CAREER SERVICES

California Polytechnic State University, San Luis Obispo

ANNUAL REPORT

2024-25 ACADEMIC YEAR



Letter from the Executive Director

I am pleased to share **Career Services' 2024-25 Annual Report,** which reflects the many ways our team has worked to advance student success and build meaningful connections across campus and beyond.

The 2024-25 academic year brought several exciting milestones. With support from a Chancellor's Office grant we expanded and enhanced Cal Poly Career Connections in partnership with Alumni Engagement, strengthening opportunities for students to connect with alumni and seek career guidance. Our Diversity Liaison Teams were recognized with a President's Diversity Award, underscoring the importance of our ongoing commitment to equity and inclusion. We also launched a new MustangJobs platform, designed to provide a more customized experience for both students and employers.

As we look ahead, we are eager to deepen and broaden our impact. Our recent integration with Cal Poly Maritime Academy will expand employer partnerships and create new opportunities for students across both campuses. We are also launching a new career education framework, grounded in the National Association of Colleges and Employers career readiness competencies, to help students develop the skills and confidence to thrive in their careers. In addition, we are preparing to introduce our new strategic plan, which centers career education, expands partnerships with employers, and ensures we remain adaptable and purposeful in meeting the evolving needs of students and the global workforce.

I am deeply grateful to the Career Services team for their dedication and innovation, and to our campus partners, alumni, and employers for their ongoing support. Together, we are helping Cal Poly students shape bright futures and make meaningful contributions in California and beyond.

Thank you for your continued partnership. We look forward to the year ahead!



Amie Hammond, Ed.D.
Executive Director, Career Services



Our Mission

Career Services empowers Cal Poly students to achieve a lifetime of meaningful career success by engaging with Cal Poly's vibrant network.

Our Vision

Career Services shapes innovative, ethical and culturally competent graduates to advance the economic and collective welfare of our global society.

Our Guiding Pillars

Connections

Personal and Professional Growth

Innovation

Diversity, Equity and Inclusion

Services Overview

MustangJobs

Through MustangJobs, students can apply to jobs, internships and co-ops in locations nationwide, as well as local part-time and on-campus jobs. Additionally, students can learn about and sign up for career fairs, workshops and career counseling appointments.



Career Counseling

Our career counselors help students achieve success and obtain meaningful careers after graduation. Freshman Focus Team counselors assist first-time first-year students with clarifying majors and developing career plans. College specialist career counselors liaise with the six academic colleges and support students from their second year through graduation. All career counselors offer scheduled appointments as well as targeted programming for their designated student populations.

On-Campus Interviews and Information Sessions

Students can interview with employers who visit campus through our on-campus interview program. They can also learn about a company's opportunities, hiring process and culture via company information sessions. Some companies choose to engage in these programs on campus, while others conduct these recruiting strategies virtually.

Career Fairs

Career Services hosts a Fall Career Fair, Winter Career Fair and Spring Career Fair annually, plus numerous specialized and virtual fairs throughout the academic year to provide students with direct access to job and internship opportunities.

Career Education Programs

Workshops, panels, and club and classroom presentations help students explore careers and develop professional skills, such as resume writing, interview techniques, job search strategies, networking, changing majors and salary negotiations. Workshops are interactive and often feature industry and alumni speakers.



Career Curriculum

Career Services offers career curriculum delivered via Canvas modules that faculty can embed in their courses. Each module is designed to be delivered asynchronously and includes several components such as readings, videos and activities, which can be customized to meet instructors' needs.



Services Overview

Cal Poly Career Connections

Career Connections serves as Cal Poly's exclusive networking and mentoring platform for students and alumni. To date, there are over 10,000 registered users.

Private Interview Rooms

Rooms are available by reservation for students who need a quiet, professional space to participate in a virtual interview.



Career Services Advisory Council

This council comprised of industry leaders meets twice a year and provides insight to Career Services about current economic and business trends, skills needed by new college graduates, internship programs, employer development strategies and marketing to today's college graduates.



Social Media

Career Services' Instagram (@calpolycareerservices) has over 8,800 followers! We keep students up to date with informative and entertaining content about upcoming events, career advice, and resources. Our LinkedIn page keeps employers and partners informed about career fairs, recruiting opportunities, and other important Career Services news and updates.



Alumni Services

Recent graduates retain full access to Career Services for one year post-graduation. Beyond that, they have access to job postings on MustangJobs, career fairs, and online resources including Indeed Job Search Academy.

