



Cornell University  
College of Engineering

## ***Recruiting Realities and Job Opportunities for Engineering Students***

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## ***Agenda***

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



## ***Career Development***

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



## ***Programs - Undergraduates***

- Workshops and presentations ~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
  - Panels and presentations involving industry/academic professionals



## ***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

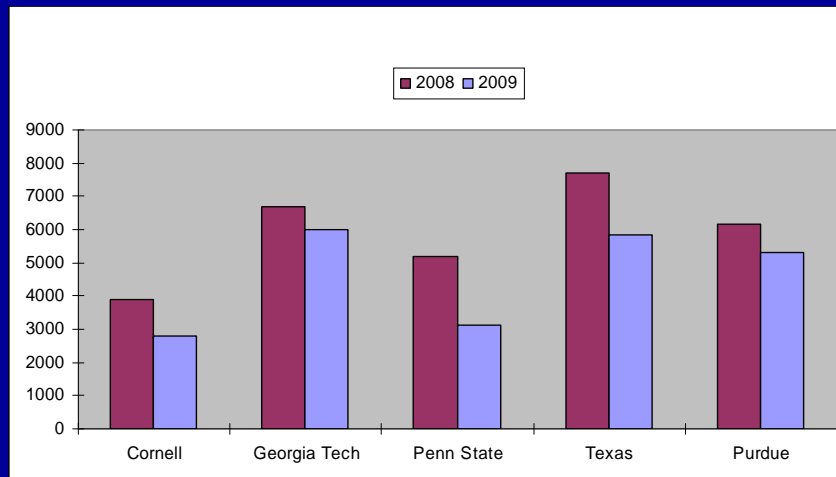
New employer contacts originate from alumni, outreach efforts, and referrals from  
Corporate Relations, faculty, staff, colleagues and students

## 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

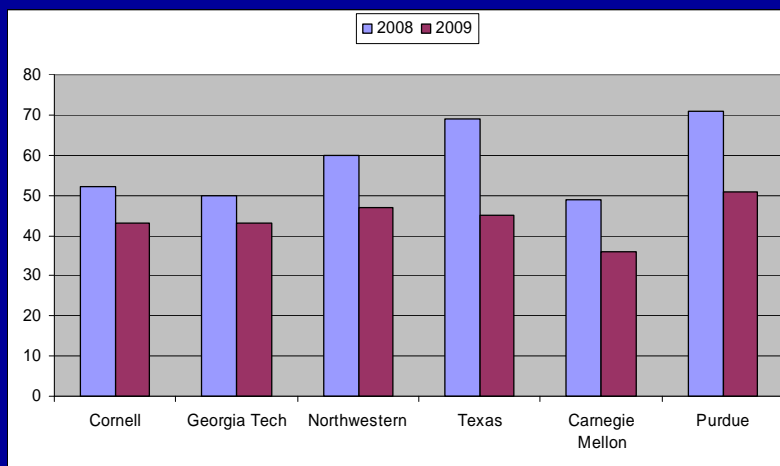
Data Source: National Assoc of Colleges and Employers Survey

## Selected Eng Schools – # of Interviews



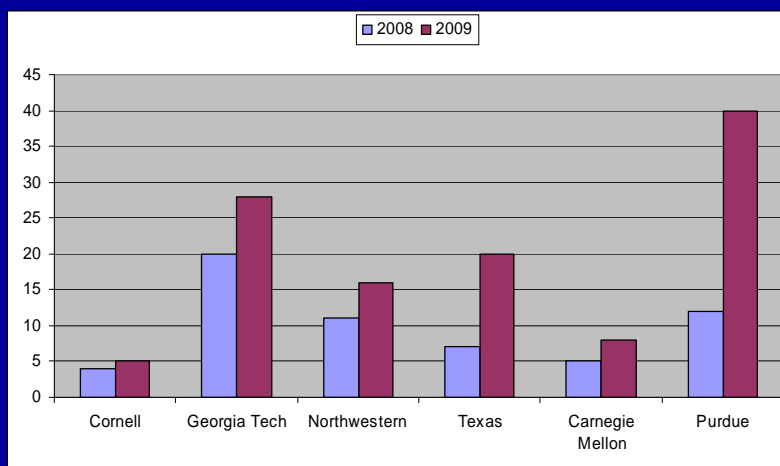
Data from survey of "Big Ten+" Associate Deans – October 2009

