

CENTER FOR CAREER AND PROFESSIONAL DEVELOPMENT

Annual Report *2022-23*



**Center for Career and
Professional Development**

 cucareercenter@gmail.com

 864-656-6000

 clemson.edu/career

   @ClemsonCCPD



Letter from the Executive Director

The past year saw the Center for Career and Professional Development's participation numbers return to pre-pandemic levels, and in several instances exceed previous historic highs. This was welcome news and an indication that the national "disengagement" trend that occurred after the pandemic had finally drawn to a close. The CCPD welcomed a record number of students through the door in 2022-23, interacting with 37,000+ students which was an increase of over 8,000 from 2021-22. More encouraging than that, a whopping 46% of these interactions were one-on-one encounters. Off-campus and on-campus internship participation both increased this past year, as did career fair attendance, so it seems students are once again seeking out opportunities that will help them realize their post-Clemson aspirations.

Just having thousands of students walk through the door is not the goal, however – much more important is that those who came to the CCPD felt welcomed when they arrived and satisfied when they left, as indicated by exceptional results from post-visit surveys. This speaks to the environment created by CCPD staff, and the service these dedicated professionals deliver to every student they

see. For the 11th year in a row, Clemson appeared in the top ten of *Princeton Review's* Best Career Services category, ranked behind only schools with much smaller enrollments. We can't draw a direct correlation to this high level of service and the career outcomes for our recent graduates, but I am not surprised in the least that Clemson students continued to shine as they transitioned to post-Clemson opportunities. For the second year in a row, 97% of recent Clemson graduates found their next destination within six months of graduation.

This consistently high first destination rate is undoubtedly related to the percentage of students who gained tremendous professional development through experiential learning opportunities. Clemson once again fared well in national rankings for experiential learning, making the top 20 of *Princeton Review* and *US News and World Report* in this category. These rankings are based on student feedback, giving evidence that students served by the CCPD are well prepared and highly satisfied, which is a testament to the staff who ensure visitors receive exceptional attention and

assistance. There are barriers to participating in these invaluable experiences, however, especially for first generation and Pell-eligible students. One area of focus is reducing barriers and encouraging these students to pursue internships and co-op assignments. To that end, the CCPD has brought aboard a staff member to begin this work and make experiential learning opportunities more accessible for all students.

The CCPD remained on the leading edge of competency development, hosting a summit for Clemson faculty and staff to learn how to integrate the competencies into courses and programming. Over 120 campus partners attended the summit, and many have already begun implementing changes in their respective areas. We are grateful for these colleagues' gifts, passion, and dedication, but we are most appreciative of the hardworking students without whom all our efforts would be meaningless. This report is dedicated to them.



Neil Burton, Ph.D.



Table of
Contents



Center for Career and Professional Development

About Us	6	University Professional Internship and Co-op Program (UPIC)	20
Our Vision, Mission and Teams	7	UPIC By the Numbers	21
Our Services	8	UPIC Interns Share Their UPIC Experience	22
In the National Spotlight	9		
The Clemson Value	10	Cooperative Education Program	23
First Destination Survey Outcomes	11	Cooperative Education Program A Year in Review	24
Experiential Education at Clemson A Snapshot	13	An Academic, Engaged-Learning Experience at Work	25
The CCPD Impact on the Student Experience	14		
Preparing for Life After Clemson	15	The Michelin Career Center	26
Learn, Act, Flex, Succeed for Competency Development	16	The CCPD Off-Campus Internship Experience	27
How Clemson Students Measure Up	17	Recruiting at Clemson CCPD Fairs and Employer Engagement	28
Theory to Practice Growing in Confidence and Proficiency	18	Career Counseling Explore. Experience and Engage. Excel.	30
		Engage to Empower through CCPD’s Career Resources	32
		Our Corporate Sponsors	34
		The Corporate Partner Program	35

About **Us**

"Everyone I interacted with at the CCPD went above and beyond to make me feel welcome and foster a friendly environment! I will definitely be coming back..." — **Student Survey Respondent**

Our Vision, Mission and Teams

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

The Clemson Center for Career and Professional Development is committed to advancing the career goals and core competencies required by a dynamic, global workforce. We are committed to affirming the dignity and worth of all students to cultivate their unique talents and skills in an inclusive environment. We, the directors and staff of the CCPD, stand with our students and community in striving to acknowledge and eradicate racism. To this end, we are committed to broadening our understanding, lending our voices, and promoting a welcoming and empowering environment for all of our students in the transition from student to professional.



100%

of students who self-identify as being from underrepresented populations felt the CCPD provided a welcoming environment



The Michelin Career Center serves both students and employers in all stages of their education, career counseling and assessments, resume and cover letter reviews, information workshops, career fairs and more.



University Professional Internship and Co-op Program (UPIC) is an academic internship program designed to offer students the opportunity to work alongside Clemson faculty and staff, gaining professional work experience in their field of interest and study.



The Cooperative Education Program provides opportunities for students to alternate semesters of academic study with semesters of paid, career-related, engaged-learning experiences.

Our Services

Career Development Services

Career counselors help students make satisfying career decisions — choosing a college major, making educational plans, and developing or changing a career focus.

Career Counseling — Our career counselors are available for both counseling appointments and drop-in hours.

Career Assessments — Students may take the Strong Interest Inventory online. We also offer the Myers-Briggs Type Indicator for a small fee.

Internship Programs

The Center for Career and Professional Development offers many unique services for both on-campus and off-campus employers as well as students regarding providing, developing or finding an internship opportunity. Internships can be off campus, international experiences or on campus through the University Professional Internship Co-op (UPIC) program.

Cooperative Education

The Cooperative Education Program (Co-op Program) offers a structured academic engaged-learning experience to undergraduate students. Engaged-learning is about engaging academic material from a different perspective. It offers students an opportunity to apply some of the theory learned in classes. It adds a contextual dimension to the material, resulting in a deeper understanding.

