Career Services

ANNUAL REPORT 2025-26

California Polytechnic State University, San Luis Obispo



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Cal Poly Career Services

CAL POLY
Career Services

LETTER FROM THE EXECUTIVE DIRECTOR

The 2025–26 academic year was defined by meaningful progress, thoughtful change and a shared commitment to expanding opportunity for every Cal Poly student.

A major focus was integration with the Cal Poly Maritime Academy. Together, we are building on our combined programs to connect more Cal Poly talent with the workforce and engage a wider range of employers.

We also strengthened access and support for students. Our new lead career counselor for equity and student success is advancing outreach to students who have historically faced barriers to career support. An HSI mini-grant from the Office of Culture and Institutional Excellence enabled us to develop bilingual resources and assessment of Latine/Hispanic student needs.

Throughout the year, we hosted networking events that helped students build confidence, relationships, and social capital. These events also strengthened employer partnerships and helped companies build their presence on campus. We also took on the Sales Career Fair, introduced an AI-powered resume review platform and professional headshots, and restructured our Employer Engagement and Career Education teams to improve alignment and effectiveness.

We launched the National Association of Colleges and Employers (NACE) career readiness competencies as our career education framework and partnered with faculty and staff to embed them in courses and co-curricular experiences.

These accomplishments reflect the innovation, expertise, care, and relationship-building that define our Career Services team. We are deeply grateful to our campus and external partners for their collaboration.

Looking ahead, we remain focused on advancing the CSU Student Success Framework, adapting to the new semester cadence, and further integrating career development into the Cal Poly student experience so every student is prepared to achieve a lifetime of meaningful career success.



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.

All students, regardless of sex, race, color, or national origin, who are interested in the program's mission and focus are welcome.





OUR VISION

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

OUR SERVICES

MUSTANGJOBS

Students use MustangJobs to find jobs, internships, co-ops, on-campus roles, career fairs, workshops and counseling appointments.

ON-CAMPUS INTERVIEWS AND INFORMATION SESSIONS

Students connect with employers through interviews and information sessions offered in person and virtually.

CAREER EDUCATION PROGRAMS

Workshops, panels and club and classroom presentations help students build skills in resumes, interviewing, job search, networking, salary negotiation and more.

CAL POLY CAREER CONNECTIONS

Career Connections is Cal Poly's exclusive networking and mentoring platform for students and alumni, with more than 10,000 registered users.

ALUMNI SERVICES

Recent graduates receive full access to Career Services for one year and ongoing access to select job, fair and online resources.

CAREER SERVICES ADVISORY COUNCIL

Industry leaders advise Career Services on workforce trends, student preparation, recruiting strategies and employer engagement.

CAREER COUNSELING

Our career counselors help students explore majors, develop career plans, prepare for opportunities and navigate career decisions from first year through graduation. College liaisons offer targeted programming and support for students in their respective college.

CAREER FAIRS

Career Services hosts annual and specialized career fairs that give students direct access to employers, internships and full-time opportunities.

CAREER CURRICULUM

Faculty can embed asynchronous Canvas career modules into courses, with customizable readings, videos and activities.

PRIVATE INTERVIEW ROOMS

Students can reserve quiet, professional spaces for virtual interviews.

PROFESSIONAL CLOTHING CLOSET

Students can access free, gently used professional clothing to create a memorable first impression at career fairs and interviews.

ON-DEMAND CAREER RESOURCES

Students can access online tools anytime, anywhere for mock interviews, resume feedback, career assessments and global job search support.

STUDENT ENGAGEMENT

54,668
TOTAL STUDENT CONTACTS

81% **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



3,079
Student appointments and drop-in

494 educational programs
19,995 attendees
This includes workshops, panels, club presentations and class presentations

27 career-focused Canvas modules shared with faculty

903 students reached

99% first-time freshmen engaged through appointments, workshops, and events



COLLABORATIONS

307 FACULTY MEMBERS
68 DEPARTMENTS

JOBS AND INTERNSHIPS

961 on-campus and career fair interviews were conducted

5,346 students opted into resume books



Over **4,500** jobs posted on MustangJobs

1,255 students reserved private interview rooms

Hosted **30** company information sessions

CAREER FAIRS



HELD

9 CAREER FAIRS

ATTENDED BY

9,227 students

641 companies

CAREER FAIR OPPORTUNITIES

8,974 full-time positions

6,514 internships



Computing and AI Career Fair
Sales Career Fair
Fall Career Fair
CAFES Connections: Fall Career 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

ALUMNI ENGAGEMENT

Over 9,000 unique alumni engaged with Career Services

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

WAYS ALUMNI ENGAGED WITH CAREER SERVICES:

- Attended or supported a **Career Services event** (e.g., networking mixers, industry panels)
- Participated in Cal Poly **Career Connections**
- Utilized our services as a **jobseeker**
- **Career Services Advisory Council** alumni members
- Recruited at a **Career Fair**

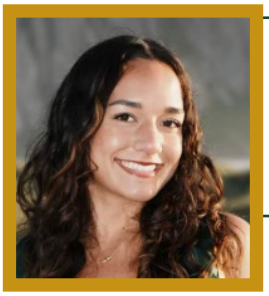




*Photo taken at our **Student + Employer Inclusion Mixer**, an annual event that gives students the opportunity to practice networking and build professional connections with employers.*