## Post Grad Activity - % Employed



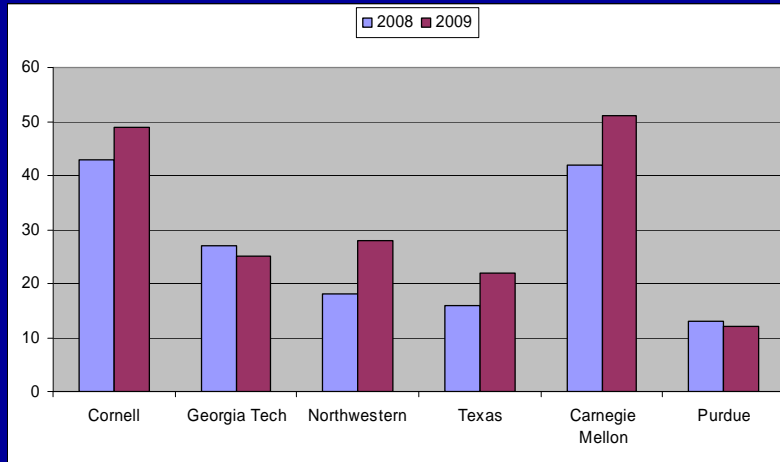
Data from survey of "Big Ten+" Associate Deans – October 2009

## Post Grad Activity - % Still Seeking



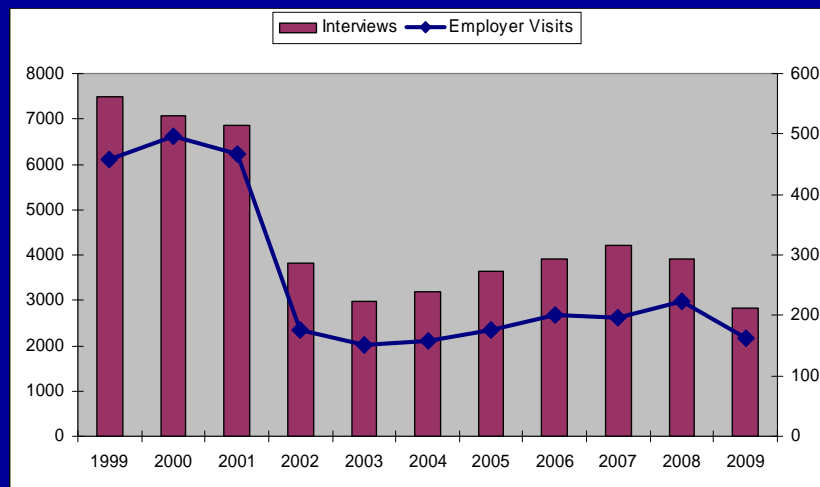
Data from survey of "Big Ten+" Associate Deans – October 2009

## Post Grad Activity - % Grad School



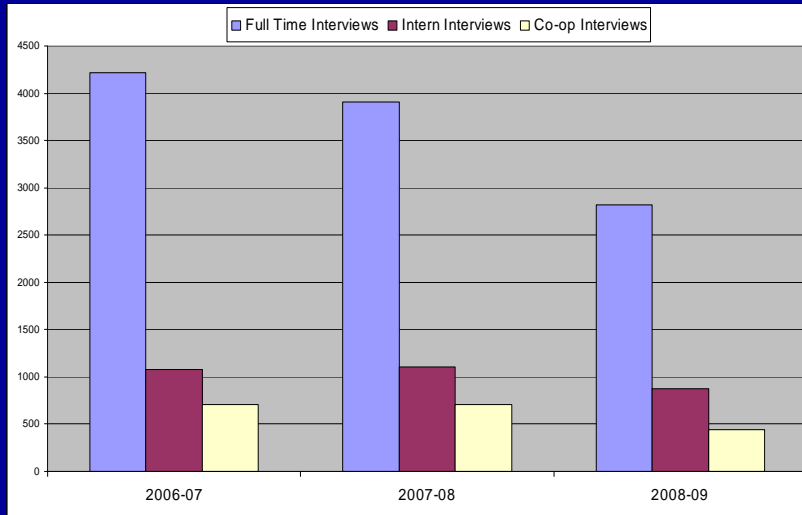
Data from "Big 10+" Associate Deans October 2009

