Career and Professional Development
Virginia Tech
On-Campus Interviewing Program activity by academic year

More information: career.vt.edu/job-search/H4H-OCI.html

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</thead>
<tbody>
<tr>
<td>Number of employer organizations</td>
<td>233</td>
<td>248</td>
<td>247</td>
<td>253</td>
<td>284</td>
<td>310</td>
<td>300</td>
<td>230</td>
<td>301</td>
<td>387</td>
<td>344</td>
<td>278</td>
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<tr>
<td>Number of employer org. visits</td>
<td>281</td>
<td>300</td>
<td>449</td>
<td>485</td>
<td>483</td>
<td>652</td>
<td>546</td>
<td>452</td>
<td>618</td>
<td>521</td>
<td>486</td>
<td>584</td>
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<tr>
<td>Average visits per employer org.</td>
<td>1.2</td>
<td>1.2</td>
<td>1.8</td>
<td>1.9</td>
<td>1.7</td>
<td>2.1</td>
<td>1.82</td>
<td>1.96</td>
<td>2.05</td>
<td>1.34</td>
<td>1.36</td>
<td>2.10</td>
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<tr>
<td>Number of interviews total university</td>
<td>6101</td>
<td>6562</td>
<td>6435</td>
<td>6666</td>
<td>6914</td>
<td>7189</td>
<td>6821</td>
<td>5830</td>
<td>6734</td>
<td>7666</td>
<td>7166</td>
<td>6717</td>
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<tr>
<td>Number of students interviewed</td>
<td>3288</td>
<td>3638</td>
<td>3022</td>
<td>3095</td>
<td>3116</td>
<td>2989</td>
<td>2810</td>
<td>2314</td>
<td>2510</td>
<td>2583</td>
<td>3002</td>
<td>2617</td>
</tr>
<tr>
<td>Average interviews per student</td>
<td>1.9</td>
<td>1.8</td>
<td>2.2</td>
<td>2.2</td>
<td>2.22</td>
<td>2.41</td>
<td>2.43</td>
<td>2.52</td>
<td>2.68</td>
<td>2.97</td>
<td>2.39</td>
<td>2.57</td>
</tr>
</tbody>
</table>

Number of interviews by college:

- Agriculture & Life Sciences: 205 274 112 180 222 108 91 43 76 51 62 40
- Architecture & Urban Studies: 56 27 31 32 56 137 24 25 42 29 19 24
- Business: 2435 2750 2814 3043 3162 3377 2863 2807 2917 3154 2783 3099
- Engineering: 2781 2844 2766 2641 2575 2629 2974 2355 3052 3649 3549 3316
- Interdisciplinary: 13 11 7 18 9 17 14 23 16 17 10
- Liberal Arts & Human Sciences: 235 369 401 417 616 571 591 397 424 476 449 175
- Natural Resources & Environment: 57 63 45 20 17 20 11 12 5 8 34 19
- Science: 218 318 246 305 244 316 243 172 188 275 203 113
- Other/unknown: 1 6 13 17 13 22 7 5 7 8
Why the changes in OCI participation over time?

Three main factors:

1. **The economy!**
   - OCI activity increased from the mid-90s through the 1999-2000 academic year, as a reflection of the economy.
   - 2008-2009 was the beginning of another downturn.
   - 2010-2011 began another upturn.
   - In 2012-2013 there were additional career fairs on campus; sometimes employers use career fairs, and next-day interviews, instead of OCI, so that may draw off some OCI activity.
   - OCI reflects the upswings and downswings of the overall economy and job market, although it is important to be aware that OCI itself does not include all industries and does not include the entire job market.

2. **Employers’ recruiting methods: Job postings and career fair activity not reflected in OCI.**
   - Many employers who do not physically travel to campus DO choose to post jobs for our students. The numbers above reflect employer organization visits, not job postings without visits.
   - Certain employers choose to recruit at career fairs, which are large one- to two-day events bringing in a concentration of students. They may do this in addition to, or instead of, using OCI which is ongoing through several weeks of fall and spring semesters. The numbers above do not reflect employer visits through job/career fairs.
   - For employer organizations, staff changes and budget issues influence recruiting. Examples: If a recruiting manager leaves the organization, recruiting practices may change. Budget cuts to HR could cause cuts of campus visits, which entail travel costs.

3. **Student participation from employer perspective:**
   - If employers receive a sufficient number of applications from students who are qualified applicants, this encourages employers to continue this method of recruitment in the next year.
   - If employers do not receive sufficient applications from qualified applicants, they may be dissuaded from using this method of recruitment in the future.
   - Our employer relations staff works closely with employers to assist them in making connections with academic departments, colleges, and student organization, and in finding recruitment methods that will serve the employers’ needs.