



Center for Career and
Professional Development

Annual Report

2021-22



Letter from the Executive Director

It's been said change is inevitable, but the pace and magnitude of change over the last year seemed unprecedented. Pandemic variants, runaway inflation, military engagements, economic fluctuations — the world just felt unsettled. Yet through all of the upheaval, there were some constants. The staff of the Center for Career and Professional Development (CCPD) continued to deliver exceptional service to students as evidenced by a 100 percent satisfaction rate on post-visit surveys. Clemson students continued to shine as they transitioned to after-Clemson opportunities as evidenced by 97 percent of them finding their next destination within six months of graduation. *The Princeton Review* continued to recognize the remarkable career services offered at Clemson as evidenced by a fifth No. 1 ranking in the past eight years.

While external rankings are not the driving force behind the CCPD's work, it is noteworthy Clemson consistently receives national recognition for career services. For the fifth consecutive year, *The Princeton Review* included Clemson in its top 10 for Internships (No. 7), and for the second year in a row, *U.S. News & World Report* ranked Clemson in the top 20 for Co-ops/Internships (No. 15), the highest ranking any Clemson program received from *U.S. News & World Report*. Clemson also made its tenth consecutive appearance in *The Princeton Review's* top 10 for career services. Because these rankings are based on student feedback, it is clearly evident students served by the center are well prepared and highly satisfied, which is a testament to the staff who ensure visitors receive exceptional attention and assistance.

We intend for every visitor to receive this level of service. In the summer of 2020, the CCPD appointed an Equity Committee to review the center's efforts to empower students to affirm

the dignity and worth of all individuals. The fruits of these efforts can be seen in new programming and outreach that have been undertaken in the past year, as well as the fact that 100 percent of students from underrepresented populations reported feeling welcomed when they visited the CCPD for assistance. The center also integrated inclusive excellence tenets in off-campus and on-campus internship curricula to encourage growth in both students and mentors.

Another constant at Clemson is the amazing campus partners who have worked with the CCPD to provide assistance to tens of thousands of students over the years. The list of offices and departments that helped create and deliver tailored programming to specific student populations is too long to include here. Still, it is a point of pride that the CCPD has been able to work with so many faculty and staff who also want to see students well-prepared for life after Clemson. We are grateful for these colleagues' gifts, passion and dedication, but we are most appreciative of the hardworking students without whom all of our efforts would be meaningless. This report is dedicated to them.



Neil Burton, Ph.D.

Executive Director
Center for Career and Professional Development

A large crowd of people is gathered in a modern, well-lit hall for a career fair. The hall features a curved ceiling with circular light fixtures. On the left, a booth for 'STAY' has a large paw print graphic and a sign that says 'BEST SUMMER INTERNSHIP EVER!'. In the center, a man wears a dark t-shirt with a circular logo that says 'PUT IT RIGHT'. On the right, a booth for GE is visible with a sign that says 'WHAT THE WORLD NEEDS' and another that says 'LEGACY OF INNOVATION AND WRITE THE NEXT CHAPTER.' People are walking through the aisles, some looking at booth displays and others talking to each other. The overall atmosphere is busy and professional.

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About Us

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.