## Cornell - Interviews & Employer Visits



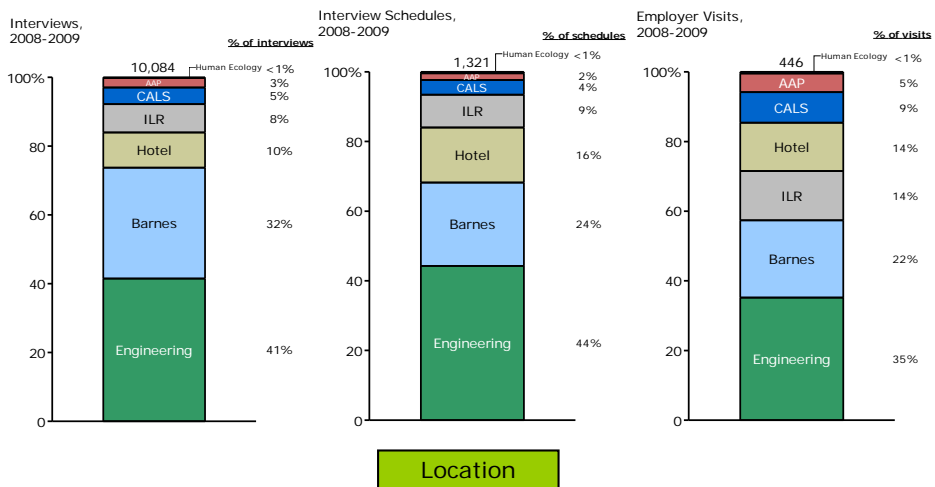
Data from Engineering Career Services

## Interviews by Type



Data from Engineering Career Services

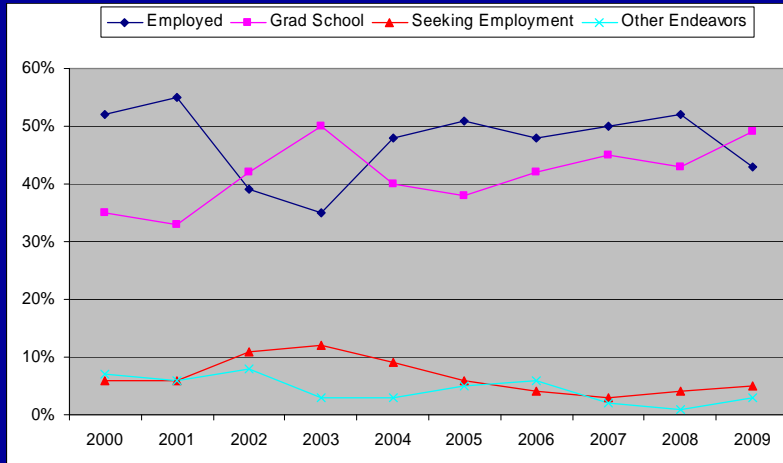
## Engineering hosts the most interviews and employer visits



Slide constructed by BAIN and Company – Kimberley Hyde

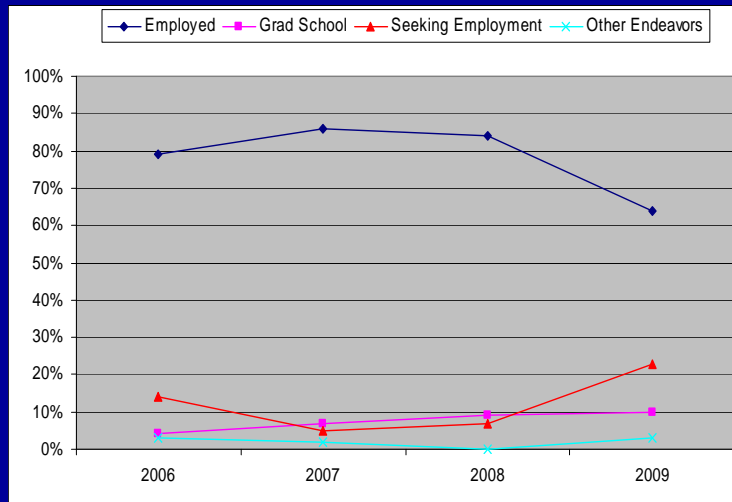


## Post Grad Activities\* - Eng UG



\*Survey return for '09 (prelim) is 59% compared to 79% for '08 (final) – Self Reported Data

