

PURDUE
UNIVERSITY™

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InternX

ECE Fall 2019 Review

What was the objective?



- Understand:
 - Students preferences ✓
 - Employers preferences ✓
 - Connection Data ✓
- Streamline the recruiting process ✓
- Provide you with resources to expand CP program ✓

Big Picture:



816
students

~35
companies



795
connections



187
meetings

Breakdown of Students:

2.94 \leq

3.41
Avg. GPA of students

\leq **3.88**

0.47

Standard Deviation

18%

Need sponsorship

20

Had security clearances

Connection Data:



3.59

Avg. GPA of students selected
by companies

486

Distinct students
selected by employers

187

Number of meetings

3740 minutes

Time saved in minutes

62.3 Hours

Time saved in hours

Avg. line time: 20 min

Industry Preferences



Students

1. Hardware/Engineering – 60%
2. Software/Technology – 57%
3. Automation – 30%
4. Research – 27%
5. Automotive – 26%
6. Startup – 25%
7. Web Design/Development – 19%
8. Manufacturing
9. Cyber Security
10. Consulting

Companies

1. Hardware/Engineering – 51%
2. Software/Technology – 42%
3. Manufacturing – 31%
4. Research – 14%
5. Cybersecurity – 11%
6. Automation – 9%
7. Automotive – 9%

Takeaways

- Engage with more web-development companies (example: AmericanEagle.com)
- Companies need to advertise before

Position Preferences



Students

1. Embedded Systems - 34%
2. Machine Learning - 27.5%
3. Artificial Intelligence - 25%
4. Systems & Networking - 24%
5. Backend - 22%
6. Data Science - 22%
7. Process Engineering - 16%
8. Databases
9. IT
10. Frontend
11. Cyber Security
12. Distributed Systems

Companies

1. Embedded Systems - 37%
2. Cyber Security - 31%
3. Data Science - 22%
4. Process Engineering - 20%
5. Systems & Networking
6. Machine Learning
7. Plant Engineering
8. Distributed Systems
9. Full-Stack
10. Backend
11. Frontend
12. Databases

Takeaways

- Companies hiring for software positions need to advertise it
- Lot of companies looking for Cybersecurity students, not a lot of students interested in Cybersecurity

What did we learn?



- Career Fair
 - Need to advertise which companies hire international students
 - We need to provide a layout on our site
- Corporate Partners
 - New companies need to be highly encouraged to use InternX
 - Anaren had a much better experience than Copper Mountain
- Students
 - Want more software technology companies
 - More access to data

Where are we headed?



Full- Service Career Services Manager

- **Traitify Integration** – quantitative and qualitative sourcing
- **Targeted Job postings** – employers engage first
- **Student and Employer CRM** – identify and understand where each student is in the talent pipeline
- **Reporting services for closed loop feedback** – helps all parties understand preferences of students and employers
- **InternX API** – we handle the analytics, you own the data