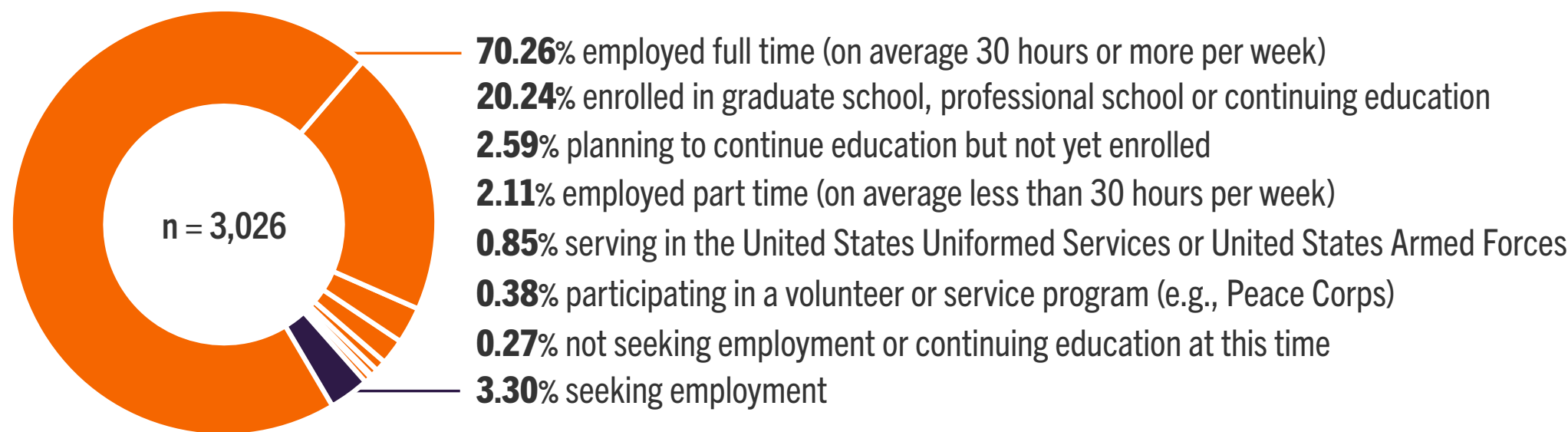




The Clemson Value

First Destination Survey Outcomes

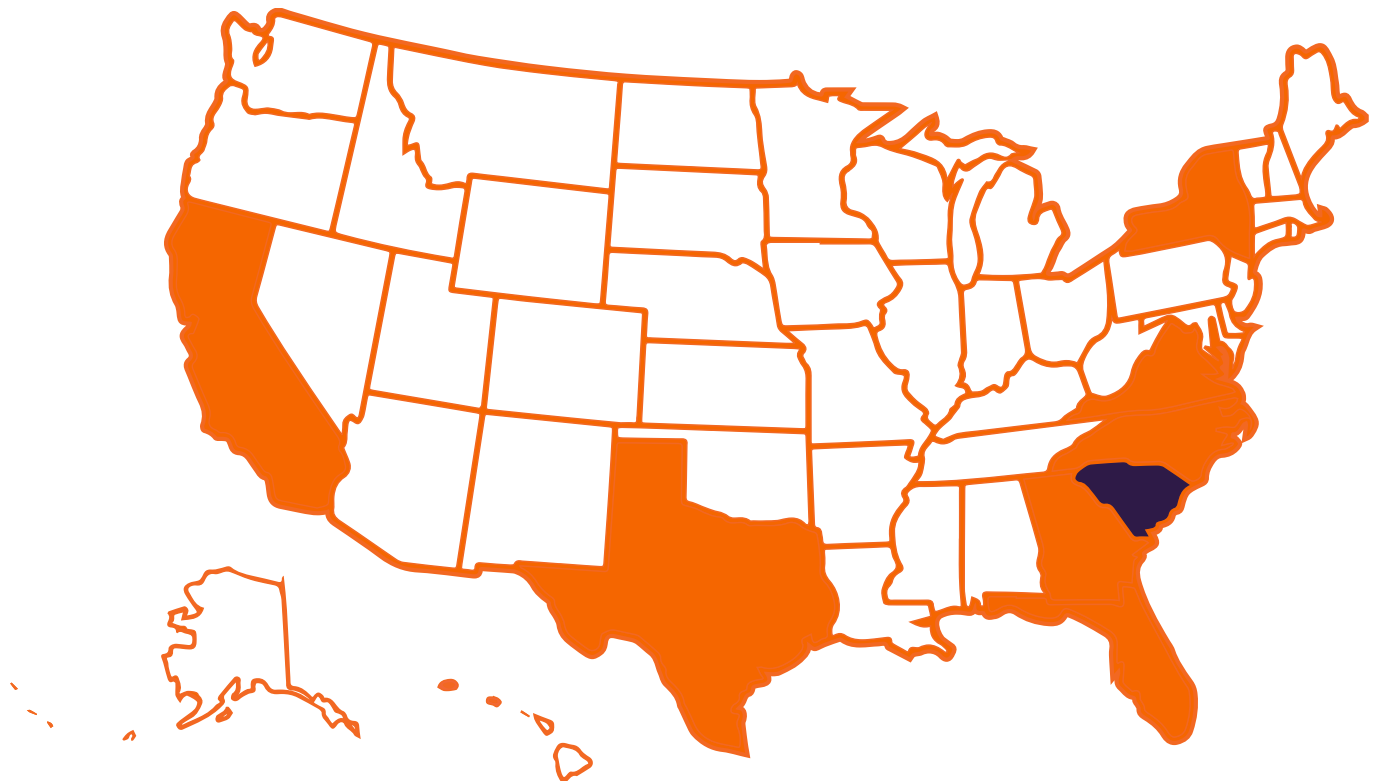
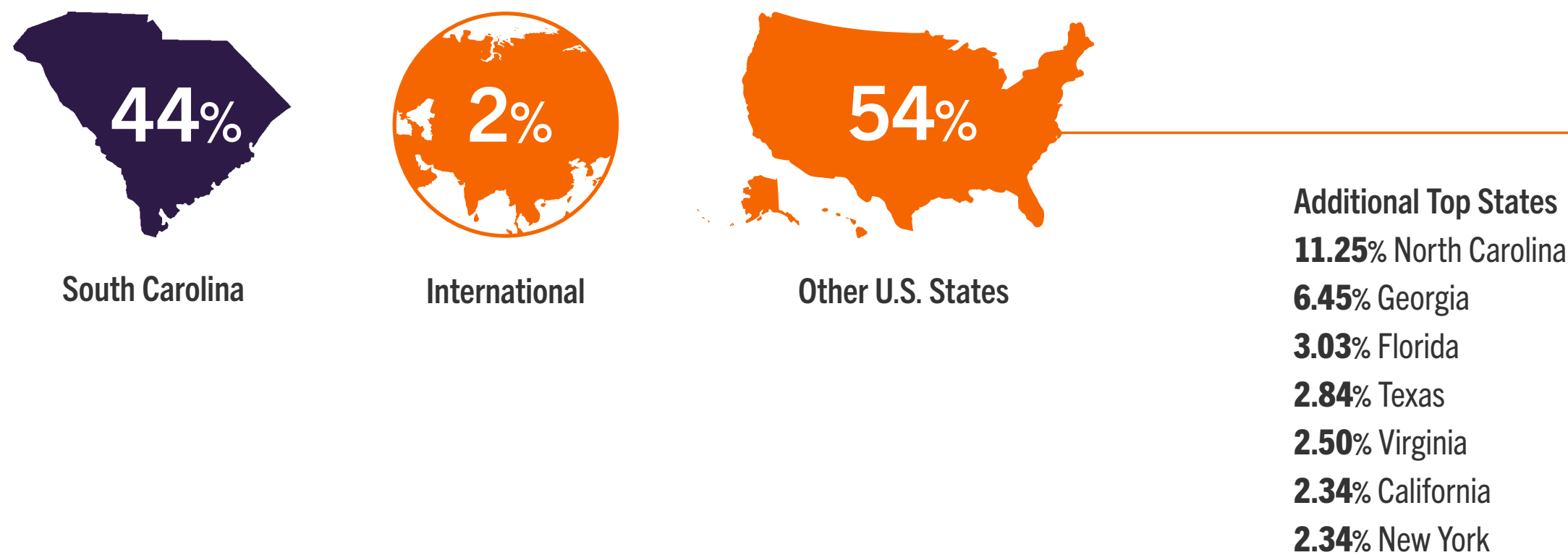
Professional Status of Recent Graduates



