



Cornell University
College of Engineering

Recruiting Realities and Job Opportunities for Engineering Students

Mark Savage, Director

Betsy East, Assistant Dean, Student Services

October 30, 2009



Cornell University
College of Engineering

Agenda

- Career Development Programs
- Recruiting Data
 - National
 - Selected Engineering Colleges
 - Cornell
- Challenges
- Input



Career Development

- Identifying career-related skills, interests, and values
 - Help students align career goals and major
 - Assist with resumes, cover letters, interview strategies
 - Plan networking and job search strategies
 - Teach Career Development Course for Engineers
 - “What Can I Do With My Life” – ENGR 1050 freshman class talks
 - Career panels for various majors or industries



Programs - Undergraduates

- Workshops ~100
 - Resume development
 - Interview strategies and mock interviews
 - Job search & networking strategies
 - Etiquette dinner
- Individual meetings ~2200

Programs – Graduate Students

- Workshops for all
 - Resume development
 - Interview strategies
 - Job search & networking strategies
- MEng
 - Tailored workshops
 - Individual coaching
- PhD
 - Career Services Open House
 - Panel of industry/academic professionals - job search process



Cornell University
College of Engineering

Student Registrations with Career Services

09-10

- Total = 2,570 students
 - 544 Grad Students
 - 446 MEng / MS
 - 98 MS/PhD
 - 1929 UG Students
 - 671 Seniors
 - 542 Juniors
 - 393 Sophomores
 - 323 Freshmen

08-09

- Total = 3,264 students
 - 563 Graduate Students
 - 2701 UG students
 - 771 Seniors
 - 697 Juniors
 - 712 Sophomores
 - 521 Freshmen



Graduate Students

Year	Graduate Students Served
1988	265
1998	397
2008	563

- Growth primarily at MEng Level - high % of international students
- Growing demand for services from PhD students



Employer Activities

- Sponsor career focused activities on campus
- Conduct workshops, info sessions and resume critiques
- Work with student organizations
- Participate in career fairs
- Sponsor project teams

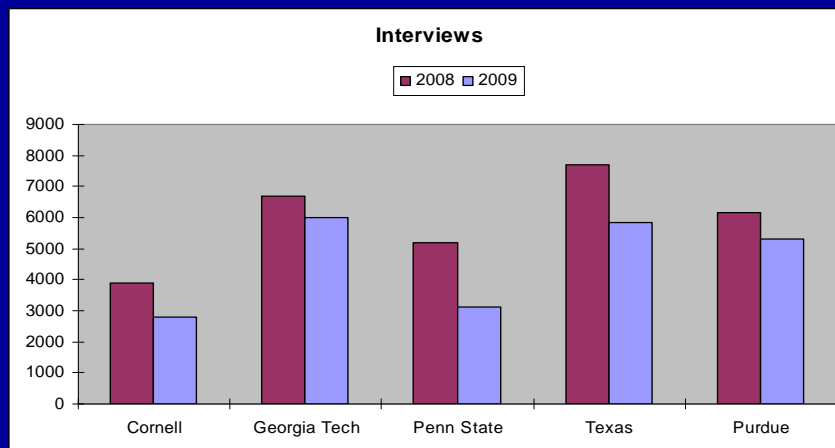
New employer contacts originate from alumni, outreach efforts, and referrals from
Corporate Relations, faculty, staff, colleagues and students

National Data - All Careers (174 Employers Responded)

- 2009
 - Full time hiring was down 22%
 - Intern hiring was down 21%
- Projection for 2010
 - Full time hiring to be down overall by 7%
 - Northeast - increase 5.6% from last year

