Ways to Get Outside of the “Good Opportunity” Box
YOU GET A GOOD OPPORTUNITY!
Quick Check

• RECRUITING GOALS:
  • How many hires?
  • When will you begin sourcing your candidates? How much time do you have available for recruiting?
  • Does your position require a particular major?

• MESSAGING TO STUDENTS:
  • What industries recruit on-campus?
  • What do Students Know about the Profession/Position for which you are recruiting?
  • What Career paths are Available at Your Organization

• STRATEGIC CONSIDERATIONS:
  • How competitive is your offer?
  • What happens once the student applies?
What do Students Know about the Profession You are Recruiting For?
The Circle of Life --- Recruiting

- Employer Spotlights and Careers & Coffee
- Need Part-Time Students?
- January – February Career Fair Season
- February – April On-Campus Recruiting
- September Career Fair Season
- October - November On-Campus Recruiting
- Need Part-Time Students?
- Employer Spotlights and Careers & Coffee

Grab your future by the horns
Who Recruits at USF?

Top 10 Industries Recruiting at USF 2016-2017

- Transportation & Logistics: 12%
- Retail Stores: 8%
- Manufacturing - Other: 6%
- Legal & Law Enforcement: 4%
- Technology: 4%
- Healthcare: 8%
- Defense: 2%
- Civil Engineering/Construction: 2%
- Banking, Financial Services, Insurance: 4%
- Accounting: 14%
Who Recruits at USF?

On-Campus Recruiting by Industry 2016-2017

Top 10: 39%
All other Industries: 61%
Jobs Posted By Month
Job Postings in Last 180 Days

Top Job Functions for Job Postings

<table>
<thead>
<tr>
<th>Job Functions Name</th>
<th>Postings Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education / Training</td>
<td>1,600</td>
</tr>
<tr>
<td>Other</td>
<td>1,450</td>
</tr>
<tr>
<td>Sales</td>
<td>1,100</td>
</tr>
<tr>
<td>Business Development</td>
<td>1,000</td>
</tr>
<tr>
<td>Marketing - General</td>
<td>1,000</td>
</tr>
<tr>
<td>Information Technology</td>
<td>900</td>
</tr>
<tr>
<td>Administration</td>
<td>800</td>
</tr>
<tr>
<td>Advertising, Media &amp; PR</td>
<td>800</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>700</td>
</tr>
<tr>
<td>Engineering - Civil / Mechanical / Other</td>
<td>700</td>
</tr>
<tr>
<td>Data &amp; Analytics</td>
<td>700</td>
</tr>
<tr>
<td>Community &amp; Social Services</td>
<td>600</td>
</tr>
<tr>
<td>Research</td>
<td>600</td>
</tr>
<tr>
<td>Finance</td>
<td>500</td>
</tr>
</tbody>
</table>
Recruiting Calendar

- Check your Recruiting Guide for the 2017-2018 Recruiting Calendar
- Career Fairs
- On-Campus Interviews
- Careers & Coffee
- Employer Spotlight
- Semester-by-semester breakdown so you can plan your on-campus recruiting schedule

2017-2018 | Career Fair Schedule

We are excited to share our Career & Internship Fair event dates for the Fall 2017 and Spring 2018 semesters. Our fairs provide you with an excellent opportunity to meet with USF students and alumni in the heart of our beautiful Tampa, Florida campus. If your recruitment goals for the coming year include Internship, Cooperative Education, or full-time positions, consider attending one or more of our fairs. If you plan on hiring part-time or seasonal hires, our Part-Time Job Fairs may be a good fit for you.

When you're ready to register, simply use the bit.ly link for that fair. We can't wait to see you on-campus this year!

FALL 2017
FALL PART-TIME JOB FAIR
Thursday, August 31
11 a.m. - 3 p.m.
bit.ly/register/fallfair

CAREER & INTERNSHIP FAIR WEEK
bit.ly/register/fallfair

ACCOUNTING & FINANCIAL SERVICES FAIR
Monday, September 18
10 a.m. - 3 p.m.

