



OYO¹: EMPLOYMENT OFFER GUIDELINES

Did you receive a full-time offer from your internship employer?

After internships, employers often make full-time offers to their interns. They may request quick decisions, potentially requesting a commitment before the upcoming recruiting season. As a UMass Amherst student, you have a responsibility to understand your options and the support to make the right decision.

THE EMPLOYER PERSPECTIVE: They really want you to work for them!

- Invested significant time and resources in your professional development
- Seen your work quality first-hand and believe you are a good cultural fit
- Don't want to lose great talent to competitors
- Want to know if you honestly want to continue working there.
- If not, want to prepare to hire more great students like you

THE INTERN PERSPECTIVE: The offer is exciting but there is also that curiosity about other employers.

- Might think that you can get a better offer with a higher salary, better location, or different industry
- You have reservations about parts of your internship and aren't sure if full-time would be different
- You don't want to miss out on fun recruiting events

OPTIONS:

Accept. If you had a great summer internship experience, you might want to accept the offer. Data suggests that returning interns are more successful in their first few years compared to non-intern hires. You already have a strong network that sees your potential, so you can show appreciation and build goodwill by letting them know you're ready to return. Remember - careers change frequently. It's a big decision but you can always pivot to a different industry, location, or company.

Negotiate. Not sure that your internship is the right fit for full-time? Like all jobs offers, this provision on when you need to decide is negotiable. You have some leverage since you now know they want you to work there, but you also want to be cautious so that you maintain a good relationship. Request a face-to-face meeting with the hiring manager (or phone call if necessary) and let them know how much more time you need and why. The UMass guideline is that employers should allow students to wait until Oct 31st to respond to a summer internship offer (for all other offers, students should be granted at least 3 weeks from the receipt of the written offer to accept/decline).

Move On. If you did not like your summer internship enough to want to work there after graduation, respectfully decline but maintain your relationships. Take the skills and experience you learned over the prepare for the fall recruiting season. Other employers will see your value and potential. Uncertainty is never fun but be confident that you will find the right opportunity for you (CICS Careers is happy to help).




RECOMMENDATIONS:

Do not "reneg" on an offer. It's bad for your professional reputation. You might think the salary increase is worth it, but demonstrating integrity will pay dividends for years to come. Renegs are also problematic for your peers. Employers may think twice about recruiting UMass Amherst students in the future.

- Focus your efforts on building professional skills and working on interesting projects and research, instead of attending recruiting events.
- Help your friends find jobs. They will appreciate it and you will build your professional network.
- Keep networking. Just because you have an offer does not mean that you cannot be learning from alumni in the field.

¹ On-your-own "OYO" resources help you begin to find answers to your questions now.

For more information or other career-related questions, contact our **CICS Careers** team.

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