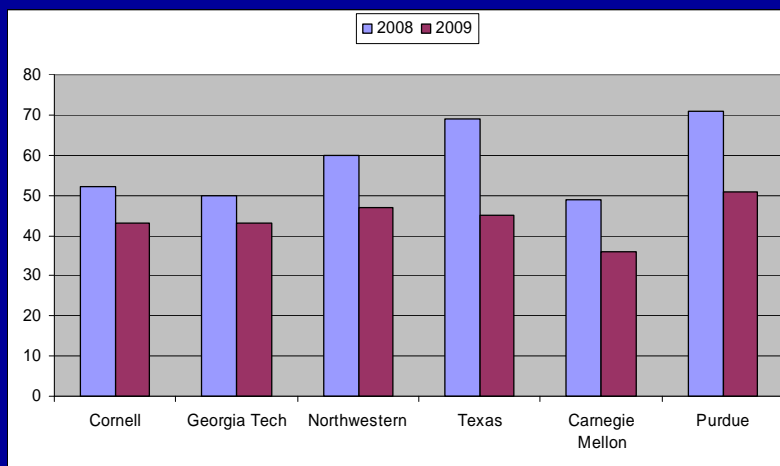
Data Source: National Assoc of Colleges and Employers Survey

Selected Eng Schools – # of Interviews



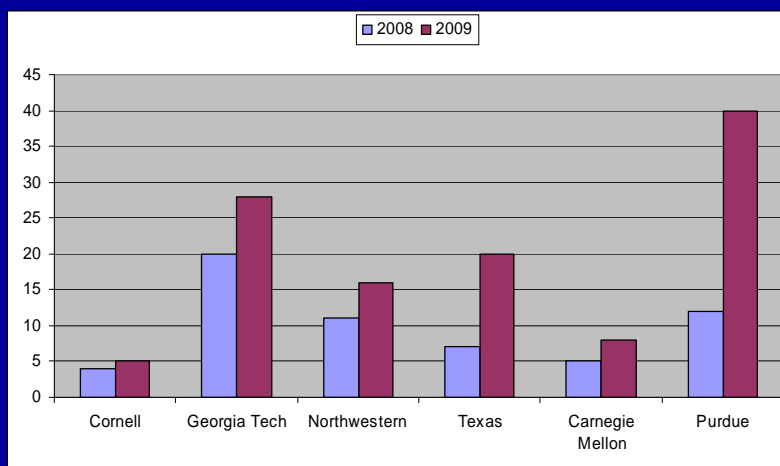
Data from survey of "Big Ten+" Associate Deans – October 2009

Post Grad Activity - % Employed



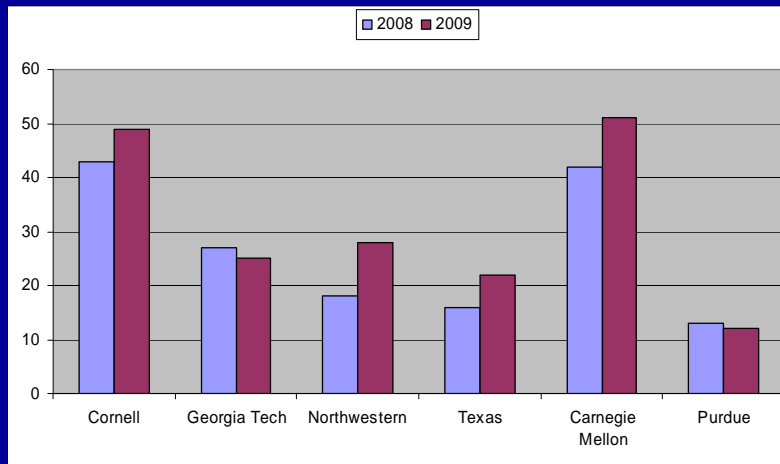
Data from survey of "Big Ten+" Associate Deans – October 2009

Post Grad Activity - % Still Seeking



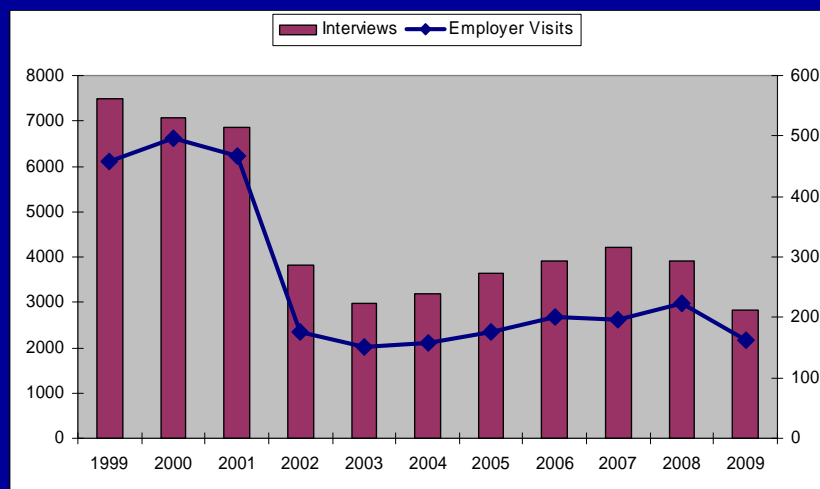
Data from survey of "Big Ten+" Associate Deans – October 2009

