Know your worth: Negotiating employment offers and pay

You always want to make sure you are accepting the best job or internship offer, whether it involves choosing between offers, or making sure you are being fairly compensated for the offer you end up accepting.

It is important to understand that you should consider all of the factors involved with your offer. Offers differ when comparing internships/co-ops vs. full-time employment.

With full-time employment, the salary is only one factor to consider. There are also benefits (health insurance, paid-time off, 401K, etc.), growth potential within the organization and the type of work you would be doing. Don’t just accept the highest offer without comparing all of the details.

Once you receive an offer for employment, it doesn’t necessarily mean it’s time to negotiate salary. If the salary compares to what you researched, there’s no need to ask for more. Remember, you are asking for a raise before you even start!

However, if you feel the offer is lower than what you were expecting (average starting salary) you can negotiate a better offer, but you must back it up with support. Why are you asking for more money?

This is where your internship/co-op experience, prior work experience, GPA, school projects and student organization involvement come into play. The more evidence you provide for requesting a higher salary, the more likely an employer will honor your request, or meet you somewhere in the middle.

Internships and co-ops are different. Employers will typically offer non-negotiable pay rates. You can choose to negotiate, but will need strong supporting evidence for your request. Remember, you are also gaining valuable experience and/or on-the-job training which will help in securing full-time employment once you graduate.

The most important thing is to do your research and know your worth.

Starting Salaries: Engineers*

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<th>BS</th>
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*NACE: Class of 2015 First Destination

If you have not secured an internship for this summer (or full-time employment if you are graduating) Spring Break is a great opportunity to spend some time searching and following up with employers.

Career Advice from the Experts

We have hand-selected recent articles with career development advice to help you prepare for your future career in engineering.

Featured articles this week: Negotiating salary
- How to Negotiate Salary: 37 tips you need to know
- Payscale: Salary negotiation guide
- 10 salary negotiation mistakes to avoid

International Student Career Week
March 13th – 16th | SCE Illinois Room
Multiple events hosted by OIS
Schedule of events with details

Navigating a Career Fair
Tues, March 14th | 3:30 – 5 PM
SCE Tower: Room 613
Event details

Engineering Council Meeting
Thurs, March 16th
4:30 – 6:00 PM | ERF 1043
RSVP here

Google Games: Chicago
Sunday April 2nd | 10AM – 5PM
Registration deadline: March 22
Details & Registration link

Internships, co-ops and jobs posted on UICcareers
ENGINEERING: 588
Is your resume updated & uploaded?
Employers review profiles often
New to UICcareers? Go here

Next Week:
Spring Break!