Part-Time and Full-Time Job Services

Through **ClemsonJobLink**, the center provides access to off-campus, on-campus, part-time, temporary, seasonal and full-time job postings. The center also offers on-campus interviews and employer information sessions to assist students in their job search.

ClemsonJobLink

ClemsonJobLink is Clemson University's online recruiting system for students and employers to connect. Students can apply to part-time jobs, internships, full-time jobs and on-campus interviews as well as research employers attending career fairs.

Career Fairs and Events

The center offers a series of special events through the academic year, including the Part-Time Job Fair, University biannual career fairs, and boutique career fairs and networking events.

Workshops

Workshops are held throughout the year both at the center and around campus. Workshop topics include resume writing, interviewing skills, networking and a wide variety of job search topics. Dates and times for workshops will be posted on our website.

Graduate Student Services

The center provides an array of services for Clemson's graduate students. In addition to assisting with career planning and decision-making, the center also provides guidance for internship and job searching, professional development seminars and a library of resource materials.

Alumni Services

Alumni, up to one year after graduation, are eligible to use all of the services of the center.

In the National Spotlight

For over a decade, Clemson has been recognized by The Princeton Review and U.S. News & World Report as a national leader in career services and experiential learning.

2013

The Princeton Review
No. 5 in
Best Career Services

2014

The Princeton Review
No. 11 in
Best Career Services

2015

The Princeton Review
No. 5 in
Best Career Services
No. 19 in
Top 25 Best Schools
for Internships

2016

The Princeton Review
No. 1 in
Best Career Services

2017

The Princeton Review
No. 5 in
Best Career Services
No. 10 in
Top 25 Best Schools
for Internships

2018

The Princeton Review
No. 1 in
Best Career Services
No. 15 in
Top 25 Best Schools
for Internships

2019

The Princeton Review
No. 2 in
Best Career Services
No. 7 in
Top 25 Best Schools
for Internships

2020

The Princeton Review
No. 1 in
Best Career Services
No. 9 in
Top 25 Best Schools
for Internships

2021

The Princeton Review
No. 2 in
Best Career Services
No. 3 in
Top 25 Best Schools
for Internships
U.S. News & World Report
No. 17 in
Best Co-op/Internships

2022

The Princeton Review
Greatest in
Best Career Services
No. 3 in
Top 25 Best Schools
for Internships
U.S. News & World Report
No. 15 in
Best Co-op/Internships

2023

The Princeton Review
No. 1 in
Best Career Services
No. 7 in
Top 25 Best Schools
for Internships

2024

The Princeton Review
No. 7 in
Best Career Services
No. 19 in
Top 25 Best Schools
for Internships
U.S. News & World Report
No. 14 in
Best Co-op/Internships

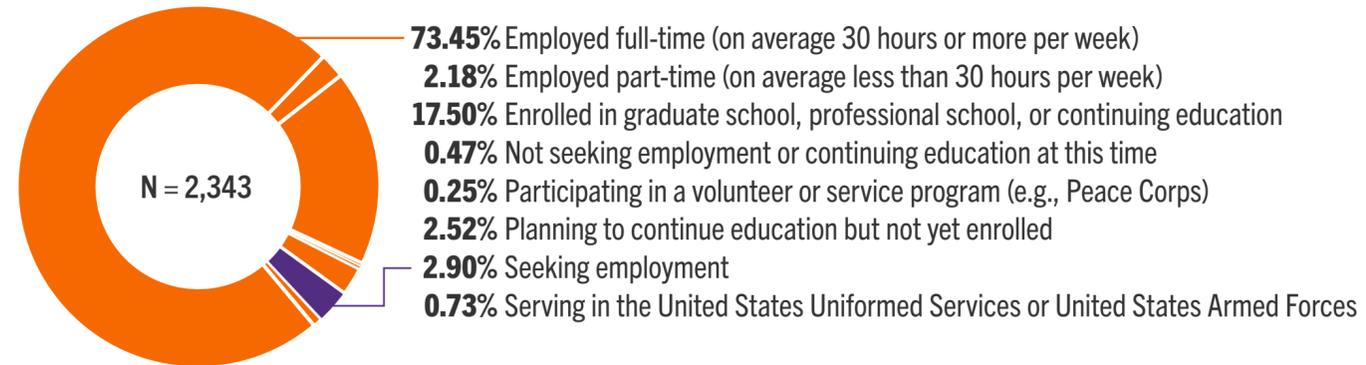


The
Clemson
Value

*“[Our intern was] an outstanding young person with a lot of potential, integrity, tenacity, and analytical acumen. We offered the student a full-time position.” — **Off-Campus Intern Mentor***

First Destination Survey Outcomes

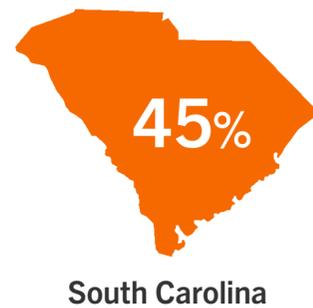
Professional Status of Recent Graduates | Class of 2021-22