Post Grad Activity - % Grad School



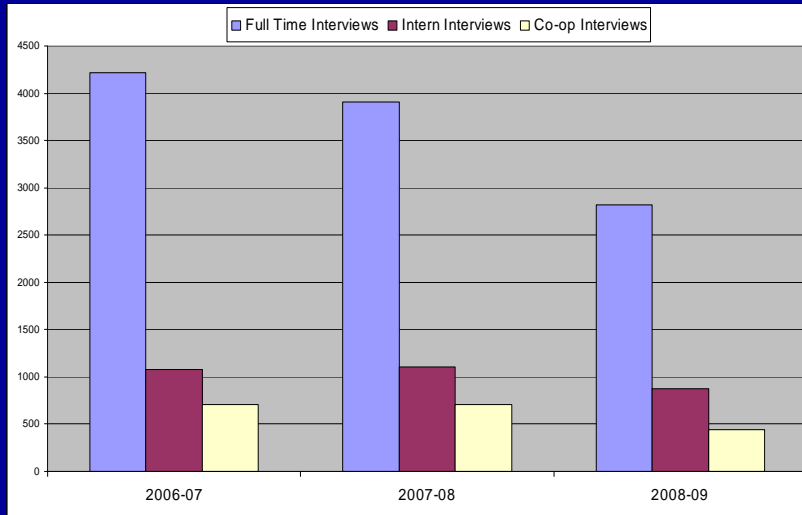
Data from "Big 10+" Associate Deans October 2009