97%

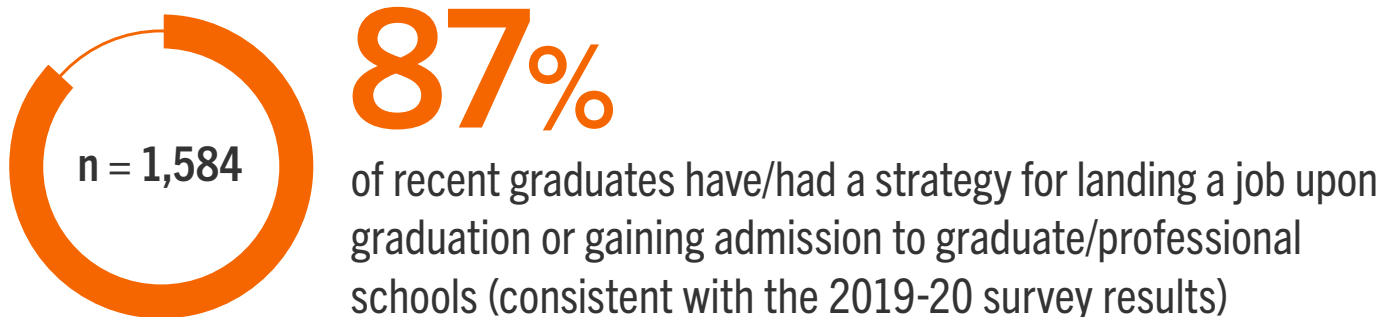
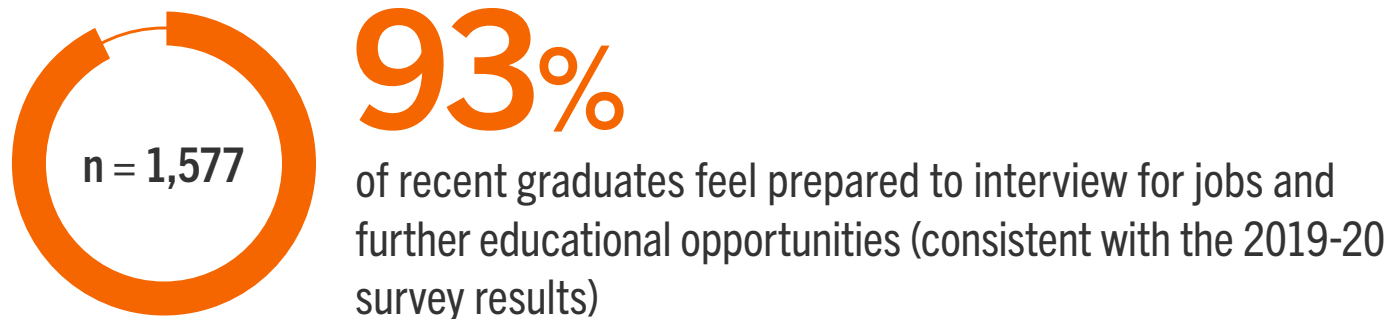
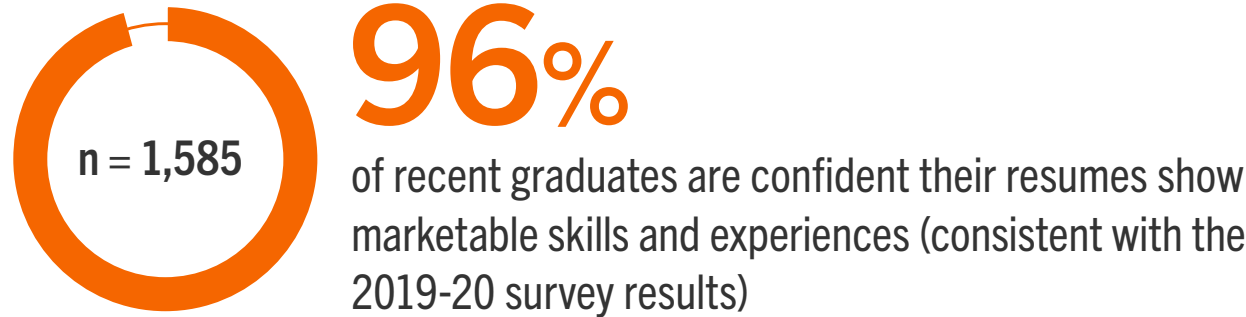
of graduates are employed (full time, part time, Service, Armed Forces), continuing education, planning to continue education within six months of graduation or not seeking employment

Destinations of Recent Graduates Jobs/Schools



First Destination Survey Outcomes (cont.)

Reflecting on the Clemson Experience



First Destination Survey Outcomes (cont.)

Reported Participation in Experiential Education



Bachelor's Degree
1,904 respondents

- **68%** completed at least one experience (n=1,299)
- **59%** of those who completed at least one experience completed two or more experiences (n=763)



Graduate Degree
611 respondents

- **52%** completed at least one experience (n=316)
- **62%** of those who completed at least one experience completed two or more experiences (n=195)

Experiential Education at Clemson | A Snapshot

	Undergraduate
INT Course Enrollment:	1,055
Cooperative Education Course Enrollment:	1,360
Creative Inquiry Enrollment:	4,878
Other Campus Experiential Education Enrollment:	4,636
Total University Experiential Education Enrollment*	11,929

Total CCPD Experiential Education Enrollment: 2,415

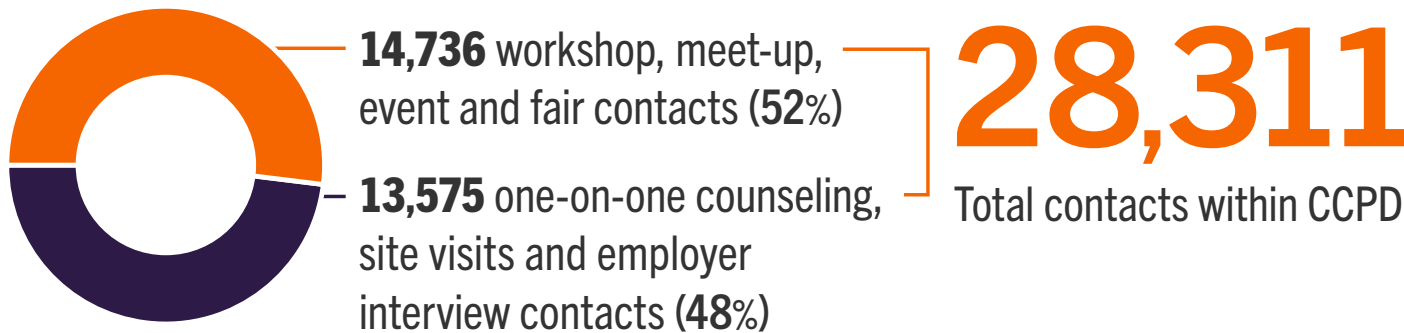
	Graduate
INT Course Enrollment:	241
Cooperative Education Course Enrollment:	28
Creative Inquiry Enrollment:	—
Other Campus Experiential Education Enrollment:	713
Total University Experiential Education Enrollment*	982

