



Questions to Ask at a Career Expo

With any potential employer, you must be prepared to ask insightful questions. Which questions you ask depends on:

- The Recruiter
- Your Career Interests & Skills
- Amount of Time You Have
- The Position

Here are 4 categories of questions you can ask recruiters.

Strategic Comeback Questions:

Designed to give you the chance to respond to the recruiter's answer with a positive spin on how you perfectly fit (and ideally exceed) what the company is looking for in an employee. Examples Include:

- ❖ What kind of skills and experience do you look for in the employees you hire?
- ❖ What are the characteristics of your most successful employees?
- ❖ Are graduate degrees important in advancing within your organization? Which ones?
- ❖ Which courses or experiences do you suggest in order to become a successful candidate?
- ❖ What additional skills, like languages or computer skills, are particularly valuable?

Strategic Planning Questions:

Created to give you more information and knowledge about the hiring process for each employer.

- ❖ What kind of entry-level positions (or internships) exist within your organization?
- ❖ Does your company hire on a continual basis or just at certain times of the year?
- ❖ How long does the hiring process take? What does it consist of?
- ❖ What percent of applicants are eventually hired? What is the retention rate?

Key Company Information:

Provides you with critical inside information you need to know when making a decision about the attractiveness of each potential employer. Remember, a career fair is a two-way street and you should be evaluating these companies as much as they are evaluating you.

- ❖ What is your organization's culture like?
- ❖ For how many years does the typical employee stay with your company?
- ❖ Are there opportunities for ongoing training through the organization?
- ❖ Do you expect your employees to relocate? How much travel is involved?
- ❖ Is there anything else I should know about your company?

Recruiter Information:

These personal questions can be asked to provide you with some critical insights.

- ❖ What made you choose this company in particular?
- ❖ How long have you been with this company and why do you stay?
- ❖ What advice would you give someone entering this occupation?
- ❖ What are the current trends in your career field (skill sets, demand, and effect of economy)?
- ❖ How can I contact you if I have a few questions later on?

Helpful Resource:

- ❖ Visit CDC's page on Career Fairs: <https://www.uis.edu/career/events/career-fairs>

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