



CENTER FOR CAREER AND PROFESSIONAL DEVELOPMENT
ANNUAL REPORT



LETTER FROM OUR EXECUTIVE DIRECTOR

On August 3, 2015, The Princeton Review ranked Career Services at Clemson University as the best in the country based on a survey administered to 136,000 students at 380 colleges. When asked why Clemson ascended to this lofty ranking, the answer was pretty simple: we genuinely appreciate our students and enjoy working with them, we treat students as individuals with unique goals and aspirations, and we are blessed with terrific campus partners who treat career development as a shared priority.


As evidenced by data presented in this report, students who visited the Center for Career and Professional Development (CCPD) this past year felt welcomed by staff members and left extremely satisfied following their appointments. These outcomes were not achieved accidentally. The Front Reception Area, where students enter the Center, and the Career Resource Center, where students meet with counselors, were redesigned not long ago to create a physical facility that was warm and inviting. While these reimagined areas were important to creating a supportive atmosphere, they would have meant nothing without staff who made certain each visitor was the most important person in the room.

Students also understood that CCPD counselors were interested in their specific situations, and that these dedicated

staff members were willing to go the extra mile to ensure a personalized plan was developed that reflected each student's particular situations and objectives. It was a centerwide goal to ensure every student left an appointment with an action-oriented list of steps to follow that would move them along their respective paths.

While the CCPD was a veritable hive of activity this past year, much career-related development took place outside the friendly confines of the Hendrix Student Center with the help of numerous campus colleagues. The list of offices and departments who partnered with the CCPD this past year to deliver timely, individualized programming to specific student populations is too long to include here, but it is a point of pride that the Center has been able to work with so many faculty and staff who also want to see students well-prepared for life after Clemson.

It is a tribute to be recognized for offering the best Career Services in the country, and the CCPD is glad of such distinction. The true honor, and what gives meaning to the work reflected in this report, however, is working with outstanding undergraduate and graduate students – who are setting out to change the world.



Neil Burton, Ph.D.

Executive Director
Center for Career and Professional Development

OUR VISION STATEMENT

Connecting educational experiences with professional aspirations.

OUR MISSION STATEMENT

Engaging students in career development and experiential learning activities that will empower them to successfully pursue their educational and professional goals.

OUR DIVERSITY STATEMENT

We strive to educate ourselves and others about the issues of a pluralistic society. We are committed to reaching beyond views of individuals to value a community that appreciates and learns individuals' similarities and differences. Our services and programs seek to create a safe environment that affirms the dignity and worth of everyone. We demonstrate the commitment by embracing differences, including those differences that are not visually apparent.

100% of students from underrepresented populations felt the CCPD provided a welcoming environment.



CAREERS BEGIN **HERE**



#1 IN CAREER SERVICES

The Princeton Review

FIRST DESTINATION SURVEY (response rate 45%)

92% of recent graduates are **confident their résumés show marketable skills and talents.**

*consistent with results from the 2013-14 survey

87% of recent graduates **feel prepared to interview for jobs.**

*consistent with results from the 2013-14 survey

76% of recent graduates **have, or had, a strategy for landing jobs after graduation.**

*consistent with results from the 2013-14 survey

PROFESSIONAL STATUS OF RECENT GRADUATES (total respondents: 1,899)

53% "Accepted a full-time job offer or already working full-time"

1% "Serving in U.S. Uniformed Services or Armed Forces"

3% "Working part time"

2% "Considering a job offer"

21% "Applying to or enrolled in graduate or professional school"