SPOTLIGHTS

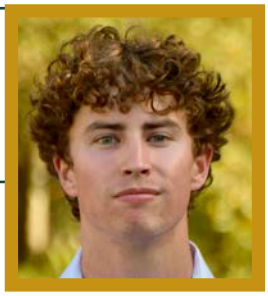


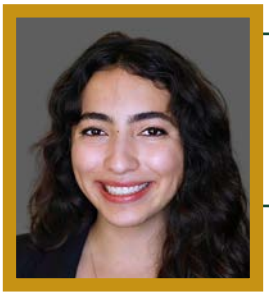
Manaia Lehenbauer | Economics

"Through Career Services' guidance, I improved my resume, connected with alumni, and secured an internship during my sophomore year. The Mix, Mingle, and Make an Impression Workshop also helped me feel more confident in my professional communication and networking skills."

Tzevon Lovejoy-Hall | Business Administration

"As a transfer student, I jumped into my first fall quarter with immediate uncertainty, but meeting consistently with my career counselor over the next two years gave me firm direction and clarity."



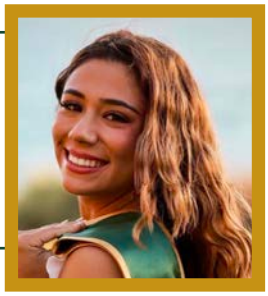


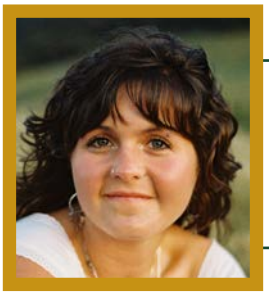
Nelly Fabre | Biological Sciences

"Career Services helped me navigate graduate school applications, strengthen my CV, and confidently explore career opportunities, leading to a research position at Stanford."

Hannah Ignacio | Psychology

"Career Services played an important role in helping me feel more confident and prepared for graduate school. Their guidance on my statement of purpose and CV helped me better communicate my experiences, goals, and strengths as an applicant."





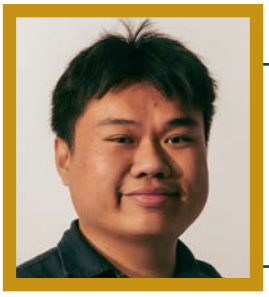
Gretta Thompson | Aerospace Engineering

"When I was unsure about my path after graduation, Career Services helped me clarify my goals, strengthen my job search, and successfully navigate the hiring process."

Emilio Urrutia | Aerospace Engineering

"Using Big Resume and Big Interview helped me strengthen my resume, prepare for interviews with greater confidence, and ultimately secure two full-time job interviews."

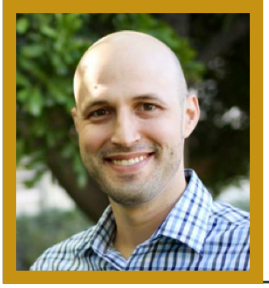




Paul Tram | Architecture

Career Services gave me the confidence and resources to strengthen my networking, build meaningful professional relationships, and ultimately land my first full-time architecture position after graduation.

David Askay | Communications Professor



"By introducing career exploration early, Career Services helps students see the possibilities within a communication studies degree and gives them the confidence to take meaningful next steps."

Doug Sawyer | Agribusiness Professor

"Career Services reinforces the connection between curriculum and career, helping students understand the purpose behind their learning while preparing them for success beyond graduation."



GRADUATE STATUS REPORT HIGHLIGHTS

Starting Median Salary

$80,000

Top Employers

amazon
EY
Cal Poly
pwc
Deloitte.
Lockheed Martin
SpaceX
Apple
stryker
RSM
McCarthy
Kimley»Horn
Cisco
KPMG
Microsoft
InsightGlobal
Boeing
Whiting-Turner
Andersen
Epic

Top Selected Graduate Schools

Cal Poly
USC University of Southern California
UC San Diego
UC Berkeley
UC Davis University of California
UC Santa Barbara
UC Irvine
SDSU San Diego State University
University of Washington
ASU Arizona State University

Major-Related Jobs

94%

of graduates found jobs related to their major

California Jobs

69%

of graduates found jobs in California

Employment Timeline

79% of graduates obtained employment before graduation

See college breakdowns and more information on our website:

careerservices.calpoly.edu/gsr

2025-26 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 2025-26:

PLATINUM

Apple
GO enterprise
ITW Global Tire Repair
JTI
Lawrence Livermore National Laboratory
Marines The Few. The Proud.

GOLD

Abbott
amazon
California Giant Berry Farms
CED
Chevron
Entegris
Grant Thornton
Lockheed Martin
niagara Bottling, LLC
Phillips 66
stryker
Texas Instruments
YARDI

SILVER

AsteraLabs
Applied Materials Material Innovation
Deloitte.
Exclusive Networks
FLINT
SYSERCO

GOVERNMENT

Caltrans
NAVFAC Naval Facilities Engineering Systems Command

NON-PROFIT

EECU Smarter banking