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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.

BENEFITS OF REGISTRATION
• Full use of the Handshake job search system—including engineering specific job postings and on-campus interviews.
• Inclusion in engineering employers’ resume referrals.
• Professional consultations for help with resume reviews, job search letters, job search strategy, interview coaching, and other career related concerns.
• Employer networking opportunities.
• Access to Resource Library with 80+ customized job search resources.

1-STEP REGISTRATION
Scan the QR code (or visit go.osu.edu/RegisterWithECS) and fill out the form. Your registration will be processed within 2 business days.

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 scheduled appointments and drop-ins. Peer Career Coaches are upperclassmen with previous internship experience who also offer experienced job search advice from the peer perspective.

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 diversity, career and major guides, interview tips, graduate school information, and links to external job search and career planning resources.

PRESENTATIONS & POP UPS
ECS presents a variety of topics annually to help you find success in your job search. Topics 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/news.

ALUMNI PROFILES
Engineering alumni offer major specific insights 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 within the Resources tab under Career Center.

VIDEOS
Our Youtube page at go.osu.edu/ECS-youtube hosts short videos covering career content such as resume tips, interview preparation, and offer components.

SOCIAL MEDIA
Get career information in your feed by following us on TikTok, Instagram, and LinkedIn.
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.

- CAREER & SELF DEVELOPMENT
  Identify, articulate, and proactively develop knowledge and experiences that promote continuous personal growth and professional success.

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

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

- EQUITY & INCLUSION
  Equitably engage and include diverse individual, community, and global viewpoints, and actively take part in anti-racist practices that challenge systems of racism.

- 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.

- 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.

CAREER PLAN

Balance the job search with other priorities by breaking it down into small, actionable steps.

THE BASICS
- Register with ECS.
- Get involved on campus.
- Attend a career fair.
- Create a resume and have it reviewed.
- Discuss available intern/co-op terms with Academic Advisor.

EXPLORE
- Participate in ECS events, panels, and workshops.
- Set up an informational interview.
- Actively apply to co-op/intern positions.
- Review career path resources in Handshake.

CONNECT
- Connect with peers and alumni via Handshake and LinkedIn.
- Attend career fairs and Career Week events.
- Build your network with faculty, advisors, supervisors, etc.
- Follow-up with networking connections.
- Schedule a mock interview.

DEVELOP
- Attend Intern Week events.
- Consider alternative experience to build resume.
- Be active on campus and as a leader.
- Volunteer or secure a part-time job.
- Schedule a mock interview.

FOCUS
- Create a job search plan and devote weekly time.
- Organize and track progress and connections.
- Troubleshoot job search concerns with ECS Advisor.
- Meet with ECS to have your job offer reviewed.
- Report your intern, co-op, or full-time offers to ECS.
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 education.

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.
- Utilize keywords in your field. ATS will search the resume for relevant terms. Using the Qualifications section to incorporate keywords will help you progress through the screening process.

PRO TIP: Following a simple format, using ECS templates provided in the Handshake Resource Library, 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
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

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

Active Member, Organization Name, Month Year – Month Year
• Demonstrate transferable skills (leadership, communication, etc.)

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, so everything on your resume must be true. You can strategically omit some information, but ask an ECS Career Advisor if you have questions.

• 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). Be prepared to discuss GPA if you leave it off.
• Point out skills relevant to your major/job target first. Present skills in clearly defined topic areas.
• Use the CAR (circumstance, action, and results) format.
• 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.
• Limit resumes to one single-sided page for BS graduates. 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
- Engineering Projects 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

(title)  (dates)

• (circumstance)

•  

(action)

•  

(results)

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, Computer, 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 a 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:

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

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

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. 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. 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. 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.
JOB POSTING EXAMPLE

ENERGY ENGINEERING SPRING CO-OP
Buckeye Engineering

Full-Time Internship   Columbus, OH   Paid   Posted Nov 19

Applications close on May 30th, 2023 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 Engineering Expo, and I was very excited to learn that the company is a nationally recognized leader in sustainability.

