Information for Employers during COVID-19 (updated 3/25/2020)

Engineering Career Services is committed to the health and well-being of our students and employers. The Ohio State Wexner Medical Center is closely following recommendations of the U.S. Centers for Disease Control and Prevention (CDC) and Ohio Department of Health (ODH). The latest updates from The Ohio State University Wexner Medical Center can be found on the COVID-19 information page.

ECS is dedicated to supporting students and employers in navigating potential limitations regarding in-person interactions during this time. We are available to discuss options for adapting the recruitment strategy given the current situation. If you have questions, please email Amy Franklin (franklin.210@osu.edu).

Communicating with Candidates

While this is an evolving situation and circumstances are changing quickly, we encourage employers to communicate openly with candidates and new hires regarding your organization’s operating status. Please provide periodic updates and resources in order to keep students informed of their status and work options. As we receive inquiries, we will encourage students to contact their employers directly to ask specific questions and seek clarification.

Rescinding or Deferring Employment Offers

While organizations work to mitigate the potential unprecedented health and economic impact brought on by COVID-19, we hope that rescinding offers will be a last resort. We encourage employers to explore all available options prior to rescinding or significantly deferring employment offers.

Please notify ECS if your organization finds it necessary to rescind or defer employment offers to Ohio State engineering students.

Recruiting Options during COVID-19

Virtual Interviews

We recommend using a video and audio conferencing platform (Zoom, GoToMeeting, Cisco Web, Skype, etc.) to conduct virtual interviews. Please keep in mind that students may be unable to conduct a virtual interview in a private space. This may result in additional background noise and other minor disruptions during the interview that are outside of the candidate’s control. Please contact Caitlin Mashhadian (mashhadian.2@osu.edu) if you have questions regarding adding your virtual interview schedule to Handshake.

Virtual Events

ECS will continue to promote virtual recruiting events that are added to Handshake. Listing your events in Handshake enables you to track RSVPs as students sign up and then you can follow up with them after the event. Be creative when coming up with virtual recruiting events. Consider hosting Q&As, office hours, and employee panels. Create authentic relationships by proactively messaging candidates that fit your qualified criteria using search filters and personalized outreach. This can drive attendees to your virtual events and applicants to your job postings.

Job Postings

When posting a job that allows remote workers, we recommend including verbiage indicating this in your job description.

We Value Your Partnership
Thank you for all of your flexibility, efforts, engagement, and understanding as we continue to innovate and adapt our approach to offering a successful recruitment strategy.