97%

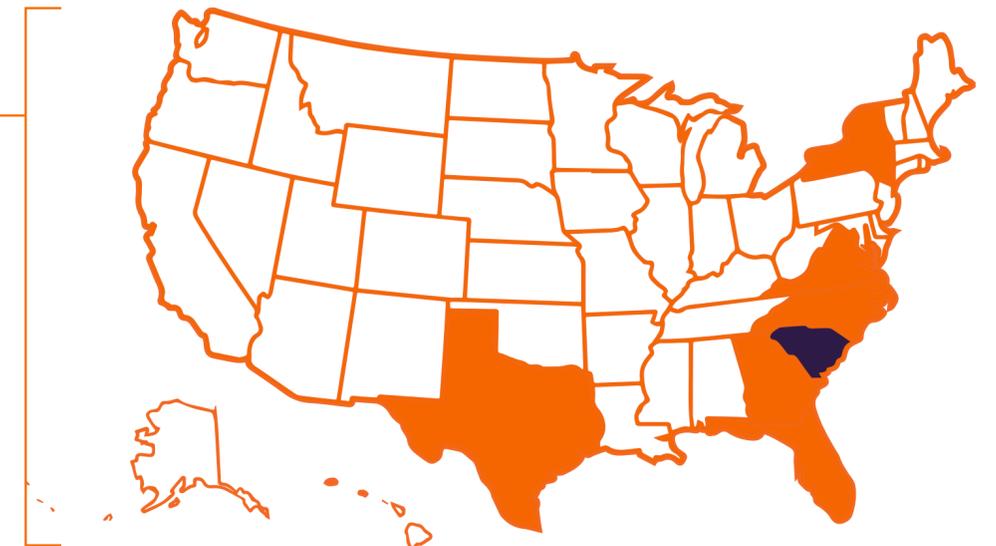
of graduates are employed, continuing or planning to continue their education, or not currently seeking employment within an average of 6 months after graduation (**N=2,343**)

Destinations of Recent Graduates Jobs/Schools



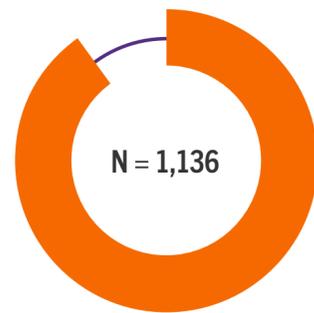
Additional Top States

- 12.00% North Carolina
- 8.0% Georgia
- 3.0% Florida
- 2.9% Texas
- 2.5% Virginia
- 2.4% New York

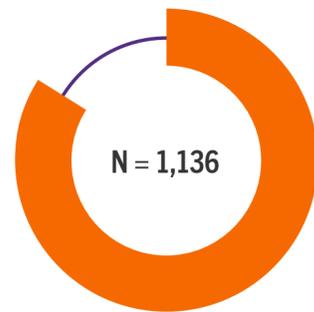


First Destination Survey Outcomes *continued*

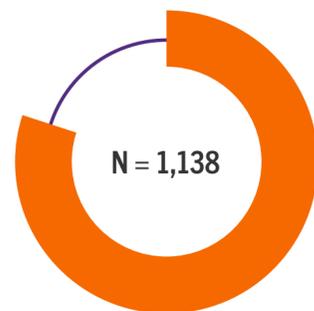
Reflecting on the Clemson Experience



90%
of recent graduates are confident their resumes show marketable skills and experiences



84%
of recent graduates feel prepared to interview for jobs and further educational opportunities



80%
of recent graduates have/had a strategy for landing a job upon graduation or gaining admission to graduate/professional schools



First Destination Survey Outcomes *continued*

Reported Participation in Experiential Education

Class of 2021-22

1,482

Bachelor's Degree
respondents

67%

completed at least one experience (N=993)

57%

of those who completed at least one experience
completed two or more experiences (N=570)

Class of 2021-22

480

Graduate Degree
respondents

53%

completed at least one experience (N=256)

63%

of those who completed at least one experience
completed two or more experiences (N=160)

Experiential Education at Clemson | A Snapshot

	Undergraduate
INT Course Enrollment:	1,084
Cooperative Education Course Enrollment:	1,208
Creative Inquiry Enrollment:	4,144
Other Campus Experiential Education Enrollment:	4,479
Total University Experiential Education Enrollment:	10,915

Total CCPD
Experiential
Education
Enrollment
2,415

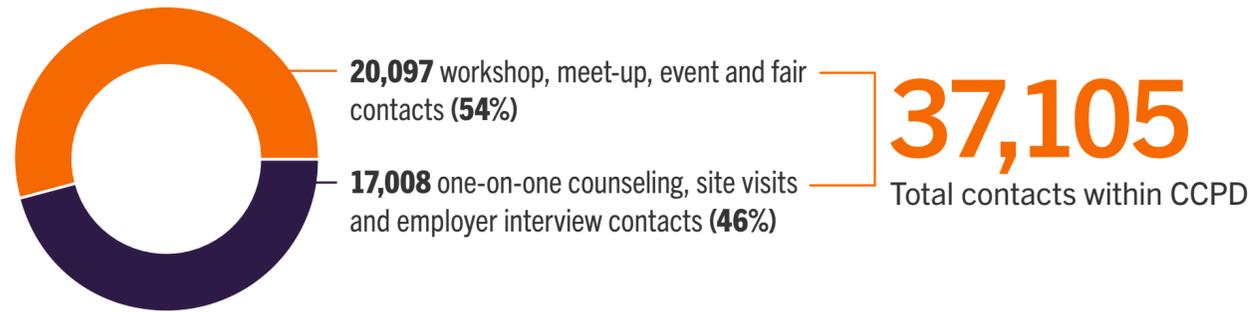
	Graduate
INT Course Enrollment:	436
Cooperative Education Course Enrollment:	43
Creative Inquiry Enrollment:	–
Other Campus Experiential Education Enrollment:	1,395
Total University Experiential Education Enrollment:	1,874

Total CCPD
Experiential
Education
Enrollment
269

*The total University Experiential Education Enrollment now includes Creative Inquiry and other newly classified courses.

