From the Director
A focus on career readiness

It’s an exciting time for UC Riverside and the Career Center, and 2015-16 has been a great year for change and growth!

The Career Center was fully integrated into Student Affairs Enrollment Services, which reflected UCR’s commitment to engaging Highlanders (and their parents) early on in their career development. Our Four-Year Career Plan is “front and center” of this change, allowing us to continue engaging with students until they find their first job after graduation.

Present and Accessible
Students are introduced to the Career Center immediately, and are reintroduced often. They explore professional/career options through yearlong events and individual career counseling. Our career development team goes where the students are, bringing support and resources to classrooms, residence halls, student organization meetings and more. Also, our Virtual Career Center offers “anytime, anywhere” access to videos, workshops, presentations and how-to’s.

Addressing Diversity with Innovation
UCR is nationally known for its student diversity. Hence, the Career Center uses innovative staffing, collaborations and programming to meet the unique career needs of all Highlanders. Below is a sampling of these achievements:

- A Senior Success Coordinator was hired to coordinate programming for students who are transitioning into non-academic careers.

- The California Career Development Association (CCDA) Regional Event (March 4, 2016) was held at UCR. It introduced campus and regional career professionals to Strengths Finder for Career Development, and showcased UCR as a center for excellence.

- Recruiting events (Student Elevate Forums) were hosted at the corporate locations of highly selective employers, thanks to the leveraged resources of Employee Resource Groups (ERGs). Events were specific to UCR’s diverse STEM talent, disabled students and student veterans.

New Recruiting Technologies
Thanks to state-of-the-art teleconferencing technology, our new permanently funded Employer Outreach Specialist has made in-roads with organizations in the region and beyond. This has increased the number of unique internship and career opportunities available to UCR students.

As UCR and the Career Center continue to develop, we look forward to meeting the career and recruiting needs of the Highlander community in 2016-17. Our new location, technologies and programming will only help to spotlight UCR students as the most career-ready applicants in the local and global workforce.

Sincerely,
Sean Gill
Director, Career Center

College Highlights 2015-16

Bourns College of Engineering (BCOE)
Our Student Elevate Forum at Southern California Edison (February 26) brought in leaders from Bank of America, Boeing, CIA, FBI, Metropolitan Water District, Northrop Grumman, SoCalGas, SCE and Union Bank.

College of Humanities, Arts, and Social Sciences (CHASS)
This year 50% of all unique students visiting the Career Center were from CHASS.

College of Natural and Agricultural Sciences (CNAS)
We hosted 18 Freshman Advising Seminars for 329 CNAS students.

School of Business
We experienced a 35% increase of students and employers at the Finance, Accounting, and Business Job Fair.

On the Horizon for 2016-17

A New (and More Centralized) Location
The new Career Center in front of the University Lecture Hall means more visibility and greater access for students, parents, alumni and employers. Future Highlanders will experience the high value UCR places on “career readiness.”

State-of-the-Art Teleconferencing Technology
The new Career Center will be equipped with state-of-the-art teleconferencing technology, making virtual recruiting and mentorship the new standard at UCR.
# EVENTS

## CAREER FAIRS 2015-16

<table>
<thead>
<tr>
<th>CAREER FAIR</th>
<th># ORGANIZATIONS</th>
<th># STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance, Accounting and Business Job Fair</td>
<td>49</td>
<td>460</td>
</tr>
<tr>
<td>Career Expo: The Diversity Job Fair</td>
<td>51</td>
<td>380</td>
</tr>
<tr>
<td>Science, Technology, Engineering &amp; Math Job Fair</td>
<td>35</td>
<td>534</td>
</tr>
<tr>
<td>Graduate &amp; Professional School Information Day</td>
<td>141</td>
<td>382</td>
</tr>
<tr>
<td>Law School Information Day</td>
<td>73</td>
<td>207</td>
</tr>
<tr>
<td>Engineering and Technology Job Fair</td>
<td>32</td>
<td>533</td>
</tr>
<tr>
<td>Government, Non-Profit and Internship Job Fair</td>
<td>31</td>
<td>261</td>
</tr>
<tr>
<td>Education and Teacher Job Fair</td>
<td>63</td>
<td>103</td>
</tr>
<tr>
<td>Spring Job Fair: Career Night</td>
<td>64</td>
<td>612</td>
</tr>
<tr>
<td>Health Professions School Information Day</td>
<td>66</td>
<td>151</td>
</tr>
<tr>
<td>Last Chance Job Fair</td>
<td>44</td>
<td>313</td>
</tr>
<tr>
<td><strong>TOTAL / 11 Events</strong></td>
<td><strong>649</strong></td>
<td><strong>3,936</strong></td>
</tr>
</tbody>
</table>

