The world of work is always changing. With advances in technology, new jobs are created every day. As you explore major and career options, you'll get opinions from many sources, and it might feel like you have to decide your whole future right now. No pressure!! The good news is you have time to figure it out, and this Career Handbook and the Career Services Network are here to help you through these important decisions. Let’s take a look at some common misconceptions about choosing a major and career.

Career Myth: “My major = My career”

Career Myth: “My first job = My forever job”

Career Myth: “Most students have it all figured out”

Career Reality: Most employers care more about your transferable skills and experiences than a specific major (see page 28 for details)

Career Reality: The average person will have around 12 jobs in a lifetime, lasting about 4 years each

Career Reality: 70% of MSU students change their major at least once!
Thinking about graduate school?

Like planning for your first job, graduate school planning takes time and careful consideration. Start thinking and planning now about whether or not graduate or professional school is necessary to achieve your career goals.

Here are some questions to consider:

- Do I really want to continue my education, or am I just trying to postpone entering the “real world”?
- Should I wait on grad school until after I gain some full time work experience?
- Have I explored what career options are available with my intended graduate degree?
- What do I need to do to become a strong candidate for my graduate/professional school program (undergraduate experiences and academic performance)?

Here are some steps to help you start preparing:

- Do an online search of schools with grad programs that interest you
- Review admissions requirements (grade point average, internships, etc.) for each program of interest
- Meet with an admissions representative for a program of interest to learn more
- Investigate any entrance exam requirements for graduate or professional schools of interest
- Attend the annual Graduate & Law School Fair to conveniently talk with a lot of schools! (see page 63)
Career Exploration Tools

Wondering what you should major in? Curious about which kinds of careers you should pursue? You are not alone: 70% of MSU students change their major at least once!

- **Choosing a major and career** can be a stressful process, but it doesn’t have to be. The reality is that you can do many things with each major and that you will have many jobs (and careers) over your lifetime. To help you make informed and thoughtful decisions, check out the following major/career exploration model.

  - The braided knot is an ancient design utilized within a wide range of cultures, often as a symbol of a desired interconnectedness and unity between a person and their environment. We’ll use this symbol to describe your exploration process as an ongoing cycle where you gain a deeper knowledge about yourself, your major, your career, and the potential connections that exist between all three. This exploration cycle draws upon a variety of tools, tests, activities and experiences that can help you to identify a cluster of careers and range of associated majors.

- Already know what you want to major in? Confident in which career you want to pursue? Don’t turn the page! The following popular tools will be helpful to you.

- It doesn’t matter if you start with Self Exploration, Career Exploration or Major Exploration. You’re on an interconnected path of exploration and discovery!

  - There is no single tool or test that can tell you exactly what you “should” do. The career reality is that there is no single, perfect option.

  - If you start your exploration cycle with Self Exploration, check out some of the Career or Major exploration tools to see if the results confirm, challenge, or modify your thinking and plans.

- **Still stuck?** Set up an appointment with a career consultant to discuss which careers/majors are a good fit for you. Make sure you bring any Handbook worksheets or assessment results to your appointment! Learn more about career advising at CareerNetwork.msu.edu/Advising.
Self-Exploration

Learn more about your primary skills, interests, values, and goals.

- **Choices 360** is a career assessment that evaluates your interests, values, and beliefs about your work skills. The assessment provides a wealth of information about occupations and related majors and allows you to create a career goal plan. [Go to the careernetwork.msu.edu website and search for “Choices 360” to get the MSU login Access Key.](#)

- **16 Personalities** is a free online assessment that can help you gain an understanding and appreciation of your personality type and communication style. Take this assessment to better understand yourself before considering which career or major would be a good fit for you. [Run an online search for “16 personalities”](#).

- **Purpose Compass Planning** exercise is an integrative self-assessment tool that will help you articulate some of your primary skills, interests, values, and ways you want to help others. This information then helps you identify majors and careers that best align with your top choices. [You can find this exercise on pages 18-19.](#)

Career exploration

Learn about different kinds of careers and identify the ones that are best aligned with your primary interests, skills, values and goals.

