securing employment, ECS recommends that you do the following:

- Plan ahead! Work authorization rules will impact your job search timeline.
- Understand your visa status and all the associated regulations.
- Educate yourself on Curricular Practicum Training (CPT), Optional Practicum Training (OPT), and/or Academic Training (AT).
- Meet with the Office of International Affairs to ensure you have a clear understanding of your ability to work in the U.S.
- Do not assume employers know what is involved in hiring an international student.
- Enroll in ENGR 4191 (or a course similar to it) during the term of your internship; ENGR 4191 is required to maintain CPT.

For more tips and insight regarding U.S. job search strategies, access the International Student Job Search Guide at ecs.osu.edu/internationalstudents.
ENGR 4191

ENGR 4191: PROFESSIONAL PRACTICE IN ENGINEERING
• A zero-credit course with no meeting time for students who are on co-op/internship.
• Fee is billed at one half-credit hour.
• Appears on transcript as “Professional Experience” for each semester enrolled.
• Graded S (Satisfactory) or U (Unsatisfactory).

WHY ENROLL
• Ensures eligibility for student health insurance while working.
• Serves as enrollment verification for insurance if covered under parents’ car and/or health policies.
• Maintains student status for future term’s scheduling window.
• Provides the option to waive residence hall contract if working outside of Columbus.
• Allows student rate for athletic tickets and RPAC pass.

HOW TO ENROLL
• Report co-op/internship in Handshake by using the online form.
• Click “Career Center > Experiences > Request an Experience.” For “Experience Type” choose “ECS: Engineering Work Experience.”
• Fill out the form and choose “yes” to enroll in ENGR 4191.
• Receive email confirmation after you are enrolled (it will also appear in your BuckeyeLink Account).

FINANCIAL AID
• No financial aid will disburse while enrolled in only ENGR 4191. The course maintains scholarship, grant, and loan deferment.
• Contact the Office of Student Financial Aid to confirm and review financial aid status.
• Engineering scholarship/grant students can direct questions to eng-coe-scholarships@osu.edu.

ENGR 4191 AND WORK AUTHORIZATION
This course (or one similar to it) is required in order to maintain CPT.
• Ask your Academic Advisor to fill out and sign CPT form.
• Take the completed CPT form to the Office of International Affairs (OIA) and receive new I-20.
• Bring the new I-20 to ECS.
• Report co-op/internship in Handshake, making sure to select “yes” for ENGR 4191.

ALTERNATIVES TO INTERN/CO-OP

Employers like to see hands-on experience relevant to your major. While typically in the form of a co-op/internship, other opportunities will also enhance your resume and give you practical experience.

RESEARCH
Gain hands-on experience and broaden your knowledge base to further your skills for obtaining a job upon graduation or attending graduate school. This can be done in a variety of ways:
• Contact faculty in departments about supervision for independent study.
• Participate on research teams as sought out by faculty.
• Apply for positions through the Undergraduate Research Office.
• Learn more about opportunities for undergraduate research distinction, scholarships, and forums within the College of Engineering: engineering.osu.edu/undergraduate/research.

STUDY ABROAD
Spending time abroad can enhance a variety of personal traits: maturity, independence, adaptability, cultural sensitivity, and responsibility. Employers are impressed by students who have taken the huge step to experience living in another country.
• The College of Engineering (COE) has a variety of study abroad opportunities, including the Global Option in Engineering (GO ENGR).
  For information, visit: global.engineering.osu.edu/go-engr.
• Visit the International Opportunities page of the COE website to learn more, or email the Office of International Affairs (OIA) at: oia-educationabroad@osu.edu.

PROJECT TEAMS
Involvement in a project team appeals to employers. These require a significant time commitment and allow you to put what is learned in the classroom to practical use. Participation in a project team will showcase knowledge and skills and also open doors for networking with employers.

SHORT TERM PROJECTS
Short term projects can be referred to by a number of names including “gigs” and “micro-internships”. These are short-term, paid, professional experiences that can occur any time of the year. They are usually specific, project-based assignments with a fixed deadline and payment amount. Learn more about these positions in the Handshake Resource Library.
ECS organizes a variety of events throughout the fall and spring semesters to connect students with employment opportunities. Workshops and information sessions are offered throughout the autumn and spring semester. Peak on-campus recruitment generally occurs September - November and February - April.
INTERVIEW FORMAT

BEFORE
- Practice your interviewing skills (p. 32).
- Review the job description and learn more about the company through information provided in advance and/or their website.
- Know when you are available to work.
- Be well groomed and dress professionally (p. 18).
- Plan to be 15 minutes early. Double check the date, time, and location of interview.

