

Hiring an Engineering or Computer Science Student or Intern from Binghamton University's Thomas J. Watson College of Engineering and Applied Science

Wednesday, 8-11-2021, at 1:30-2:00 pm



Webinar Agenda

Speakers

- Carol Miller, Executive Director, AM&T
- Kimberly Coleman, Director, Watson Career and Alumni Connections
- Becky Greenstrom, Associate Director of the International Student and Scholar Services
- Ashley Misuraca, Employer Relations Coordinator, Watson Career and Alumni Connections

Discussion Topics

- AM&T Introduction
- Watson Career and Alumni Connections - Overview: Services & Resources, Student populations, Event Offerings, Recruiting, and International Student Internship Hiring
- Q&A

About AM&T

Private, not-for-profit established in 1988.

Part of the Manufacturing Extension Partnership (MEP) Program.

Experienced professionals who deliver business solutions to small to mid-sized Southern Tier Manufacturers.

- Offer end-to-end services to help organizations ***Plan, Perform, Profit and Grow.***
- Connect to resources available at the local, regional, and national levels.
- Provide economic impact to the community and region.

Watson Career and Alumni Connections

Thomas J. Watson College of Engineering and Applied Science



The State University
of New York

BINGHAMTON
UNIVERSITY
STATE UNIVERSITY OF NEW YORK

PROFESSIONAL STAFF



Kimberly Coleman
Director, Watson Career
and Alumni Connections



Ashley Misuraca
Employer Relations
Coordinator



Matt Fedorchak
Career Development
Coordinator



Kendra Woods
Administrative
Coordinator

LOCATION

Engineering
Building
L-Pod

OFFICE HOURS

Mon.-Fri.,
8:30 a.m.
to 5 p.m.

STUDENT ASSISTANTS



Sarah Loshinsky
Senior, Biomedical
Engineering



Vanessa Serna Villa
Senior, Biomedical
Engineering



James Caracciolo
Senior, Mechanical
Engineering



Eduardo Gomez
Master's, Industrial and
Systems Engineering



Nicole Dates
Junior, Industrial and
Systems Engineering

WCAC Overview: Services & Resources

Employment Resources:

- Resume, cover letter, and LinkedIn reviews/resources
- Job and internship search assistance
 - Weekly Jobs & Internships Newsletter with highlighted opportunities and 60+ recent job/internship postings
- Mock interview sessions and interview preparation

Professional Development:

- Skills-building workshops
- Panels, speakers, Tech Talks
- Certifications, badges, conference funding
- 30 Watson student organizations



Building Connections:

- Industry visits and employer recruitment events
- 15,000+ Watson alumni network
- Networking opportunities & strategies



Over 50 events each semester!



Uncomfortable Employment Situations Alumni Panel

WEDNESDAY, APRIL 21 8-9 P.M. | ZOOM
LEARN THE STEPS TO TAKE TO MAKE AN AWESOME IMPRESSION DURING YOUR 1ST 90 DAYS OF A JOB/INTERNSHIP

HEAR STORIES ABOUT WHAT NOT TO DO, SO YOU CAN LEARN FROM OTHERS' MISTAKES!



Fiona Liang ('19, MS '20)
TECHNOLOGY CONSULTANT, EY



Elliot Alyeshmerni ('06, MBA '07)
FINANCE MANAGER, MEDIA PARTNERSHIPS, FACEBOOK



Pranav Kaluskar (MS '08, MBA '10)
GLOBAL CONTINUOUS IMPROVEMENT MANAGER, TJX CANADA



Thomas Eiche ('13)
LEAD SUPERVISOR OF GAS ENGINEERING, NYSEG



BINGHAMTON UNIVERSITY | THOMAS J. WATSON COLLEGE OF ENGINEERING AND APPLIED SCIENCE

IS A MASTER'S OR PHD RIGHT FOR ME? THURSDAY, MARCH 4 VIA ZOOM | 5 - 6 P.M.

Get advice from Watson alums who have pursued advanced degrees!

- Listen to their educational and career trajectory
- Pros and cons of going back/continuing school
- Tips for searching for schools and the application process
- Ideas for funding your graduate education



Dr. Melissa Pecullan '92
Physics and Mathematics Professor (formerly in industry)
ME and Space Engineering



Dr. Jason Gibbs '03
Principal Software Engineer, X-Nav Technologies, LLC
Electrical Engineering



Caitlin Hall '19
Reliability Engineer
Lockheed Martin
ISE and CS

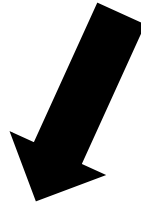


Natalia Basuldo '20
MS Student in Sustainable Building Systems
Mechanical Engineering



Dr. Busayo Aworunse '20
Principal Program Manager, Enterprise Safety MoC
EE, Natural Gas, Systems Engineering

Goal: Prepare Watson College students for post-graduation success



JOB



**FURTHER
EDUCATION**



What student populations do we serve?

