2021-2022

CAL POLY
Career Services

CAREER SERVICES

California Polytechnic State University,
San Luis Obispo

Annual Report 2021-22
Academic Year

A YEAR IN REVIEW

The 2021-22 academic year was another year of transition and uncertainty as we continued to navigate the COVID-19 pandemic. Thankfully, the new year offered a greater sense of optimism and opportunity than the year before.

As Cal Poly returned to fully in-person operations, we were among the first universities to bring back in-person career fairs. Our dedicated Career Services team invested countless hours in coordinating and executing safe and successful events for our students and employers. The robust job market offered ample opportunities to our students, and employers were eager to connect with them in person. While our in-person career fairs were celebrated by many, we also offered virtual fairs throughout the year to accommodate our employers and students who preferred this option.

We continued to provide a combination of in-person and virtual services for our students as well. Many students were excited to meet with their career counselor or attend a workshop in person, and they appreciated the opportunity to do so once again. However, we recognized that virtual services were preferred by some students due to convenience and accessibility. Virtual programming also allowed us to introduce students to professionals from around the globe, and due to its benefits, we will continue to offer this additional modality as long as there is demand for it.

Like many organizations, Career Services faced staff vacancies and transitions in 2021-22. This did not stop our team from accomplishing many great things, as you'll see highlighted throughout this report. We used the year to reconnect, re-establish our values as a team, and evaluate our programs and services to benefit our stakeholders. We also welcomed several new staff members who have been wonderful additions to our team.

In 2021-22, we demonstrated our ongoing commitment to supporting diversity, equity and inclusion on campus and in preparing students of all identities to thrive in an increasingly diverse, global and interconnected workforce. You can learn more about our efforts on Page 5. Much of our diversity, equity, and inclusion-focused work was accomplished in collaboration with various departments and organizations across campus. At Career Services, we pride ourselves on partnering with many different entities, including the academic colleges, Student Affairs departments, alumni, employers and student organizations.

In this report, you will learn more about our collaborations. In fact, if you are reading this report, you are likely one of those partners. We couldn't accomplish all we do without your support. We are grateful to be part of a community of campus and external partners that is so invested in supporting the career development of Cal Poly's talented students.



Amie K. Hammond, Ed.D.
Interim 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 CORE VALUES

- Connections
- Personal and Professional Growth
- Innovation
- Diversity, Equity and Inclusion



SERVICES OVERVIEW



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 COUNSELING

Our career counselors help students achieve success and obtain meaningful careers after graduation. Freshman Focus Team counselors assist first-time freshmen 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 and drop-in hours 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.

EDUCATIONAL CAREER 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.





MUSTANGJOBS

Through MustangJOBS powered by Handshake, 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.

PRIVATE INTERVIEW ROOMS

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

EMERGING MARKETS PROGRAM

This program connects students to trending and emerging job markets by offering panels, speakers, online resources and other educational opportunities.



ON-DEMAND CAREER RESOURCES

Students can access valuable online career tools for virtual mock interviews, career assessments and global career exploration using Big Interview, Focus2 and Goinglobal, respectively.



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.



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.

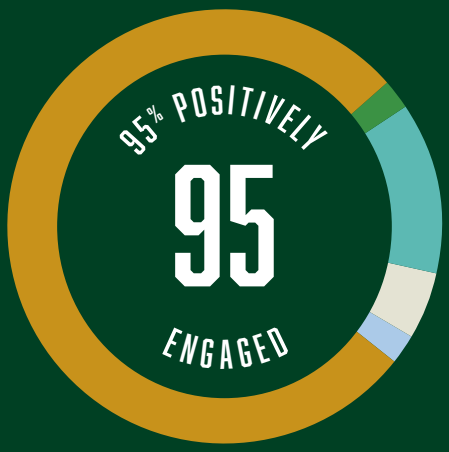
CAREER CURRICULUM

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.

ALUMNI SERVICES

Recent graduates retain full access to Career Services for one year post-graduation. Beyond one post-grad year, they may utilize one complimentary career counseling appointment annually, plus access all other services.