## PARENT ENGAGEMENT

<table>
<thead>
<tr>
<th>EVENT</th>
<th>PRESENTATIONS</th>
<th>PARENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highlander Family Orientation</td>
<td>29</td>
<td>831</td>
</tr>
<tr>
<td>Parent Alumni Association</td>
<td>1</td>
<td>125</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>30</strong></td>
<td><strong>956</strong></td>
</tr>
</tbody>
</table>

## SPECIAL PROGRAMS EVENTS

- **NASA Awareness Day**
  - 127 Students
- **Entertainment Industry Day**
  - 225 Students
- **CNAS ESCAPE**
  - 47 Students
- **Agricultural Careers Networking Dinner**
  - 56 Students

**TOTAL: 3 Events 455 Students**

## EVALUATION OF CAREER FAIRS

**Employer Evaluation** 91% **EXCELLENT or GOOD**

**Student Evaluation** 88% **EXCELLENT or GOOD**

**649 ORGANIZATIONS**

**3,936 STUDENTS**
EMPLOYERS

On-Campus Interviews

117 Employers Scheduled Interviews
1,519 Student Resumes Submitted
778 Students Selected for Interviews

CAREER POSTINGS

<table>
<thead>
<tr>
<th>TYPE OF EMPLOYMENT</th>
<th># OF UNIQUE COMPANIES</th>
<th># OF POSITIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>1,474</td>
<td>11,564</td>
</tr>
<tr>
<td>Temporary/Contract/Freelance</td>
<td>230</td>
<td>2,465</td>
</tr>
<tr>
<td>International/Jobs Abroad</td>
<td>113</td>
<td>2,170</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>1,817</strong></td>
<td><strong>16,199</strong></td>
</tr>
</tbody>
</table>

STUDENT EMPLOYMENT & INTERNSHIPS

<table>
<thead>
<tr>
<th>TYPE OF EMPLOYMENT</th>
<th># OF UNIQUE COMPANIES</th>
<th># OF POSITIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work-Study Jobs</td>
<td>127</td>
<td>2,126</td>
</tr>
<tr>
<td>Part-Time On-Campus Jobs</td>
<td>69</td>
<td>554</td>
</tr>
<tr>
<td>Part-Time Off-Campus Jobs</td>
<td>579</td>
<td>3,983</td>
</tr>
<tr>
<td>Internships</td>
<td>522</td>
<td>3,284</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>1,297</strong></td>
<td><strong>9,947</strong></td>
</tr>
</tbody>
</table>

On Career Center Support:

“I just have to say that the option to use the Career Center for interviews is so helpful. When you consider how many people the students met at the career fair, all companies should see the Career Center interviews as an added bonus to keep the applicant interested.”

– Participating Employer

Relationships & Networking

298 Unique employers that engaged on-campus with UCR students
31% Increase in Corporate Alliance Partners Membership
29% Increase in those that engaged in five events or more

Employer Satisfaction of Career Center

How would you rate your pre-visit arrangements? SATISFIED 88%
How would you rate your day of support? SATISFIED 88%
Rating of UCR Student Quality

Compared to students you interviewed elsewhere, how would you rate the overall performance of the UCR students you interviewed? SATISFIED 88%

Will you be selecting some of the students you interviewed today for second interviews? YES 100%

Majors Recruited Through On-Campus Recruiting

- College of Humanities, Arts, and Social Sciences: 3%
- College of Natural and Agricultural Sciences: 5%
- School of Business: 34%
- Bourns College of Engineering: 17%
- All Majors: 41%

On-Campus Recruiting Industry Type

- Engineering/Technical: 11%
- Retail: 28%
- Insurance: 11%
- Business Services: 20%
- Manufacturing/Distribution/Operations: 8%
- Scientific/Lab: 3%
- Non Profit: 19%

*100%
SUCCESS AFTER COLLEGE

Average Salary

$44,318 UNDERGRADUATE • $78,579 GRADUATE

<table>
<thead>
<tr>
<th>TYPE OF EMPLOYMENT</th>
<th>UNDERGRADUATE</th>
<th>GRADUATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Business</td>
<td>$45,997</td>
<td></td>
</tr>
<tr>
<td>Bourns College of Engineering</td>
<td>$59,123</td>
<td>$96,244</td>
</tr>
<tr>
<td>College of Humanities, Arts, and Social Sciences</td>
<td>$39,629</td>
<td>$63,652</td>
</tr>
<tr>
<td>College of Natural and Agricultural Sciences</td>
<td>$42,838</td>
<td>$66,819</td>
</tr>
<tr>
<td>Graduate School of Education</td>
<td>-</td>
<td>$56,852</td>
</tr>
</tbody>
</table>

Average Salary $44,318 $78,579

- Average salary for graduates does not include those enrolled in Professional Schools or GSPE.
- Salary reported for graduates who are employed full time (over 30 hours/week).