Total CCPD Experiential Education Enrollment: 269

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

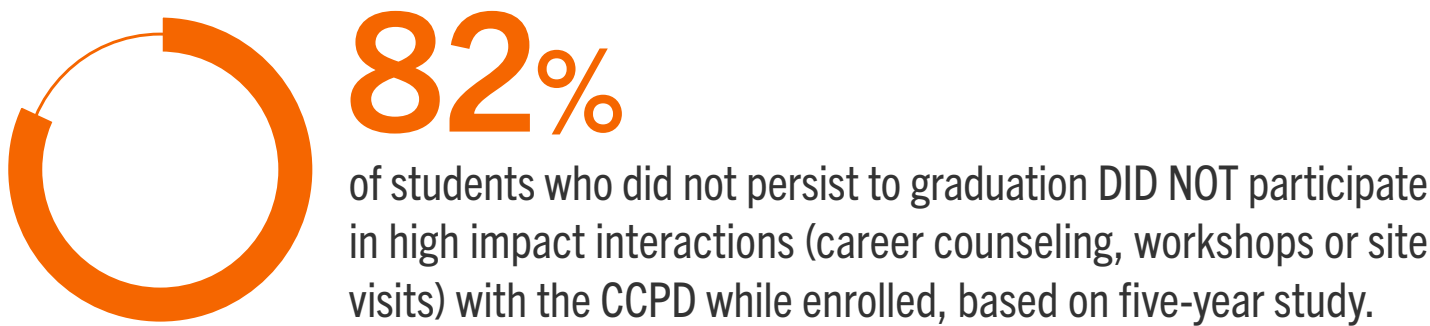
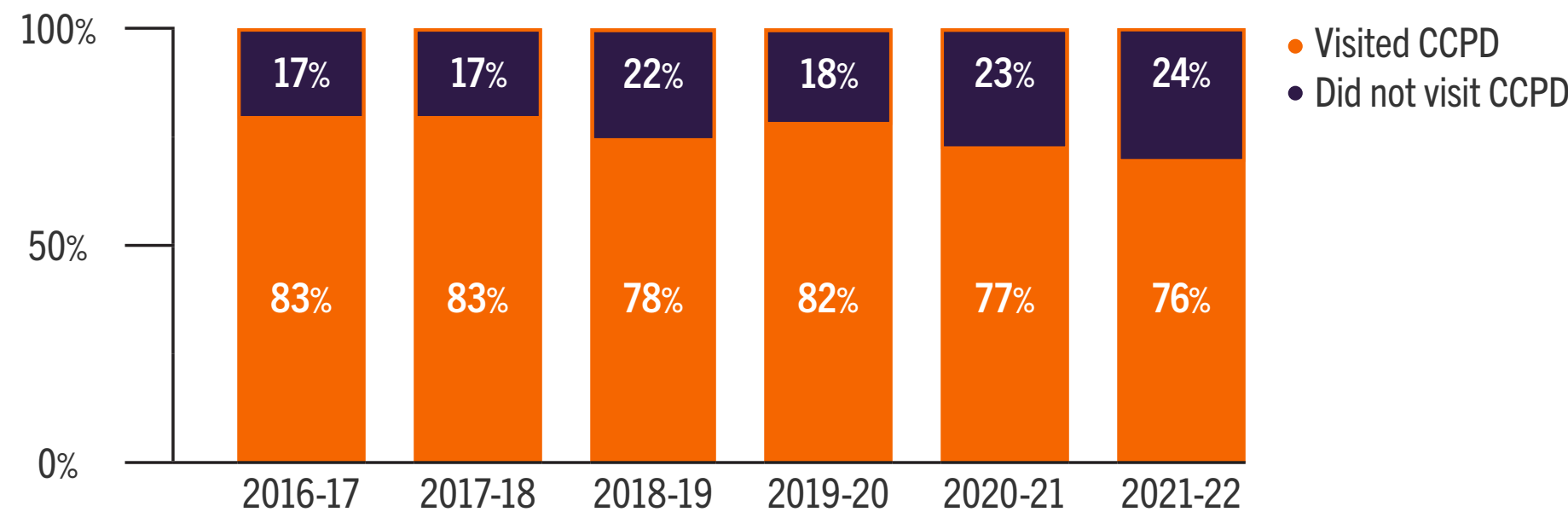
The CCPD Impact on the Student Experience

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.



A woman with long braids is sitting at a desk, looking at a computer monitor. She is wearing a striped sweater. The background is slightly blurred, showing some office equipment and a plant. The text "Preparing for Life After Clemson" is overlaid in a large, white, serif font. Below the text is a horizontal orange line with a small downward-pointing triangle in the center.

Preparing for Life After Clemson

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.



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.

ENGAGEMENT	Communication
	Collaboration
	Leadership
INNOVATION	Adaptability
	Analytical Skills
	Technology
PROFESSIONALISM	Self-Awareness
	Integrity and Ethics
	Brand

How Clemson Students Measure Up

Competencies and Experiential Education

Site supervisors and mentors evaluate students based on a five-point proficiency scale. There were **827** total respondents.

Communication	3.90	Adaptability	4.06	Self-Awareness	3.93
Collaboration	4.11	Analytical Skills	3.92	Integrity and Ethics	4.26
Leadership	3.72	Technology	4.01	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 **515** respondents over a five-year study.

	Desired	Demonstrated	● Highest	● Lowest
Communication	3.47	3.78		
Collaboration	3.47	3.31		
Leadership	2.86	3.44		
Adaptability	3.52	3.52		
Analytical Skills	3.39	3.59		
Technology	3.16	3.59		
Self-Awareness	3.32	3.48		
Integrity and Ethics	3.92	3.81		
Brand	3.11	3.50		

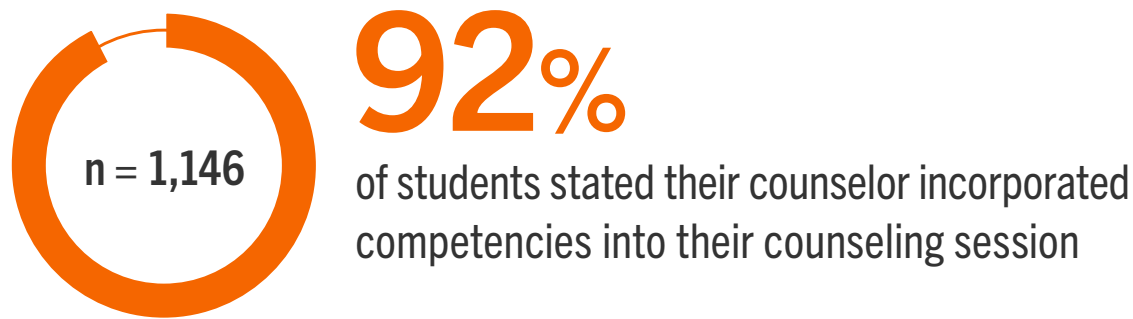
Theory to Practice | Growing in Confidence and Proficiency

Students completed a pre- and post-mock interview survey to indicate their confidence level with answering behavioral interview questions related to the competencies.


	Pre-Mock	Post-Mock	
Communication	3.82	4.41	
Collaboration	4.23	4.64	
Leadership	3.89	4.34	
Adaptability	4.13	3.52	
Analytical Skills	3.95	4.34	
Technology	3.55	4.16	
Self-Awareness	4.13	4.43	
Integrity and Ethics	4.27	4.57	
Brand	4.18	4.55	

Highest

Lowest





The background image shows four people in a hallway. On the left, a woman with long dark hair is seen from the side, wearing a light-colored polka-dot shirt. In the center, a woman with short blonde hair is smiling and talking. On the right, a man with glasses and a beard is looking towards the center, and a woman with blonde hair in a ponytail is seen from the back, wearing a backpack. In the background, a sign on a wall reads "CELEBRATING 10 YEARS OF UPIC University Professional Internship and Co-op Program" with a paw print logo and balloons.