- **Candid Career** provides an interactive way to explore careers through thousands of short 1-2 minute video clips. Use Candid Career to discover new career fields, see the types of jobs people pursue with your major, and hear from real industry professionals about their path and what it takes to get hired in their field. [Find Candid Career at the CareerNetwork.msu.edu website.](#)

- **O*Net** allows you to view detailed descriptions of occupations, as they relate to industry, level of education and training, job outlooks, and sustainability. Use O*Net’s “Skills Search” to match skills you’d like to use in your future career. [Search for “O Net” at the CareerNetwork.msu.edu website.](#)

- **LinkedIn.com** is the world’s largest professional social media platforms, designed to help you share information about yourself as well as learn about other people, companies and schools. The best part about LinkedIn is that it allows you to turn connections into opportunities! [www.LinkedIn.com](#)

Major exploration

Identify some of the majors which will help you to reach your career and life goals.

- **What Can I Do With This Major?** is a resource for students interested in exploring career opportunities by major. Click on majors to see common career areas, employers, and strategies designed to maximize career opportunities. [This only works if you search for “with this major” at the CareerNetwork.msu.edu website.](#)

- **Spartan Interest Assessment** is a tool created by MSU to help you determine majors you may enjoy based on your preferences. [Go to website NSSC.msu.edu and search for “interest assessment”.](#)

- **Destination Survey** describes the post-graduate outcomes of MSU undergraduates. This report shows you what graduating seniors from your major have gone on to do. It’s a great place to find job titles, employers, and names of graduate/professional schools. [Go to website CareerNetwork.msu.edu and search “destination”.](#)
The focus of MSU’s Career Services Network is to help you in developing a strong sense of purpose for your life. Research shows that when people have a strong sense of purpose in life, they tend to be more happy and successful!

**Success In college**

Purposeful young adults are more likely to...
- Achieve higher grades and test scores
- Engage in deep and meaningful learning
- Graduate from college
- Be psychologically (and physically) healthy

**Success After college**

Purposeful young adults are more likely to...
- Be satisfied in their life and work
- Experience more meaningful lives
- Be engaged at work/view their work as a calling
- Make more money

The evidence is clear: Purposeful young adults are more successful and satisfied in college, work, and life.

**WHAT IS Purpose?**

**PURPOSE noun \(\text{pər-pəs}\)**

- the feeling of being determined to do or achieve something; the aim or goal of a person; what a person is trying to do or become

- Developing a stronger sense of purpose for your life can help you to successfully navigate the ever-changing world of work. You'll have more direction throughout your career journey!

- We use the metaphor of a compass to describe purpose. For millennia, explorers have used a compass to help them identify “true north” and have clarity about which direction they should move in. The 4 components of purpose form a “career compass” that can help you identify your “true north”, giving you more direction and confidence in the careers and majors that will be a “good fit” for you.

- One way to describe your purpose is as life/career goals in the intersection of your:
  - skills and abilities
  - ways they want to help others (societal needs)
  - passions and interests
  - work/life value

- All four areas are critical to the exploration and development of your purpose!

**START BY CALIBRATING YOUR CAREER COMPASS**

- **Step 1** Circle the words in each section of the compass that best represent you / are most important to you. Use the blanks in each section to add any words that aren’t on the list.

- **Step 2** Identify the 2-3 most important words from each section. Write these in the blanks of the circle section connected to each box of the compass.

- **Step 3** Share your completed Career Compass with someone else (career advisor, academic advisor, friend, parent) for discussion. Write down corresponding majors and career to explore.

**Careers to Explore:**

- 

**Majors to Explore:**

- 

**Next Steps:**

- 

18 CareerNetwork.msu.edu
CAREER COMPASS

Skills & Abilities
What are you good at doing?
- Problem solving
- Attention to detail
- Building relationships
- Counseling or advising
- Training or coaching
- Raising awareness
- Resolving conflicts
- Motivating others
- Making decisions
- Event planning
- Customer service
- Communicating
- Building things
- Data analysis
- Encouragement
- Public Speaking
- Leadership
- Creating
- Editing
- Teaching
- Design
- Organizing
- Fundraising
- Teamwork
- Languages
- Listening
- Research
- Supportive
- Athletics
- Writing
- Coding
- Music
- Art
- Event planning
- Customer service

Passions & Interests
What do you enjoy doing or learning about?
- Nature
- Sports
- Theater or film
- Robotics
- Law/policy
- Science
- Reading
- Music
- Nutrition
- Trivia
- Puzzles
- Cooking
- Fundraising
- Teamwork
- Languages
- Listening
- Research
- Supportive
- Athletics
- Writing
- Coding
- Music
- Art
- Nature
- Sports
- Robotics
- Science
- Music
- Nutrition
- Trivia
- Cooking
- Fundraising

