



EMPLOYER RECRUITMENT GUIDE

LSU

Olinde Career Center



LEADING LOUISIANA IMPACTING THE WORLD

As the flagship institution of the state, the vision of Louisiana State University is to be a leading research-extensive university, challenging undergraduate and graduate students to achieve the highest levels of intellectual and personal development. Designated as a land-, sea-, and space-grant institution, the mission of Louisiana State University is the generation, preservation, dissemination, and application of knowledge and cultivation of the arts.

As part of the LSU Strategic Plan, LSU is committed to offering a broad array of undergraduate degree programs and extensive graduate research opportunities designed to attract and educate highly qualified undergraduate and graduate students and help them develop into citizens and leaders that are:

- COLLABORATIVE
- CREATIVE
- GLOBALLY ENGAGED
- CULTURALLY ADEPT
- INNOVATIVE
- TRANSFORMATIVE

LETTER FROM THE DIRECTOR



LSU students and alumni make great hires! We are confident that you will find ample talent recruiting at LSU and hope to make it an easy and rewarding process for you.

Our most successful employers are those who invest in building an employer presence on campus through consistent postings of job vacancies, routine attendance at career fairs and networking events, partnerships with academic units and student organizations, and volunteering and assisting with career development programs on campus.

Our talented staff is here to work with you to develop a tailored engagement plan to maximize your exposure and recruitment efforts. This guide should serve as a go-to resource for employers recruiting at LSU and a precursor to more strategic conversations about your talent needs.

“...these flexibilities allow the Career Center to serve more students and recruiters...”

As the landscape of both higher education and the workforce changes rapidly, we are committed to finding ways to meet your evolving needs. Gifts of the pandemic include a broader scope of services and varied delivery models that were rarely considered prior to spring 2020. These flexibilities allow the Career Center to serve more students and recruiters to expand their reach. Lemonade out of lemons, if you will. We are ready to navigate the evolving future together with excitement and encouragement.

Thank you for your commitment to recruiting LSU talent, and Geaux Hire a Tiger!

Jesse Downs
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SNAPSHOT OF THE LSU STUDENT BODY:



31,059 undergraduate students
6,295 graduate students
37,354 total students



77 undergraduate degree programs and
167 graduate degree and certificate programs

Undergraduate Resident v. Nonresident

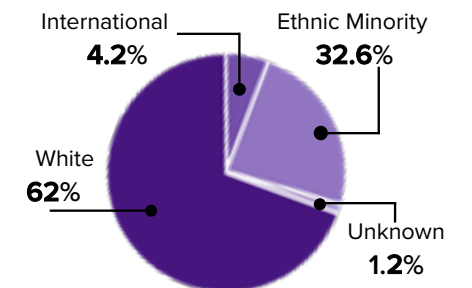


67.9%



32.1%

Student Diversity



POSTING JOBS IN HANDSHAKE

Handshake is LSU's online system for job postings, on-campus and virtual interviews, along with virtual and in-person career event registrations. Through Handshake, employers may post full-time, part-time, internship, co-op, summer, and volunteer opportunities. This system is password-protected and available to LSU students, faculty, staff, and registered alumni 24 hours a day, seven days a week. It is also free to post jobs in Handshake!



CREATE AN ACCOUNT

Visit lsu.joinhandshake.com/employer_registrations/new and follow the instructions for creating a free Handshake account. If you already have a Handshake account, please search for and add "Louisiana State University" under the Schools tab in the left hand navigation bar.



LIST JOB VACANCIES

After logging into Handshake, go to the "Job Posting" tab to add your vacancy. All jobs will be placed in a pending status and will be approved within two business days. You will receive a notification in Handshake once your job has been approved and is viewable to LSU students and alumni.

RECRUIT A TIGER

The LSU Olinde Career Center hosts a variety of different types and styles of recruiting events throughout the year, including career fairs, networking events, and interviewing days. Each event, whether virtual or in-person, gives you an opportunity to interact one-on-one with LSU students and alumni. Let us roll out the purple and gold carpet for you to Geaux Hire a Tiger!

FALL EVENTS

- Career Expo
- Engineering Networking Reception
- Business Networking Reception
- On-Campus Interviewing Program
- Virtual Biotech Networking Event
- Health Professions & Wellness Career Fair
- Construction Interviewing Day
- Agriculture Career Fair
- Virtual Interior Design Networking Day

SPRING EVENTS

- Career Expo
- Engineering Networking Reception
- Business Networking Reception
- On-Campus Interviewing Program
- Construction Interviewing Day
- Advertising & Communications Networking Event
- Art and Design Career Networking Day
- School Professional Networking Day
- Opportunity Knocks Career Fair

SPOTLIGHT ON *Handshake*

LSU's online career platform, Handshake, provides LSU students and alumni with unparalleled access to job opportunities, employer contacts, career resources, and events.