The CCPD Impact on the Student Experience

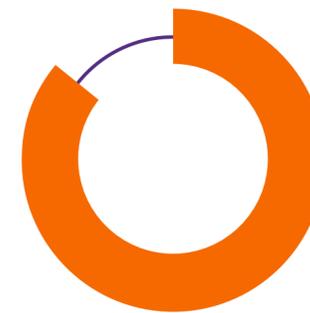
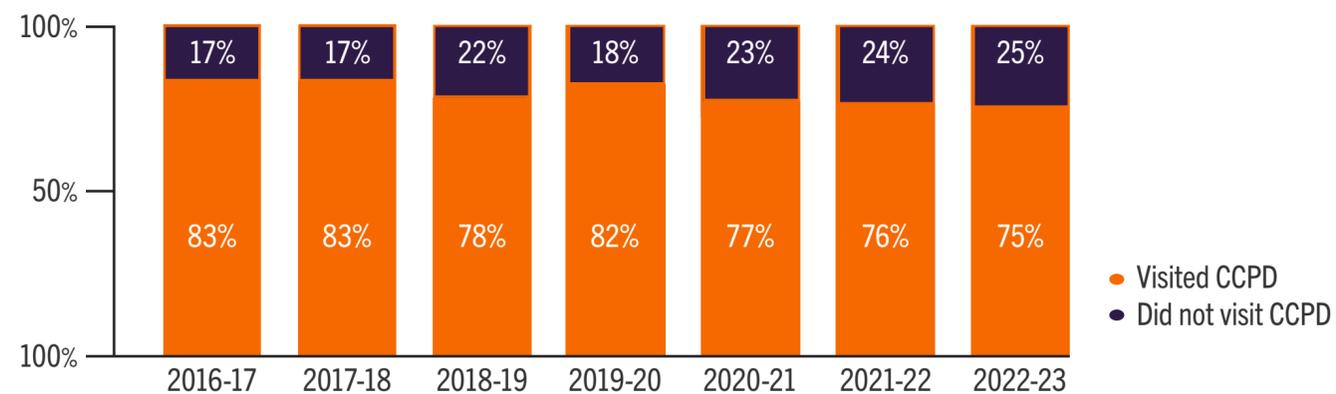
CCPD Total Contacts



Persistence and Retention

Participation in Career Counseling and Workshops

The following percentages reflect the portion of graduating seniors each year who have utilized the CCPD services at least one time by the time they graduate.



86%

of students who did not persist to graduation DID NOT participate in high impact interactions (career counseling, workshops or site visits) with the CCPD while enrolled, based on five-year study

Growing HOPE

II. In Other
• Connect with students

*Preparing
for Life After
Clemson*

“I traveled to multiple universities and the Clemson students stood out the most! Your students are engaged, passionate, and professional.”

— Clemson Employer after Recruiting Visit

Learn, Act, Flex, Succeed for Competency Development

Clemson Supports the Innovation of You

WHO — You play the pivotal role, but Clemson will provide opportunities to develop skills essential to your success.

WHAT — For these key competencies, Clemson has defined five proficiency levels: awareness, basic, intermediate, advanced and expert.

WHERE — While at Clemson, you will have opportunities to develop these competencies through classes, clubs, organizations, internships, co-ops, part-time jobs, assistantships, Creative Inquiry, research, study abroad, volunteering, special projects and more.

WHEN — Take steps throughout your years at Clemson to increase your proficiency in multiples competencies. Lifelong development is encouraged.

HOW — You can go through the Learn, Act, Flex, Succeed cycle to gain proficiency in these or any other competencies.

ENGAGEMENT	Communication
	Collaboration
	Leadership

INNOVATION	Adaptability
	Analytical Skills
	Technology

PROFESSIONALISM	Self-Awareness
	Integrity and Ethics
	Brand



LEARN: I think about the problems I want to solve and what I need to learn to solve them.

ACT: I'm willing to act, try and collaborate.

FLEX: I see opportunities where others see defeat.

SUCCEED: There isn't a standard definition for success and how to achieve it. I determine the journey.

How Clemson Students Measure Up

Competencies and Experiential Education

Site supervisors and mentors evaluate students based on a five-point proficiency scale. There were **741** total respondents.

Communication	3.83	Adaptability	4.05	Self-Awareness	3.93
Collaboration	4.08	Analytical Skills	3.90	Integrity and Ethics	4.29
Leadership	3.60	Technology	3.99	Brand	4.20

Competencies and On-Campus Recruiting

Employers identify the minimum proficiency level desired for entry-level positions and demonstrated proficiency level of Clemson students interviewing for those opportunities. There were **503** respondents over a five-year study.

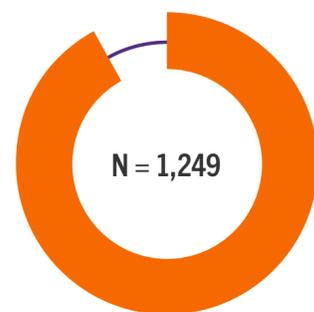
	Desired	Demonstrated	
Communication	3.48	3.77	● Highest
Collaboration	3.31	3.23	● Lowest
Leadership	2.86	3.36	
Adaptability	3.48	3.54	
Analytical Skills	3.39	3.61	
Technology	3.05	3.60	
Self-Awareness	3.33	3.50	
Integrity and Ethics	3.87	3.74	
Brand	3.22	3.54	

Theory to Practice | Growing in Confidence and Proficiency

Students completed a pre- and post-mock interview survey to indicate their confidence level in answering behavioral interview questions related to the competencies. The following represents a five-year study of student ratings.

	Pre-Mock	Post-Mock
Communication	3.68	4.38
Collaboration	3.81	3.37
Leadership	3.87	4.40
Adaptability	4.01	4.49
Analytical Skills	3.87	4.37
Technology	3.64	4.21
Self-Awareness	3.96	4.50
Integrity and Ethics	4.12	4.53
Brand	4.06	4.47

● Highest
● Lowest



92%

of students stated their counselor incorporated competencies into their counseling session





Center for Career and
Professional Development

*University Professional
Internship &
Co-op Program*
(UPIC)

“[Our intern’s] professionalism, can-do attitude, strong work ethic and exceptional skill set will make her a valuable asset to any organization.”