CELEBRATING 10
YEARS OF
UPIC
University Professional
Internship and Co-op Program

University Professional Internship and Co-op Program (UPIC)

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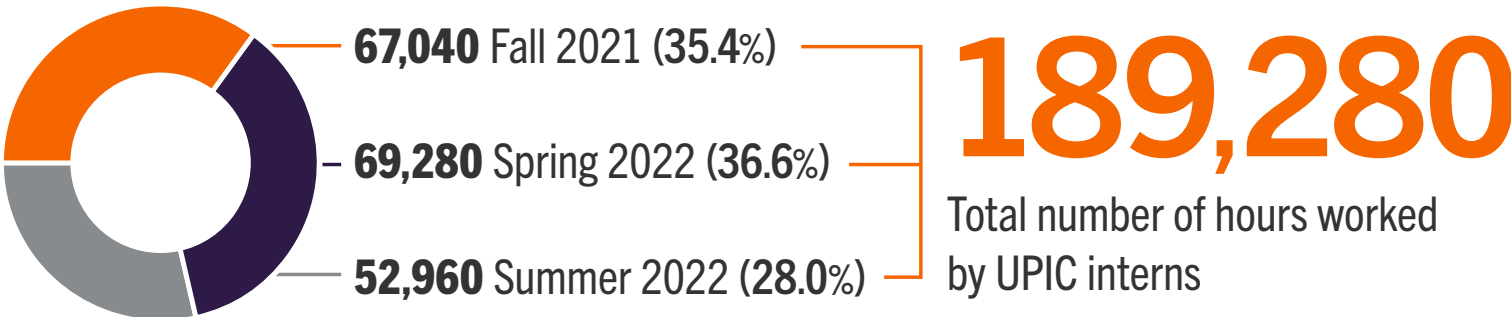
UPIC By the Numbers

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.

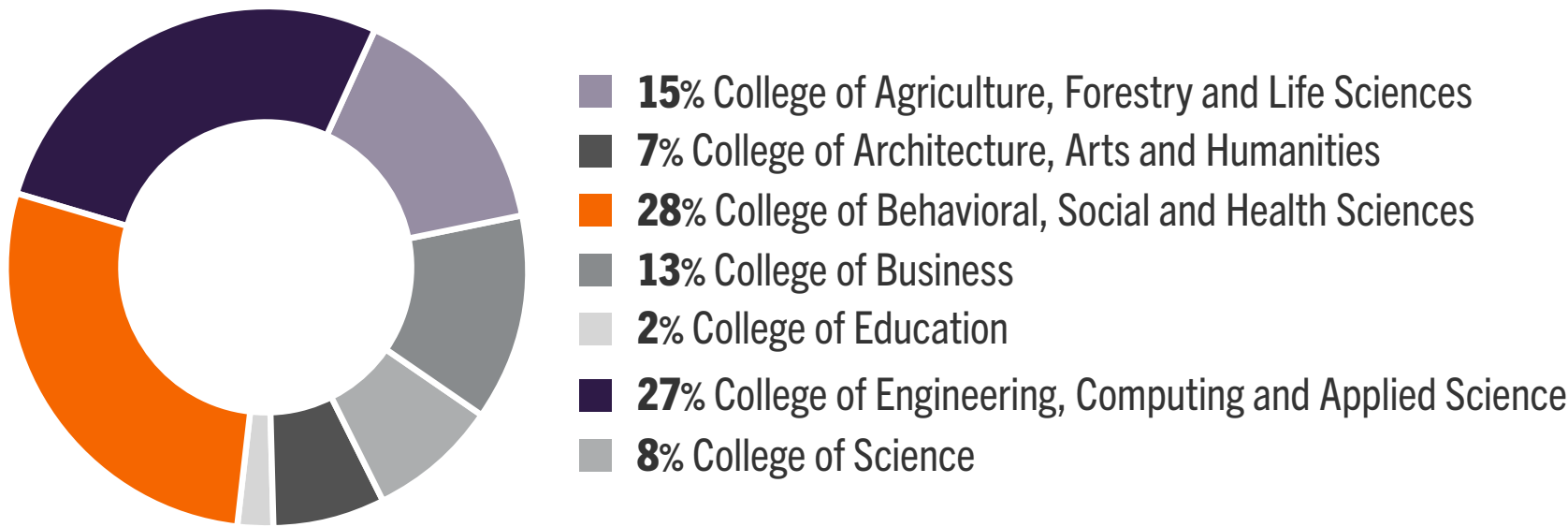
Total UPIC Internship Experiences | A Five-Year Snapshot

	2017-18	2018-19	2019-20	2020-21	2021-22
Fall	391	339	379	360	375
Spring	388	354	392	372	393
Summer	113	208	177	210	204
Total	892	901	948	942	972

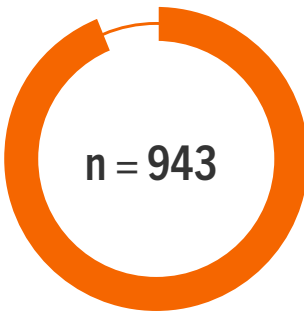
894
Site visits conducted by UPIC



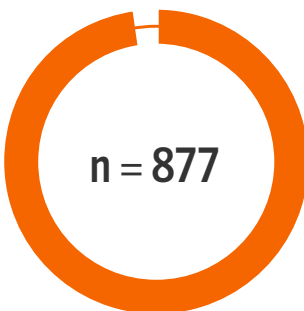
College Breakdown of UPIC Experiences



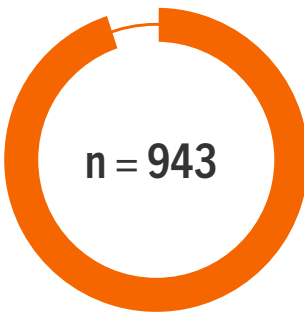
Mentors and Students Share Their UPIC Experience



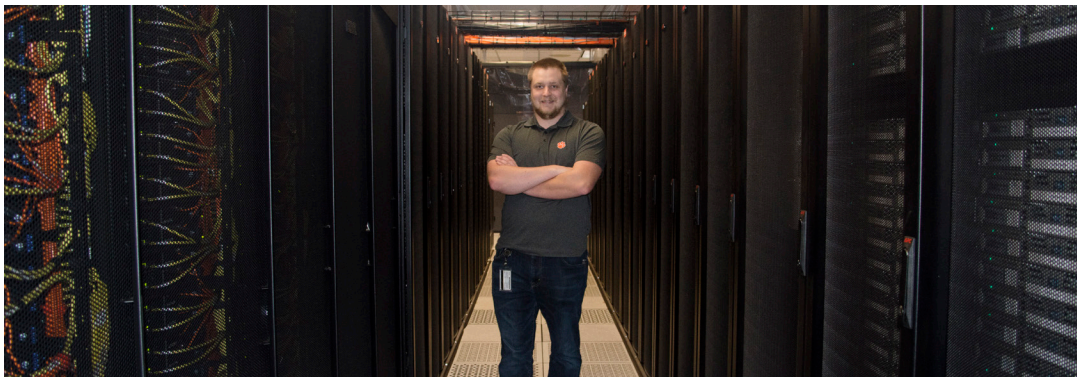
94% of UPIC interns rated the overall quality of their internship as “good” or “excellent” with being able to connect and apply their classroom knowledge with real-world experience