PRO TIP: Attend an Interview Strategies workshop, seek interview coaching, and participate in mock interviews.

DURING
- Both you and the interviewer will engage in “small talk” on the way to the interview room to break the ice.
- Interviewer sets the stage outlining how the interview will go.
- Interviewer asks questions to gather as much information on you as possible to decide whether to invite you back for a second interview. Be concise with responses, but give pertinent details.
- You are invited to ask questions. Prepare 3-5 questions. Not asking questions gives the recruiter the impression that you are not interested.
- Interview ends and next steps are discussed. Reiterate your interest, thank the interviewer for their time, and request business cards from all interviewers.

PRO TIP: Site visits and meals may also be a part of the interview process. Remember that everyone you come in contact with during your interview day will likely have some say on the final hiring decision. Be courteous to every person you meet.

AFTER
- Send interviewer(s) a personalized thank you email within 48 hours of the interview.
- Follow up with your interviewer if the previously discussed timeline has passed with no word.
- Research market value for the position’s salary so you have a knowledge base if an offer is made (p. 36).

REMOTE INTERVIEWS

PREPARATION
- Secure a designated time for your interview. However, if the recruiter calls you at an unexpected time, politely ask them to reschedule if it does not work for you. Determine who will be initiating the next call before you end the conversation; consider time zone differences.
- Prepare as you would for a face-to-face interview. Research the employer, make a list of questions, review your list of skills, and create supporting examples. Have your resume handy for referencing.
- Find a quiet space; forewarn your roommates or family that you will be conducting this call and limit distractions. Consider reserving a room at ECS or a library on campus.

NON-VERBAL BEHAVIOR
- Dress the part; the way you are dressed can affect your attitude and your mood even though the employer cannot see you.
- Add occasional interjections such as “OK,” “Sounds good,” or “Sounds interesting” to compensate for the lack of eye contact and other non-verbal cues.

CLOSING THE INTERVIEW
- Keep your calendar handy in case the employer asks to schedule a future interview with you.
- Ask the interviewer (if not already addressed), “What can I expect as the next step in this process?” “When will I hear from you?”

TIPS UNIQUE TO VIDEO INTERVIEWS
- Remember that the interviewer will see what is behind you. Have an appropriate and minimally distracting background. Room lighting is also important.
- Ensure your computer, webcam, speakers, and software are working properly before the interview begins; practice with a friend or family member ahead of time.
- Use practice interview resources on OhioMeansJobs.com to familiarize yourself with video interviews and assess areas for improvement.
- Put thought into your appearance and attire. Your hair/makeup/hygiene should be professional. Appropriate dress (tops AND bottoms) are important.
- Maintain eye contact by looking at the camera and not at the computer screen.
- Remain calm if the connection is lost during the interview. Call the interviewer back and explain what happened.
IN-PERSON INTERVIEWS

ON-CAMPUS INTERVIEWS
On-campus interviewing (OCI) makes it easier for students and employers to connect and help students have the best interviewing experience at one convenient location – Ohio State’s campus!

• The on-campus interview is usually an initial interview. Interviews are typically 30, 45, or 60 minutes long.
• On-campus interviewing is seasonal. Each year, the majority of on-campus interviewing takes place from September through March.

ON-SITE INTERVIEWS
On-site interviews are an opportunity for recruiters to get a more in-depth assessment of the candidate prior to making a job offer. The visit also provides the candidate with a better idea of whether the company is a good fit before an offer is made. In order to prepare adequately, gather information on the type of work you will be doing and any details you can find out about your day-to-day responsibilities.

• Ask for a trip itinerary and get the names and titles of all individuals who will be interviewing you ahead of time.
• Expect to be interviewed multiple times throughout the day.
• Companies might also conduct testing or ask you to give a formal presentation in the interview.
• Greet each new person enthusiastically and answer the questions as if it is the first time, every time.

MISSED ON-CAMPUS INTERVIEW POLICY
No Show is defined as an unexcused absence from a scheduled interview (either not showing up or canceling less than 48 hours in advance).