My qualifications match 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 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
CORRESPONDENCE SAMPLES

DECLINE OFFER EXAMPLE

SUBJECT: Engineering Intern Offer

Dear Mr. Brown,
I truly enjoyed meeting with you and other representatives from ZZZ, Inc. while learning firsthand about your roles and operations. Thank you for your offer to be an Engineering Intern with ZZZ, Inc. It was a difficult decision, but I have decided to pursue another opportunity. Thank you again for your consideration.
Sincerely,
Laura Buckeye

ACCEPT OFFER EXAMPLE

SUBJECT: R&D Engineer Intern Offer

Dear Mx. Jones,
It is with great excitement that I accept the offer for the position of R&D Engineer Intern. Attached is my signed offer letter. I look forward to joining the ABC team and am confident in the contributions I will make to the organization. I am excited to start work on Monday, August 10th. Please feel free to contact me if you have any questions. Thank you again for this opportunity.
Sincerely,
Brutus Smith

FOLLOW-UP EXAMPLE

SUBJECT: Engineering Spring Co-op

Dear Mrs. Hernandez,
I recently applied for your Spring Co-op Position (Job ID: 46875). I wanted to reiterate my strong interest and follow up about my application status. My project experience and technical skills prove I would be a great match. I would appreciate the opportunity to talk with you when you begin scheduling interviews.
Kind regards,
Dominique Scarlett

DEADLINE EXTENSION REQUEST EXAMPLE

SUBJECT: Engineering Intern Offer

Dear Mrs. Niu,
I am very thankful for the opportunity to be an intern at XYZ Logistics and continue to be interested in the experiences I know I will be afforded there. As I am considering the offer, I was hoping you could extend the decision deadline to [specific date]. Please let me know if this is a possibility as I want to take careful consideration when making my decision while being respectful of your timelines. Thank you.
Best,
Carmen Buck

JOB SEARCH

NETWORKING
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 networking events.
- 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 or who is employed by a specific company/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 830 million members. It connects you to contacts and helps users exchange knowledge, ideas, and opportunities.

Creating a Strong Profile
- Choose a professional photo.
- 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 such as the Ohio State Engineering Career Services Students, Alumni, & Employers.
- Follow the Engineering Career Services page.
- Discover and reach out to alumni and industry professionals.

Identifying Opportunities
- Follow company pages to view open positions, recent news, 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.
- Be gracious.

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
- Business suit (pant or skirt)
- Long sleeve collared shirt
- Tie
- Belt
- Dress shoes and dress socks
- Low heels or flat dress shoes
- Knee-length skirt
- Blouse

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

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

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.

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 a 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. 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 committed in your networking efforts – apply, attend events, 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.
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, searching 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 INTERNSHIP POSITIONS
Engineering students should be paid, 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/ecs-data. 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.

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 Practical Training (CPT), Optional Practical 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).
- Course syllabus and assignments are posted in Carmen Canvas.

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 Students.”
- Fill out the form and choose “yes” to register for 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.

ALTERNATIVE EXPERIENCES

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.

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. Learn more at engineering.osu.edu/undergraduate/undergraduate-students/get-involved.

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:
- Apply through the Undergraduate Student Research Placement Tool (USRPT).
- 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.

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 experiences, such as Parker Dewey, in the Handshake Resource Library.

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.
- 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.
ANNUAL EVENTS

AUTUMN SEMESTER

**AUG 24**
**WELCOME BACK & PARTNER DAY**
Kick-off event celebrating the start of the academic year; meet ECS staff, network with ECS employer partners, and learn about upcoming career related events.

**SEPT 6–9**
**CAREER WEEK**
Customizable menu of events incorporating workshops, interactive sessions, and employer engagement opportunities designed to help students prepare for the full-time job search.

**SEPT 13–14**
**OHIO STATE CAREER AND INTERNSHIP FAIR**
Career fair open to all Ohio State students and recent graduates.

