Dear Valued Employers,

As the Director of Employer Relations, it is my pleasure to welcome you back to CMU this fall.

As we gear up for another successful recruiting season, here are five key considerations to help you attract top-tier university talent and stand out in the competitive landscape:

1. **Offer Unique Value Propositions**: Clearly articulate what sets your company apart from others. Whether it's cutting-edge technology, groundbreaking projects, or innovative work culture, ensure students understand the unique opportunities they would have by joining your team.

2. **Showcase Career Growth and Development**: Top students are looking for more than just a job; they want a career path. Highlight mentorship programs, leadership development tracks, and opportunities for rapid advancement.

3. **Provide Real Impact Opportunities**: Demonstrate how students can make a significant impact in your organization. Share stories of recent graduates who have quickly taken on critical roles and contributed to meaningful projects that drive the company's success.

4. **Create a Memorable Candidate Experience**: From the initial contact to their potential start date, ensure every interaction with candidates is positive and engaging. Personalized communication, prompt responses, and a transparent hiring process can leave a lasting impression.

5. **Highlight Work-Life Balance and Well-Being**: Do your benefits match Gen Z expectations? Promote your company’s commitment to employee wellness, flexible work arrangements, and supportive workplace policies that help maintain a healthy work-life integration.

Stay connected with us and in-the-know by joining our CMU Talent Insider community.
We look forward to partnering with you this recruiting season and beyond. Together, let's make this fall a successful and rewarding experience for both your organization and our talented students.

Cheers,

Sean McGowan

FALL RECRUITING EVENTS SCHEDULE

- September 9th - Tepper Meetup
- September 9th - Tartan 2 Professional
- September 10th - STEM Fair Plus Day 1
- September 11th - STEM Fair Day 2
- September 12th - STEM Fair Day 3
- September 19th - STEM Virtual Career Fair
- November 8th - Engineering & Biotech Virtual Fair
- November 12th - Spark Start-ups & Emerging Companies

STEM Career Fair is brought to you by a partnership with the Society of Women Engineers and The College of Engineering.

View our Career Events Calendar for details & registration information.

Please review our Hiring Policy as well as our work with students regarding an Ethical Job Search in preparation for fall student recruitment.
Carnegie Mellon University’s Career and Professional Development Center offers a unique program that aims to reduce barriers to employment for individuals with cognitive and emotional differences.

The Olitsky Family Foundation Career Readiness Program collaborates with students, alumni, faculty, staff, and employers to reduce these barriers. Since its inception in 2018, this program continues to provide opportunities for employers to engage with diverse talent in reduced-barrier settings and learn ways to support differences in the recruitment process.

To learn more, attend the Olitsky virtual information session on August 13th!

In this session, you will:
- Understand the purpose of the program.
- Learn how the program supports employers in their efforts for neuroinclusion, universal design, and supporting mental well-being in the workplace.
- Identify opportunities for employers to engage with a diverse group of talent at CMU.

Also, mark your calendars and register today for the Olitsky program's Reverse Career Fair on October 29th in the Career and Professional Development on-campus Interview Center. This event will feature our diverse Olitsky student population. Employer participants will be able to visit individual students and explore career opportunities.

Want to make more of an impact on campus? Consider becoming a Student Career Sponsor! Receive recruiting advantages while assisting our students with their career and professional development.

Become a Student Career Sponsor

Reply to this email with any questions or if you’d like to connect further! We look forward to seeing you this fall and happy recruiting!