Through Handshake, employers gain access to:

- Multi-school job posting capability
- Powerful applicant filtering beyond GPA and major
- Career Fair management
- Direct student messaging
- Access to 1,100+ colleges and universities and over 7 million active students and alumni in a single integrated network

HANDSHAKE ENGAGEMENT AT LSU:

57.9% of undergraduate students use Handshake.

69.1% of seniors use Handshake.

80.8% of undergraduate business students use Handshake.

73.8% of undergraduate engineering students use Handshake.

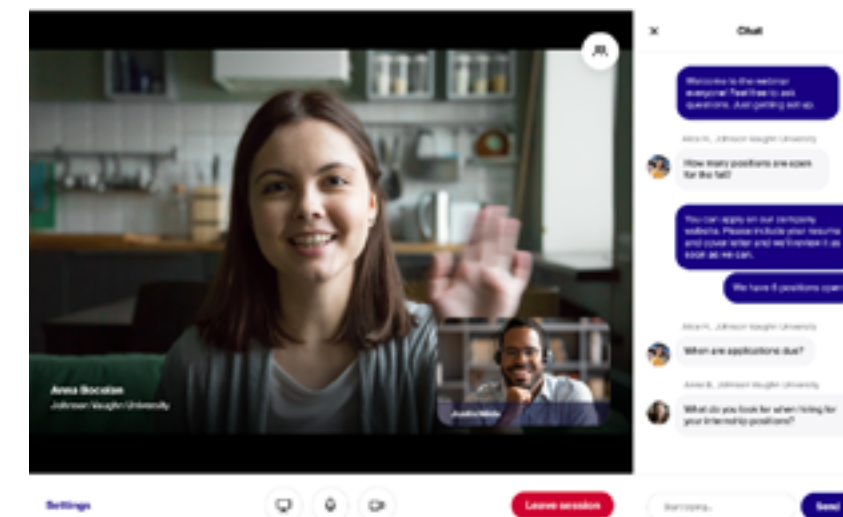
LEARN MORE ABOUT HANDSHAKE AT [LSU.EDU/CAREER](https://lsu.edu/career)

VIRTUAL FAIRS IN HANDSHAKE

At a Handshake virtual career fair, students can learn about your organization and opportunities through 1:1 or Group Sessions. Each employer sets their own schedule of sessions for the event.

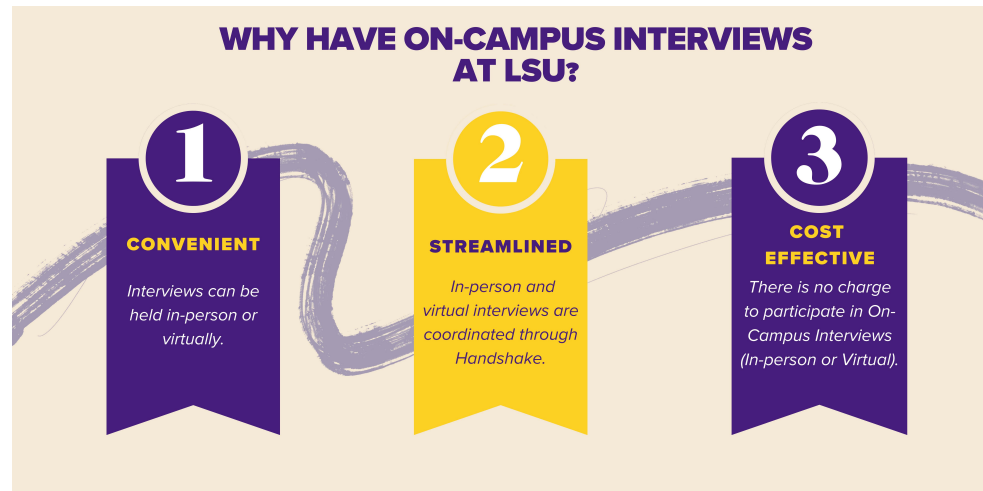
Students and employers have access to video, audio, and text-based chat during sessions, enabling the personal connection of in-person fairs in a virtual, accessible setting.

[View and register for current recruiting events in Handshake.](#)



INTERVIEWING AT LSU

Held each Fall and Spring semester, our On-Campus Interviewing program connects employers to students and alumni for internships and full-time job opportunities. Interviews can be held virtually or in-person.



CONVENIENT

In-person and virtual interviews can be held in one of the 22 private interview rooms in our Recruitment Center. Additionally, employers can use the meeting platform of their choice to conduct virtual interviews.