Cornell - Interviews & Employer Visits



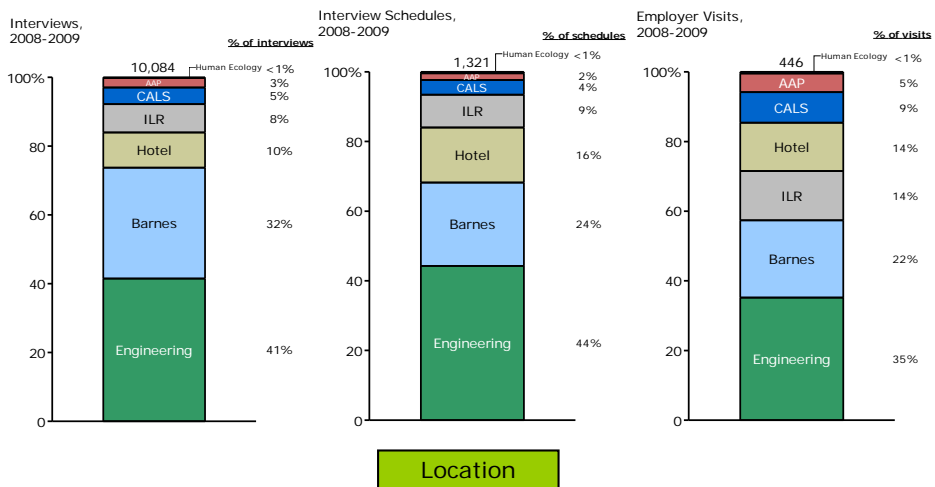
Data from Engineering Career Services

Interviews by Type

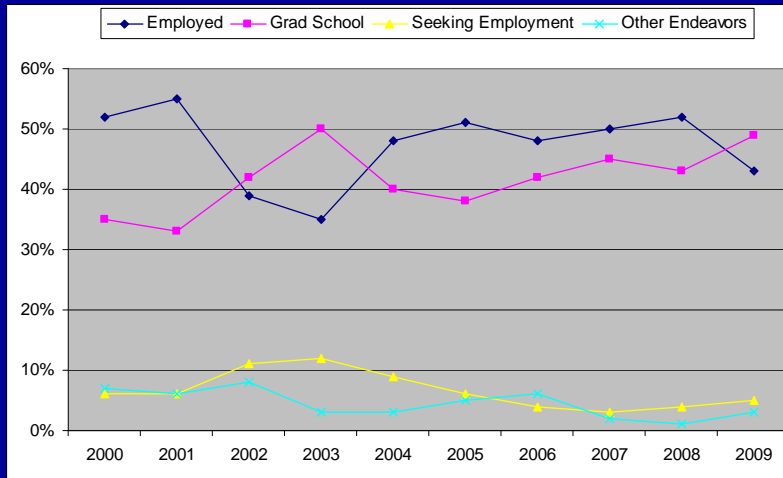


Data from Engineering Career Services

Engineering hosts the most interviews and employer visits

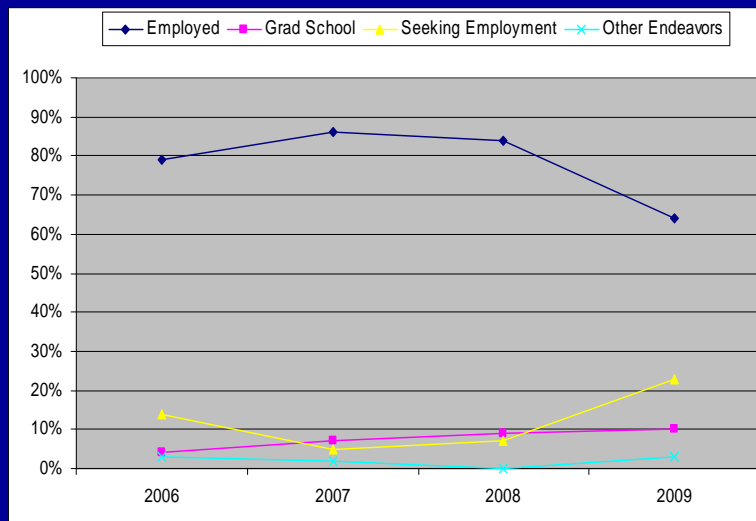


Post Grad Activities* - Eng UG



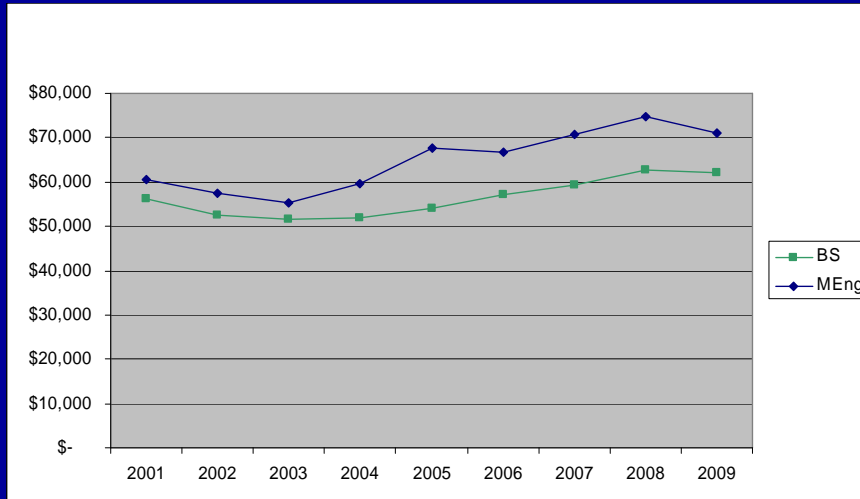
*Survey return for '09 is 59% compared to 79% for '08 – Self Reported Data

