

Re: [OT] Outsourcing squared

Source: <http://sci.tech-archive.net/Archive/sci.electronics.design/2006-05/msg04373.html>

- *From:* krw <krw@xxxxxxxxxx>
 - *Date:* Wed, 24 May 2006 22:22:18 -0400
-

In article <bT364fsfIb18N3l@xxxxxxxxxxxxxxxxxxxxxxxx>, aborgman@xxxxxxxxxxxxxxxxxxxxxxxx says...

krw <krw@xxxxxxxxxx> wrote:

In article <oT3622jflkueN3l@xxxxxxxxxxxxxxxxxxxxxxxx>, aborgman@xxxxxxxxxxxxxxxxxxxxxxxx says...

krw <krw@xxxxxxxxxx> wrote:

In article <1eT35vsmuI1t5N3l@xxxxxxxxxxxxxxxxxxxxxxxx>, aborgman@xxxxxxxxxxxxxxxxxxxxxxxx says...

Jim Thompson
<To-Email-Use-The-Envelope-Icon@xxxxxxxxxxxxxxxx>
wrote:

On Mon, 22
May 2006
20:07:25
GMT, Joerg
<notthisjoergsch@xxxxxxxxxxxxxxxx>
wrote:

Hello
Keith,

When
hiring
I
found
that
the
school

Re: [OT] Outsourcing squared

people
went
to
was
not
a
very
important
factor.
To
the
point
where
I
sometimes
didn't
even
look
that
far
down
the
resume
to
compile
my
short
list.

That
depends
on
the
company.
Large
companies
tend
to
have
a
"favorites"
list.
If
your
school
isn't
on
that
list
you

Re: [OT] Outsourcing squared

Re: [OT] Outsourcing squared

might
just
as
well
not
apply.
...

That
just
might
be
the
reason
why
the
bulk
of
truly
innovative
designs
originates
at
smaller
and
mid-sized
companies
:-)

Regards,
Joerg

<http://www.analogconsultants.com>

Joerg, What
a pile of
nonsense.
Smaller
companies
tend to
move more
quickly
usually
due to less
bureaucracy.

I don't
know of any

Re: [OT] Outsourcing squared

companies
with
"favorites"
lists, though
at one
point in my
management
career I did
put ASU on
a
do-not-interview
list, for
good reason
;-)

I've never heard of "only
hire from here" list, but lots
of large companies
only recruit at a very select
group of universities.

Ok, let me assume you're not stupid for a
moment...

Assume &large_company. Now assume
&large_company.human_resources.
Given the above, how does one get hired
without an interview?

One doesn't get hired without an interview – but being
recruited through
your university is only one way of getting an interview, if the
most common
for new college graduates. People get interviews by
answering help wanted
ads, recommendations from existing employees, just
submitting applications
on the company website (yes, this does actually work),
recommendations from
university professors, etc.

One doesn't even get past HR without a serious recommendation. For
anyone (ok, 99–44/100%) just graduating this means the campus
interview. Without that, forget it. The resume gets filed
(canned) on submission.

Re: [OT] Outsourcing squared

I knew numerous employees (~25%) that were hired out of college and didn't attend one of the recruiting schools at my former employer. It was certainly more difficult, but far from impossible.

I've known one or two, but they came in by other means (usually already employees). There is no active recruitment of anyone other than locals or from the big colleges. Certainly some leak in by other means. Sending a resume is a waste of bits (paper no longer accepted).

This is a fact of life, whether you want to admit it or not. The list *DOES* exist, and has for the >30 years I've been around. I was hired because UIUC was on (top) of the list and because I did four years as a technician in college (paying my own way and managing it all while being married helped a small amount too).

I worked at one of the giants in the industry (~80k employees) and

Ah, a small company. ;-)

Tiny.

Ok, not small, just another wannabe... ;-)

constantly worked with people educated at a myriad of universities. The majority were what you'd expect, but there was a large contingent of people educated at some pretty off the wall places.

Either you're a local (they like locals because they're easy bait) or you're from a big school (on the "list"). There really isn't much else. We did have a serious loser from Clemson, but that one of the few times when management thought that any port in the storm was a good idea.

Re: [OT] Outsourcing squared

There is a lot else: foreigners on h1b's, locals, interns from non-list universities, etc.

H1Bs are temps; not counted. Locals are hired and often sneak around HR by getting degrees after being hired. HR also likes locals because they're cheap. Interns *do* come from the "list" or locals.

A funny thing – my former employer had a set list of places they recruited for permanent employees, but an apparently much larger list of places from which they would hire interns. Their stated desire to turn 85% of all interns into permanent employees then often led to people outside their "recruiting schools" list to be hired.

Maybe. One of the kidz (five years) is from Rutgers (go figure).
....but he's a local too.

—

Keith

.