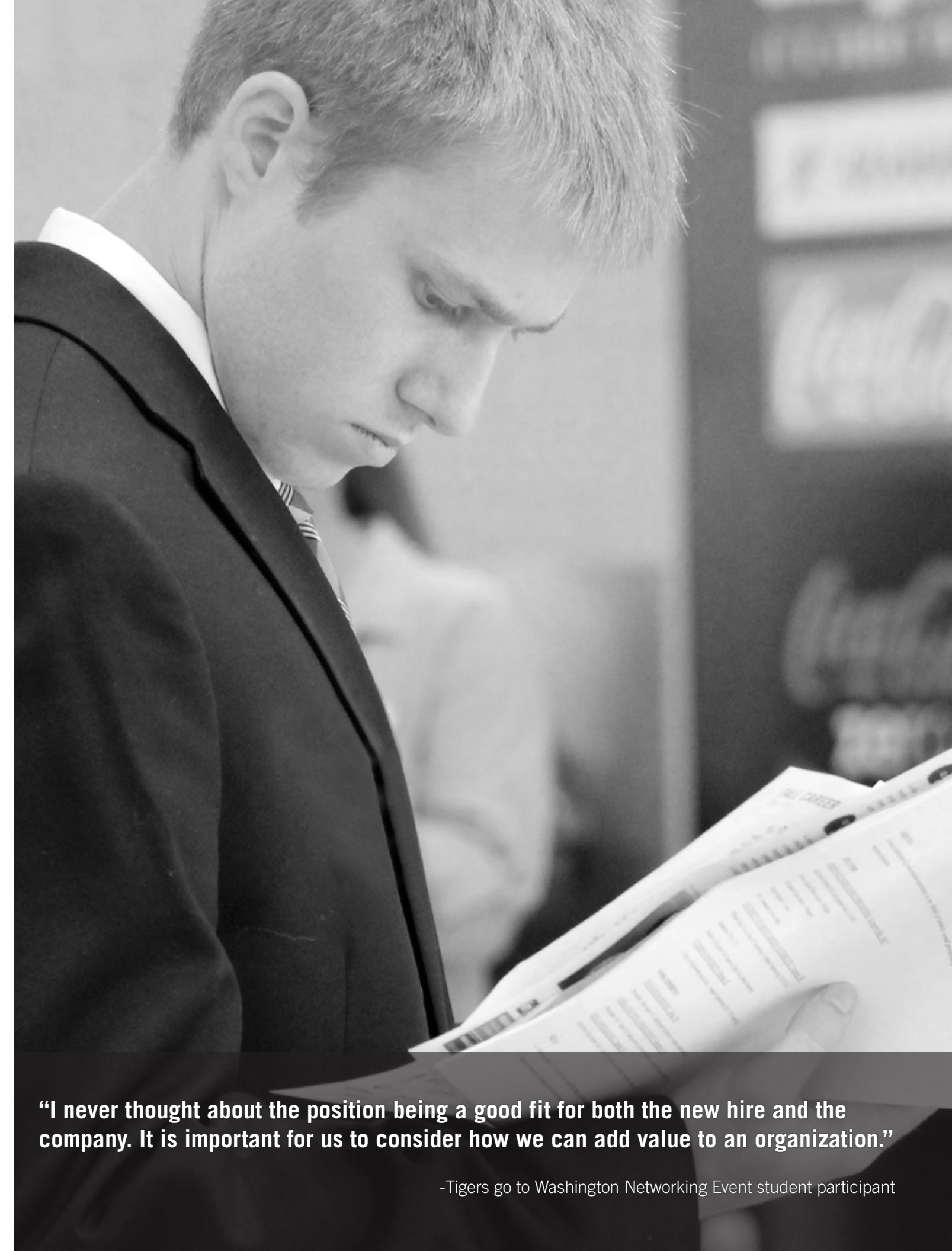
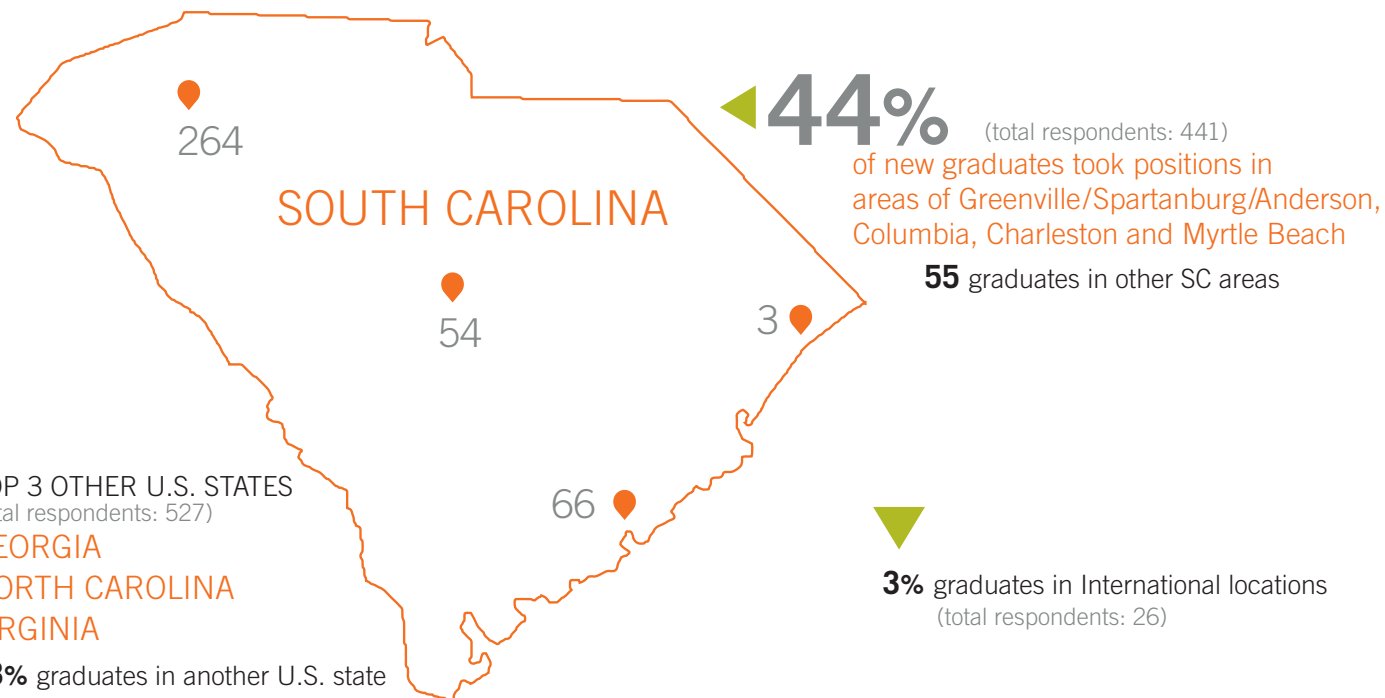
1% "Taking time off"