Undergraduate Programs

Engineering Design Division

Biomedical Engineering

Computer Science

Electrical and Computer Engineering

Mechanical Engineering

Systems Science and Industrial Engineering

Graduate Programs

Biomedical Engineering (MS, PhD)

Computer Science (MS, PhD)

Electrical and Computer Engineering (MS, PhD)

Systems Science and Industrial Engineering

Healthcare Systems Engineering (MS)

Health Systems (Exec MS)

Industrial and Systems Engineering (MS, PhD)

Systems Science (MS, PhD)

Mechanical Engineering

Materials Science and Engineering (MS, PhD)

Mechanical Engineering (MS, PhD)

Fall 2020 Enrollment:

Undergraduate: 2,097

Graduate: 1,046

(623 MS, 423 PhD)



WCAC 2020-2021 Event Offerings: Industry Recruitment

Individual Watson Events:

- Barry-Wehmiller Design Group
- Bloomberg
- CapGemini
- Corning Incorporated
- Eastern Staffing & Recruiting
- Freshly
- GE Research
- General Dynamics
- GlobalFoundries
- L3Harris Technologies
- Lockheed Martin
- Pepsico-Frito Lay
- Regeneron
- Security Mutual Life Insurance
- Skanska
- Tesla
- The Raymond Corporation
- UberEats/Elevate
- Verisk

Career Secrets Panels:

- BAE Systems
- Collabralink
- Uncubed
- Mazda
- Medtronic
- Morgan Stanley
- Turing
- Turner Construction
- Visions Federal Credit Union

Virtual NYC "Treks":

- IBM
- Humanscale
- Deloitte
- EY
- Protiviti
- Citi Technology
- KPMG



How Can You Recruit Our Talented Students?

- Promote employment opportunities in our weekly Jobs & Internships newsletter
- Host an Information Session (virtually or in-person) or serve on an Employer Panel
- Provide us with information to highlight your company on social media
- Host site tours or creative events to enhance students' professional development
- Participate in the 1st annual [Watson College Career Expo](#)
(Virtual event on Wednesday, October 27th from 11am-2pm)
- Connect with a [student organization](#) (30+ clubs and orgs)
 - Student organizations associated with every major
 - Diverse organizations as well:
 - National Society of Black Engineers (NSBE)
 - Society of Women Engineers (SWE)
 - Society of Asian Scientists and Engineers (SASE)
 - Society of Hispanic Engineers (SHPE)
 - ... and more

Have another idea?
Let us know!

hireBING by Handshake

This is your #1 way to recruit our engineering and computer science students!

STEP 1: Create an account (<https://www.binghamton.edu/ccpd/hirebing.html>)

STEP 2: Post a job or internship (apply through hireBING or through external link)

STEP 3: Students can find your posting automatically, but inform WCAC at wcac@binghamton.edu so we can help you effectively recruit!

Need help creating a hireBING account?



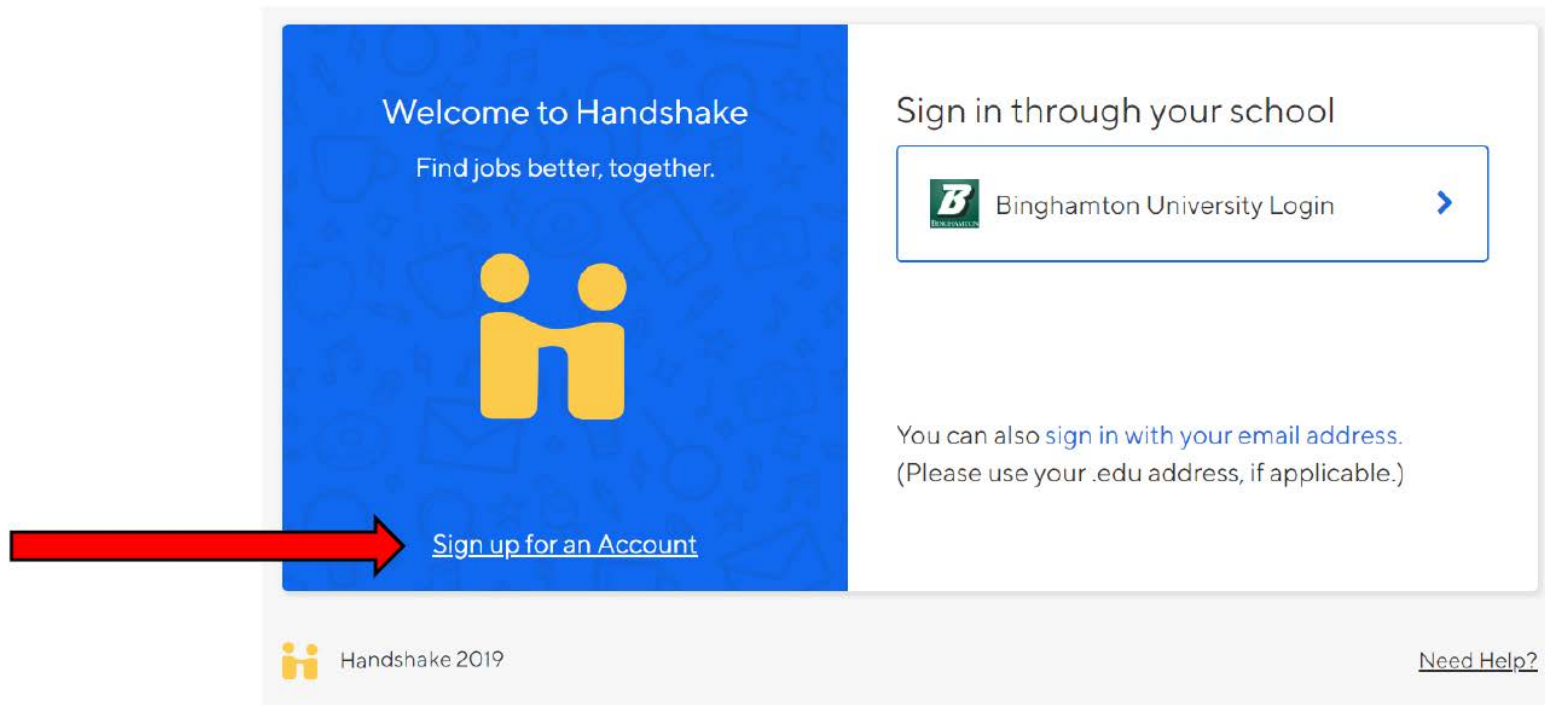
AM&T can help create an account and post a job or an internship opportunity