Professional Clothing Closet

Career Services provides students with free, high-quality, gently used work clothes to create a memorable first impression at career fairs and interviews.



On-Demand Career Resources

Students can access valuable online career tools anytime, anywhere for virtual mock interviews, AI-driven resume feedback, career assessments and global career exploration using Big Interview, Big Resume (new!), PathwaysU and GoinGlobal, respectively.

Grounded in our Guiding Pillars

The Career Services team continues to align our work with the departmental guiding pillars of Innovation; Personal and Professional Growth; Connections; and Diversity, Equity, and Inclusion. Our pillars drive how we design and deliver our programs, services, and partnerships, ensuring that our efforts remain intentional, student-centered, and impactful. The following highlights demonstrate how our guiding pillars shaped our initiatives and outcomes in 2024-25:

Provided a record number of 941 unique students with business attire at no cost through our Professional Clothing Closet.

Expanded student and alumni engagement on Cal Poly Career Connections through partnership with Alumni Engagement and support from a CSU grant.

Successfully migrated MustangJobs, our career services management platform, to Symplicity software.

Received the President's Diversity Award for a campus department in recognition of our Diversity Liaison Team program.

Boosted employer participation in our On-Campus Interview program by 180% over last year.

Provided headshots to over 650 students in student identity centers and at Career Services.

Advanced staff learning and professional growth by participating in trainings, institutes and conferences hosted by regional and national professional associations.

Engaged student groups through our Community Liaison Teams by hosting 10 resume drop-ins at identity centers and facilitating six career-focused workshops tailored to diverse identities.

Hosted our sixth annual Student + Employer Networking Event, attended by over 150 students and employers.

Launched a new First-Generation Professionals workshop for Cal Poly Scholars in winter, then expanded it campuswide in spring.

Created a "Career Services X Disability Resource Center" one-sheet to increase and ease access to our resources.

Facilitated workshops to help international students prepare for the career fair and hosted an alumni panel to foster connections and share insights.

Organized an event for students with dependents and Guardian Scholars that offered resume support, fellowship information, headshots and career workshops

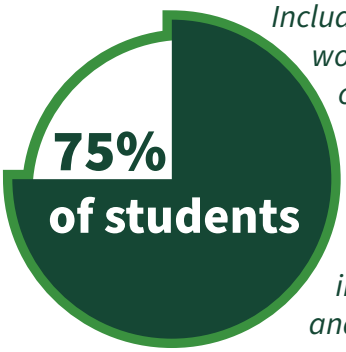


Career Services accepting the 2025 President's Diversity Award

Student Engagement

50,435 total **student** contacts in **2024-25**

17,986 **unique student contacts**



Includes appointments, workshops and classroom presentations, career fairs, on-campus interviews, opt-in resume books, information sessions, and select online resources.

Career Counseling and Education

Supported students via in-person and virtual modalities



400 educational programs* serving **18,491** attendees

**Includes workshops, panels, club presentations, and class presentations*

95%

first-time freshmen engaged through appointments, workshops, and events

19 career-focused Canvas modules shared with faculty, reaching **290** students

3,713 individual student appointments

Jobs and Internships

1,191
on-campus and career fair interviews were conducted

Hosted
23
company information sessions

6,912
students opted into resume books

991
students reserved private interview rooms in Career Services

Posted over
4,700
jobs on MustangJOBS, powered by Symplicity

Career Fairs



Hosted
9 CAREER FAIRS

Attended by
6,538
students

Over
750
companies participated

5,756
full-time positions
and
4,476
internships offered

Computing and Analytics Career Fair

Fall Career Fair

Virtual Fall Career Fair

CAFES Connections: Fall Networking Event

Winter Career Fair

Architecture and Environmental Design Career Fair

Packaging and Graphic Communication Career Fair

Teacher and Education Job Fair

Spring Career Fair
(featured a special zone for Graduate Schools on Day 1, and for Local Employers on day 2)

Campus Collaborations and Outreach

Students' career development spans their entire college experience and takes place both in and out of the classroom. Career Services works closely with many campus partners and external partners, such as alumni and employers, to intentionally integrate career development into students to academic and cocurricular experiences.

