

VIRTUAL CAREER FAIR EMPLOYER SELECTION CRITERIA

City College of San Francisco Career Development Center

Completing the *Virtual Career Fairs Interest Form* **does not guarantee participation in the virtual career fairs** hosted by the Career Development Center.

There are 8 employer spots for each of the three virtual career fairs (this may be subject to change depending on the demand). Since we have limited spots, only a certain amount of employers who completed the interest form will be selected to participate. An employer will be assigned a selection status(es) based on the criteria they meet: *Immediately Selected, Tier 1 Waitlist, Tier 2 Waitlist, Not Qualified or Impacted Employers Group*.

After completing the interest form, employers will be reviewed based on the information entered and soon after, they will be notified of their selection status. **Once the career fair is full, all non-selected employers will be notified.**

Other selection criteria factors and exceptions can be included by the Career Development Center team when assessing each employer.

For questions, contact John Salangsang, Career Development Center Career Counselor: jsalangsang@ccsf.edu.

SELECTION STATUSES

Immediately Selected

Employer has met some of the criteria below and will be notified of their selection.

- Employer has internship positions; paid internships are highly desired.
- Qualifications of employer's positions reflect the level of experience and skills of our general student population: entry-level, 0-1 years of experience.
- Employer's positions are open to students from various academic majors.
- Employer is an established or credible organization/company.
- Employer is hiring for positions within this year.
- Employer is hiring for positions that are local or close to San Francisco.

Tier 1 Waitlist

Employer has met some of the criteria below and will be further reviewed before being notified if selected or not. Employers in the tier 1 waitlist are given higher consideration than those in tier 2.

- Employer is hiring for part-time and/or full-time positions; part-time positions are more desired than full-time.

- Qualifications of employer's positions reflect the level of experience and skills of our general student population; entry-level, 0-1 years of experience.
- Employer's positions are open to students from various academic majors.
- Employer is from an industry that is not highly represented in our career fairs.
- Employer is from an industry that is of current interest to specific departments at City College of San Francisco.
- Employer is an established or credible organization/company.
- Employer is hiring for positions within this year.

Tier 2 Waitlist

Employer has met some of the criteria below and will be further reviewed before being notified if selected or not. Employers in the tier 2 waitlist are given less consideration than those in tier 1.

- Employer is hiring for part-time and/or full-time positions; part-time positions more desired than full-time.
- Employer's positions have qualifications that may not reflect the level of experience and skills of the general student population.
- Employer has positions that only seeks students from a niche academic program or major (ex. nursing students).

Not Qualified

Employer has met some of the criteria below and will not qualify for selection.

- Employer seeks to promote their product (ex. an app) that is a platform for students to find jobs or gig opportunities.
- Employer requires a fee to join or payment for training.
- Employer is not an established or credible organization/company.
- Military branches are not qualified because the career fairs are focused on companies/organizations with a specific job or internship opening that does not have additional commitment levels similar to that of joining the military.

Impacted Employer Group

Employer is in the same field and is hiring for similar positions as a high number of other employers that have completed the career fair interest form (ex. child development related employers seeking students with ECE units). In this situation, only a few will be selected from each of these impacted employer groups. Selection will be based on the following criteria:

- Employer with internship positions are highly desired and may be moved to immediately selected status.

- Employer with higher number of openings are considered more than those with less.
- Employers that have not attended the recent career fair hosted by the career development center will be considered.
- Employer not participating in events hosted by other City College of San Francisco departments/programs will be considered.