

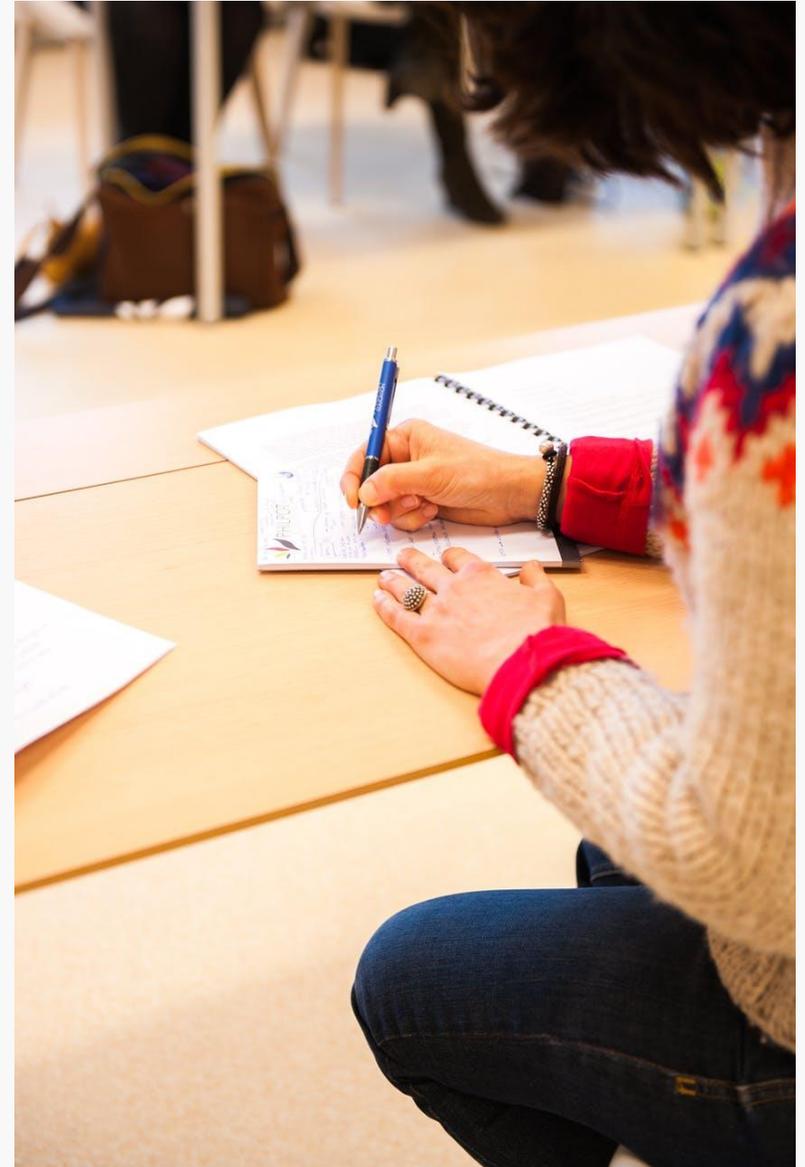
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EVALUATING THE OFFER: JOBS & GRADUATE SCHOOL

Ana Clara Blesso | she/her/hers

AGENDA

- Considering both options
- Timelines for applying
- Application materials
- Considerations
- Reviewing an offer



CONSIDERING OPTIONS

Full-time Positions

- Gain professional experience or explore an industry
 - *Developing greater financial stability or potentially paying off debt*
 - *Developing a stronger network in a field and exploring professional options*
 - *Recover from academic burnout*
 - *Some might say, “Grad school isn’t going anywhere!”*

Grad School Admissions

- Gain credentials needed for a field or profession
 - *Engage in graduate course while still in a school-focused mindset*
 - *Postpone debt repayment, while pursuing a program that may lead to greater earning potential long-term*
 - *Some might say, “Pursue graduate school before more logistical concerns get in the way!”*

There is no perfect choice!