If a late cancellation is unavoidable, call ECS as soon as possible. Also, send an apology email to the employer within 48 hours, state the reason, express sincere regret, and request a telephone interview. If you miss an interview, a hold will be placed on your Handshake account. You will not be able to schedule additional on-campus interviews until you send an email of apology to the employer and copy ECS. After the copy is received, your account will be reactivated.

Two unexcused absences result in one semester of ineligibility for on-campus interviewing. Three such events will terminate your interviewing privileges for the academic year.

STANDARD QUESTIONS

Standard questions might seem so simple that you do not need to prepare, but your answer to each should be polished and sharp. Prepare your responses to standard interview questions and practice speaking them out loud.

EXAMPLE QUESTIONS
• Tell me about yourself.
• What are your greatest strengths?
• Where do you see yourself in ten years?
• What is your biggest weakness? How do you deal with it?
• How would your co-workers or classmates describe you?
• Why do you want to work for X Company?

When the employer asks, “Tell me about yourself,” be prepared with a brief academic summary, quick highlights of strengths and interests, relevant experience, current goals, and career interests. Connect these to the position for which you are applying and do not assume that everyone in the room has read your resume.

EXAMPLE ANSWER

“I am a recent graduate from The Ohio State University with a BS in mechanical engineering. I have a strong interest and minor in environmental engineering. With two co-op rotations at XYZ Company, I worked on several sustainability initiatives focusing on minimal disruption to the natural ecosystems within national parks. During my internship with 123 Engineering, my contributions focused on SOLIDWORKS designs and communicating with customers to understand their needs. I enjoy hands-on work and being active; during college I was president of Design for Good and actively involved with the Green Engineers organization. With my design experience and passion for environmental engineering, I am excited about the possibility of making contributions to your company in this Sustainability Design Engineer role.”
BEHAVIORAL QUESTIONS

Behavioral based questioning is an interviewing method that helps employers learn about what you have done in the past to better predict what you will do in the future given a similar situation. It would be ideal for employers to observe you at work or on a project team, but because that is usually not an option, behavioral based interviewing is the optimal alternative. Recognize these types of questions when you hear “tell me about a time when...” or “can you give me an example of...” Employers are looking for specific examples.

S.T.A.R. FORMAT
- Specific situation
- Task you faced
- Actions you took
- Results (be concrete)

EXAMPLE

Q: “Give me an example of a time when you did more than the job required.”

A: “[Situation] I worked at Company X as a claims agent [Task] and while processing claims one day, I had the idea that the salespeople could enter claims online and shorten the entire process. [Action] I put in some extra time designing a system that could be used as a prototype. [Results] I showed it to my boss and she thought it was a great idea and design. In fact, she showed her boss. It eventually was incorporated into the company’s process and reduced weekly administrative time by 3 hours.

While you cannot anticipate the exact behavioral based questions an employer might ask, you can gather from the job description the types of skills or characteristics that would be required of the position. When practicing, reflect on experiences where you demonstrated or gained specific skills. By framing your preparation around competencies, you will be better prepared for questions you did not anticipate.

EXAMPLE QUESTIONS
- Critical Thinking: Tell me about a time you had to make a decision with incomplete information. What did you do?
- Career Management: Describe a time when you volunteered to expand your knowledge at work, as opposed to being directed to do so.
- Global Fluency: Describe a time when you worked with a diverse group of people or person. What did you learn from this experience?
- Leadership: Tell me about a time when you led by example. What did you do and how did others react?
- Teamwork: Give me an example of your favorite experience working on a team. What was your contribution?
- Technical Skill: What was the most complex assignment or project you’ve worked on?
- Time Management: Give me an example of a time when you had to work under a tight deadline.

RESPONSES
Behavioral based question responses can come from a variety of experiences, including class projects, work projects, campus/community involvement, research, volunteer, coursework, travel, part-time employment, and hobbies. Vary your examples!
Technical interviews are common in engineering because they allow employers to evaluate your level of knowledge and skills through a demonstration of your analytical abilities, problem solving strategies, creative thinking, and communication skills. Some technical questions are general, meaning you may be asked to solve logic problems or brain teasers. Others may be more role-specific and will relate to the work that you will perform as a potential employee.

