



VMI Employer Engagement Opportunities

We are fortunate to have strong employer interest in recruiting at VMI. Due to the high demand, it is not feasible to accommodate every request. To ensure fairness and equitable access to our cadets, we are implementing a tiered structure beginning Spring 2026. This approach will enhance access and provide a more balanced recruiting experience for all stakeholders.

Our strategy for employer engagement involves a tiered structure of resources that support recruiting efforts. Employers can access higher tiers through increased hiring of VMI graduates and increased summer internship opportunities for VMI cadets.

This engagement is measured through frequency and quality of engagement with cadets on post, frequency of shared job and internship postings through Handshake or directly with our office, and First Destination Survey hiring data.

TIERS:

KEY 

DRIVE 

BUILD 

MANAGE 

Top Tier: Key

ENGAGEMENT SERVICES	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL
Career Fair (Guaranteed Annual Spot)			✓					✓				
Company Feature In Monthly Cadet Newsletter		✓	✓	✓	✓		✓	✓	✓	✓		
Guest Lectures/Student Club Visits	✓	✓	✓	✓	✓		✓	✓	✓	✓		
OCS Workshop Participation		✓	✓	✓			✓	✓	✓			
Twice Annual Recruiting Assessment Meetings			✓	✓						✓	✓	



Tier: Drive

ENGAGEMENT SERVICES	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL
Spring/Fall FTX Employer Staff Rides (Site Visits)			✓					✓				
Career Fair			✓					✓				
On-campus Interviews		✓	✓	✓	✓		✓	✓	✓	✓		
Workforce Wednesdays (early access)		✓	✓	✓	✓		✓	✓	✓	✓		
Information Sessions (in-person or virtual)		✓	✓	✓	✓		✓	✓	✓	✓		
Annual Recruiting Assessment Meetings										✓	✓	

Tier: Build

ENGAGEMENT SERVICES	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL
Monthly Virtual Drop-In Meeting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Feature on Campus TV Screens	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
Employer Newsletter - Direct			✓			✓			✓			
Career Fair (Discounted new employer reg.)			✓						✓			
Career Fair Networking Dinner			✓						✓			
Workforce Wednesdays		✓	✓	✓	✓		✓	✓	✓	✓		



Tier: Manage

ENGAGEMENT SERVICES	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL
Handshake Job/Internship Postings	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Weekly Internship Emails to Academic Departments	✓	✓	✓	✓	✓		✓	✓	✓	✓		
Virtual Multi-institutional information sessions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employer Newsletter through Handshake			✓			✓			✓			