STREAMLINED

Each step of the interview process is coordinated through Handshake which allows the employer to schedule interview dates and time slots, post a job targeting students that meet your selection criteria, receive and review student resumes, select candidates to interview, and have students sign up for interview slots

COST-EFFECTIVE

There is no charge to participate in On-Campus Interviews.



Virtual interviews allowed us to safely meet candidates via video chat. Students seemed to enjoy the opportunity of still having face to face interaction and employers were able to meet with additional candidates without the constraints of time and travel to campus.

The LSU Olinde Career Center is top notch!

The type of setting to interview students is extremely effective. The entire process is superb from the website to the interview.

Very nice facility; well-organized.

RECRUITING FOR DIVERSITY, EQUITY, AND INCLUSION AT LSU

LSU is proud to enroll a [diverse group of students](#) and has a commitment to ongoing work to foster a campus community that is not only inclusive but anti-racist.

Studies have shown the [benefits](#) and [importance](#) of creating an inclusive and equitable workplace. As employers seek to recruit and retain a diverse workforce, we encourage you to consider some of the following strategies to recruit LSU Tigers!

- Use [inclusive language throughout the hiring process](#).
- [Create non-biased job descriptions](#) that attract a wide pool of applicants.
- [Tailor your outreach to students](#) from underrepresented backgrounds. LSU boasts a large variety of diverse student organizations and those can be found by visiting the [LSU TigerLink website](#). To narrow your results, click on "International & Multicultural Organizations." Additional organizations can be found on the [Office of Multicultural Affairs website](#) under "Student Organizations"
- Use strategies to [remove bias from the interview process](#).
- Be prepared to [answer specific questions](#) that students may ask to assess your organization's commitment to diversity, equity, and inclusion.
- [Enable strategies](#) within your organization that are designed to be impactful in creating an equitable workplace that can be implemented regardless of resources and bandwidth.
- Develop a comprehensive DEI recruiting plan based on [Diversity & Inclusion: The Ultimate Guide for HR and Recruiting by Handshake](#).
- Stay up to date on [best practices](#) for DEI in university recruiting.

THANK YOU, CORPORATE PARTNERS!

LSU prepares its graduates to become collaborative, creative, innovative, and transformative leaders for your future workforce. Employer gifts play an important role in building and sustaining services essential to our success. Your investment as a Corporate Partner symbolizes your commitment to furthering our mission for the more than 30,000 current students and the growing alumni network we serve.

Gold Level Partners



Silver Level Partners



Bronze Level Partners



BECOME A CORPORATE PARTNER

For over 30 years, annual investments in the Corporate Partner Program have provided us with the flexibility to respond to the evolving needs of students and employers, in turn improving the quality and strength of the workforce for many years to come. Select the partnership level below that meets your needs and pledge your commitment today and make your commitment at lsu.edu/careercenter/corporatepartner.php.

	BRONZE (\$2,000)	SILVER (\$5,000)	GOLD (\$7,500)
Company Designated Event: On-campus event or site visit, coordinated in partnership with the LSU Olinde Career Center, including student promotion.			✓
Company recognition in the Student Career Guide: 130,000+ digital impressions on students and alumni.			✓
Promotion of a Pre-event Informational or Student Development Event: Promotion of a pre-event informational or Student Development Event focused on sharing information about your organization and/ or sharing best practices for job searching and networking with students. Promoted by the LSU Career Center			✓
Feature Article Promotion: Annual article promoting your company and opportunities, shared on our website homepage.			✓
Social Media Promotion: Annual promotion of your company on our social media channels.		✓	✓
Handshake Promotion: Your company added to LSU's "Hires from Our School" employer collection on Handshake.		✓	✓
Next Day Interviews: Priority reservation for next-day interviews following recruiting events you attend		✓	✓
Express Check-in: Skip the check-in line at our largest on-campus recruiting events.		✓	✓
Prime Placement at On-campus Events: Your company's table located in a prime, high traffic area for recruiting events.	✓	✓	✓
Advance Notice of Events & Interview Days: Receive advance notice of on-campus and virtual recruiting event and interview day registration.	✓	✓	✓
Recognition on LCD Screens in LSU Olinde Career Center: Company recognized as Corporate Partner online and on LCD screens in LSU Olinde Career Center.	✓	✓	✓
Event Recognition: Company recognized as Corporate Partner on event signage, handouts, and nametag for on-campus events you attend and your logo will be promoted on the Handshake Event page as a Corporate Partner for recruiting events.	✓	✓	✓

#GEAUXHIREATIGER

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lsu.edu/career | 225-578-2162 | career@lsu.edu | 158 LSU Student Union