

Questions to Ask Recruiters at a Career Fair

About Opportunities

- Do you offer internships, co-ops, or summer roles for students in my major?
- What types of entry-level positions are common at your company?
- When is the best time of year to apply?

About Skills & Fit

- What qualities or skills make candidates stand out to you?
- Are there particular majors or experiences you look for when hiring?
- How can students like me prepare now to be more competitive in your field?

About the Company & Culture

- What do you enjoy most about working here?
- How would you describe the culture of your organization?
- What does success look like for new hires in your company?

About the Hiring Process

- What's the best way to apply for opportunities with your organization?
- How long does the hiring process usually take?
- Do you have any advice for someone who wants to get a foot in the door?

Career Growth

- What training or professional development do you offer new hires?
- What does career progression typically look like in your company?

Questions *Not* to Ask at a Career Fair

✗ “So... what does your company do?”

Do your homework first! Recruiters love when you've at least glanced at their website.

✗ “How much does this job pay?”

Compensation talks come later—focus on opportunities, culture, and skills first.

✗ “Can you hire me right now?”

Career fairs are about starting conversations, not walking out with an offer.

✗ “Do you hire international students?” (if it doesn’t apply to you)

Only ask questions that fit your own situation. Don’t waste your time—or theirs.

✗ Anything you could easily Google.

If it’s front and center on their homepage, don’t ask it here. Use this time to go deeper.