In **2024-25,** Career Services partnered with **over 200 faculty** and collaborated with or supported campus departments and entities including:

Alumni Engagement
AmeriCorps
Associated Students, Inc.
Bailey College of Science and Mathematics
BCSM Student Services
BEACoN Research Scholars
Black Academic Excellence Center
CAED Advising Center
CAFES Academic Advising
Cal Poly Scholars
Campus Green Team
Center for Military Connected Students
Center for Teaching, Learning and Technology
College Corps
College of Agriculture, Food and Environmental Sciences
College of Architecture and Environmental Design
College of Engineering
College of Engineering Student Services
College of Liberal Arts
Corporate Engagement and Innovation
Creating Opportunities for Representative Engagement
Dean of Students
Disability Resource Center
Dream Center
Educational Opportunity Program
Facilities
Financial Aid
Fraternity and Sorority Life
Graduate Education
Guardian Scholars
International Center
Latinx/e Center for Academic Success and Achievement (La Casa)
Louis Stokes Alliance for Minority Participation
Multicultural Agriculture Program
Multicultural Engineering Program
Mustang Success Center
National International Scholarships and Fellowships
Native American and Indigenous Cultural Center
New Student and Transition Programs
Noyce School of Applied Computing
Office of Admissions and Recruitment
Office of Student Research
Office of the President
Office of University Diversity and Inclusion
Office of Writing and Learning
Orfalea College of Business
OCOB Career Readiness Center
OCOB Student Center
Parent and Family Programs
Pride Center
Quarter Plus
Retention
School of Education
Student Diversity and Belonging
Students with Dependents
Study Abroad
Sustainability Team
Transfer Academic Coaches
Transfer Center
TRIO Achievers
University Advising
University Development and Alumni Engagement
University Honors Program
University Housing

Alumni Engagement

As part of the Cal Poly community, alumni play a vital role in supporting students' careers through mentorship, networking, hiring, and knowledge sharing.

In **2024-25**, Career Services engaged over

7,000

unique alumni.

Ways alumni engaged with Career Services

Attended or supported a **Career Services event** (e.g., networking mixers, industry panels)

Recruited at a **Career Fair**

Participated in Cal Poly **Career Connections**

Utilized our services as a **jobseeker**

Career Services Advisory Council alumni members

Student Ambassadors



Career Services student ambassadors help with **outreach and service delivery,** increasing our **visibility and reach** on campus. In 2024-25, our team of six ambassadors:

Actively **promoted** Career Services programs and resources to **students, faculty and clubs**

Contributed to Career Services' **initiatives** including social media outreach, Professional Clothing Closet, and diversity, equity and inclusion programming

Delivered over **50 workshops** to student organizations and first-year focused **classroom presentations**

Managed the **Digital Resume and Cover Letter Review Program,** conducting **368 reviews**

Conducted over **100** virtual resume and cover letter **consultations** for peers



Student Spotlights

Mason Boerger

Fourth-year (Class of ’25)
Communication Studies



I’m a first-generation student from Bakersfield, CA, and after completing two internships, I found myself wildly unsure about what I truly wanted for my future. When I met with my career counselor again to review my online assessment results, she helped me recognize that I want a career I can feel passionate about, one where I can use my skills to help others. Together, we explored career paths and discovered that a master’s degree could be super beneficial to me and my career goals. I am now pursuing my master’s degree in intercultural communication at Utrecht University in the Netherlands, and I could not be more excited or more grateful for the support I received from the Cal Poly’s Career Services team!

Riya Nigudkar

Fourth-year (Class of ’25)
Chemistry



Career Services was an integral part of my academic career at Cal Poly. Working with my career counselor, I crafted a graduate school application that ultimately got me admitted to a program I am incredibly excited to attend. During one-on-one appointments, I received guidance that helped tailor my resume and personal statements to highlight my strengths. These positive experiences were why I felt Career Services could benefit American Chemical Society (ACS) members. As ACS president, one of my goals was to expand our professional development efforts. Partnering with Career Services for resume and interview workshops gave members access to valuable and useful resources. For academic and professional growth, I highly recommend students make use of all Career Services has to offer.

Robert Morgan

Second-year (Class of ’27)
Financial Management



Starting the internship application process felt overwhelming at first, but Career Services made a world of difference. From resume feedback to exploring which industries fit my interests, their guidance was always thoughtful and accessible. My career counselor was a fantastic resource — always willing to answer questions and help me think through next steps. Whether you’re just getting started or feel stuck in your career planning, I strongly encourage you to schedule an appointment. The support I received not only boosted my confidence, but directly contributed to me securing two finance internships in my hometown of Anchorage, Alaska, for next summer. Career Services turned a stressful process into an exciting opportunity, and I’m incredibly grateful for their help.