Kathy M. Peacock
Accounting and Office Manager / Notary Public
Alliance for Manufacturing & Technology
Office (607) 774-0022 x308
kpeacock@amt-mep.org



HOW TO CREATE A HIREBING BY HANDSHAKE ACCOUNT (STEP-BY-STEP: ONE TIME ONLY)

STEP 1: Create an account (<https://www.binghamton.edu/ccpd/hirebing.html>)





Sign Up

What kind of account do you want to create?

Student / Alumni

Employer

Sign up as an Employer

First Name

Employer

Last Name

Account

Email Address (use your work email)

XXX@binghamton.edu

Password

.....

Confirm Password

.....

Phone Number

XXX-XXX-XXX

Job Title

Sign Up

Welcome to Handshake

Before continuing, we need a bit more info

Tell us the types of students you wish to recruit

- 
- ☐ Agriculture, Food & Horticulture
 - ☐ Arts & Design
 - ☐ Business, Entrepreneurship & Human Resources
 - ☐ Civics & Government
 - ☐ Communications
 - ☐ Computer Science, Information Systems & Technology
 - ☐ Education

Add your Alma Mater

School Name

Select School

Graduation Year

2019

☐ My school is not listed, let me type my own

[Add another Alma Mater](#)

Next: Employer Guidelines



Rich, Validated Data

Find the right fit across 8.5 million verified student profiles



550k business students



360k finance students



245k computer science students



435k consulting students





Handshake Employer Guidelines

Millions of students place their trust in Handshake and the companies on our platform. To maintain that trust, all employers on Handshake must agree to the following general guidelines, in addition to our [Terms of Service](#):



Be Accurate and Trustworthy: Tell the truth about your company, your team and the jobs available.



Keep Your Commitments: When you make a commitment to a school or student, keep it. If you can't, work to provide a fair and equitable path for affected students.



Be Fair: Do not discriminate based on ethnicity, national origin, religion*, age, gender, sexual orientation, disability or military / veteran status or lack thereof.



Keep Student Info Confidential: Guard student information as if it were your own. Do not disclose any personal information without the prior consent of a student.

In addition, most career service centers require employers to abide by the full [NACE Principles for Employment Professionals](#).

Are you a 3rd party recruiter working on behalf of another company?

Yes

No

By continuing, you agree to the [Terms of Service](#), acknowledge you have read the [Privacy Policy](#), and agree to Handshake's Employer Guidelines. You will also receive communication from Handshake related to your jobs and on campus activities.

**As with EEOC's Title VII, this does not apply to institutions whose purpose and character are primarily religious (i.e. a ministry).*

Next: Confirm Email



Great! You've successfully signed up for Handshake.

We've sent you a link to confirm your email address. Please check your inbox. It could take up to 10 minutes to show up in your inbox.

Didn't receive the email?

1. Is @gmail.com your correct email without typos? If not, you [can restart the sign up process](#)
2. Check your spam folder
3. Add handshake@m.joinhandshake.com to your contacts
4. Click [here](#) to resend the email

Still having trouble?

[Contact us](#)

Confirm your email address on Handshake

Hi Employer,

Welcome to Handshake! Please confirm your email address to get started:



Confirm Email


If this is a mistake, you can [cancel the registration](#) at any time.

HAVE QUESTIONS?

[Check out our help center](#) or sign up for one of our [upcoming webinars](#)

If you don't want to hear from us at all again you can [unsubscribe](#) from all Handshake notifications

Handshake Headquarters
P.O. Box 40770, San Francisco, CA 94140



HelpEmployer ▾

Step 3 of 4 - Join CompanyNext: Connect to Schools

Find and join your company

Search for your company

Search

1

2

3

Search & request

Connect

Approval

Search for your company then request to join

Connect to schools to recruit from

Get approved by the schools or the company's staff

Are you a part of a division within this company?

No problem. First join this company, and then you'll be able to set up your division within it.