Student Job Industry Type

- Arts/Entertainment: 5%
- Business Services: 23%
- Education: 19%
- Engineering/Technology/Utilities: 14%
- Government: 5%
- Manufacturing/Distribution/Operations/Industrial Goods: 7%
- Other: 2%
- Retail/Consumer Goods: 9%
- Sciences: 9%
- Social Service/Nonprofit: 7%

Types of Graduate Programs

- Arts/Humanities: 7%
- Business/Finance/Management: 8%
- Counseling: 3%
- Dentistry: 3%
- Education/Teaching/Administration: 14%
- Engineering/Computer Science: 15%
- Law: 9%
- Medicine: 8%
- Other Health Professions: 7%
- Other: 1%
- Pharmacy: 5%
- Physical/Natural Sciences: 9%
- Public Administration/International Relations: 3%
- Social Science: 8%

Source of Job

- Advancement/Promotion: 4%
- Networking: 26%
- Career Center: 18%
- Online or Print: 21%
- Direct Contact with Employer: 18%
- Other: 3%
- Internship Converted to Career: 8%
- Social Media: 2%
- 6 Months after Graduation
  - 69% Employed
  - 21% Post Graduate Program
  - 9% Seeking Employment
  - 1% Not Seeking Employment

*These statistics were collected from the class of 2015 in a survey that was given six months after graduation.

Location of Employment

- 1% Central California
- 9% Orange County
- 44% Inland Empire
- 23% Los Angeles County
- 10% Other States
- 1% San Diego County
- 3% International
- 9% Northern California
CAREER PLANNING AND COUNSELING

WORKSHOP EVALUATION

100% STUDENTS AGREE
Presenter appeared knowledgeable about the subject.

98% STUDENTS AGREE
Presenter was respectful of student backgrounds and diversity.

99% STUDENTS AGREE
Overall met my expectations.

99% STUDENTS AGREE
Would recommend to other students.

“Really felt the enthusiasm from the presenter! I feel much more confident about going through the interview process. Also, the STAR practice was amazing helpful. Thank you!” — Workshop Participant

COUNSELING EVALUATION

95% STUDENTS AGREE
“I feel better about the decision I am making and I felt very comfortable expressing the problems I am having.” — UCR Student

95% STUDENTS AGREE
“Very helpful and knowledgeable.” — Participant

95% STUDENTS AGREE
“Very helpful and knowledgeable.” — Participant

92% STUDENTS AGREE
“Preparation: As a result of my visit, I feel better prepared to effectively compete for a job or graduate school position.”

INFORMATION: My counselor understood my concerns, and provided useful information or assistance.

BEHAVIOR: My counselor was prompt, professional and courteous.

RETURN: I would return to the Career Center again if I needed assistance or information.

Career Counseling Appointments: 3,306  Workshop and Presentation Attendance: 7,169
A SAMPLING OF HIGH PROFILE COMPANIES VISITED THIS YEAR FOR STRATEGIC OUTREACH AND JOB DEVELOPMENT:

Amazon
Deloitte
Facebook
GAP Inc.
GEICO
Google
Pandora
PepsiCo
Pixar
PricewaterhouseCoopers
The Walt Disney Company
Yelp
Zillow

THANK YOU

SPONSORS
AON
Automobile Club of Southern California (AAA)
City Year
Enterprise Holdings
ESRI
Facebook
GEICO
Inland Empire Utilities
Kaplan Test Prep
Kohl’s
Marine Corps
Modern Woodmen of America
NASA Hispanic Scholarship Fund Institute
Peace Corps
Princeton Review
PwC
Riverside Unified School District
Sorenson Engineering
Squar Milner LLP
Southern California Edison
Target
The Sherwin-Williams Company
Uline Inc.
United States Army
United States Navy
Western Plant Health Association
Windes
Yelp
Young’s Market

Expanding Our Reach

With support from university administration, colleges, faculty and Student Affairs, the Career Center now serves more students, alumni, faculty, staff, parents and employers than ever before. Our relationships with loyal employers and institutions are strong, enabling us to fulfill the career needs of our students, and provide quality talent for their organizations.

SAMPLE OF NEW COMPANIES THAT ENGAGED WITH UCR THIS YEAR

Cummins
Discover Financial
Eli Lilly
HBO
HUB International
Macy’s
Merck
Sony PlayStation
Techtronic Industries
United Airlines

#HIREHIGHLANDERS  #UCRCAREEREADY