

# Frequently Asked Questions from Community and Technical Colleges

If you have more questions, email us at [partnerships@joinhandshake.com](mailto:partnerships@joinhandshake.com) and we'll be happy to answer them individually.

## Table of Contents

[How many two-year colleges are partnered with Handshake?](#)

[How is Handshake different from other sites like LinkedIn and Indeed?](#)

[When I reached out to Handshake before, I was told that you didn't partner with two-year colleges. Why did that change?](#)

[Can Handshake really work for two-year colleges?](#)

[Can my students really compete with four-year university students on Handshake?](#)

[Are employers on Handshake interested in community and technical college talent?](#)

[My school offers highly specialized programs. How do I know if Handshake has jobs relevant to my students?](#)

[My students stay close to home—can Handshake help my local job community?](#)

[I work with small, local employers who aren't really tech savvy. Does Handshake work for them?](#)

[Do employers have to pay to post jobs on Handshake?](#)

[I have a small team—is Handshake too complex a tool for what I need?](#)

[What features does Handshake come with?](#)

[Why doesn't Handshake offer features a la carte?](#)

[How much does Handshake cost?](#)



## How many two-year colleges are partnered with Handshake?

We officially started welcoming all community and technical colleges onto Handshake in fall 2019. Within two years, more than **170 two-year schools** partnered with Handshake, including entire state consortiums like in Wisconsin and Massachusetts. Dozens more continue to join each month. For the most updated numbers and a full list of Handshake partner schools, feel free to reach out to [partnerships@joinhandshake.com](mailto:partnerships@joinhandshake.com).

## How is Handshake different from other sites like LinkedIn and Indeed?

Where LinkedIn is built for mid- to late-stage professionals who already have a network, Handshake is designed to help students who are just starting out and may not yet have the experience or networks. Additionally, from Handshake's founding we've partnered directly with college career centers because we recognize that you play a central role in connecting students with employers.

Contrary to job boards like Indeed, Handshake supports students on their entire career journey, from exploration, attending on-campus and virtual events, messaging employers and alumni, scheduling advising appointments with the career center, and applying and getting hired. Handshake enables students to do all career activities in one place, making it easier for you to guide students and report on student outcomes.

## When I reached out to Handshake before, I was told that you didn't partner with two-year colleges. Why did that change?

Initially, we focused on four-year colleges and universities to build a strong foundation for our platform. As Handshake has grown into the nation's largest college-to-career network, and more team members have joined Handshake to support our growth, we have developed the capacity to serve community and technical colleges. We wanted to make sure that when we expand to two-year colleges, we'd be able to offer a robust product, employer network, and student experience relevant and ready to serve your needs. In 2018, we started with a pilot program of a small number of community colleges. After positive feedback, we officially started welcoming all community and technical colleges onto Handshake in 2019.

## Can Handshake really work for two-year colleges?

Absolutely. Within two years of launching Handshake to community and technical colleges, **more than 170 schools** across the country have partnered with Handshake, including entire state consortiums like Wisconsin and Massachusetts. Dozens more continue to join each



month. There are already over **160,000 active two-year college students** in our network. On average, our early partners have seen a **3-5x increase** in the number of job postings to their school with 20-25% of jobs posted local to their regions. For a list of career office workflows that Handshake supports, [see here](#).

## **Can my students really compete with four-year university students on Handshake?**

At Handshake, we believe that talent is distributed equally but opportunity is not. Our mission is to change that—by building upon a network where 90% of the Top 500 four-year colleges and their employers already use, we aim to give two-year students the same access to opportunities as four-year students.

*“When we think about students attending two-year schools being competitive with four-year students, we don’t think of them as being on a different level. It’s just that two-year students aren’t on Handshake yet.” ~recruiter from a Big Four accounting firm*

With so many four-year colleges on Handshake, there’s a good chance that your top transfer schools and their employers are already using the platform. Introducing your students early to Handshake will prepare them for using the platform later in their college careers, and will ensure your students are set up for success when they transfer to another institution.