ALL MAJORS FAIR
Tuesday, September 19
10 a.m. - 3 p.m.

SCIENCE, TECHNOLOGY, ENGINEERING, & MATH (STEM) FAIR
Wednesday, September 20
10 a.m. - 3 p.m.

HEALTH PROFESSIONS & SOCIAL SERVICES FAIR
Wednesday, September 27
10 a.m. - 3 p.m.

SPRING 2018

CAREER & INTERNSHIP FAIR WEEK
bit.ly/register/springfair

ALL MAJORS FAIR
Wednesday, January 31
10 a.m. - 3 p.m.

SCIENCE, TECHNOLOGY, ENGINEERING, & MATH (STEM) FAIR
Thursday, February 1
10 a.m. - 3 p.m.

ACCOUNTING & FINANCIAL SERVICES FAIR
Friday, February 2
10 a.m. - 3 p.m.

COLLEGE OF NURSING CAREER EXPO
Wednesday, February 21
10 a.m. - 2 p.m.

SUMMER PART-TIME JOB FAIR
Late Spring 2017
bit.ly/register/springfair
Recruiting Calendar
Recruiting Tools

Career Fairs & Events

- Which career fair is best for you?
- How to maximize your success?
- Nix the info session and try a Networking Night
Help students understand the entry points to your profession; if the position you are recruiting for is the only way in – emphasize it!
## Recruiting Tools: USF Info Center

<table>
<thead>
<tr>
<th>STUDENT TYPE</th>
<th>NON RESIDENT ALIENS</th>
<th>HISPANIC ETHNICITY</th>
<th>BLACK</th>
<th>AMERICAN INDIAN</th>
<th>ASIAN</th>
<th>WHITE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALL TYPES</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UNDERGRADUATE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>05 - THIRD YEAR (NEW)</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>06 - THIRD YEAR (CONTINUING)</td>
<td>11</td>
<td>16</td>
<td>9</td>
<td>0</td>
<td>3</td>
<td>33</td>
</tr>
<tr>
<td>07 - FOURTH YEAR AND MORE (NEW)</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>08 - FOURTH YEAR AND MORE (CONTINUING)</td>
<td>36</td>
<td>45</td>
<td>20</td>
<td>0</td>
<td>15</td>
<td>136</td>
</tr>
<tr>
<td>TOTAL UNDERGRADUATE</td>
<td>48</td>
<td>63</td>
<td>30</td>
<td>0</td>
<td>18</td>
<td>171</td>
</tr>
<tr>
<td>GRADUATE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>09 - MASTERS/EDS FIRST YEAR</td>
<td>11</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>10 - MASTERS/EDS OTHER</td>
<td>30</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>TOTAL GRADUATE</td>
<td>41</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>TOTAL ALL TYPES</td>
<td>89</td>
<td>64</td>
<td>30</td>
<td>0</td>
<td>19</td>
<td>183</td>
</tr>
</tbody>
</table>
# Recruiting Tools: Florida Education & Training Placement Information Report (FETPIP)