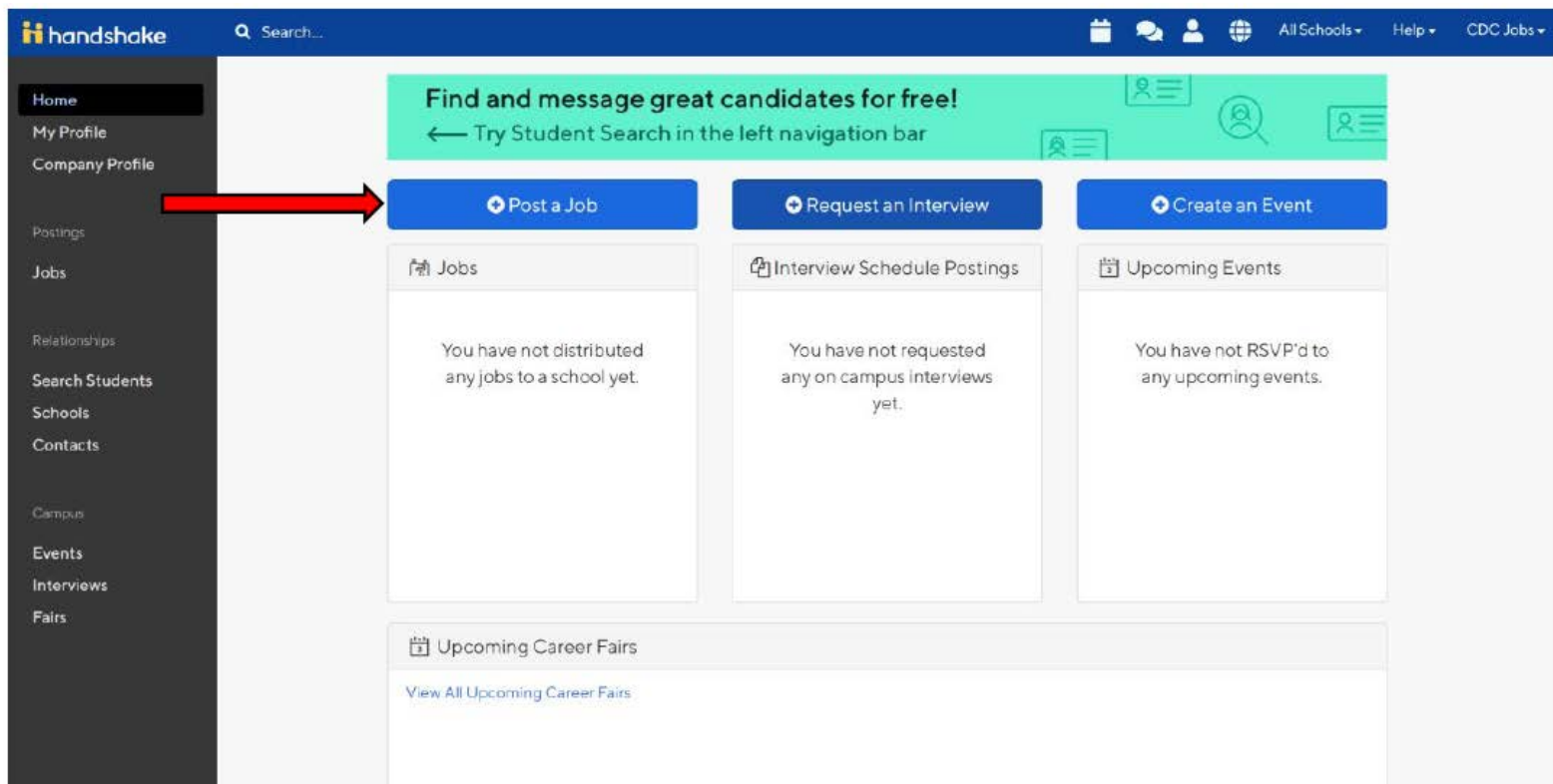
Can't find your company?