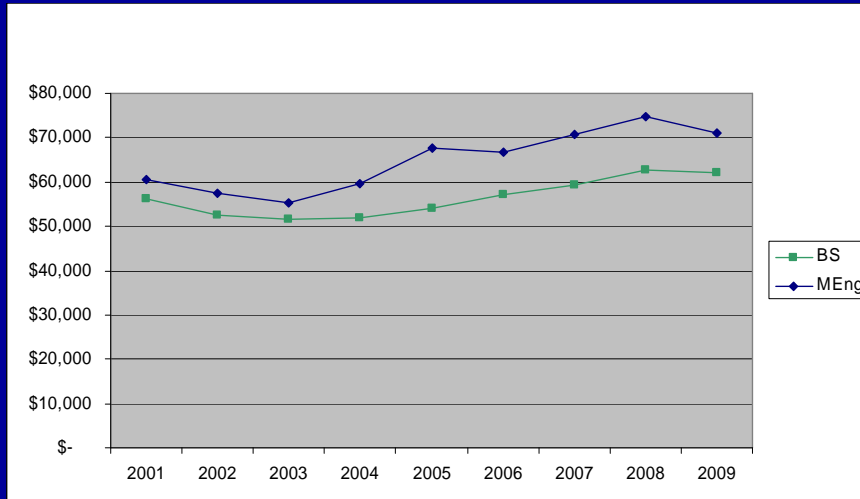
## Post Grad Activities\* - MEng



\*Survey return for '09 (prelim) is 59% compared to 79% for '08 (final) – Self Reported Data



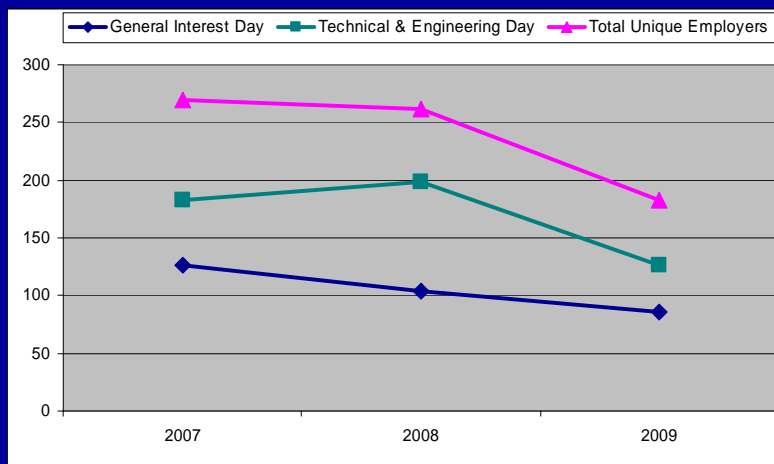
## Average Salaries



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



## Career Fairs –Number of Employers



Data from University Career Services

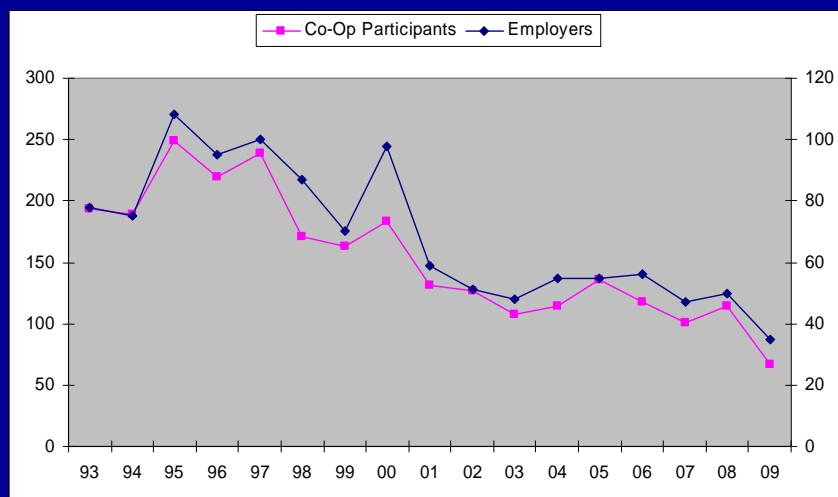


## Cooperative Education

- 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, especially in Financial Services
  - Extended staff time to prepare new MEng students for mid-September recruiting events
- 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
- Contacted alumni to help with hiring
- Univ. permitted Financial Engineering MEng students in NYC to participate in on-campus recruiting



## ***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