Societal Needs
Who or how do you want to help?
- Infants
- Pre K/Toddlers
- Young children (K-5)
- Middle school
- Students
- Teens
- Youth in foster care
- Creating technology
- Rural or urban communities
- Hunger & homelessness
- Sustainability
- Faith based organizations
- Immigrants/migrants
- People with disabilities
- Poverty
- Veterans/military
- Mental health
- Literacy
- LGBTQ+
- Disaster relief
- Animals
- Performers
- Substance abuse
- Civil rights
- Environment
- Health care
- Athletes
- Clean water
- National parks
- Older adults
- Artists
- Creating science
- policy
- Education
- Accessibility
- Achievement
- Adventure
- Beauty
- Challenge
- Compassion
- Community
- Creativity
- Curiosity
- Determination
- Authenticity
- Achievement
- Adventure
- Beauty
- Challenge
- Compassion
- Community
- Creativity
- Curiosity
- Determination

Work/ Life Values
What guides your decisions?
- Education
- Fairness
- Faith
- Friendship
- Growth
- Happiness
- Health
- Honesty
- Humor
- Influence
- Kindness
- Integrity
- Learning
- Meaningful work
- Optimism
- Fairness
- Faith
- Friendship
- Growth
- Happiness
- Health
- Honesty
- Humor
- Influence
- Kindness
- Integrity
- Learning
- Meaningful work

adopted from https://jamesclear.com/core-values
Identifying life and career goals

ODYSSEY noun [ˈä-de-sē] a long journey full of adventures; a series of experiences that give knowledge and understanding to someone

Once you’ve identified some potential careers and majors that seems like a good fit for your skills, interests, values and ways you want to help others (refer to pages 18-19), it’s time to set some goals. On page 21 is an “Odyssey Planning” exercise, a creative tool to help you articulate some of the potential adventures that you could see yourself living. The goal here is to create plans that you would want to live, not just a series of ‘back-up plans’. You’ll get to create three Odyssey Plans, each with a unique theme.

How does it work? Guidelines to help you create robust Odyssey Plans.

STEP 1

Themes: Each row represents a unique adventure that you could live. Each plan has a ‘theme’ written to the left (e.g., the “WILD idea”). Start with whichever plan you want, at any point in the timeline

Timeline: Each column represents a single year, from today up to 5 years from now. In these years, identify some of the major life goals (academic, personal, professional) that you’d like to accomplish in a given year. Think about these as big-picture bucket list items (e.g., study abroad in Paris, graduate from MSU), not simply normal/day-to-day activities (e.g., changing your oil, registering for classes, etc). Try to list at least 2 goals per year

STEP 2

Gauges: Once you finish all three of your plans, take a moment to reflect upon them. Next, fill out the “cold – hot” gauges under each of your plans

Resources: How much do you possess the resources to make this plan happen (time, money, knowledge, skills, etc.)?

I Like It: How much do you like the plan?

Confidence: How confident you are that you can make this plan happen?

Coherence: How much this plan aligns with your “true self” (are the goals represented above truly yours, or are they someone else’s goals for your life?)

STEP 3

Title: Once finished, give each of your plans a 6 word title ("My Life With Family Friends Dogs")

Questions: Identify 1-3 questions that this plan creates for you ("Do I have what it takes?" "Will I be happy?" "How could I support myself financially at first?")

STEP 4

Share plans: Show your plans to someone else (career advisor, academic advisor, friend, parent) for feedback and help determining your next steps.

Helpful Tips:

Don’t overthink it. Don’t get too stuck on the details of HOW you will achieve a goal, just identify WHAT you want to do

Be as specific as possible. For example, instead of a vague “get an internship”, identify: where? employer? industry/field? doing what? Specific goals are easier to plan for and test drive

Draw a picture of your ideas. Good life planning requires visualization of your goals - engage in "visual thinking" by drawing out your life goals (and stick figures are okay!)

Feeling stuck? Revisit the pages on purpose and the Career Compass on pages 18-19
Career Myth: “I need to figure out my one, best possible life and make it happen.”
Reality: “There are many great lives within me and I get to choose which one I will pursue next.”

What is the story you tell today?

What if the plan above were no longer an option?

What if money, status or image were not an issue?
NEW CITY. NEW OPPORTUNITIES.

WITH YOUR MSU DEGREE, YOU'RE ALREADY CONNECTED.

