

Hiring Processes for Different Employer Types

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[Health Care Facilities](#) | [School Districts](#) | [Media Outlets](#) | [Design Industries](#) | [Federal Government \(U.S.\)](#)

	Corporations	Private Businesses	Nonprofits	State/City/County Government (Public Agencies)
Application Process	Jobs posted on companies' websites. Most use online application forms.	Jobs posted on companies' websites.	Varies by business size and industry	Jobs posted on each government's website. Most use online application forms.
Length of Hiring Process	1-3 months	Varies	Varies from immediate to several months, typically 45-90 days	Could be several months between application and potential interview
Recruiting Time Frame	Large corporations hire in fall and early winter; small firms hire in spring	Throughout the year when there are openings;	Throughout the year when there are openings; Hiring sometimes tied to grants; Infrequent openings for specialized and higher positions	Throughout the year; More openings at beginning of fiscal year (summer/fall); Infrequent openings for specialized and higher positions
Interviews	Expect 2-3 rounds	Varies	Expect 2-3 rounds; Panel interviews common	Expect 2-3 rounds; Might receive interview questions 30 min prior; Panel interviews common
Offers & Negotiations	Expect to negotiate pay, bonuses and benefits	Varies by business size and industry	Varies by business size and industry	Little/no negotiation; Union positions with set salaries and benefits
Hiring Requirements	Varies	Varies	People with criminal record barred from most direct care positions	"Minimum qualifications" of position must be met to get interview; People with criminal record barred from most direct care positions
Other Information	Most are affirmative action employers		Most are affirmative action employers	Affirmative action employers

	Health Care Facilities	School Districts	Media Outlets	Design Industries	Federal Government (U.S.)
Application Process	Jobs posted on companies' websites. Most use online application forms.	Jobs posted on local government and district websites; Large districts choose candidates from pool and interview when positions open	Portfolios or work samples typically required	Design portfolios or work samples are typically required	Online application includes skills-rating questionnaire
Length of Hiring Process	Varies from immediate to several months	Could be several months between application and potential interview	Varies, can be immediate	Varies, can be immediate	2- 8 months; Vacancy may be open as short as 1 day
Recruiting Time Frame	Throughout the year when there are openings;	Hires in spring for positions that start in fall; Hires throughout year tied to different funding sources	Throughout the year when there are openings; Infrequent openings for specialized and higher positions	Large firms hire in fall and early winter, small firms in spring	Hiring sometimes tied to grants
Interviews	Varies	Usually a panel, and 1-2 rounds. Be prepared to talk about working with different developmental levels of students, family/community engagement, and diverse populations; May be asked to present a lesson plan.	Includes review of your portfolio of work samples	Includes review of your portfolio of work samples	Expect 2-3 rounds; Might receive interview questions 30 min prior.
Offers & Negotiations	Little/no negotiation; Union positions with set salaries and benefits	Little/no negotiation; Union positions with set salaries and benefits; Pay for non-teaching positions can increase if you have a postsecondary degree	Varies by size		Little/no negotiation; Union positions with set salaries and benefits
Hiring Requirements	People with criminal record barred from most direct care positions	"Minimum qualifications" of position must be met to get interview; Have Get all licenses and requirements ready when applying	Emphasis on talent, experience and work ethic		Must be a U.S. citizen or national, some expectations for non-citizens
Other Information	Affirmative action employers	Affirmative action employers	Affirmative action employers		Affirmative action employers