Create New Company

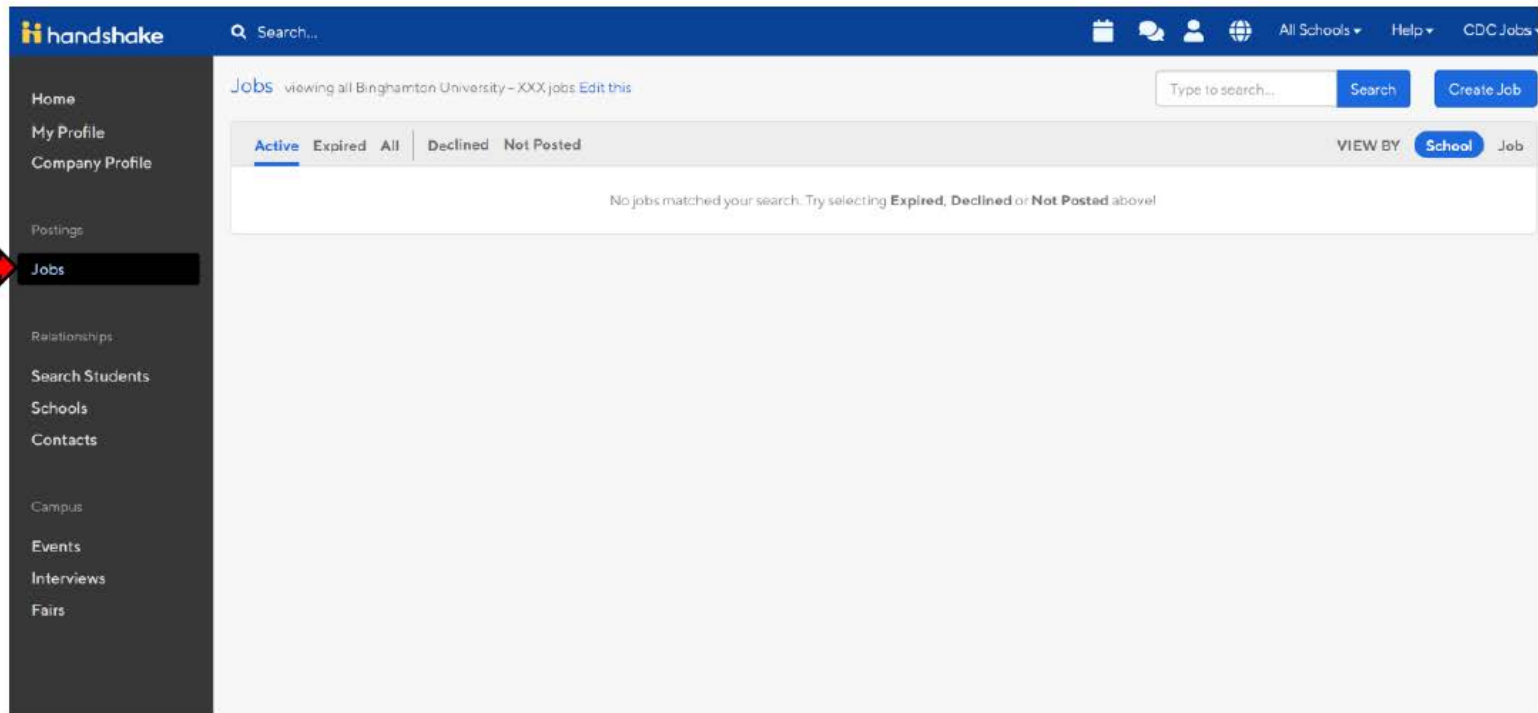
Once you're connected with the company profile, you'll be able to request to connect with Binghamton University in Handshake. From there, you are ready to post jobs/internships anytime!

HOW TO POST JOB/INTERNSHIP OPPORTUNITIES (STEP-BY-STEP)

1. Log into Handshake
2. Logging in will take you to your Home Dashboard, where you will see the option to “post a job,” “request an interview,” or “create an event.” Select “post a job.”

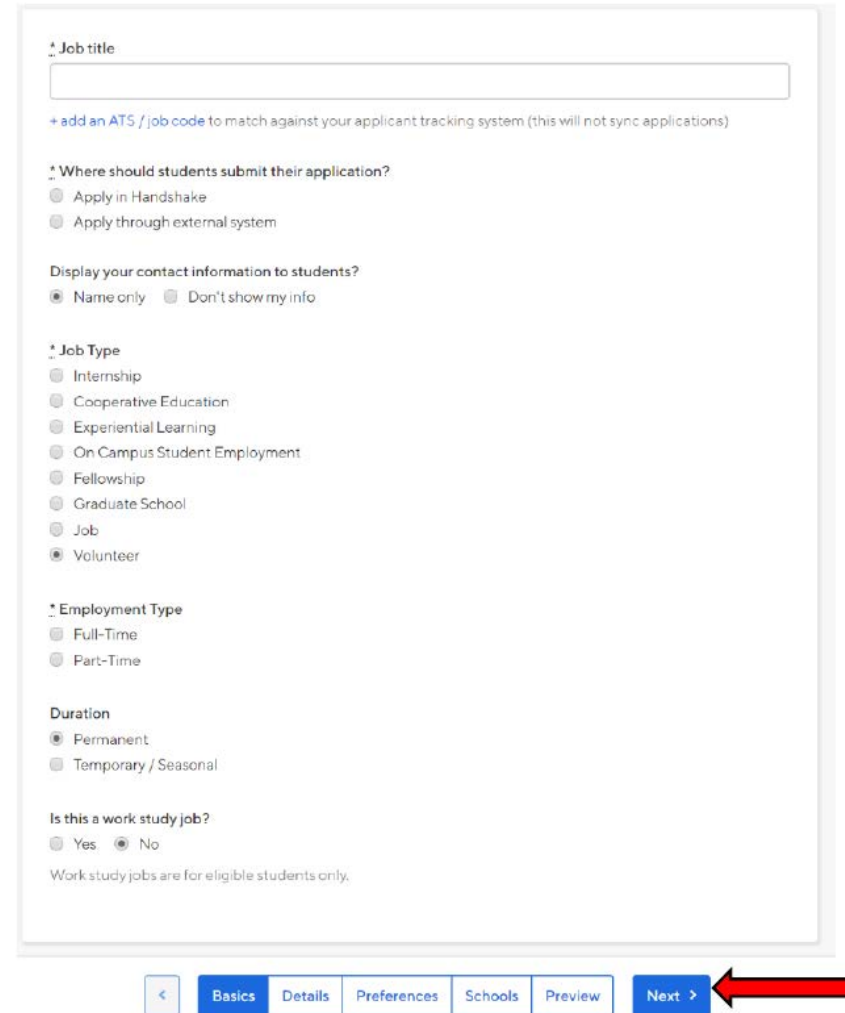


2a. You can also go to “jobs” on the left-hand side bar and click on “create a job” on the top right corner.