— Cooperative Education Industry Partner

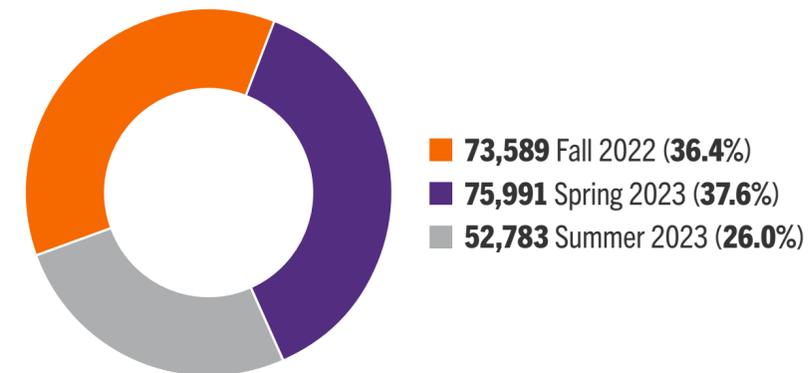
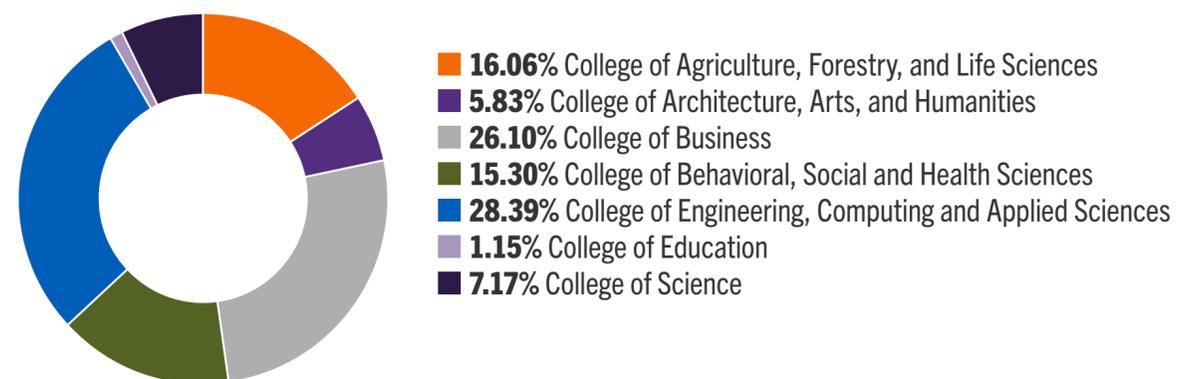
UPIC By the Numbers

The UPIC Program offers undergraduate students paid, mentored, on-campus professional learning experiences. Students have the opportunity to work with Clemson faculty and staff on real-world projects within intentional internships to prepare them for their future careers.

Total UPIC Internship Experiences | A Five-Year Snapshot

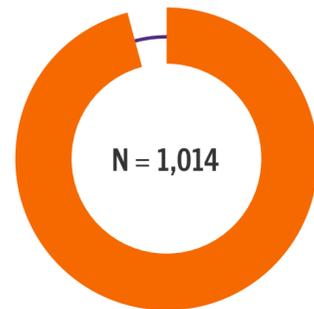
	2018-19	2019-20	2020-21	2021-22	2022-23
Fall	339	379	360	375	396
Spring	354	392	372	393	405
Summer	208	177	210	204	211
Total	901	948	942	972	1,012

College Breakdown of UPIC Interns



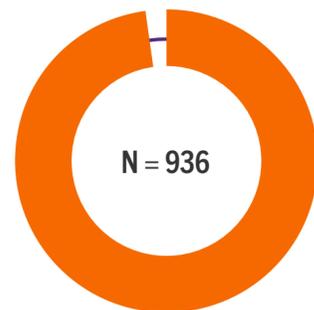
202,363
Total number of hours worked by UPIC interns

UPIC Interns Share Their Experience



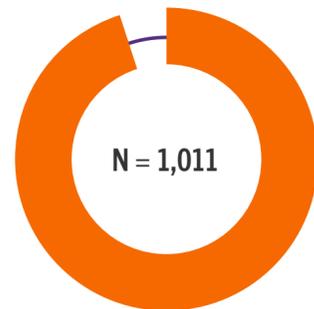
96%

of UPIC interns rated the overall quality of their internship as “good” or “excellent” with being able to connect and apply their classroom knowledge with real-world experience



98%

of UPIC interns indicated their internship was “moderately relevant” or “very relevant” to helping them pursue their academic and career goals



95%

of UPIC interns indicated their internship provided the opportunity to grow in awareness of diversity, equity and inclusive excellence





Center for Career and
Professional Development

Cooperative Education Program

“Always impressed by the solid foundation Clemson and the Co-op program provide students to start their careers.”

Cooperative Education Program | A Year in Review

The Cooperative Education Program (Co-op Program) is an academic engaged-learning program and is one of three units that comprise the Center for Career and Professional Development. The Cooperative Education program provides students with an opportunity to work and learn under a mentor in their field of study over multiple rotations. The co-op student's experience is closely monitored and evaluated by his or her co-op adviser throughout their participation in the program. Co-op assignments add a contextual dimension to the curriculum and challenge students to think critically and creatively as they engage in projects and responsibilities within the work setting. Through this program, companies serve as teaching partners of the University, and the co-op experience becomes an integral part of the student's education and professional development.

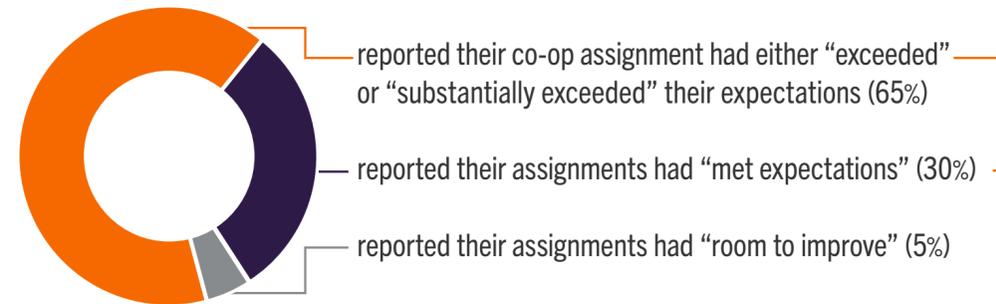
1,260

2022-23 Co-op program enrollment

Clemson has been recognized by the **U.S. News & World Report** as one of the top 20 co-op programs in the country and was named #14 Best in Co-ops/Internships for 2024.