## **Are employers on Handshake interested in community and technical college talent?**

Yes! Many employers have expressly asked us about recruiting two-year students on Handshake. Since the community and technical college network on Handshake has grown, we’ve seen a growing number of employers inquire about recruiting two-year students. One recruiter from a Big Four accounting firm said at a Handshake community college forum:

*“When we think about students attending two-year schools being competitive with four-year students, we don’t think of them as being on a different level. It’s just that two-year students aren’t on Handshake yet.”*

## **My school offers highly specialized programs. How do I know if Handshake has jobs relevant to my students?**

Handshake was founded to help *all* students find career opportunities, no matter what they study or where they go to school. To do so, Handshake is built as a network that allows employers to connect seamlessly with multiple schools in one place rather than having to login



and post individually in each school's bespoke system, saving time and resources for recruiters. Handshake also offers robust sourcing tools for employers to target candidates with specific academic backgrounds, skills, and previous experiences. The network effect and tools have made Handshake the go-to platform for employers across industries.

If you're curious about what employers are recruiting in your region and academic program, reach out to us at [partnerships@joinhandshake.com](mailto:partnerships@joinhandshake.com) and we'd be happy to assist.

## **My students stay close to home—can Handshake help my local job community?**

Absolutely. The vast majority of the 550,000+ employers on the Handshake network are small to medium sized businesses looking to recruit locally. On average, our early community college partners have seen a 3-5x increase in the number of job postings to their school with **20-25% of jobs posted local to their regions.**

## **I work with small, local employers who aren't really tech savvy. Does Handshake work for them?**

Absolutely. The vast majority of the 550,000+ employers on the Handshake network are small to medium sized businesses looking to recruit locally. Knowing that most employers and career offices are small and resource-strapped, Handshake is designed to be user-friendly and intuitive for employers of all sizes. Additionally, we have a dedicated Support Team available to answer questions from you or your employers directly. We also have a robust [Help Center](#) equipped with guides and resources for you and your employers.

## **Do employers have to pay to post jobs on Handshake?**

Posting jobs on Handshake is and always will be 100% free for all employers. Any employer can make a free account on Handshake and begin posting unlimited jobs to any school that they're connected with on the network. Free employer users can also send up to 100 messages per recruiting season to drive engagement with qualified candidates. For employers that have greater hiring needs, they can upgrade to [Handshake Premium](#) and access tools that help scale their recruiting activities.

## **I have a small team—is Handshake too complex a tool for what I need?**

Handshake supports hundreds of colleges with small (as small as one person) career offices. Our goal is to save you time and energy you might be spending on admin tasks and workflows,



and allow you to focus more on your students and employers. By automating tasks like job approvals, managing appointments, outcomes reporting, and more, you can devote more resources to other more impactful activities.

## What features does Handshake come with?

[Check out our Feature List here](#). We encourage you to [schedule a live demo](#) with our team to see the most up-to-date features in action.

## Why doesn't Handshake offer features a la carte?

Handshake was founded to give every student the opportunity to pursue a meaningful career. To achieve that mission, we believe that every career office, no matter their budget or resourcing, should have equal access to the best possible tools available to serve their students. When you switch to Handshake, you will gain access to every feature as well as all future features within Handshake, at no additional cost.

## How much does Handshake cost?

This is unique to each institution as we take into account a number of factors like student enrollment, the size of your office, contract length, etc. In the past, many two-year schools have joined with other schools in their region or consortium to apply for group pricing at a reduced cost. If cost is a concern for you, [we still encourage you to reach out](#). Handshake has worked through the procurement process with **hundreds of schools of all budget sizes**, and we will do our best to work with your needs.

*"We are a two-person office with very limited resources. I was surprised to find out how affordable Handshake really is [...] Don't be intimidated by the product and bringing it to a small office." ~Ashley Moore, Director of Career Services at Northern Essex Community College*

**Level the playing field for your students.**

[partnerships@joinhandshake.com](mailto:partnerships@joinhandshake.com) | [joinhandshake.com/career-centers](https://joinhandshake.com/career-centers)