Next, you will need to specify the basics of the job.

- **Job title:** You'll see an option below to add an ATS / job code. If you select this option, you'll be able to add a tracking code to this job that matches the job on your own external site. It's useful as a reference number, but does not actually provide any additional functionality.
- **Where should students submit their application?** If the candidates will be submitting their application through Handshake, you will just need to check that box. If they will be applying through an external system, a further step will pop up where you will post the website URL. You can also add instructions for external applications.
- **Display your contact information to students?** If you do not want candidates to see your contact information, indicate that here. Otherwise, choose "name only".
- **Job Type:** Choose which job type most closely relates to your job posting
- **Add an Employment Type & Duration:** When selecting Temporary / Seasonal, you'll need to add both the start and end dates.
- **Work Study Job:** Work study jobs are for eligible students only (if the job applies to non-students, you must choose "no"). Once you're finished with Job Basics, choose Next along the bottom of your screen.



Job title

+ add an ATS / job code to match against your applicant tracking system (this will not sync applications)

Where should students submit their application?

☐ Apply in Handshake

☐ Apply through external system

Display your contact information to students?

☒ Name only ☐ Don't show my info

Job Type

☐ Internship

☐ Cooperative Education

☐ Experiential Learning

☐ On Campus Student Employment

☐ Fellowship

☐ Graduate School

☐ Job

☒ Volunteer

Employment Type

☐ Full-Time

☐ Part-Time

Duration

☒ Permanent

☐ Temporary / Seasonal

Is this a work study job?

☐ Yes ☒ No

Work study jobs are for eligible students only.

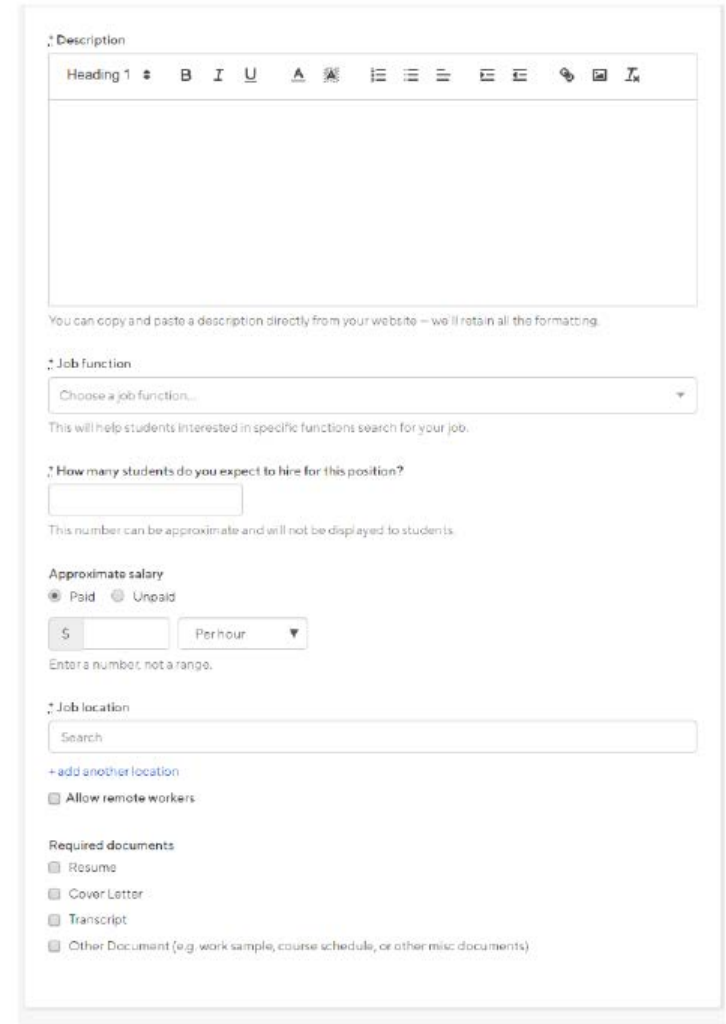
Basics Details Preferences Schools Preview Next >

4. The next step is to add Job Details:

- **Add a Description:** If you copy and paste a description from your own website, we'll retain all of the formatting for you
- **Choose Job Functions** from the dropdown: This helps students search for jobs by their functional area
- **How many students do you expect to hire for this position?** This estimate does not affect your job posting. This is used for historical, data, and tracking purposes.
- **Job Salary:** This field is optional. You can also use the dropdown on the right to specify per year / per month / per hour, or mark the job as an unpaid position
- **Job Location:** As you start typing the address, some suggestions will show up in the address field - you must select one rather than manually typing it in.