## USF Tampa: FETPIP REPORT 2013-2014

<table>
<thead>
<tr>
<th>Program Title</th>
<th>USF Grads</th>
<th>SUS Grads</th>
<th>USF Employed</th>
<th>SUS Employed</th>
<th>USF Employed Full Time</th>
<th>SUS Employed Full Time</th>
<th>USF Full Time Avg Annual Salary (est.)</th>
<th>SUS Full Time Avg Annual Salary (est.)</th>
<th>USF Continuing Education</th>
<th>SUS Continuing Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Managerial Economics 520601</td>
<td>44</td>
<td>145</td>
<td>27</td>
<td>95</td>
<td>24</td>
<td>78</td>
<td>54%</td>
<td>54%</td>
<td>6</td>
<td>14%</td>
</tr>
<tr>
<td>Business Marketing Management 521401</td>
<td>235</td>
<td>1,839</td>
<td>169</td>
<td>1,257</td>
<td>132</td>
<td>1,040</td>
<td>57%</td>
<td>57%</td>
<td>18</td>
<td>8%</td>
</tr>
<tr>
<td>Business, General 520101</td>
<td>251</td>
<td>732</td>
<td>203</td>
<td>559</td>
<td>179</td>
<td>452</td>
<td>66%</td>
<td>66%</td>
<td>17</td>
<td>7%</td>
</tr>
<tr>
<td>Finance, General 520801</td>
<td>290</td>
<td>2,537</td>
<td>232</td>
<td>1,733</td>
<td>201</td>
<td>1,500</td>
<td>69%</td>
<td>69%</td>
<td>23</td>
<td>8%</td>
</tr>
<tr>
<td>International Business Management 521101</td>
<td>50</td>
<td>629</td>
<td>32</td>
<td>430</td>
<td>25</td>
<td>363</td>
<td>69%</td>
<td>69%</td>
<td>8</td>
<td>11%</td>
</tr>
<tr>
<td>Mgmt. Info. Systems/Busi Data Proc 521201</td>
<td>132</td>
<td>337</td>
<td>106</td>
<td>256</td>
<td>97</td>
<td>240</td>
<td>76%</td>
<td>76%</td>
<td>11</td>
<td>8%</td>
</tr>
<tr>
<td>Mkt. Mgmt. and Research Ctr. 521499</td>
<td>12</td>
<td>12</td>
<td>8</td>
<td>8</td>
<td>7</td>
<td>7</td>
<td>67%</td>
<td>67%</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>
Performance Based Funding

- Metric #1
  - % of Students Employed or Going to Grad School Within 1 Year of Graduation

- Metric #2
  - Average Starting Salary
FairWarning's vision is to build trust by safeguarding sensitive and personal information held in our customers' mission critical applications. When we do that well enough and often enough, we change industries for the better.

In healthcare, FairWarning’s solutions have been broadly adopted and this means patients can more confidently share their most sensitive medical information to receive the best care possible without worrying about who might access their sensitive medical details. Over 1,500 hospitals and 7,400 total medical facilities around the world use FairWarning Patient Privacy Monitoring and Managed Privacy Services to expand trust with their patients.

With FairWarning for Salesforce, our customers adopt our solutions to rapidly safeguard and govern access to people’s financial information, medical information and personal details of all kinds that is being held in the cloud. By adopting FairWarning for Salesforce these customers can confidentially focus on expanding their business, moving fast, and leveraging the entire Salesforce platform to create closer linkages with their customers, suppliers, employees and partners.
Your Unlimited Career Growth Opportunity

FairWarning strives to protect the health, wealth, and personal information for everyone on earth. Are you excited about the opportunity to grow, learn and contribute to a leading global software company in Cloud Security? Are you adventurous and innovative with a true passion for solving world class challenges? FairWarning provides an environment that is collaborative, open, demanding and exciting for those who want to push their limits. Join our Implementation Services team as a Software Implementation Developer and start your adventure today.

Vision for The Role

The Software Implementation Developer partners with the Software Implementation Project Manager to deliver quality implementation in a timely manner to our customers. The Software Implementation Developer will use standard implementation practices to deploy the FairWarning application. In order to ensure a high-level of quality, the Implementation Developer will document their work and perform quality checks throughout the implementation process. They will work hand-in-hand with the project manager and the customer to ensure that the customer’s needs are met. Successful candidates must be able to think critically and problem solve and work collaboratively and individually. Candidates should have strong verbal and written communication skills and be able to manage their own workflow and time. Software Implementation Developers should be motivated to continually grow and learn. The implementation services team provides candidates a fast-paced, dynamic environment with a platform for continual development and growth.