GRADUATE STATUS HIGHLIGHTS



GRADUATE OUTCOMES

78% Working Full Time

13% Attending Graduate School

5% Still Seeking

2% Working Part Time

2% Other Pursuits**



EMPLOYMENT TIMELINES

69% Before Graduation

17% Within Three Months

10% Within Six Months

4% Within Nine Months



MAJOR RELATED JOBS



CALIFORNIA JOBS

TOP EMPLOYERS

EY
armanino
Microsoft
NVIDIA
Abbott
amazon web services
amazon
cisco
Deloitte.
Grant Thornton
KPMG
Kimley»Horn
Expect More. Experience Better.
protiviti
Texas Instruments
Raytheon
MOSSADAMS
RSM
Lawrence Livermore National Laboratory
E&J Gallo Winery
pwc
SWINERTON
ORACLE
WHITING-TURNER
LOCKHEED MARTIN
NORTHROP GRUMMAN
Western Digital
servicenow
ORACLE NETSUITE

CALIFORNIA EMPLOYMENT BY REGION



1% Northern Counties

6% Central Counties

41% Bay Area Counties

5% Southern Counties

16% San Luis Obispo County

22% Los Angeles County

9% San Diego County



COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

The Career Services team is deeply committed to fostering a community of belonging and inclusion at Cal Poly and preparing students to contribute to and thrive in a diverse workforce. Diversity, equity and inclusion (DEI) are part of our core values, and we are intentional about using DEI as a lens for how we approach our work.

HIGHLIGHTS OF OUR 2021-22 DEI EFFORTS:

- Hosted a virtual employer-student diversity mixer, connecting students to 16 companies.
- Delivered 55 career programs to student audiences comprised of students from historically underrepresented backgrounds, reaching over 800 students.
- Provided free, professional apparel to 173 students through our Professional Clothing Closet.
- Expanded the cultural competency and sensitivity of Career Services by participating in 11 different trainings on diversity, equity and inclusion topics.
- Administered a survey to the Black Academic Excellence Center and the Black Student Union to garner feedback to help us better serve Black students.

DIVERSITY LIAISON TEAMS

Career Services also maintains Diversity Liaison Teams (DLTs). Each team is comprised of several Career Services staff who liaise with specific student populations to maximize opportunities for engagement, ensure that we offer the appropriate services and resources to address students' unique career needs, and educate the larger staff on trends, issues and topics pertaining to the diverse students we serve. In 2021, we restructured our DLTs to improve this foundational approach to diversity, equity and inclusion.

Our revamped DLTs for 2022-23 will include: military-connected students, historically under-represented students, LGBTQ students, students with disabilities, international students and undocumented students.

Diversity-related departments and organizations Career Services supported in 2021-22 through programming, outreach, resources and other collaborations:

Black Academic Excellence Center

Black Student Union

Cal Poly Scholars

Center for Military Connected Students

College of Liberal Arts Underrepresented Students Network

Creating Opportunities for Representative Engagement

Disability Ally Workgroup

Dream Center

Educational Opportunity Program

International Center

Latinos in Agriculture

Latinx Business Student Association

Latinx Center

Louis Stokes Alliance for Minority Participation in STEM

Men and Masculinities Program

Multicultural Business Program

Multicultural Engineering Program

Multicultural Scholars Program

National Society of Black Engineers

Society for Advancement of Chicanos/Hispanics and Native Americans in Science

Society for Hispanic Professional Engineers

The Women's Network

Transfer Center

TRIO Achievers

Women in Business



STUDENT ENGAGEMENT 2021-22

15,463
UNIQUE STUDENT CONTACTS
Includes appointments, workshops, career fairs, on-campus interviews, resume books and select online resources.

36,577
TOTAL STUDENT CONTACTS

4,947
INDIVIDUAL STUDENT APPOINTMENTS

400+
delivered educational programs* serving 16,260 attendees

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

98%
of first-time freshmen engaged through appointments, workshops and events

SUPPORTED STUDENTS
via in-person and virtual modalities

63
career-focused Canvas modules with faculty, reaching up to 1,500 students

93K
job postings on MustangJOBS, powered by Handshake

600+
on-campus and career fair interviews

25
COMPANY INFORMATION SESSIONS

871
STUDENTS OPTED INTO RESUME BOOKS

373
students reserved private interview rooms in Career Services

CAREER FAIRS

Hosted 14 career fairs

- **Computing** Career Fair
- **Fall** Career Fair
- **College of Agriculture, Food and Environmental Sciences (CAFES)** Connection
- **Architecture and Environmental Design** Career Fair
- **Winter** Career Fair
- **Graphic Communication** Career Fair
- **Local** Career Fair
- **Packaging** Career Fair
- **Teacher** Career Fair
- **Spring** Career Fair
- **Virtual fairs:** fall, winter, spring and computing
- Attended by **8,079** students
- Over **1,000** companies participated
- **11,000 full-time positions** and **7,000 internships** offered



STUDENT SPOTLIGHT



YOEL NOZAR

FOURTH YEAR (CLASS OF '23)
COMPUTER ENGINEERING MAJOR

"The Cal Poly Career Services team has had a profound impact on my career trajectory and professional skills.