- o This can be a specific office location, or a general city like "Chicago, USA"
- o If you do not see your location listed, please submit feedback to Mapbox here: <https://www.mapbox.com/geocoder-feedback/>
- o If this position is located in multiple locations you can select Add Another Location
- o If your job is in the United States, you'll see an additional "Eligibility for international students" section appear. We'll talk about that below.

- Specify eligibility for international students and internship under OPT/CPT for this particular job
- Choose the required documents you want to see from the candidates.
- Once you're finished with Job Details, choose Next along the bottom of your screen.



Description

Heading 1 B I U A [icon] [icon] [icon] [icon] [icon] [icon] [icon] [icon] [icon]

You can copy and paste a description directly from your website – we'll retain all the formatting.

Job function

Choose a job function...

This will help students interested in specific functions search for your job.

How many students do you expect to hire for this position?

[input field]

This number can be approximate and will not be displayed to students.

Approximate salary

☒ Paid ☐ Unpaid

\$ [input field] Per hour [dropdown menu]

Enter a number, not a range.

Job location

[input field]

+ add another location

☐ Allow remote workers

Required documents

☐ Resume

☐ Cover Letter

☐ Transcript

☐ Other Document (e.g. work sample, course schedule, or other misc. documents)

Navigation: < Basics Details Preferences Schools Preview **Next >**



5. Next, add Job Preferences:

- Note that students who do not meet your work authorization, graduation date, GPA, and major preferences will still be able to apply, but we'll highlight which ones don't match (and let you filter them out).

- **Graduation Date Range:** Choose earliest and latest graduation dates. If you are hiring alumni, you can leave earliest graduation date blank.

- **School Years and Major Categories:** Choose all that apply. You can choose specific major by school if desired.

- **Minimum GPA:** What is the minimum GPA you are looking for? Once you're finished with Job Preferences, choose Next along the bottom of your screen

Students who do not meet your work authorization, graduation date, GPA, and major preferences will still be able to apply, but we'll highlight which ones don't match (and let you filter them out).

Graduation date range

Earliest grad date: month, year

Latest grad date: month, year

Hiring alumni? You can leave earliest graduation date blank.

School years

- ☐ Freshman
- ☐ Sophomore
- ☐ Junior
- ☐ Senior
- ☐ Masters
- ☐ Doctorate
- ☐ Alumni
- ☐ Postdoctoral Studies

Minimum GPA

Major categories

- ☐ Agriculture, Food & Horticulture - 0 of 9 majors selected
- ☐ Arts & Design - 0 of 17 majors selected
- ☐ Business, Entrepreneurship & Human Resources - 0 of 24 majors selected
- ☐ Civics & Government - 0 of 9 majors selected
- ☐ Communications - 0 of 7 majors selected
- ☐ Computer Science, Information Systems & Technology - 0 of 10 majors selected
- ☐ Education - 0 of 10 majors selected
- ☐ Engineering - 0 of 19 majors selected
- ☐ General Studies - 0 of 3 majors selected
- ☐ Health Professions - 0 of 17 majors selected
- ☐ Humanities & Languages - 0 of 12 majors selected
- ☐ Life Science - 0 of 14 majors selected
- ☐ Math & Physical Sciences - 0 of 4 majors selected
- ☐ Natural Resources, Sustainability & Environmental Science - 0 of 11 majors selected
- ☐ Social Sciences - 0 of 9 majors selected

These consolidate individual majors across every school on Handshake. Choose a specific major by school.

Applicant package recipients

Choose recipient

Basics Details Preferences Schools Preview Next



5. Next you will go through School selection

Add schools using the dropdown, and you'll see them appear in the table below

- Note: if your company has not been approved to post jobs at a school, you will not see that school as an option. If you have not been approved at any schools, you can still create this job and come back later to add schools.
- If you'd like to post this job to all schools you've been approved at, select "Add All Schools" at the top

Once you've added schools, you'll see a few options to manage them

- **Remove a school** - The (-) to the left of each school allows you to remove it from the list
- Interview on campus? - selecting this will simply flag this job on the school side, as an employer potentially interested in interviewing. To actually request an on campus interview, please see the relevant help article.
- Apply start date - you can choose if you'd like to block students from applying to your job until a specific date.
- Expiration date - you can update the date that the job will expire at that school (and students will no longer be able to apply).

Adding a **Global apply start date** allows you to update the job start date for every school on your list (it will overwrite previously set start dates).

Adding a **Global post expiration** allows you to update the post expiration for every school on your list (it will overwrite previously set expiration dates).

The screenshot displays the 'Job postings' management interface. On the left, a dropdown menu titled 'Search your schools to add job postings' lists several schools: 'Accidental Saints Academy', 'Alverno College', 'Cal Poly Demo', 'California State University San Marcos', 'CivCom', and 'Cornell College'. To the right of the dropdown, there are two sections for date configuration. The top section, 'Global apply start date' and 'Global expiration date', each has a 'Set global start' or 'Set global expiration' button with a calendar icon. The bottom section, 'Apply start date' and 'Expiration date', shows a date picker for the start date (set to '2018-07-12 02:00 pm') and a date input field for the expiration date (placeholder 'yyyy-mm-dd'), both with calendar icons.