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





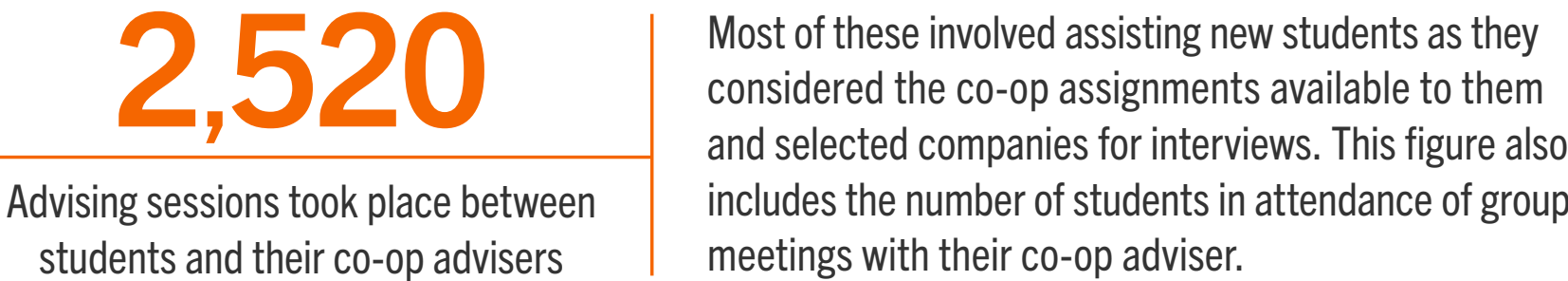
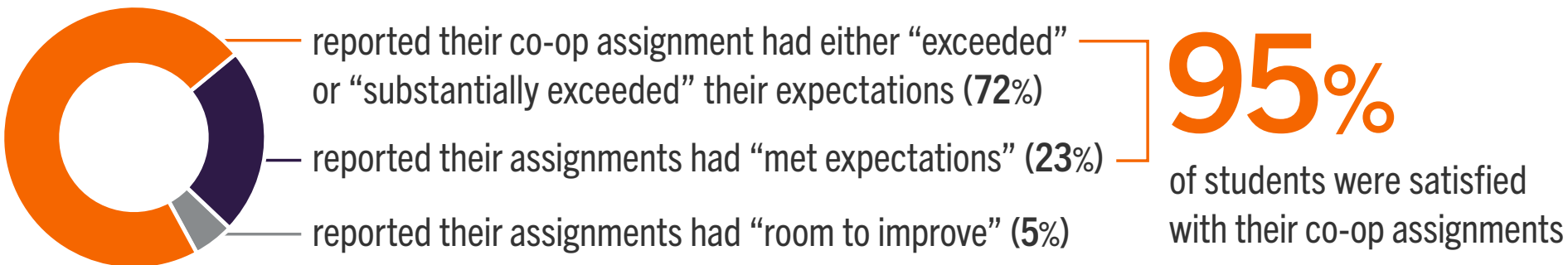
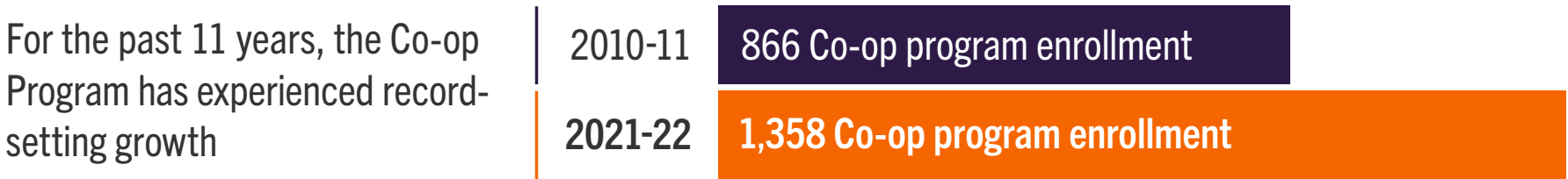
Cooperative Education Program

Cooperative Education Program | A Year in Review

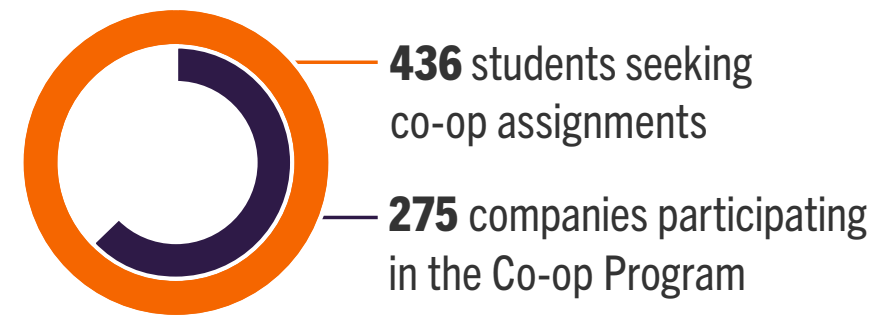
The Cooperative Education Program (Co-op Program) is an academic engaged-learning program and is one of three units that comprise the Center for Career and Professional Development.

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.

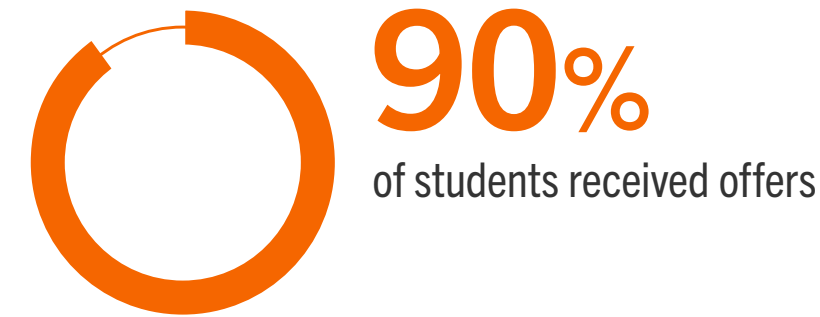
Students who complete the program graduate with significant full-time experience in their field. Many students receive offers for full-time employment from their co-op company upon graduation. The opportunity to build a pipeline to well-developed talent is one of the main reasons companies partner with the Cooperative Education Program.