3,425

Advising sessions and class meetings took place between students and their co-op advisors/instructors during the course COOP 1000 – Introduction to Cooperative Education.



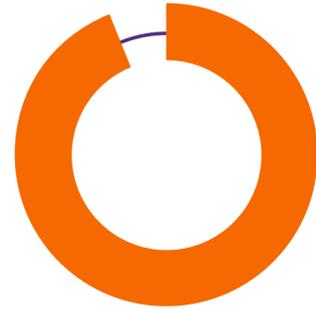
95%

of students were satisfied with their co-op assignments

An Academic, Engaged-Learning Experience at Work

3,511

Interviews took place during interview events



94%

of students received offers

55

Virtual and in-person site visits were conducted by co-op advisers as a way to monitor and evaluate the co-op students while on assignment

In addition to monitoring/evaluating the co-op students while on assignment, site visits also allow the co-op staff to meet with company managers to maintain the teaching partner relationship between the company and the University





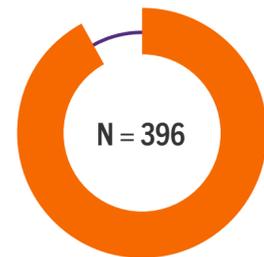
The
Michelin
Career Center

“Going to the career fair is definitely the best choice I could have made. I was able to obtain multiple offers, and therefore one of the companies added an additional \$10,000 signing bonus...[That] definitely wouldn’t have been possible without the career fair.”

-Clemson Career Fair Student Attendee

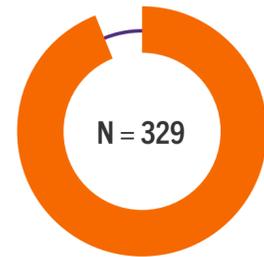
The CCPD Off-Campus Internship Experience

Supervisor Evaluations



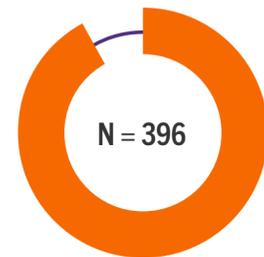
92%

of mentors would hire a candidate similar to their Clemson intern



94%

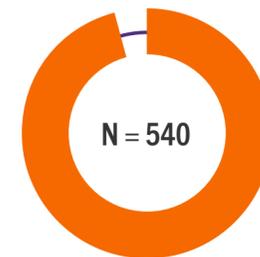
of mentors stated their Clemson intern was the same or better than interns from other institutions



92%

of mentors indicated they provided an opportunity for interns to grow in awareness of diversity, equity and inclusive excellence

Student Evaluations



96%

of students rated the overall value of the internship as "excellent" or "good"



98%

of students rated the relationship between themselves and their supervisors as "excellent" or "good"



99%

of students rated their internship as being "very relevant" or "moderately relevant" to their academic and career goals



96%

of mentors indicated they provided an opportunity for interns to grow in awareness of diversity, equity and inclusive excellence

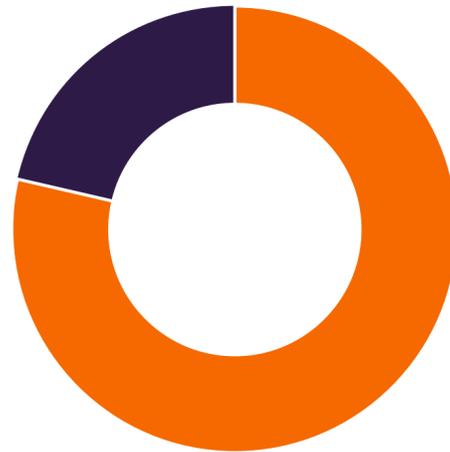
Recruiting at Clemson | CCPD Fairs and Employer Engagement

The CCPD team hosted two university-wide main career fairs and co-hosted several boutique fairs for specific departments and offices.

Total Career Fair Attendance

8,687

Total students attended. Based on registrations for Fall & Spring Main Fair, Boutique and Other CCPD Fair contacts.

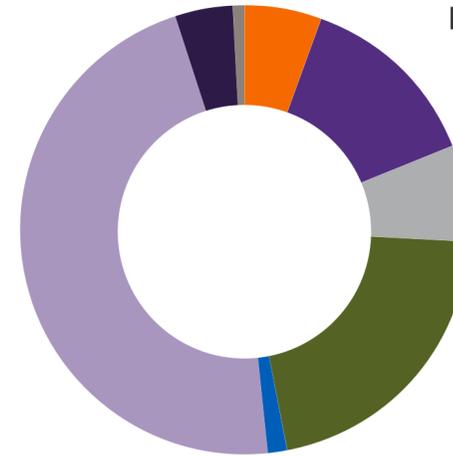


■ Fall & Spring Main Fair contacts: **6,838**
■ Other CCPD Fair contacts: **1,849**

840

Total Employer Registrations for the Fall and Spring Main Career Fairs

College Breakdown of All Career Fair Contacts



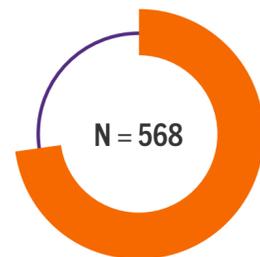
PERCENT OF FAIR ATTENDANCE

- College of Agriculture, Forestry, & Life Sciences **5.7%** (8% of student body)
- College of Architecture, Arts, & Humanities **13.2%** (9% of student body)
- College of Behavioral, Social, and Health Sciences **7.2%** (18% of student body)
- College of Business **21.1%** (25% of student body)
- College of Education **1.4%** (4% of student body)
- College of Engineering, Computing, & Applied Sciences **46.4%** (24% of student body)
- College of Science **4.3%** (12% of student body)
- Interdepartmental **0.7%** (0% of student body)