13% "Looking for a job"

6% "Other"



DESTINATION OF RECENT GRADUATES (total respondents: 995)



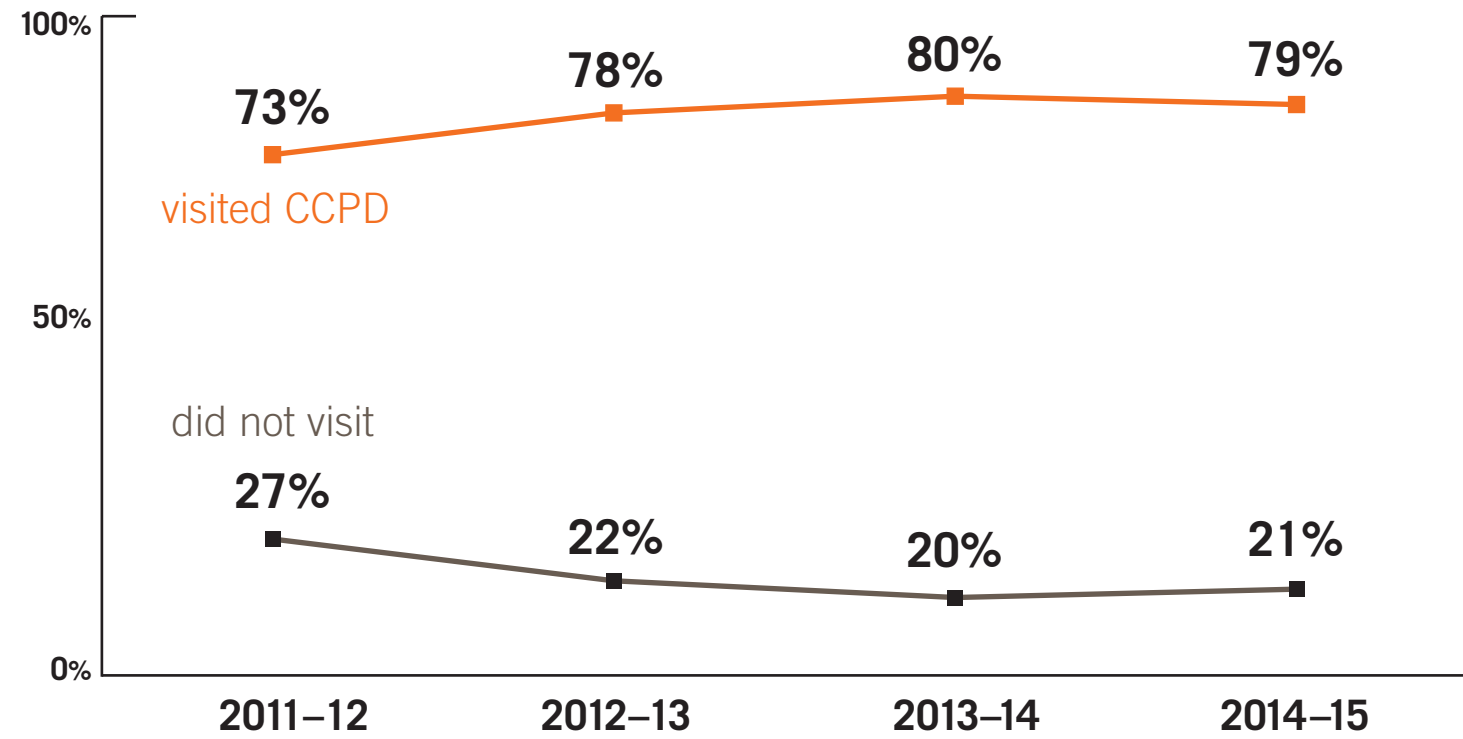
"I never thought about the position being a good fit for both the new hire and the company. It is important for us to consider how we can add value to an organization."

-Tigers go to Washington Networking Event student participant

PERSISTENCE AND RETENTION

PARTICIPATION IN CAREER COUNSELING AND WORKSHOPS

The following percentages reflect the portion of graduating seniors each year that utilized CCPD services at least once prior to graduation. The CCPD continues to reach more students through one-on-one counseling and workshops.



When considering all interactions with CCPD including fairs, networking events and on-campus interviews, **85%** of graduating seniors interacted with CCPD an average of **five times** during their enrollment at Clemson.