Student Spotlights

Elena Mae Wilkinson

Fourth-year (Class of ’25)
City and Regional Planning



I met (with) a transportation planner on the platform’s video calling feature, who was patient and kind, and I was able to ask him any questions I had about the industry. I drafted my first message with help from the AI feature but continued the conversation over text. Personally, I’ve enjoyed the platform’s approachable, Learn by Doing style because it lets me practice networking in a supportive environment that encourages my success and career growth.

Nehemiah Tshishimbi

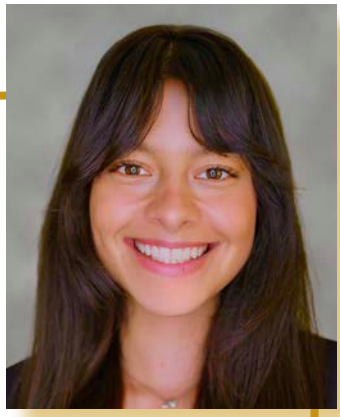
Second-year (Class of ’28)
Construction Management



I loved all the information I was able to learn or at least be exposed to in the Entering the Workforce as a First Generation Professional workshop. It’s so easy to come to college, spend four years (generally) here to earn your degree, and then graduate without ever being prepared for the workforce. Being exposed to information like the importance of building my network, knowing how to communicate in the workplace, how to negotiate salary and benefits, are so essential yet so neglected. I’m glad I was able to get exposure this early on so I can prepare myself for graduation and my first full-time job.

Lindsey Carter

Third-year (Class of ’27)
Nutrition



As a transfer student, navigating a major change was one of the most challenging parts of my academic journey. I felt uncertain about my direction and overwhelmed by the options ahead. Cal Poly Career Services provided the clarity and support I needed to move forward with confidence. Through career counseling sessions and resources like PathwayU, I was able to better understand how my interests, values, and strengths connect to meaningful career paths. My counselor helped me explore options I hadn’t considered and guided me through each step of the decision-making process. What began as a moment of doubt turned into a turning point in my college experience. I’m now excited about the path I’m on and grateful for the resources that helped me get here.

Noah Alloun

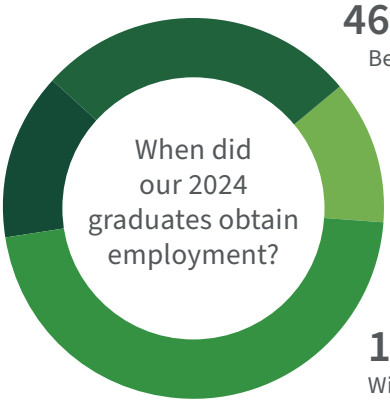
Third-year (Class of ’26)
Mechanical Engineering



My career counselors has been an incredible resource over the past few years. She has supported me in reviewing my resume, preparing for career fairs, and navigating the challenges of the internship search and networking process. She is someone I trust deeply and consistently turn to for career-related advice. I regularly recommend her and the Career Services team to my peers for their valuable guidance and resources.

Graduate Status Report Highlights

Employment Timeline



46% Before Graduation

14% Within Three Months

27% Within Six Months

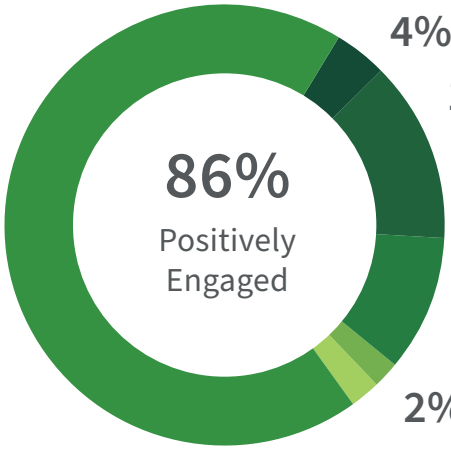
12% Within Nine Months

Based on 209 responses to 'Offer Acceptance Date'.

