

## Reneging: Backing out of an internship or job offer after accepting it

You might be thinking, this isn't an issue for me or I don't need to be concerned about this now. I'll be lucky to receive one internship or job offer. You might be surprised to learn that this happens to many students and throughout the year. What's the issue here?

Employers make internship or job offers to students sometimes well in advance of starting with the company. A student accepts the offer, but then continues to apply, interview and receive other offers. Now the student wants to go back to their first company and renege or rescind the original offer. Many times students are shopping around for the "best" offer or a better company to intern or work for.

You can imagine how upsetting and frustrating this is for employers. They have attended career fairs, posted openings, interviewed candidates and carefully selected the best one, they have even communicated rejections to other students. Some will have started the paperwork process to bring their



new hire onboard only to learn that the new hire is reneging on their promise.

Employers spend thousands of dollars recruiting the best candidates for internships and full-time positions, now they have to start the process all over, or go back to candidates who they have originally rejected. Not a good thing by any means. Some employers will even blacklist a university if this happens frequently.

Here in the Engineering Career Center we have had employers inform us of students reneging internship or job offers, some students have waited to communicate this to employers on the

day they were supposed to start work.

What could or should students do? Only interview for positions you are really interested in and not simply to gain interview experience. Once you have accepted an offer, take yourself out of the recruitment process by not applying for positions and not accepting interviews with other companies. If a student must renege on an offer, do so well before the start date.

There will be situations that have extenuating circumstances that cannot be avoided. Explain your situation to the employer, they will appreciate your honesty. It is also acceptable to ask the employer for additional time to decide between companies, but employers only have a limited time to wrap-up their hiring process.

If you find yourself in this situation, seek assistance from the Engineering Career Center; we're here to help and have experience with accepting and declining offers.



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Mondays 3-4PM & Fridays 12-1PM  
ECC - SEO 822  
[Resume Review Session Info](#)

**LinkedIn Workshops**  
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ECC - SEO 822  
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**Schneider Info Session**  
Tues. Oct. 17th | 5 – 6:30 PM  
SEO 1000 | Major: IE grad students  
[Event Details](#)

**Ford Info & Resume Workshop**  
Mon. Oct. 16th | 2- 5 PM  
SEO 1000 | Majors: ME/EE/IE/CS  
[Event Details](#) Interns & FT jobs

**US Patent Office – Info Session**  
Tues. Oct. 17th | 1 – 2PM  
Twitter Chat: @USPTOjobs  
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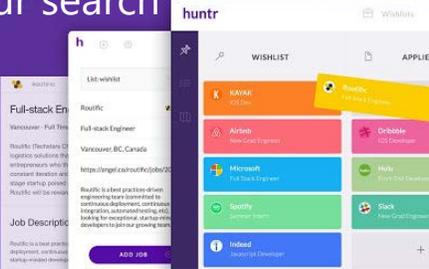
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