**U of Iowa CBE Mentoring---Industry Hiring Practices**

Summarized by Tom Marriott

**How to Apply for Employment--Internships, Co-ops and Permanent**

(Input from several CBE Mentors)

**This is a generic summary of current chemical and related industries hiring practices as recently received from about a dozen current CBE Mentors.**

**Many companies are using University Career Fairs as their major recruiting source.** (This seems to be the best way to get hired.)

Some also do recruiting at organization functions such as AIChE.

**On-Line applications are in use at most all companies.**

Some applicants get hired via some networking they have done.

Knowing somebody in a company obviously helps.

Some companies post job openings on websites such as “Indeed”.

Some companies use an outside screening company such as RTI.

**U of Iowa has several resources to help students search for jobs.** Included are:

Phil Jordan seminar ”How to be Successful at Career Fair”

**Several other important feedbacks from our mentors re hiring practices:**

**To be seriously considered for a permanent position, many companies will only consider those applicants who have chemical or related industry intern or co-op experience.** (This seemed to be a very common issue.)

Some screen GPA level.

Interning or co-oping at a company is an obvious good lead into getting hired permanently.

At interviews, important for applicants to be somewhat knowledgeable about the interviewing company.

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