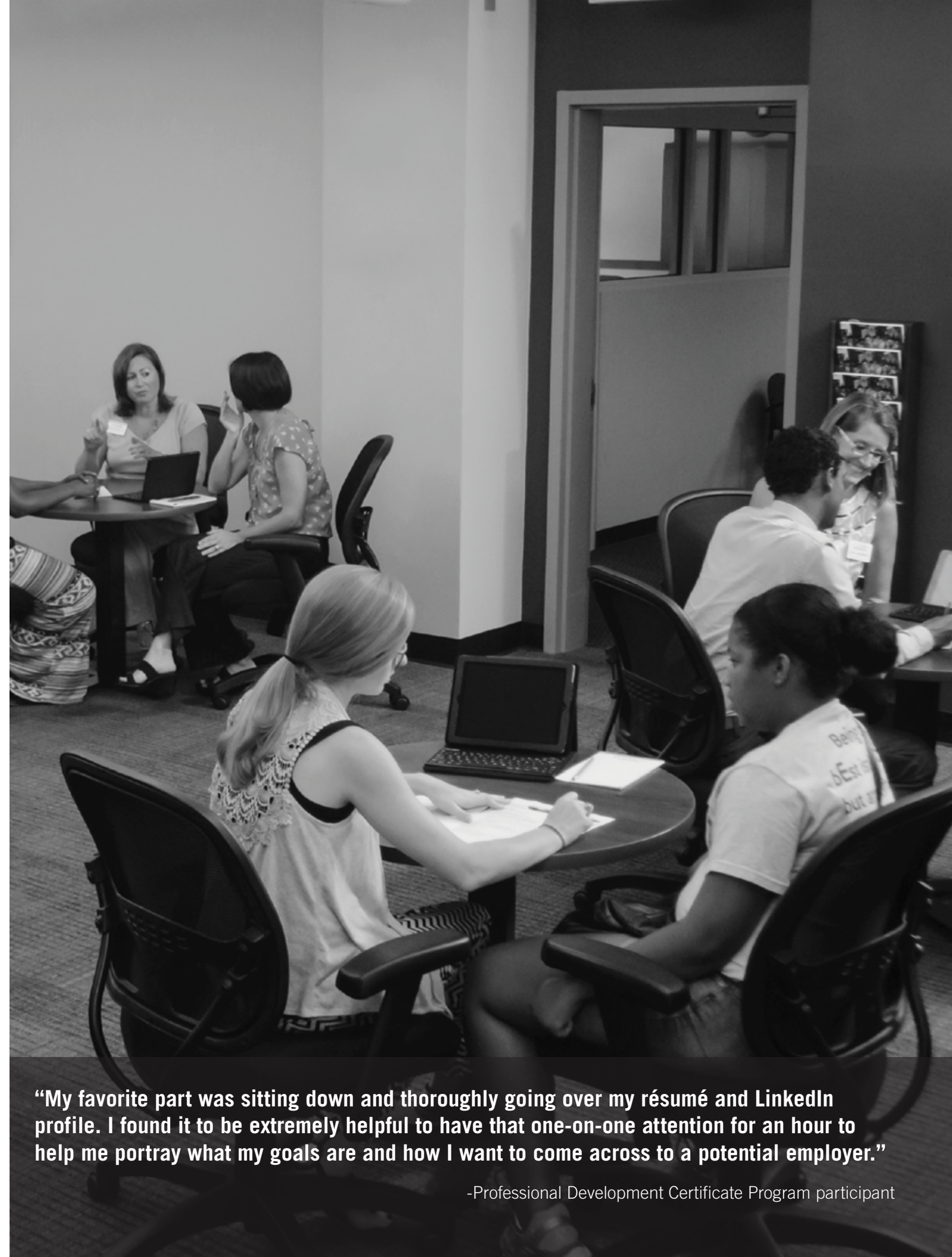
PERSISTENCE AND RETENTION

STUDY ON PERSISTENCE AND CAREER SERVICES PARTICIPATION

Based on students who did not persist to graduation:

61%

did not participate in career counseling or attend our workshops while enrolled at Clemson University



“My favorite part was sitting down and thoroughly going over my résumé and LinkedIn profile. I found it to be extremely helpful to have that one-on-one attention for an hour to help me portray what my goals are and how I want to come across to a potential employer.”

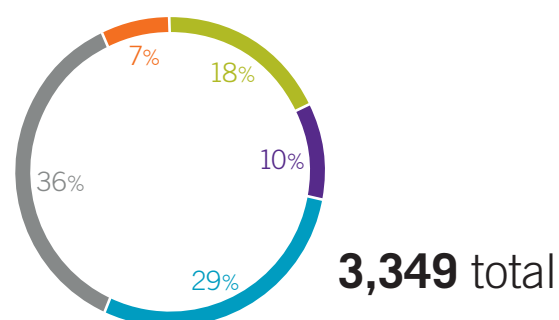
-Professional Development Certificate Program participant

CAREER COUNSELING

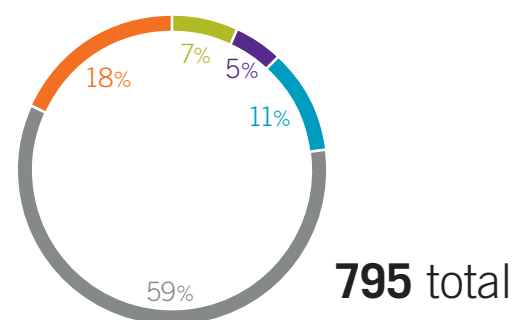
STUDENT PARTICIPATION BY COLLEGE

CAFLS	Agriculture, Forestry and Life Sciences
CAAH	Arts, Architecture and Humanities
CBBS	Business and Behavioral Sciences
CES	Engineering and Science
CHEHD	Health, Education and Human Development

UNDERGRADUATE STUDENTS



GRADUATE STUDENTS



POST-COUNSELING SURVEY RESULTS

100% of students were satisfied with their CCPD counseling session and knew their next steps

*post-counseling survey with 1,376 student responses

98% of students left CCPD with at least one professional resource

*post-counseling survey with 1,376 student responses

95% of students waited less than 15 minutes for a drop-in session with a counselor

*post-counseling survey with 916 student responses

CAREER ASSESSMENT SURVEY RESULTS

After taking the Strong Interest Inventory and completing a follow-up appointment with CCPD staff,

100% of 241 students felt confident articulating how skills, interests and values influence their career or major choices.