**EXAMPLE QUESTIONS**

- You have five bottles with pills. One bottle has 9 gram pills; the others have 10 gram pills. You have a scale that can only be used once. How can you find out which bottle contains the 9 gram pills?
- What are the 7 layers of the OSI model?
- If $x$ amount of weight was applied to a cable with a cutoff of $xx$ weight, how much force would a motor have to produce to cut-off the cable?
- Draw the circuit for an active low-pass filter.
- Describe what considerations you would make when selecting a material for a certain component.
- How would you extract hydrogen from water?

**STRUCTURED METHOD FOR ANSWERING TECHNICAL INTERVIEW QUESTIONS**

1. Restate the problem.
2. State assumptions and ask clarifying questions.
3. Quickly overview the approach you are going to take and confirm.
4. Prove the solution correct.

The goal of technical interviews is not always to answer perfectly. Rather, the interviewer is trying to see how you think when faced with a difficult problem. Review the Technical Interviewing Preparation Guide within the Handshake Resource Library for additional tips.

**PRO TIP:** Use tools like a whiteboard or notebook to show the thought process of your answer.
CONSIDERATIONS
Observe and research these to understand the following:

• Where would you work? (facility/conditions)
• Do the job circumstances and conditions appeal to you?
• What are your long-term opportunities with this employer?
• What is the past and projected growth of the company, department, or division in which you will work?
• How are they different from their competitors?
• Do you like the city/region where the company is located?
• Are the employees interested and involved or stressed and anxious?
• Do employees relate positively to management?
• Do people greet one another in a courteous manner?
• Who will be your supervisor and what is their supervision style?
• Will you work alone or with others? Travel? (% of time)
• Where do most people who work there live?
• What is the commute like? (options? drive? public transit? bike?)

EXAMPLE QUESTIONS TO ASK
• How would you describe a typical [day/week/month] for a person in this role?
• What skills or traits are important in making a person successful in this position?
• If hired, what training is available to build my skills and keep them up to date?
• What is your favorite part about working for [X Company]?
• How would you describe the work culture at [X Company]?
• Is there a team or department that this position collaborates with and what does that relationship look like?
• What are some of [X Department]’s current priorities and projects?

AVOID
• Asking about salary and benefits. This should not come up until after an offer is made.
• Asking questions that the interviewer has already answered during the interview; doing so implies that you were not listening.
• Not asking questions. It is important to have 3-5 prepared questions to ask in order to show your research and genuine interest in the company and position.

HANDLING JOB OFFERS

Congratulations, you received a job offer! While exciting, do not accept the job offer on the spot. Gather information to help you decide if the offer is right for you. Also make sure to get all offers in writing.

INTERESTED BUT NOT READY TO MAKE A COMMITMENT
• Express interest in the position and appreciation for being selected.
• Identify what questions you need answered in order to make a decision (start date, location, relocation assistance, salary, benefits, etc.).
• Determine how much time would be optimal in deciding — and ask for it (ideally within 4 weeks of obtaining the offer).
• Contact other pending opportunities (if applicable), let them know you have received an offer, and find out if you are still a viable candidate.

NOT INTERESTED
Respond courteously to all offers via email or phone (see sample decline offer letter on p. 14).

REPORT YOUR JOB OFFERS
Maintain the value of your degree by reporting ALL job offers, regardless of if your offer was a result of ECS services. ECS collects and distributes statistical information on hiring patterns and salary offers received by all Ohio State engineering students. Information you provide is used for statistical purposes only (your name will not be connected to your data in published reports). Salary information helps you evaluate your own offers and helps employers establish competitive salaries.

Report by visiting: ecs.osu.edu/report.

RENEGE POLICY
Reneg: (verb) to fail to carry out a promise or commitment.

Never accept a job with the intention of turning it down if “something better” comes along. Not only is it inconsiderate and unprofessional, it also reflects poorly on Ohio State and might negatively impact another student’s opportunities with that employer. Also, employers communicate with each other, and you do not want to get a bad reputation.

After you have given your decision careful consideration and accepted an offer, stop looking. Inform other employers who have extended offers that you have accepted another position. Do not accept further interview invitations or search further. Come to an ECS Career Advisor if you are in a position where you are considering reneging.