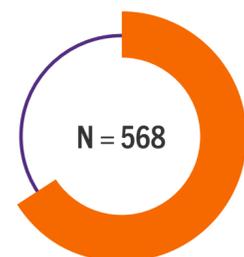
Recruiting at Clemson | CCPD Fairs and Employer Engagement *continued*

Career Fair Outcomes Survey



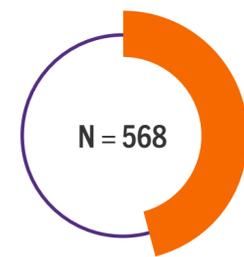
73%

of respondents had at least one internship or job lead as a result of the fair



66%

of respondents had at least one interview as a result of the fair

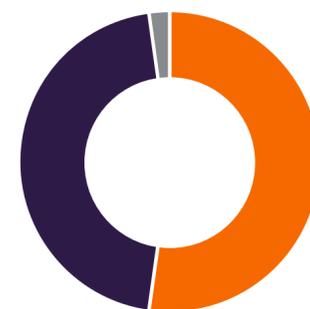


46%

of respondents had at least one offer as a result of the fair

Online Postings Summary

ClemsonJobLink now features national curated postings providing students with increased access to employment opportunities.



- 16,572 off-campus internships and fellowships (52.2%)
- 14,451 full-time postings (45.51%)
- 702 part-time postings (2.2%)

31,725
total online postings

ClemsonJobLink Postings by Location



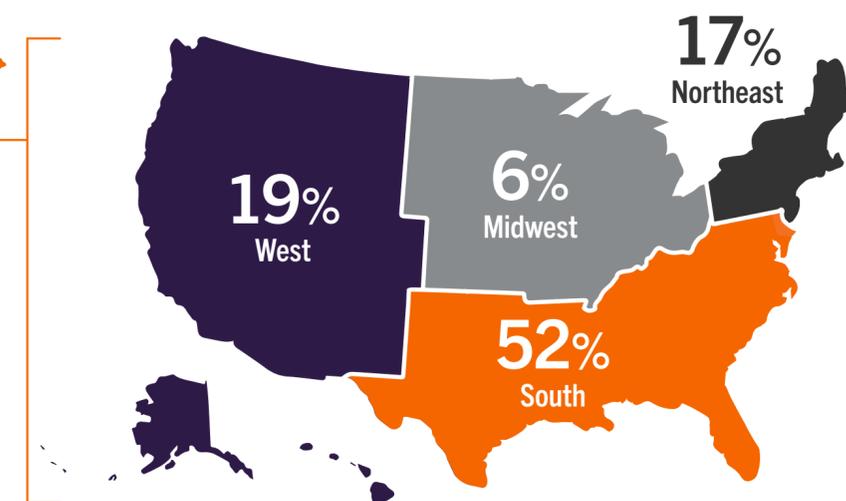
International



No Location Specified

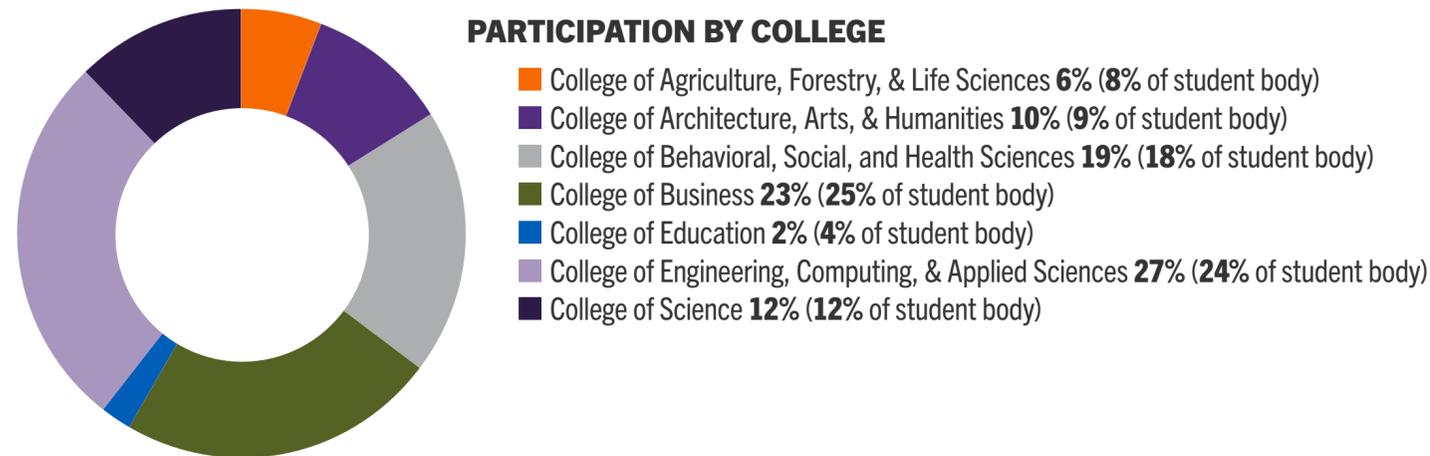


Nationwide (U.S.)
(Multiple locations throughout the U.S.)