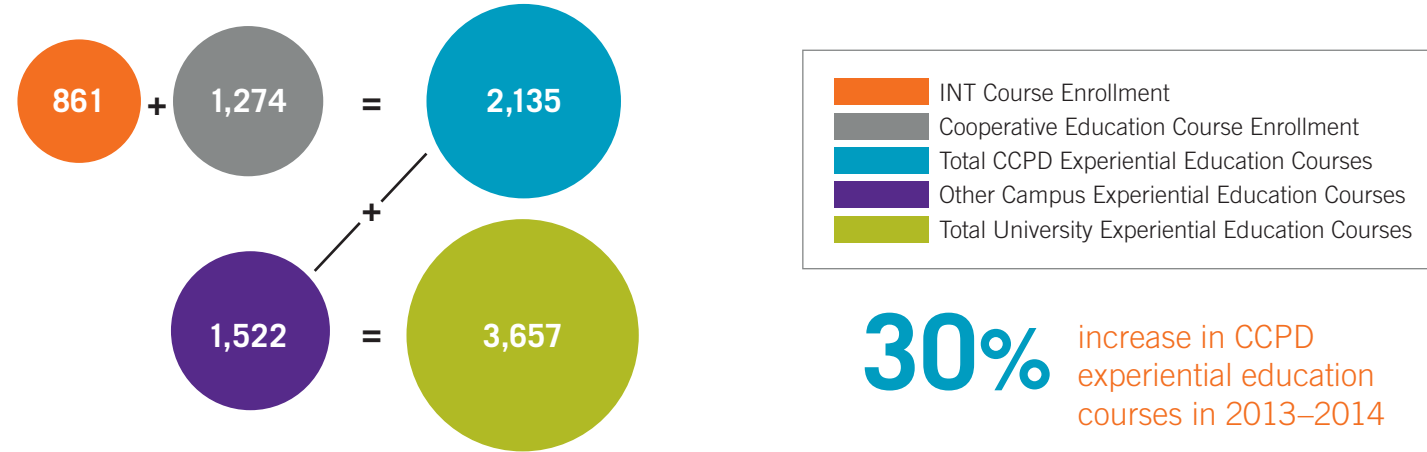


“The counselors are very helpful and gave me advice on the next steps to advancing my career with their own knowledge and experience.”

-Post-counseling survey participant

EXPERIENTIAL EDUCATION

STUDENT ENROLLMENT IN EXPERIENTIAL EDUCATION



STUDENT PARTICIPATION IN THE UPIC PROGRAM — FOUR-YEAR TREND

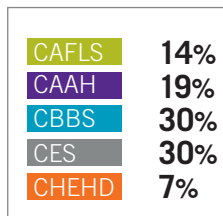
TOTAL UPIC EXPERIENCES

	2011-12	2012-13	2013-14	2014-15
		Fall 74	Fall 87	Fall 303
	Spring 20	Spring 78	Spring 206	Spring 349
	Summer 33	Summer 71	Summer 196	Summer 197
Total	53	223	489	849

74% increase in student enrollment from 2013-14 to 2014-15

OTHER UPIC NUMBERS

College Breakdown



100% of UPIC interns were able to explain the significance of their internship experience in relation to their future career goals (as defined by identifying a list of specific companies or professions in which they were interested in pursuing).

676 site visits were conducted by UPIC staff.

92% of UPIC interns rated the overall quality of their internship as “Good” or “Excellent,” in relation to connecting and applying their classroom knowledge with real-world experience.

UPIC AND OFF-CAMPUS STUDENT INTERN ATTRIBUTES

On a five-point scale, organizations rated the degree to which Clemson internships exhibited:

- Creative Thinking Skills – 4.54/5.00
- Critical Thinking Skills – 4.54/5.00
- Communication Skills – 4.54/5.00



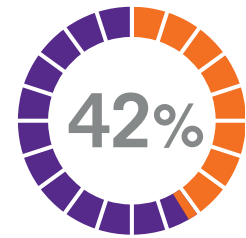
“I have never had a more significant or meaningful experience in my life. This internship has forced me out of my comfort zone, in a managerial position in a developing country.”