Reneging is grounds for exclusion from ECS services. Students who renego on a job offer will be evaluated on a case-by-case basis.
COMPENSATION

For more information about earnings

• Visit ecs.osu.edu/statistics/wages-salaries for annual reports of OSU engineering student earnings.
• Check Statistics on the ECS website and use the Educate to Career Salary Calculator to project your target income based on location, occupation, industry, education, and work experience.
• Consult the ECS Job Blog for a more thorough how-to guide on negotiating salary.
• Attend an ECS Salary Negotiation workshop.

IMPORTANT COMPENSATION CONSIDERATIONS
Co-op/Internship
Housing and relocation assistance is an important consideration for students accepting co-ops/internships. Some employers provide financial assistance to help with your costs of moving to another city for work. Find out if the company offers housing benefits.

Career
When evaluating a full-time job offer, consider the total compensation package in addition to the starting salary. Read the fine print of your benefits package, which may make a difference between accepting one offer over another. Also, (if applicable) consider the position’s bonus structure and how often you will be eligible for a pay raise. Here are some basic elements of a standard benefits package:

• Medical insurance
• Life insurance
• Disability insurance
• Time off (paid and unpaid)
• Retirement, pensions, and 401Ks
• On-site services
• Stock options, profit sharing, etc.
• Flexible scheduling
• Tuition reimbursement
• Dependent care
• Legal services

SALARY NEGOTIATION

Employers determine salary based on many factors: market conditions, current supply/demand for your major and skills, job level within the organization, industry standards, company-specific factors (pay philosophy or promotion practices), and cost of living in that area. In addition, they may factor in the value of your previous experience and your degree level. (Please note: More education does not automatically result in higher pay, since it is only one of many factors.)

It is not always appropriate to negotiate. Before considering negotiation, think about one important question: “What about this offer is unsatisfactory?” As with almost all job search activities, research is especially important during salary negotiation. Know your field’s market value, so that you are not undervalued.

POSSIBLE REASONS TO NEGOTIATE SALARY

• The offer is not the current market rate for your major and degree level. Check the resources (p. 36) for current values, updated annually. Have your data at hand.
• You have a comparable, yet stronger, offer. Be prepared to document this — the employer could ask you to send a copy of the competing offer letter.
• You have something unique and special to offer. Perhaps you have done significant research directly related to their industry, or you have directly related previous experience.
• Cost of living differential. Keep in mind that they probably live in that area and are aware of what it costs. However, it could be a valid factor in choosing amongst multiple offers.

Negotiate only if you are seriously interested in the opportunity. Once you have done your homework and have the facts:

1. Call the person who issued your offer well in advance of their deadline.
2. Reaffirm your interest and fit for the opportunity.
3. State your concern, and back it up with facts.
4. Ask, do not demand.
5. Be prepared for both yes or no replies.

If they say yes, they will expect you to accept. In either case, ask for a day or two to think it over. If the offer does not change, you may decide it is the best one for you. Remember your goal is to find a place where you can enjoy your work and succeed financially.

Try this!

USE THE SALARY RESOURCES LISTED ABOVE TO RESEARCH THE MARKET VALUE OF YOUR POSITION.

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<th>SALARY/HOURLY WAGE</th>
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YOUR JOB SEARCH PLAN

Try this!

CREATE YOUR OWN JOB SEARCH PLAN
BY FILLING IN THE BLANKS.

JOB SEARCH ACTION PLAN
1. Complete your Handshake profile to 100% and make public.
2. Update your resume often and upload the most recent version to Handshake.
3. Schedule job search time each week.
4. Run your saved Job Alerts twice a week. Job Alerts are located under Notifications > Jobs within Handshake. Ask an ECS Career Advisor to help you set up a Job Alert for maximum results. Be sure to “favorite” positions and companies so Handshake will learn your job search preferences based on your activity.

5. Set your job applications goals: ____________/semester.

6. Apply as soon as the window opens—do not wait until the deadline! Note important dates on the job posting for your reference later.

7. Network with employers: Attend Events listed in Handshake, including career fairs.
   - Expo ________________(autumn).
   - SWE fair ________________(spring).
   - Spring Into Your Career Fair ________________(spring).
   Visit Events > Fair Search in Handshake for details.

8. Polish your skills: Attend AT LEAST ONE workshop:
   - (name of workshop)
   - (date).

9. Browse Jobs > Employers in Handshake: Search by keyword, industry, or location to discover companies or industries that you may not have heard of before.

10. Use the Handshake Resource Library to view additional resources for your search.