Congratulations! You’re graduating and starting the next chapter in your life. It’s probably exciting and a little daunting… just like when you first left home to go to college.

Do you know that there are Spartans like you no matter where you go in the world? More than 100 alumni clubs worldwide bring Spartans together for local events, networking, career enhancement, activities and service opportunities. MSU alumni clubs promote and enhance Michigan State University by offering programs and experiences in the communities they serve.

When you arrive in a new city, be sure to look up your local alumni club. It could lead to a new network of Spartan friends.

alumni.msu.edu/clubs
Exploring by talking with people

Sometimes it can feel like you’re supposed to have it all figured out -- what you’re going to major in, what you’re going to do after college! The truth is that our lives can take turns we didn’t expect, the path we start off on ends up somewhere new, and the real day-to-day work in our intended careers isn’t what we envisioned. When making decisions about what majors, fields, and careers might be a good fit, gathering information from others can help.

**Informational Interviewing**

- **A 10-30 minute** meeting you arrange with someone in your field of interest. It allows you to ask questions, build relationships, expand your network, and explore possible career paths.
- Connect with professionals in the field by using your network and resources. LinkedIn, friends, family members, professors, alumni, and networking at Career Exposure events are great options to make those initial connections.
- Prepare for an informational interview by researching the organization and the person you will be speaking with (look at their LinkedIn profile!) You will want to develop a list of 5-7 questions in advance to ask during the interview. See page 25 for example questions.

**Job Shadowing**

- **During a typical job shadowing visit** you “shadow” an employee at work for a couple of hours, or even a full day. The visit provides you with an up-close look at the workplace and the job from an employee’s viewpoint.
- Research the employer and/or industry you will be observing. Be sure to prepare 10-15 questions to ask during your time at the job site. An outline of sample questions you might ask can be found at CareerNetwork.msu.edu under the “Exploring Options” tab.
- **Take advantage of your chances** to observe daily work activities, ask questions, and consider the potential pros and cons of a particular profession or industry. You can also discover workplace skills and career-related experiences that are essential to being successful in your chosen field.
- **The process for setting up a job shadow is the same as requesting an informational interview,** you are just asking for more time. Consider starting with an informational interview and following up with a job shadowing experience to get a deeper look into the field.
Exploring by talking with people

finding people to interview or shadow

- **Friends, family, and professors.** You will be amazed at how many contacts you may be able to make through existing relationships.

- **CareerNetwork.msu.edu/Resources-Tools/career-resource-tools** include a searchable database of employers, including contact info (see page 9). You might be surprised how many professionals are willing to talk with you about their careers and professional experiences.

- **LinkedIn.com** is a popular social media platform that’s great for connecting with people who are in the world of work. Use LinkedIn to connect and engage with Spartan Alumni who may be working in an industry you’re interested in. Search “Michigan State University” then see “Alumni.” You’ll be able to sort by major, industry, location and job. *(See page 59)*

connecting with people

- **First, know your purpose.** Be clear with yourself, and with them, about why a conversation with them will be helpful to you. How much do you already know? How can they help you fill in the gaps?

- **Identify what do you have in common.** Are they a Spartan? Do you have a shared contact? Are you members of the same social organization or network?

- **Ask for what you’re looking for.** Be realistic about schedules and time constraints—don’t ask for a meeting with less than two weeks’ notice or for more than 30–45 minutes of their time for an initial discussion.

informational interviewing & job shadowing:

- **Learning.** If you want to find out what a specific career path has to offer, what the positives and negatives are within an organization’s culture, or which academic major will best prepare you for a selected career path, why not ask the people who are already working within that field?

- **Building relationships.** In a recent national survey, 70% of respondents reported they got their present position because of a personal contact. The earlier you start building relationships with people in your field of interest, the stronger they will be when you actually begin your job hunt later on.

- **Linking.** See how your skill development, courses, and academic planning can connect to your future success on the job.

- **Social networks.** Are you on Facebook? Twitter? LinkedIn? Do you blog? Social networks grow daily, and new ones are always just around the corner.

- **Attending career fairs** can be useful even if you aren’t looking for a job. Go to career events and check out the MSU Career Fairs *(see page 63)* to connect with employers right here on campus. Then take it a step further with an informational interview or job shadow.

- **Career Exposure Events** offer a great way for you to learn about career fields directly from alumni who are on campus. These events typically have a theme and include a panel of alumni who talk about their career path and what their jobs are like. Students are also given time to ask questions and network with the alumni.