Your Impact:

- Ability to manage multiple projects/tasks simultaneously
- Documentation of implementation status using CRM project management tool
- Ability to work in entrepreneurial environment, as part of a team, and as an individual
- Leverage technical tools to progress the software implementation
- Ability to follow standard implementation practices and provide feedback for efficiency gains

Skills & Experience:

- Ability to think critically
- Knowledge of SQL
- Ability to work in a team environment or individually
- Experience working in a software or technology based company or on software technology teams
- Knowledge command-line Linux
- Bachelor’s degree in CS, MIS, IT or equivalent
- Knowledge of programming languages a plus

FairWarning’s Vision

FairWarning strives to protect the health, wealth, and personal information for everyone on Earth. The company’s industry-leading, affordable application security solutions provide data protection and governance for Electronic Health Records (EHRs), Salesforce, Office 365, and hundreds of other applications. FairWarning solutions protect organizations of all sizes against data theft and misuse through real-time and continuous user activity monitoring and improve compliance effectiveness with complex federal and state privacy laws such as HIPAA, PCI, FINRA, SOX, FISMA and EU Data Protection Act. FairWarning catches people stealing your data.
Are you a recent college graduate? Do you have an interest in the mortgage or real estate industry? If so, we have 2 full-time, entry level openings for Processing Coordinators to join our team!

Positions are open in our [location] offices. This position is a great way to learn about the industry and start your career with our growing company. Training for this position is based out of [location] minimum of two weeks.

Responsibilities:

The Processing Coordinator provides support to the processing team during the operational process of a residential mortgage application. The position will expose the employee to the administrative aspects of the mortgage process and they will gain a foundation to grow in the industry. Employees in this role will:

• Work within tasking queues.
• Work as a team in providing necessary documentation to complete the operational process.
• Order and review verifications and tax documents.
• Work with Title Insurance, Flood Insurance and Homeowner’s Insurance Companies.
• Order and follow up on Appraisals.
• Provide status, document conversations and provide support to processing and sales staff.

Qualifications:

• Bachelors of Business Administration with a focus on Finance, Real Estate or Economics
• Mortgage experience is not necessary, but the individuals applying for this position must possess a sense of urgency and be able to provide exceptional customer service. They must be proficient in MS Office, internet navigation, and have an ability and desire to learn and utilize new technology.
• Candidates must be proficient in MS Office, Internet navigation, and have an ability and desire to learn and utilize new technology.
<table>
<thead>
<tr>
<th>Name</th>
<th>School</th>
<th>Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keith Sommers</td>
<td>University of South Florida</td>
<td>Masters</td>
</tr>
<tr>
<td>Soufin Rahimeen</td>
<td>University of South Florida</td>
<td>Senior</td>
</tr>
<tr>
<td>Luis Castro</td>
<td>University of South Florida</td>
<td>Senior</td>
</tr>
<tr>
<td>Udit Mahajan</td>
<td>University of South Florida</td>
<td>Masters</td>
</tr>
<tr>
<td>Lauren Fox</td>
<td>University of South Florida</td>
<td>Bachelors</td>
</tr>
<tr>
<td>Holli Adams</td>
<td>University of South Florida</td>
<td>Senior</td>
</tr>
<tr>
<td>Charlotte Waddell</td>
<td>University of South Florida</td>
<td>Senior</td>
</tr>
<tr>
<td>Abhishek Gaggar</td>
<td>University of South Florida</td>
<td>Masters</td>
</tr>
<tr>
<td>Khalil Stokes</td>
<td>University of South Florida</td>
<td>Senior</td>
</tr>
<tr>
<td>Richard Blackwood</td>
<td>University of South Florida</td>
<td>Masters</td>
</tr>
<tr>
<td>Ryan Price</td>
<td>University of South Florida</td>
<td>Bachelors</td>
</tr>
<tr>
<td>Fadi Kelada</td>
<td>University of South Florida</td>
<td>Bachelors</td>
</tr>
</tbody>
</table>
Strategies

- Post a Position
- Search Resumes
- Enhance your Handshake Profile
- Attend an Event
- Expand and Target Niche Majors
- Report Your Hires
You’re Invited!

• Meet with the ER team to discuss custom recruiting strategies for your organization
• Help with Handshake