TIMELINES

Full-time Positions

- Varies based on type of company, industry, role, or organizational need
 - *Generally: the larger the organization, the more structured their recruiting process*
 - *Reasons opportunities open up: traditional recruiting cycle, greater need for support, someone may leave the organization*

Grad School Admissions

- Rolling admissions
 - *Applications accepted throughout the year*
 - *Some benefits may exist when applying early*
- Structured admissions
 - *Firm deadline for accepting applications & materials*
 - *Typically, incomplete applications are not considered*

APPLICATION MATERIALS



Completed application, interview process, networking communication

ADDITIONAL FACTORS TO CONSIDER

- Length of commitment
 - *How long is this program? How long can I see myself as a part of this team?*
- Logistical concerns
 - *Will I need to relocate for this position? What will my work/life balance look like? What quality of life can I expect?*
- Mentorship & resources
 - *Are formal mentoring opportunities available? What resources are available to me?*



FINANCIAL CONSIDERATIONS

Full-time Positions

- Salary & opportunity for negotiation
- Benefits
 - *Health insurance, paid sick/personal leave, earned vacation time, retirement contributions*

Grad School Admissions

- Application costs (~\$50-\$100 per application) and standardized test costs
- Cost and financial aid availability
 - *Graduate assistantships, etc.*
- In-State vs. Out-of-State
- Student loan considerations

REJECTION (will happen!)

Thank you for your interest in the Marketing Manager position at Conrad, Birdie & Co. We interviewed a number of qualified candidates and have unfortunately decided to proceed with other applicants who more closely fit our needs at this time.

We appreciate you taking the time to submit an application and come in to meet our team. We wish you the best of luck in your job search and thank you for your continued interest in our company.

Sincerely,

Rose DeLeon
Head of Human Resources
Conrad, Birdie & Co.

REJECTION (will happen!)

We regret to inform you that we cannot accept you into the Albany-Hudson Valley Physician Assistant Program this year.

If you wish to re-apply, we will consider an application from you in the future. Application materials are available by June of each year. In the meantime, please review the Program brochure and the information sheet you received in our current application package. You may be able to improve your credentials. If you would like suggestions in this area, please contact the Program in writing.

If you are considering applying for a different Allied Health Program, our Admissions counselor would be happy to discuss your options with you. You may contact the Admissions office at (518) 629-7309.

Thank you for your interest in our Program. We wish you well in your future.

Sincerely,
Admissions Committee

REVIEWING A JOB OFFER

- Compensation Methods
 - *Salary, commission, hourly wage*
- Structured Benefits Package
 - *Health insurance, paid sick/personal leave, earned vacation time, retirement contributions*
- Additional Employee Support Systems
 - *Employee Resource Groups, office-wide amenities*

Still thinking about graduate school? Can the prospective employer pay tuition costs for graduate school? If so, are you required to remain there for a certain period of time?

NEGOTIATING & EVALUATING AN OFFER

- Accepting immediately
 - *Avoid – but showcase gratitude!*
- Review the offer closely
 - *Consider your individual budget (paycheckcity.com)*
 - *Review salary.com to review comparable roles in that area*
- Review non-salary compensation
 - *Consider the facts most important to you; paid vacation, health benefits, retirement contribution, stock options*



NEGOTIATING & EVALUATING AN OFFER



- Develop a post-graduation budget
 - *Avoid accepting a role you can't afford or will regret!*
- Engage with the employer
 - *Remind them of your professional qualifications – this is **why** they want to hire you*
- Offer a range
 - *Begin with salary first; but if that is non-negotiable, consider discussing non-salary compensation*

RESOURCES

- Faculty mentors
 - *Ask about their graduate experiences & advice*
- Graduate program alumni
 - *Use a tool like LinkedIn to review alumni profiles*
- Center for Career Development
 - *Meet with a career coach to discuss additional factors & options*