- Asking about **setting up an info interview or job shadow** might happen face-to-face with someone you know or meet at an event—and that’s great. For others, starting with an email request works well. *(See the sample email at right for ideas of what you might say).* Give your contact a reasonable amount of time to respond (at least one week) and then follow up with a phone call if needed.

- **Hit all the main points.** Explain who you are and how you found them, demonstrate that you’ve already done some research, and request a meeting to learn more.
sample informational interview request

Dear [person’s first and last name],

My name is [your first and last name] and I am a [year in school] majoring in [major] at Michigan State University. I discovered your contact information through LinkedIn. Your background in [industry] is something I would be interested in learning more about. I would like to schedule an [informational interview/job shadowing experience] with you to learn more about your experiences and career path.

Please let me know if you would be available to [talk with/meet with] me for an [informational interview/job shadow] and what dates/times work best for your schedule. Thank you for your time, and I look forward to hearing from you.

Sincerely,
[your first and last name]
Join Team IPF!

IPF is one of the biggest employers of students on MSU’s campus. We offer permanent, on-call and student positions with competitive pay:

- Landscaping
- Custodial
- Planning and Design
- Administrative
- Engineering
- Customer Service
- Building Maintenance
- Recycling

Find our job opportunities: ipf.msu.edu | msu.joinhandshake.com

WE KEEP MSU RUNNING
24/7/365
Experience the world of work

To see yourself in a career that aligns with your Purpose, it helps to put yourself in places where you can experience day-to-day life in the world of work. A great way of doing this is through gaining work experience through part-time jobs, internships and full-time summer jobs. These experiences allow you to immerse yourself in a career field, and reflect and integrate your classroom learning into what’s to come after college.

Research indicates that students who’ve held an internship earn 10% more over their lifetime than those who don’t. Why the increase? Interns can get a head start because internships today are equal to entry level jobs ten years ago. Most importantly, these work experiences provide opportunities to develop critical skills that new professionals need, such as critical thinking, interpersonal communication, and teamwork.

Internships and student work experiences come in many shapes and sizes. They also vary between career fields and employers.

- most employers will value your part-time job in a dining hall
- internships can be paid or unpaid, for-credit or not-for-credit
- internships and part time jobs can be held anytime during the year

✓ find work experience

▶ Check out CareerNetwork.msu.edu under the “Jobs + Internships” tab to get started!

▶ Visit MSU.joinhandshake.com to discover part-time jobs and internships, career fairs, and employer campus visits:
  - “Follow” employers you’re interested in to be updated on their events and job postings

▶ Use the “location” and “keyword search” filters in the Jobs section
  ▶ Identify employers and contact them directly!

▶ Meet with a career advisor for your college to create an internship plan that fits your goals and interests.

▶ See pages 49-61 for more search strategy tips

✓ How to make the most of your out-of-classroom experiences

▶ Find a mentor. Seek out relationships with employees who will coach you and answer your questions. Creating a network of supportive professionals during your work experiences is key in fostering lifelong career success.

▶ Take the initiative. Your employer will be impressed if you demonstrate that you can see a problem or issue and address it. When you take ownership in your work, you’ll find it more rewarding.

▶ Build relationships. Learning about your chosen field can be an enjoyable experience, and offer opportunities to create relationships. Use your LinkedIn account to stay connected!

▶ Be respectful. You will be working with professionals who have many more years of experience than you. Communicate respectfully to all employees, regardless of what position they hold. Remember that you do not have all the answers. At the same time, don’t be afraid to respectfully share your ideas.

▶ Take notes. You are working with an employer to learn about your potential career, and yourself! Take note of what you enjoy about the experience, or what you would do differently. Use the key skills on page 28 to track your skill development during your work experiences.

✓ An internship is basically a learning experience outside of the classroom.
- Identified learning goals
- Supervisor emphasizes learning & mentoring
- Regular feedback and evaluation from supervisor
- Emphasis on professional development
- Emphasis on transferable skills
- The more you put into it, the more you get out of it!

What is an internship?
Develop skills with out-of-classroom experiences

Employers and grad schools want to see that you have work-related experience, regardless of your major. These experiences help you explore your purpose, get a head start in life after college, and further develop a broad range of important skills.