-Microbiology major who participated in experiential education

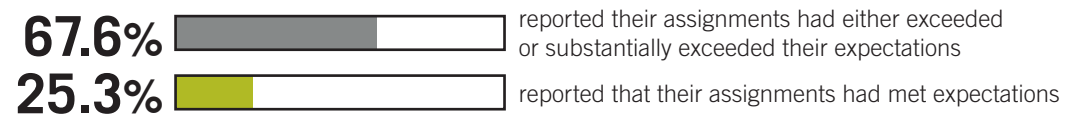
EXPERIENTIAL EDUCATION

RECORD COOPERATIVE EDUCATION (CO-OP) PROGRAM PARTICIPATION

The Co-Op Program has set historic highs in participation **FOUR YEARS IN A ROW.**
1,274 Co-Op assignments for 2014-2015



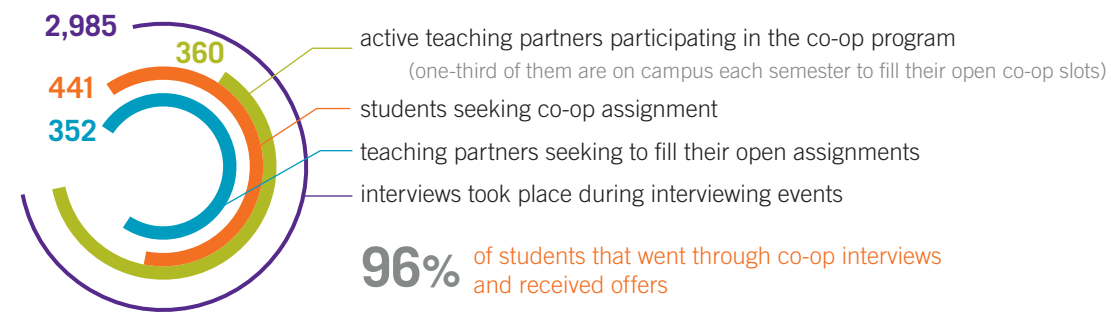
STUDENT SATISFACTION



ONE-ON-ONE ADVISING SESSIONS

3,632 one-on-one advising sessions took place between students and their co-op advisors — most of these sessions involved assisting new students as they entered the program, evaluating co-op assignments available to them and selecting companies for interviews.

INTERVIEWS/OFFERS 2014-15



SITE VISITS

77 advisor site visits of co-op students while on assignment
These visits also allow the co-op staff to meet with company managers to reinforce the teaching-partner relationship between the company and the University.

NEW TEACHING PARTNERS

62 companies approved to become teaching partners in the program this year



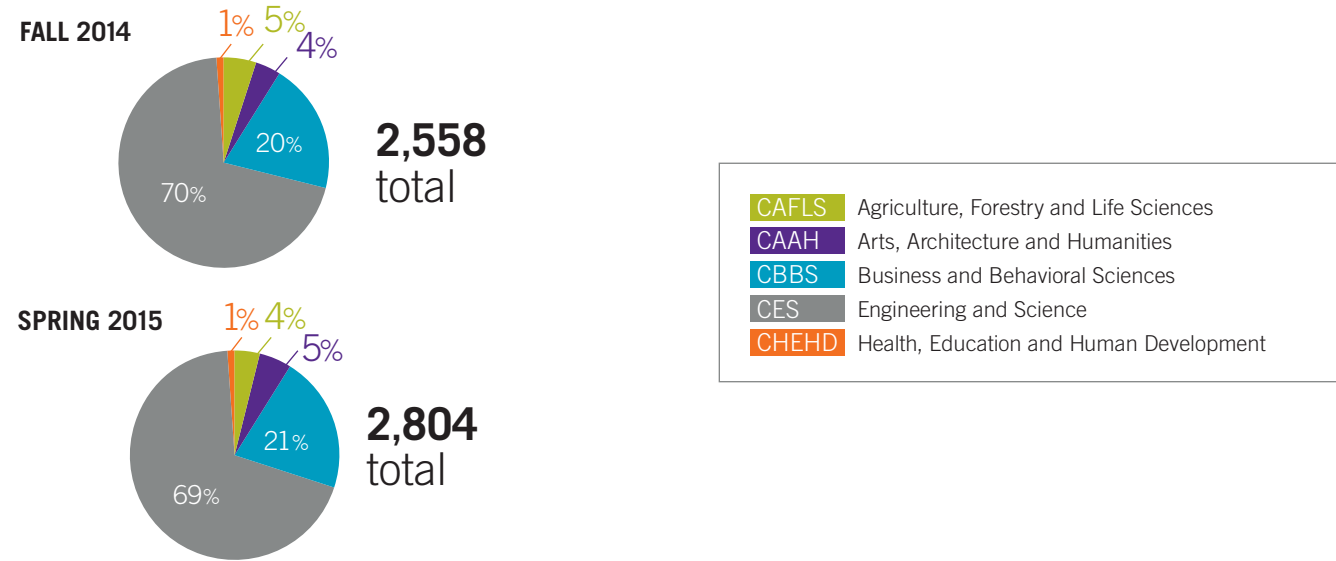
“Our intern worked on multiple projects, with multiple stakeholders, and has been able to dig in and drive results, always willing to take on assignments beyond his training and performing well in each situation.”