Post Grad Activities* - MEng



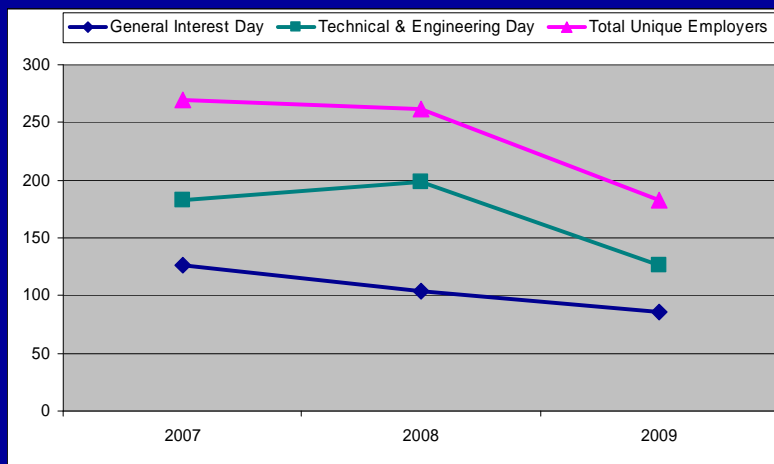
*Survey return for '09 is 59% compared to 79% for '08 – Self Reported Data

Average Salaries



Survey return for '09 is 59% compared to 79% for '08 – Self Reported Data

Career Fairs –Number of Employers



Data from University Career Services

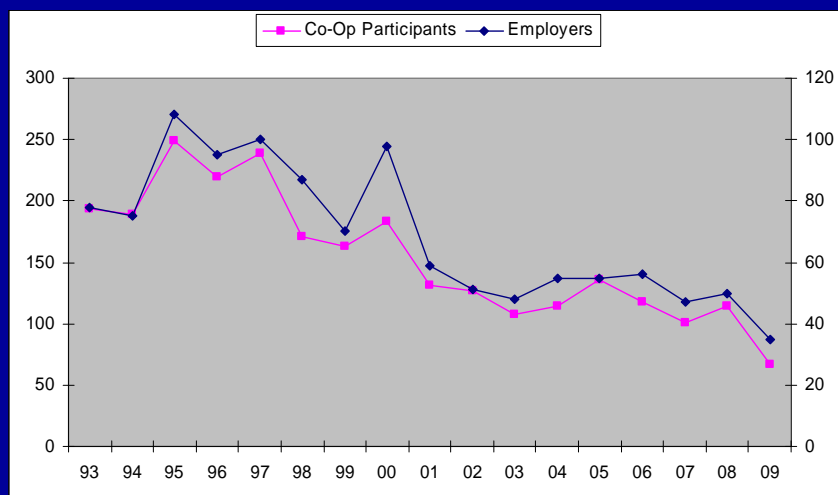


Cooperative Education

- Academic Program
 - Courses in summer
 - Graduate in four years
 - Substantial tuition revenue for College (\$400,000 to \$1M) from summer courses
- 28 weeks of integrated, paid work experience
 - Semester and summer
- ~100 - 120 students (in a normal year) accept a co-op position
 - This year 67
- ~60% of Co-op students receive job offers at end of Co-op



Co-op Participants/Employers





Challenges

- Economy
- Location – return on investment
- Persuading UGs to be more flexible in job search
- Staff levels
- Increase in number of MEng students
 - 37% international students
 - Many employers seek only BS candidates, esp in Financial Services
 - Extended staff time to prepare new MEng students for mid-September recruiting events
- Growing breadth of MEng fields
 - Relationships with appropriate employers need to be developed
- Increased demand by Ph.D. students



Recent Efforts

- Hired temporary staff member to coach MEng students
- Developed workshops specifically for MEng
- Participated in consortia career fairs in NYC
 - General Engineering
 - Environmental Engineering
- Developed virtual Bio-Tech Career Fair with Hopkins, Penn, Princeton, RPI
- Contacting alumni to help with hiring
- Permitted Financial Engineering MEng students to participate in on-campus recruiting



Cornell University
College of Engineering

Need your input

Select 2-3 questions

- In this new economy, are there particular skills students need to succeed in the job market and on the job?
- What can we do to differentiate our students?
- How do we market our MEng students, particularly Financial Eng students who spend their final semester in NYC?
- How can alumni help us?
- How can we connect more effectively with recruiters?

Please select a facilitator and recorder