6. Preview your job and make sure all the information is accurate!
This is how the candidates will see the job posting.

7. You're all set! Choose "save" on the bottom right to post your job!

*** After this step, feel free to email Watson Career and Alumni Connections
(wcac@binghamton.edu) to inform us about your employment posting(s).
We will send targeted emails to eligible students and will highlight your opportunities
in our weekly Jobs & Internships Newsletter. ***



International Student Internship Hiring

Curricular Practical Training (CPT)

Hiring International Students for Internships: International students are ALWAYS seeking open opportunities and are eager to work hard!

- International students (F-1 Visa) can gain practical experience in an internship that is a part of their degree program.

Student Stipulations:

- They need to have been enrolled for one full academic year (two semesters) prior to completing an internship
- The internship offer needs to be directly related to their degree program
- The student must obtain an offer letter from the internship employer that contains...
 - Offer on official company letterhead
 - Start and end dates of the position (within the academic semester)
 - State a brief description of job duties and number of hours to be worked each week
 - Indicate the address where work will occur
 - Signed by the employer

Before beginning employment:

- Student submits all information to International Student & Scholar Services (ISSS)
- If request is approved (7-10 days), student is issued a new I-20
- Student provides I-20 to employer as verification of eligibility to work
- Student can then apply for a SS# up to 30 days prior to the start of the CPT authorization



International Student Employment

Optional Practical Training (OPT)

F-1 students may be eligible for 12 months of Optional Practical Training (OPT), which allows international students to gain professional experience in the U.S. that is directly related to their field of study.

Student Stipulations:

- Be in valid F-1 status
- Enrolled for one full academic year (two semesters) as a full-time student
- Be making normal progress toward degree completion
- Employment under OPT needs to be directly related to their degree program

Before beginning employment:

- The student will apply for OPT on their own. The International Student and Scholar Services (ISSS) department at Binghamton University assists them with preparing an application, which the student will send to the US Citizenship and Immigration Service (USCIS). USCIS processing time can take 3-6 months.
- Once approved, the international student will receive a card called an EAD (Employment Authorization Document) and will provide the card to their employer for I-9 verification.

There is no additional cost to an employer to hire a student on CPT or OPT and the university will help them through this process!

WATSON COLLEGE CLASS OF 2020 OUTCOMES (UG)

Thomas J. Watson College of Engineering & Applied Science



\$72,873

Average
starting salary

Top Employers

Lockheed Martin	Amazon	Bristol Myers Squibb
IBM	BAE Systems	General Motors
Northrop Grumman	GlobalFoundries	Morgan Stanley
Capital One	Northwell Health	National Grid
Accenture	Zebra Technologies	Raymond Corporation



Further Education

Binghamton University
Boston University
Cornell University

99%
Achieved
intended
destination

96%
Remain in the
US after college

4%
Go abroad to continue
their studies or
secure employment



#34 PUBLIC UNIVERSITY IN THE U.S.

—U.S. News & World Report (2021)

ACADEMIC EXCELLENCE

- Binghamton University is rated one of only 10 Best Buy public universities in the nation and a premier public university in the Northeast by *The Fiske Guide to Colleges*. (2019)
- U.S News & World Report* consistently ranks Binghamton University among the top 50 public universities.
- Business First* ranks Binghamton University as the #1 public college in N.Y. (2019)
- Binghamton University is one of only 10 best buy public universities in the nation (*Fiske Guide to Colleges*, 2019)
- Times Higher Education* ranks Binghamton University between the 201 and 250 best engineering, technology and computer science universities in the world. (2019)

Average SAT (incoming Watson students):
1,393 - Engineering
1,413 - Computer Science

Watson Class of 2020 Outcomes:

Data includes placement within six months of graduation

Undergraduate data based on 85% knowledge rate from Destination Survey

Graduate data based on 93% knowledge rate from Destination Survey

WATSON COLLEGE CLASS OF 2020 OUTCOMES (GRAD)

Thomas J. Watson College of Engineering & Applied Science



\$80,182

Average
starting salary

Top Employers

Lockheed Martin	Tesla	Open Systems Int'l
Tata Consultancy	Regeneron	MathWorks
Northrop Grumman	L3 Harris Tech.	KPMG
IBM	Cognizant	GlobalFoundries
BAE Systems	Amazon	Fidelity Investments
Zimmer Biomet	Resideo	Corning, Inc.



Further Education

Binghamton University
(88.5%)

86%
Achieved
intended
destination

89.4%
Remain in the
US after degree



We look forward to working with you!



Thank you!

Kimberly Coleman

Director, Watson Career and Alumni Connections
Thomas J. Watson College of Engineering and Applied Science
colemank@binghamton.edu | 607-777-4578 | Engineering Building L9

Ashley Misuraca

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Thomas J. Watson College of Engineering and Applied Science
misuraca@binghamton.edu | 607-777-4569 | Engineering Building L6