-Supervisor of economics major who participated in experiential education

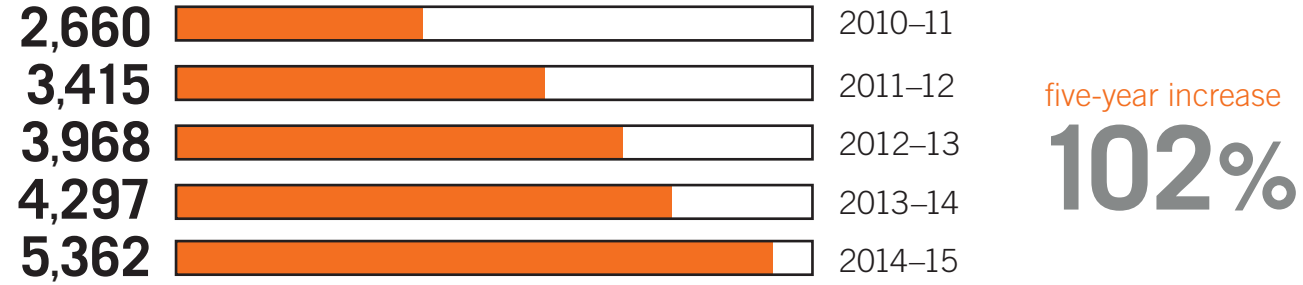
CAREER EVENTS

CAREER FAIR ATTENDANCE BY COLLEGE

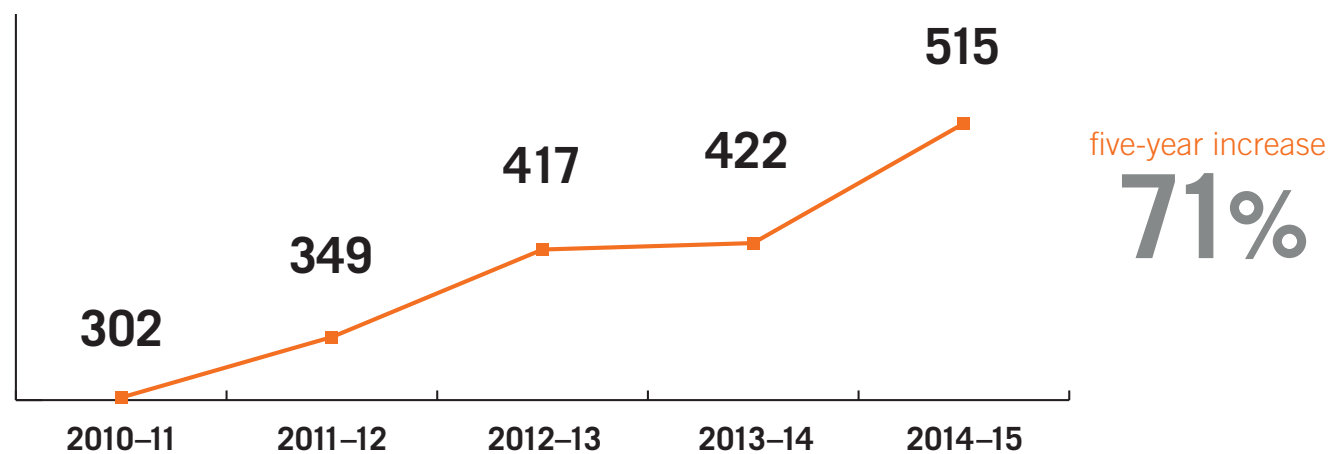
The following charts show total student attendance of Clemson's Fall and Spring Career Fairs:



TOTAL STUDENT ATTENDANCE — FIVE-YEAR TREND



CAREER FAIR EMPLOYER PARTICIPATION — FIVE-YEAR TREND



“It was good to see so many companies recruiting for my major. Every semester there is more variety.”