An Academic, Engaged-Learning Experience at Work



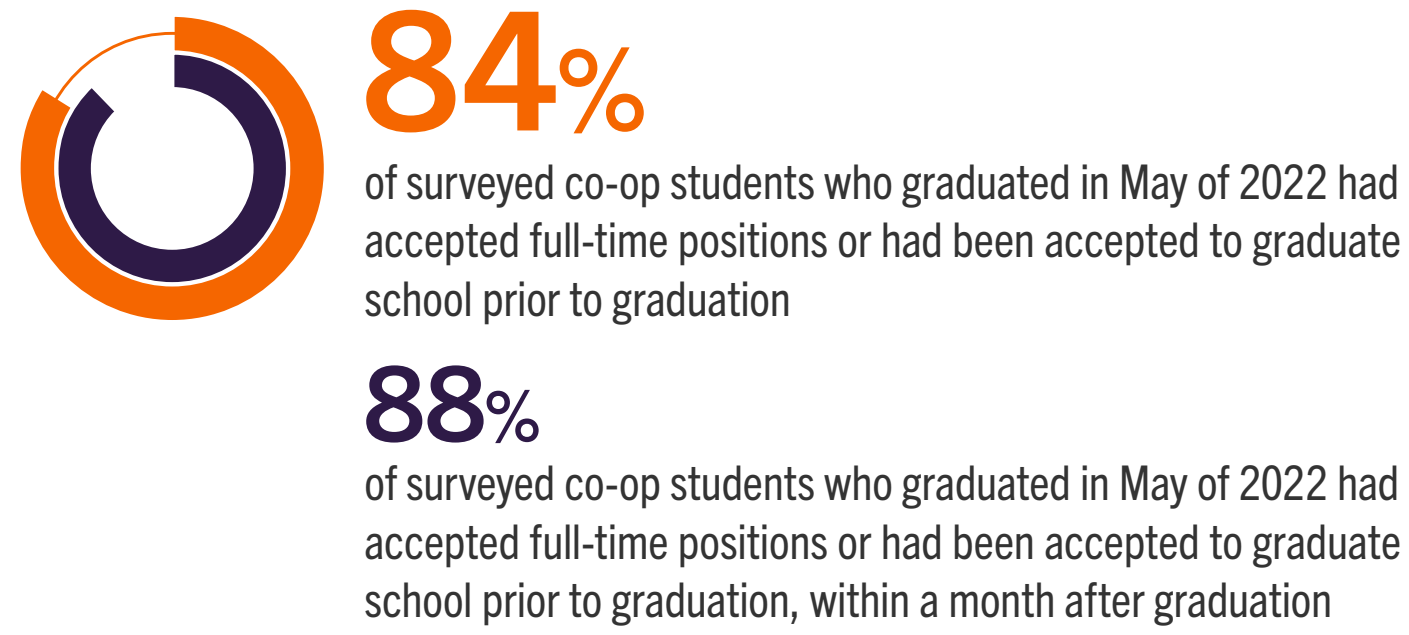
3,145 Interviews took place during interview events



91 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

Almost all visits took place virtually due to the COVID-19 pandemic.

These visits allowed the co-op staff to meet with company managers in order to maintain the teaching partner relationship between the company and the University. We look forward to resuming in-person site visits when it is appropriate to do so.