I have been working routinely with career counselors on my resume and interview skills since my freshman year and sincerely appreciated all the wonderful advice I have received since then.

Additionally, I have attended many of the Cal Poly Career Fairs and found them to be very effective ways to network and refine my interviewing skills. The career fairs, along with MustangJOBS, have strongly supported my internship search.

This past summer I worked as a software development engineering intern for McDonald's at its Global Headquarters in Chicago, Illinois! During the application process, the Career Services team helped me prepare for subsequent interviews and provided tips on how to communicate with company recruiters."

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' academic and cocurricular experiences.

In 2021-22, Career Services partnered with 193 faculty and collaborated with or supported many campus departments and entities, including:

Ag Showcase

Admissions

Alumni Engagement

Associated Students Inc.

Athletics

Black Academic Excellence Center

Cal Poly Campus Sustainability

Cal Poly Corporation

Cal Poly Scholars

California Cybersecurity Institute

Center for Innovation and Entrepreneurship

Center for Leadership

Center for Military Connected Students

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

College of Science and Mathematics

Commencement

Corporate Engagement and Innovation

Dean of Students Office

Dream Center

Educational Opportunity Program

Emergency Operations Center

Green Campus Team

Industrial Technology and Packaging

Institutional Research

International Center

LEAD Awards

Multicultural Engineering Program

Mustang Success Center

New Student and Transition Programs

Orfalea College of Business

Parent and Family Programs

Quarter Plus

School of Education

Student Affairs Assessment

Strawberry Center

Student Diversity and Belonging

Transfer Center

TRIO Achievers

University Advising

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 2021-22, Career Services **engaged with over 11,000 unique alumni.**

ALUMNI ENGAGEMENT WITH CAREER SERVICES

- Posted a job.
- Recruited at a career fair.
- 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 student ambassadors help with outreach and service delivery, increasing our visibility and reach on campus. In 2021-22, our team of four ambassadors:

- Actively promoted Career Services programs and resources to students.
- Reached nearly 500 participants through 45 career programs.
- Provided 161 peer resume and cover letter consultations.
- Supported career fairs and other events.
- Contributed to Career Services' strategic planning by representing the student voice.



Kyle T



Madeline F



Shubh K



Wendy D



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.

TESTIMONIALS



FACULTY

"My experience partnering with Career Service has been absolutely wonderful! Every staff at Career Service is incredibly knowledgeable, supportive and patient."

– Associate Professor Linda Lee, College of Liberal Arts

"Career Services is a great partner to our academic programs! In addition to providing career guidance, job search consultations and job fairs for students, it also delivers educational resources and guest lectures for class instructors."

– Professor Peter Schuster, College of Engineering

STUDENT

"I was offered the Medtronic internship for next summer!!! Wooooo! Thank you so much for your effort and support through this process, it was greatly appreciated!!"

– Engineering student

"Thanks so much for all of your help and extremely useful tips and tricks. I don't think I could have gotten this position without the skills you've shared with me."

– Liberal Arts student

EMPLOYER

"Cal Poly Career Services did an amazing job when it came to organization, assertiveness and innovation during the pandemic. Thanks to your efforts, our team was able to continue our strong partnership at Cal Poly and provide internships and multiple jobs to students."

– Nicole B., E.&J. Gallo Winery

2021-22
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 2021-22:

PLATINUM

Apple
GO enterprise
PHILLIPS 66
Lawrence Livermore National Laboratory
MARINES THE FEW. THE PROUD.

GOLD

QSC
SYSERCO
KEYSIGHT TECHNOLOGIES
Unlocking Measurement Insights
Texas Instruments
Abbott
CED
Chevron
Green Hills SOFTWARE
YARDI

SILVER

Deloitte.
LOCKHEED MARTIN
AUSONIO INCORPORATED
Exclusive Networks

NON-PROFIT

Los Angeles County Public Works

2022 CAREER SERVICES TEAM



CAREER SERVICES

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