-Undergraduate student, management

CAREER EVENTS AND EMPLOYER RELATIONS

EDUCATION FAIR STUDENT ATTENDANCE

447 total number of interviews

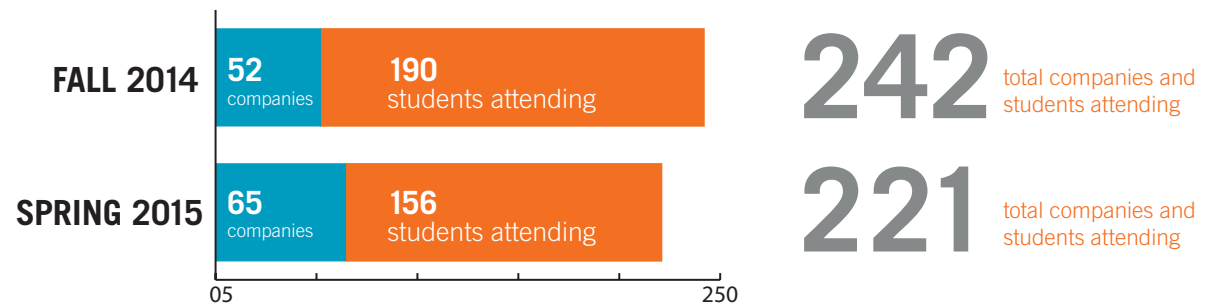
151 students attending fair

132 undergraduate students interviewing

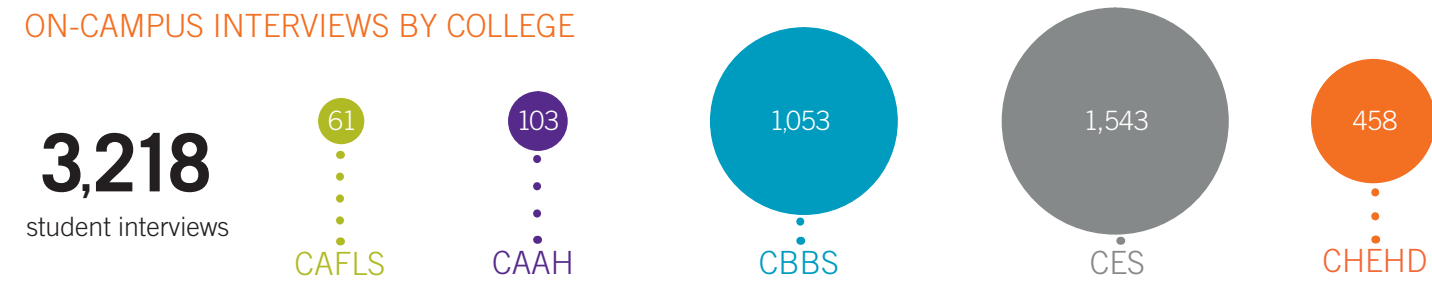
41 school districts interviewing day one

34 school districts interviewing day two

CONSTRUCTION INDUSTRY FAIR



ON-CAMPUS INTERVIEWS BY COLLEGE



ONLINE POSTINGS

8,295 total job postings for Clemson students

- 6,133 full-time jobs (74% total)
- 662 part-time jobs (8% total)
- 1,500 internships (18% of total)

FIVE-YEAR TREND

2010-11	4,483
2011-12	4,995
2012-13	5,465
2013-14	7,389
2014-15	8,295

85% increase in postings over five years



"I thought the fair was put together well and I really appreciated that there were ample opportunities to attend a workshop beforehand to learn how to be prepared."

-Undergraduate student, biological sciences

CAREER RESOURCES

WORKSHOPS

327 total workshops { 73% facilitated in various classrooms or at organization meetings by request
27% facilitated in the CCPD conference room

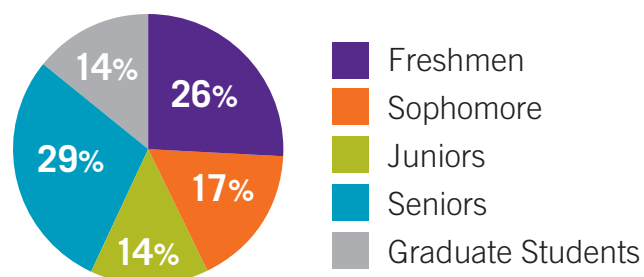
20% increase from 2013-14

WORKSHOP ATTENDANCE

7,641 students in attendance

34% increase from 2013-14

ATTENDANCE BY CLASS YEAR



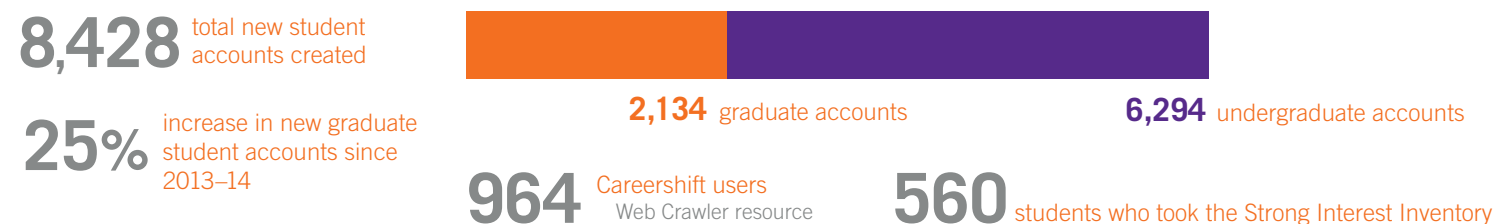
GRADUATE STUDENT WORKSHOP FEEDBACK

100% of graduate students found information presented at workshop to be useful

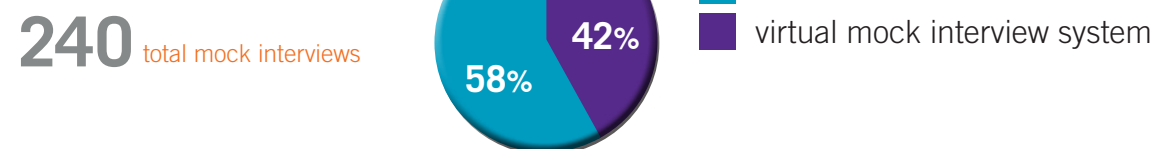
100% of graduate students felt the presenter did a good job holding their attention

100% graduate students felt knowledgeable about the topic after attending a workshop

STUDENT USAGE OF CCPD ONLINE RESOURCES – GRAND TOTAL ACCOUNTS CREATED



INTERVIEW SERVICES



“After the recommendation of several panelists, I searched LinkedIn and Facebook for Clemson alumni connected to various congressmen. Making a connection with Clemson alumni helped me get the internship I wanted most!”

-Tigers go to Washington Networking Event student participant

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