**SEPT 20**
**E-GSPIRE**
Virtual industry recruitment event open to all MS/PhD/Postdoc level engineers.

**SEPT 20–21**
**E-COUNCIL ENGINEERING EXPO**
Multi-day, hybrid career fair providing engineering students with an opportunity to meet employers recruiting for spring and summer positions.

**SEPT 22**
**CONSTRUCTION, CIVIL, AND ENVIRONMENTAL ENGINEERING CAREER FAIR**
In-person career fair with employers representing civil and environmental engineering sectors.

In addition to these annual events, ECS organizes a variety of additional opportunities throughout the fall and spring semesters to connect students with employment. Peak on-campus recruitment events generally occur September–November and February–April.

SPRING SEMESTER

**JAN 17**
**OHIO STATE SPRING CAREER FAIR**
Career fair open to all Ohio State students and recent graduates.

**JAN 17–20**
**INTERN WEEK**
Customizable menu of events designed to help internship and co-op students feel confident and comfortable navigating the spring career fairs and job search.

**JAN 30–31**
**SWE FAIR**
Multi-day, hybrid career fair for ALL engineering students to meet with employers recruiting for summer and fall positions.

**JAN 30–31**
**GRADSWE GSPIRE**
Hybrid industry recruitment event open to all MS/PhD/Postdoc level engineers.

**APR 4**
**SPRING INTO YOUR CAREER FAIR**
Boutique-style fair with engineering employers seeking candidates to fill immediate needs for summer and fall positions.
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.
- Plan to be 15 minutes early. Double check the date, time, and location of interview.

PRO TIP: Attend a 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 information 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.
- 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. 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 helps 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. 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.

BEHAVIORAL QUESTIONS

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
- Career & Self Development: Describe a time when you volunteered to expand your knowledge at work as opposed to being directed to do so.
- Critical Thinking: Explain a time you had to make a decision with incomplete information. What did you do?
- Communication: Tell me about a time you explained a complicated technical concept to someone without a technical background.
- Equity & Inclusion: Give me an example of a time you worked on a diverse team. What did you learn from that experience?
- Leadership: Tell me about a time when you led by example. What did you do and how did others react?
- Professionalism: Give me an example of a time when you had to prioritize multiple responsibilities.
- Teamwork: Tell me about your favorite experience working on a team. What was your contribution?
- Technology: What was the most complex assignment or project you’ve worked on? How did you leverage technology to achieve your goal?

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!
S.T.A.R. FORMAT

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<tr>
<th>SPECIFIC SITUATION</th>
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<th>TASK YOU FACED</th>
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<th>ACTIONS YOU TOOK</th>
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<th>RESULTS (BE CONCRETE)</th>
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Try this!

WRITE YOUR OWN RESPONSE TO A BEHAVIORAL QUESTION USING S.T.A.R.
See example questions on p. 31

TECHNICAL QUESTIONS

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.
CLOSING THE INTERVIEW

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?
• What do you like about the city/region where the company is located?
• Are the employees interested and involved or stressed and anxious?
• Do employees relate positively to management?
• 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 this role?
• What skills or traits are important in making a person successful in this position?
• If hired, what training is available to build and update my skills?
• 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?
• How does your organization center equity, inclusion, and belonging in your culture and business practices?

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. 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
Renege: (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 renge on a job offer will be evaluated on a case-by-case basis.
COMPENSATION

For more information about earnings:

• Visit ecs.osu.edu/ecs-data 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 or event.

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 potential elements of a 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/HOURLY WAGE

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<th>RESOURCE</th>
<th>AVERAGE RANGE:</th>
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Try this!

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

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?” 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 patents and publications.
• 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. Even 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.
YOUR JOB SEARCH PLAN

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. Make your resume public.
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 at career fairs listed in Handshake.
   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 or event:
   (name of workshop/event)
   (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.

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

Try this!

NOTES