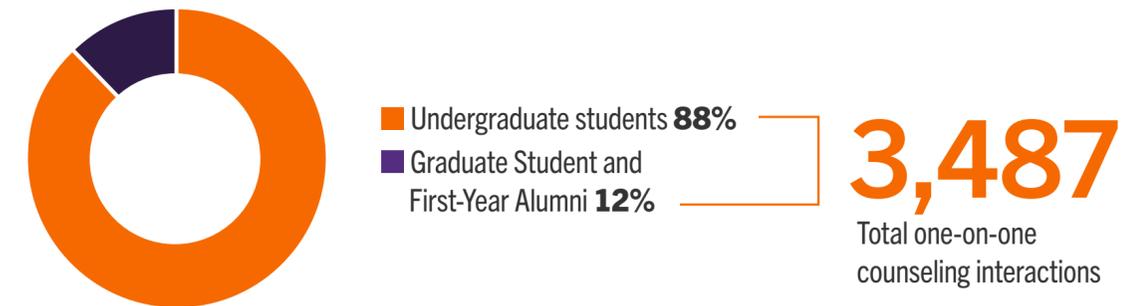
Career Counseling | Explore. Experience and Engage. Excel.

Student Career Counseling Participation by College

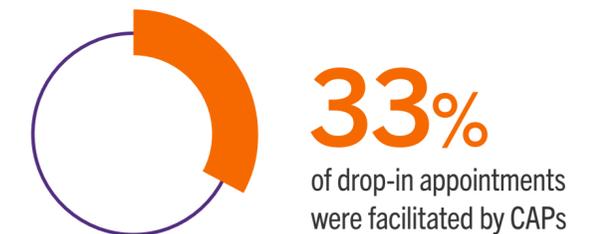


Career Ambassador Program (CAP)

Career ambassadors are student leaders who serve fellow students in the Center for Career and Professional Development. Through in-depth training and guidance in professional development, career ambassadors provide peer advising to undergraduate students on career-related topics. In addition, they provide a friendly face for both the Michelin Career Center and Clemson University to all patrons, including employers recruiting on campus during the Fall and Spring semesters. The career ambassadors not only help peers with items like resumes and cover letters during drop-in hours but also create resources and initiatives for the Center for Career and Professional Development that are utilized for years to come.

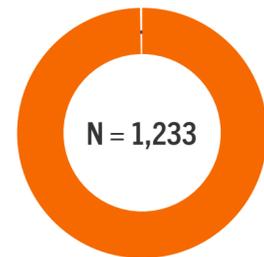


11
Career ambassadors for 2022-23



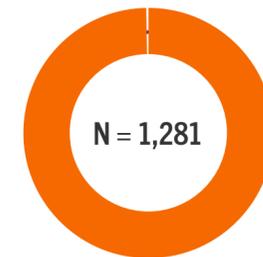
Career Counseling | Explore. Experience and Engage. Excel. *continued*

Post-Counseling Session Survey Results



99.8%

of students were satisfied or very satisfied with their CCPD counseling session



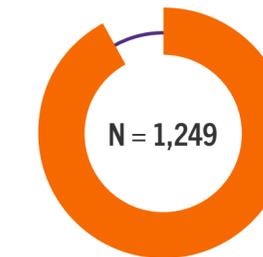
99.7%

of students knew what their next steps were after concluding their counseling session



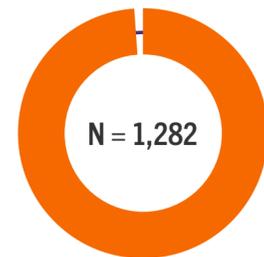
100%

of students who self-identify as being from underrepresented populations felt the CCPD provided a welcoming environment



92%

of students stated their counselor incorporated competencies into their counseling session



99%

of students left the CCPD with at least one new, professional resource



99%

of students could articulate how skills, interests and values influence their career/major choices

Engage to Empower through CCPD's Career Resources

CCPD Events

Workshop and Other Event breakdown by Class Year:



- First-Year Students **15%**
- Second-Year Students **19%**
- Juniors **21%**
- Seniors **31%**
- Graduate Students **13%**
- First-Year Alumni **1%**

212

Total workshops

6,893

Total workshop contacts

115

Total other events

3,543

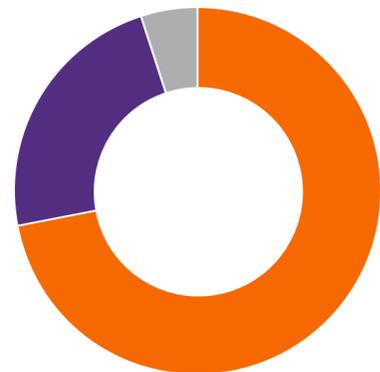
Total other event contacts



Engage to Empower through CCPD's Career Resources *continued*

Career Closet

The Career Closet program was developed to provide a way for Clemson students to obtain clothing for job hunting. The clothing provided ranges from business casual to business professional attire. All of our clothing comes from donations given by members of the Clemson community. In addition to providing clothing, we also offer tips and interviewing advice at the Michelin Career Center to help build your professional brand. Students will be allowed to choose up to two items per semester, free of charge.



- 72% Undergraduate contacts
- 23% Graduate contacts
- 5% First-year alumni

1,248

Total visits since grand opening



*Our Corporate
Sponsors*

“[Clemson students] held themselves to a high standard and impressed me with their knowledge...There is certainly a lot of talent growing at Clemson.”

The Corporate Partner Program

The Corporate Partner Program is a special initiative of the Michelin Career Center, part of Clemson's Center for Career and Professional Development, that provides specific opportunities to enhance an organization's recruiting efforts and brand recognition on campus. Participants in this program will enjoy increased student awareness of their organization, multiple occasions to interact with specific student demographics, personal introductions and connections with key faculty, and professional assistance developing effective recruiting strategies and programming.

Platinum



Gold



Silver



 **Center for Career and Professional Development**

316 Hendrix Student Center
720 McMillan Road
Box 344007
Clemson University
Clemson, SC 29634-4007

 cucareercenter@gmail.com

 864-656-6000

 clemson.edu/career

   @ClemsonCCPD

