JUGGLE
TALENT PIPELINE/NETWORK/INTERVIEW/HIRE
RECRUITING @ CWRU
BE OPEN/PLAN/DEVELOP/LAYER/GET INVOLVED

BE OPEN to possibilities. Case Western Reserve University is known for its engineering and science programs, but students major in everything from accounting to world literature. They engage in demanding curricula, and most participate in an internship, co-op or some other form of experiential learning so they know how to put their classroom learning to use for your business. We would venture to say that our students brilliantly juggle the demands of their studies with experiences and interests outside the classroom.

Have a PLAN work the plan. Identify hiring needs as far in advance as possible, develop goals around them and implement a strategy to achieve them. Share your plan with the Career Center staff. We’ll advise you on the best ways to implement your plan here at CWRU.

DEVELOP relationships with students. The recruiters who are most successful on campus are known by name. They engage students as first- and second-years, with the knowledge that they are tomorrow’s upperclass students. They stay in touch about what’s happening with their organization, with regard to recruitment as well as other information that students may find interesting!

LAYER your approach to campus recruiting. Attending career fairs is great, but it’s far more effective to then invite those students who you met at the fair to a networking event or information session, then interview selected students in the Career Center.

GET INVOLVED more deeply. By helping with career education events like resume reviews, panels or workshops, you indicate that your company is invested in overall student success. We can identify outreach opportunities that might be a good match for your organization.

GET STARTED by contacting Uma Ricco, recruitment coordinator, at uma.ricco@case.edu. Whether you’re posting a position or visiting campus, we’d like to help make your recruiting experience as productive as possible!

CWRU students are among the brightest in the nation and include Fulbright, Goldwater and National Science Foundation Scholars; the depth of our students goes well beyond these achievements.
JUGGLE

We understand that as a recruiter you’re often juggling talent, time and resources. That’s why we’ve designed our recruitment services to help you achieve the most balanced and effective strategy to help you reach your hiring goals.

OUR SERVICES...in no particular order

Join Case CareerLink - Post your position on our online career management system and manage your On-campus Interviews (OCI) and Information Sessions; more than 4,000 students and alumni have an account.

Request Resume Books - Request a resume book that is tailored to your specific requirements. Resume books allow you to view a concentrated group of qualified candidates.

Conduct On-campus Interviews (OCI) - Conduct interviews for your positions on campus in our ten-room interview suite. More than 60 employers take advantage of this service each year.

Interview by Videoconference - Can’t make it to campus? We offer video conference interviews. We’ll help with the logistics.

DO CONSIDER...increasing your visibility

Host Information Sessions - Host an info session here on campus; focus on details that make your company’s culture unique. We can help market the session to your target audience!

Connect with Student Organizations - Speak at a student-run meeting or sponsor a club event to gain recognition. We can connect you with organizations’ officers.

Consider Career Development - Represent your organization during our Drop-in Hours by reviewing student resumes or co-presenting at a career-focused workshop or panel.

Engage Alumni - Students respond to CWRU alumni; consider sending an alum back to campus to recruit for your organization.

WHAT ELSE? We sponsor two annual CAREER FAIRS, where you’re likely to meet hundreds of motivated and talented students! Each fair is open to all CWRU students and alumni.

For more information about our career fairs and services contact Uma Ricco, uma.ricco@case.edu. Contact Robin Gendek at robin.gendek@case.edu, to discuss your recruitment strategy. She’d be happy to consult with you!
Our students are shaped by rigorous academics, exceptional faculty, state-of-the-art facilities, and an interdisciplinary educational system that promotes innovation across academic boundaries.

60 undergraduate majors and 22 graduate and professional degrees offered

4,300 students are undergraduates, 57% are male, 43% female, and 25% are minorities, and represent diverse backgrounds

62% of the freshman class is from out-of-state

800 undergraduate and nearly 1700 graduate and professional degrees conferred annually

>110k CWRU alumni stretch across the globe

76% of the employed 2009 graduates reported that a college degree was required and related to the position they accepted

Find these numbers useful?
Visit: http://www.case.edu/about/numbers.html
For our 2009 First Destination Survey (FDS) report visit: http://studentaffairs.case.edu/careers/

CWRU students are DRIVEN to reach academic and personal goals; they’re known to break boundaries, exceed expectations, and balance optimal arcs of success in all areas of their lives. Of the class of 2009 33% accepted full-time work, while 48% reported plans to attend graduate school.

They value DIVERSITY. Among the university’s 1,300 international students over 80 nations are represented. Domestic students represent all 50 states and the District of Columbia. While many of our students welcome experiential learning opportunities across the nation, what they have most in common is they’re looking for organizations with diverse and inclusive environments.

They are MULTIFACETED. Experiential learning was identified as the most valuable career preparation across colleges. 91% of the graduates reported having more than one form of experiential learning, including: internships, practicum, study abroad and volunteering.

Our students are TALENTED. While conventional wisdom suggests CWRU is a science and engineering school, our students’ talents extend well beyond these established disciplines. For example, almost one fifth of the graduating class had a double major or dual degree. A CWRU student might major in biomedical engineering, acquire a minor in theater, and posses exceptional computer programming abilities. Bottom line, our students are pretty darn bright and eager to go after experiences that are purposeful.
Strengthen your talent pipeline and help create a career pathway for students with internship, practicum and co-op opportunities. A recent NACE survey shows that experiential learning programs such as these have become the primary hiring tool for employers across the country—and with good reason.

Establishing experiential learning programs is a low-risk, high-yield endeavor that allows you to evaluate bright, talented students in your own professional environment before deciding to hire them for a full-time permanent position. Not only are these programs cost-effective and strategically savvy, but they’re rewarding, too. By hiring students for such positions, you’re helping them clarify their career goals, integrate academic theory with practical experience, and build a professional network. Essentially, you’re contributing to the development of the workforce in your field.

Consider your options. Internships are broader-based, more exploratory experiences by design. They may be part-time during the academic year or full-time during the summer. Practicum is a full-time, 14-week experience designed for upper-level students with clearer career goals who desire an intensive experience within a particular field. Co-ops are full-time, seven month opportunities designed for upper-level engineering students who desire a more intensive experience.

Sound promising? Contact Drew Poppleton, drew.poppleton@case.edu, to discuss internships or the Practicum Program. Contact Mary Rose Tichar, mary.tichar@case.edu, to discuss the Co-op Program. For Experiential Learning research visit: http://www.naceweb.org/
PARTNER WITH US

Enhance your organization’s presence and increase your visibility on campus by being recognized as an employer of choice; become a Career Center Partner.

Contact Robin Gendek, associate director/employer relations at robin.gendek@case.edu, for details!

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