Starting Median Salary

$77,750

Graduate Outcomes



68% Working Full Time

4% Working Part Time

13% Attending Graduate School

<1% Volunteering

<1% Military Service

10% Still Seeking Employment

2% Still Seeking Education

2% Other**

Graduate outcome percentages displayed are rounded to the nearest whole number.

Top Employers

EY

amazon

Northrop Grumman

pwc

Cal Poly Partners

Deloitte.

Boeing

RSM

Moss Adams

McCarthy

KPMG

Lockheed Martin

Kimley»Horn

Abbott

Caltrans

Top Selected Graduate Schools

Cal Poly

UCLA

UC Berkeley

UC Davis
University of California

UC San Diego

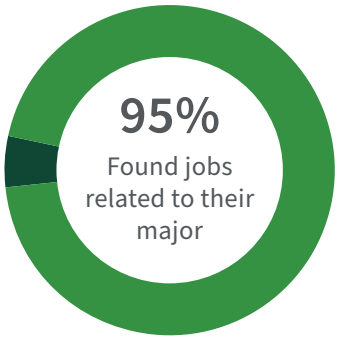
USC University of Southern California

Stanford

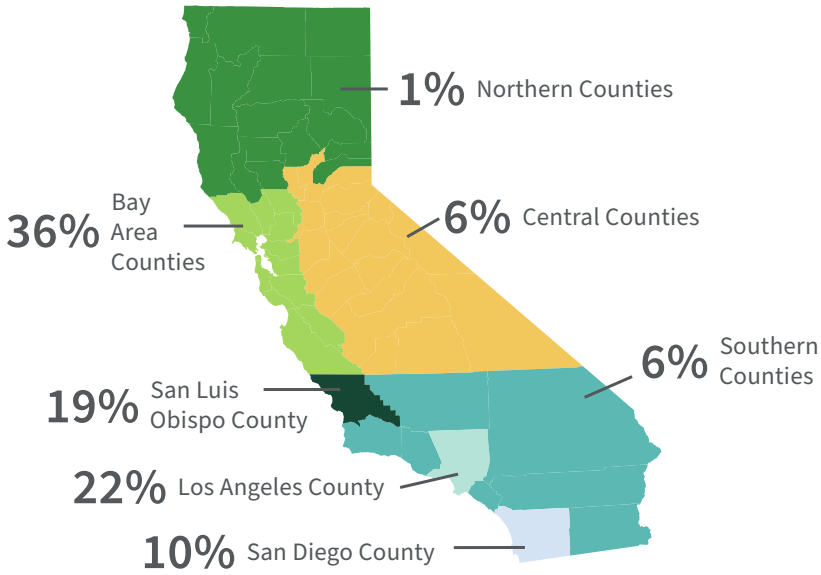
SJSU San José State University

Graduate Status Report Highlights

Major-Related Jobs



California Employment by Region



Top International Locations

1. Spain
2. United Kingdom
3. New Zealand
4. Germany
5. Japan
6. Denmark
7. France
8. Australia
9. Canada

Top States

1. California
2. Washington
3. Colorado
4. Texas
5. New York
6. Illinois
7. Arizona
8. Oregon
9. Massachusetts
10. Utah

California Jobs

78%

Found jobs in California



This information is excerpted from the 2023-24 Cal Poly Status Report, released in Summer 2025. Data is based on 3,740 student responses collected within nine months of graduation; 62% overall response rate. For a detailed breakdown by college and major, go to: careerservices.calpoly.edu/gsr.

2024-25 Career Partners

Our Career Partners program is designed to help companies and organizations enhance their brand presence and visibility on campus. The Career Services team works closely with our partners to maximize their recruiting strategies to connect them with Cal Poly talent. We would like to acknowledge the following organizations for participation as a Career Partner in 2024-25:

PLATINUM

amazon

Apple

GO enterprise

Lawrence Livermore National Laboratory

niagara EST.1963 BOTTLING, LLC

MARINES THE FEW. THE PROUD.

GOLD

California Giant Berry Farms

CED

Chevron

Crowe

Entegris

Grant Thornton

Lockheed Martin

Microchip

Phillips 66

ROGALL+CO

stryker

Tesla

Texas Instruments

YARDI

SILVER

Abbott

AsteraLabs

Deloitte.

Exclusive Networks

GOVERNMENT

Caltrans

County of San Luis Obispo

FLINT

Marki microwave

SYSERCO

NAVFAC Naval Facilities Engineering Systems Command

Career Services Team



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Cal Poly Career Services

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