💡 MSU strives to cultivate “T-Shaped” graduates

At MSU, you’re developing a depth of knowledge from coursework related to your major and any minors. You’ll also be developing a breadth of knowledge from your general education classes as well as transferable skills from your out-of-classroom activities and experiences. Your time in and out of the classroom helps you explore and refine your purpose. See pages 18-19 to learn more!

Employers and grad schools look for students who have experience, regardless of your major. These experiences help you get a head start in life after college, and further develop a broad range of important skills.

Research has helped categorize key skills (competencies) that employers believe prepare you for a successful transition into the workplace. (Source: National Association of Colleges and Employers)

Key Skills:

- **Critical Thinking/Problem Solving:** analyze issues, make decisions, and overcome problems using knowledge, facts, and data
- **Oral/Written Communications:** articulate ideas clearly and effectively in written and oral forms
- **Teamwork/Collaboration:** work and collaborate a team structure; able to negotiate and manage conflict
- **Digital Technology:** leverage digital technologies to solve problems, complete tasks, and accomplish goals
- **Leadership:** leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others
- **Professionalism/Work Ethic:** demonstrate personal accountability and effective work habits; demonstrates integrity and ethical behavior; learns from his/her mistakes
- **Career Management:** identify and articulate personal skills, strengths, knowledge, and experiences relevant to career goals; identify areas necessary for professional growth
- **Global/Intercultural Fluency:** demonstrate openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals’ differences

Your examples:

- ▶
- ▶
- ▶
- ▶
- ▶
- ▶
- ▶
- ▶
- ▶
- ▶
- ▶
- ▶
Ways to get **out-of-classroom** experience:

- **Internships**
  - Both off- and on-campus

- **Part time jobs** (during school year)
  - Dining halls (freshmen start here!)
  - MSU offices and departments

- **Summer jobs**
  - East Lansing, home town, etc.

- **Undergrad research**
  - MSU professor projects
  - MSU labs and centers

- **Volunteering / Community Service**

- **Entrepreneurship (start-ups)**
  - The Hatch (student incubator)
  - Student-run MSU programs

- **Student Organizations (professional)**
  - PRSSA, Finance Association, etc.

- **Student Organizations (social)**
  - Sororities & fraternities, etc.
  - **Student Organizations (personal interests)**
    - Ski Club, Graphic Novels Club, etc.

**Don’t forget! Hands-on experience coursework:**

- **Education Abroad**
  - Domestic “study away”
  - International

- **Field work class assignments**
  - MSU campus and farms
  - Off campus field trips

- **Group projects and presentations**

- **Technology development**
  - Websites, apps, games, etc.

- **Capstone class projects and competitions**

- **Community-engaged learning assignments**

---

JOIN OUR TEAM

CULINARY SERVICES

Create a flexible work schedule
(More study and “you” time!)

RESIDENTIAL AND HOSPITALITY SERVICES

jobs.rhs.msu.edu
Follow your passion.

If you are looking for more than just a job, take your career to GreenStone Farm Credit Services. We offer a work environment that will demand your best while offering personal fulfillment, challenging opportunities and financial rewards.

Careers that yield success!
Be Part of Growth

Not just a job, a career path in
Supply Chain, Logistics, Sales & Marketing, Business Management

30 Week Program
Personalized Plan
Work with Senior Leadership
Engage with Multiple Locations

Visit @ colonyhardware.com/careers for details

Distribution Leadership Program

Start here. Accelerate here.
Launch your career in logistics with C.H. Robinson!

Join our culture of innovation and collaborate with a team that is energized by providing creative solutions each day. We accelerate global commerce, helping companies from startups to the Fortune 500 deliver their products around the world. Expect a fast-paced, high-energy work environment, and the chance to leave your mark.

Make an impact.
Now hiring top talent for:
ACCOUNT MANAGEMENT
SALES
CARRIER MANAGEMENT
Visit chrobinson.com/careers

© 2019 C.H. Robinson Worldwide, Inc. All Rights Reserved.

Distribution Leadership Program

Be Part of Growth

Not just a job, a career path in
Supply Chain, Logistics, Sales & Marketing, Business Management

30 Week Program
Personalized Plan
Work with Senior Leadership
Engage with Multiple Locations

Visit @ colonyhardware.com/careers for details

Start your career at
Gateway Plastics, Inc.

Where innovation meets packaging
Start your career at

best-in-class automation and robotics
high speed injection molding
world-class plastics manufacturing company

Visit GATEWAYPLASTICS.COM/CAREERS