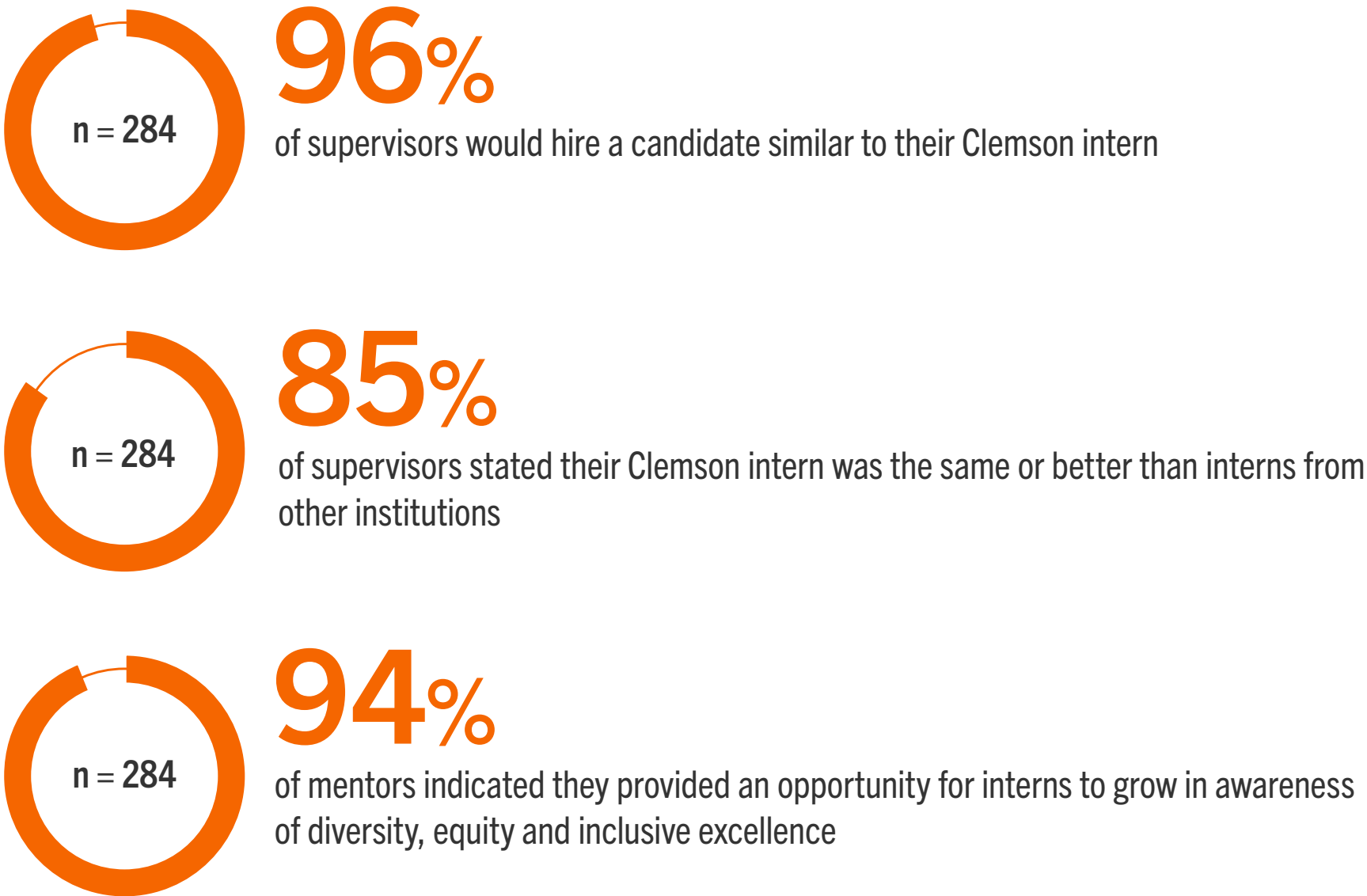




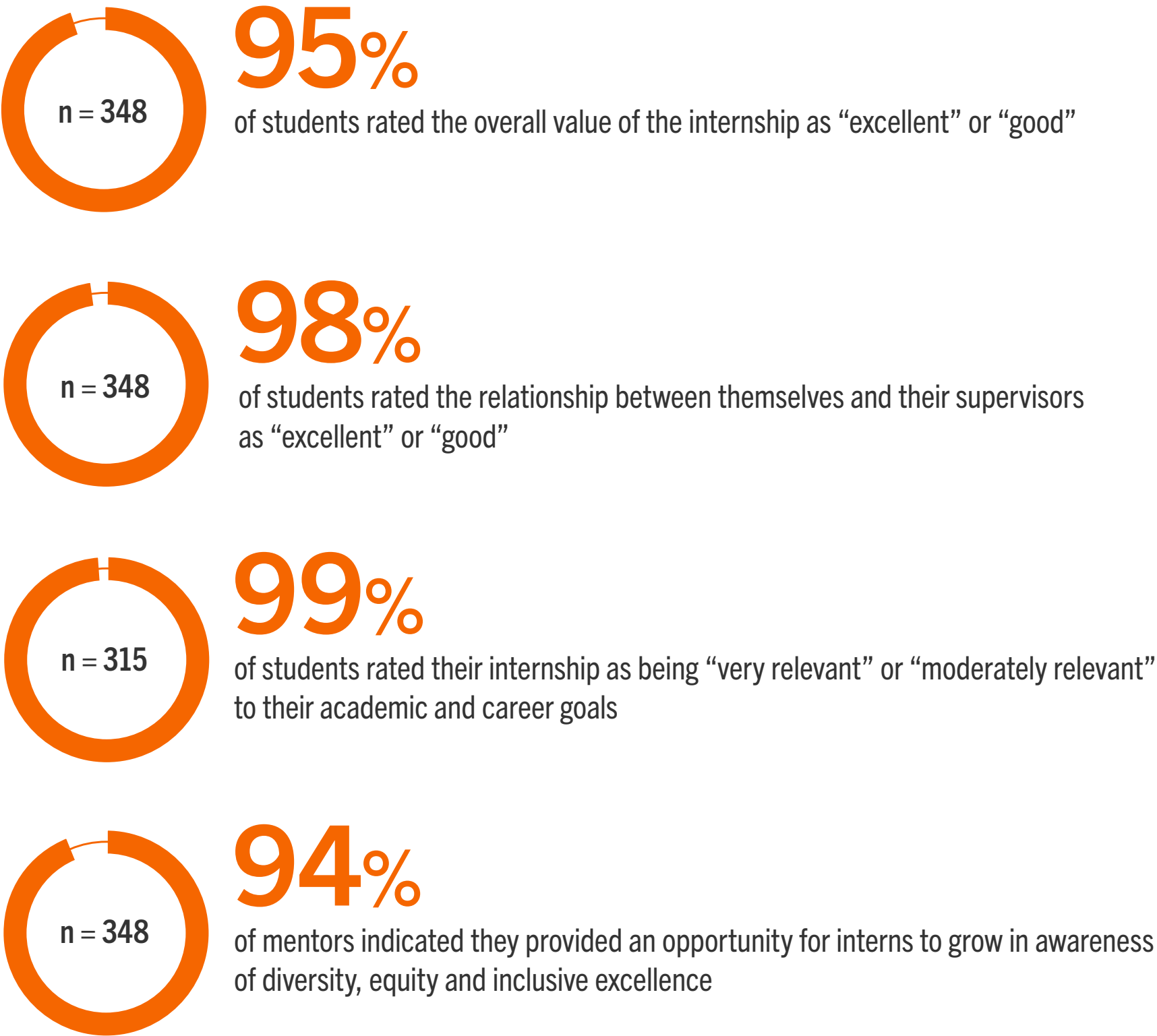
The Michelin Career Center

The CCPD Off-Campus Internship Experience

Supervisor Evaluations



Student Evaluations



Recruiting at Clemson | CCPD Fairs and Employer Engagement

Career Fair Attendance by College

5,468

Total students attended. Based on registrations for all fair events including the Fall, Spring, Education and Construction Industry Career Fairs



- 1.7% College of Agriculture, Forestry and Life Sciences (8% of student body)
- 8.1% College of Architecture, Arts and Humanities (8% of student body)
- 4.4% College of Behavioral, Social and Health Sciences (16% of student body)
- 23.0% College of Business (22% of student body)
- 1.5% College of Education (8% of student body)
- 57.3% College of Engineering, Computing and Applied Science (26% of student body)
- 4.0% College of Science (12% of student body)

Career Fair Employer Registrations

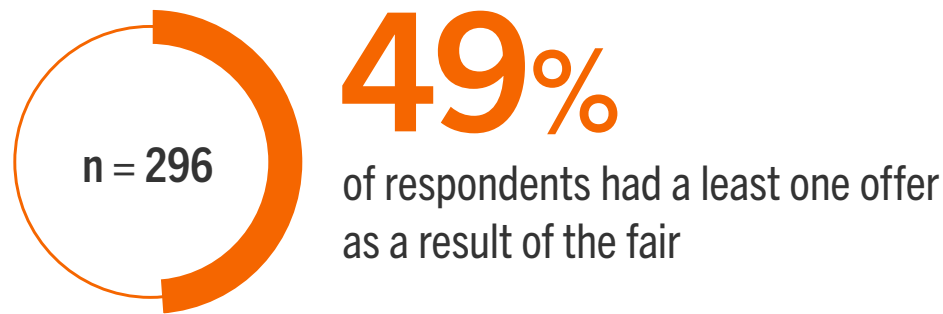
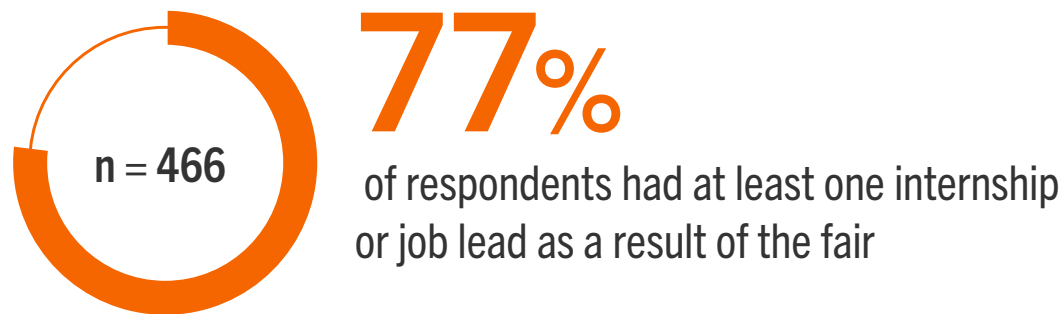
Based on registrations for all fair events, including the Fall, Spring, Education and Construction Industry Career Fairs

2017-18	805 Registrations
2018-19	823 Registrations
2019-20	891 Registrations
2020-21	598 Registrations
2021-22	846 Registrations

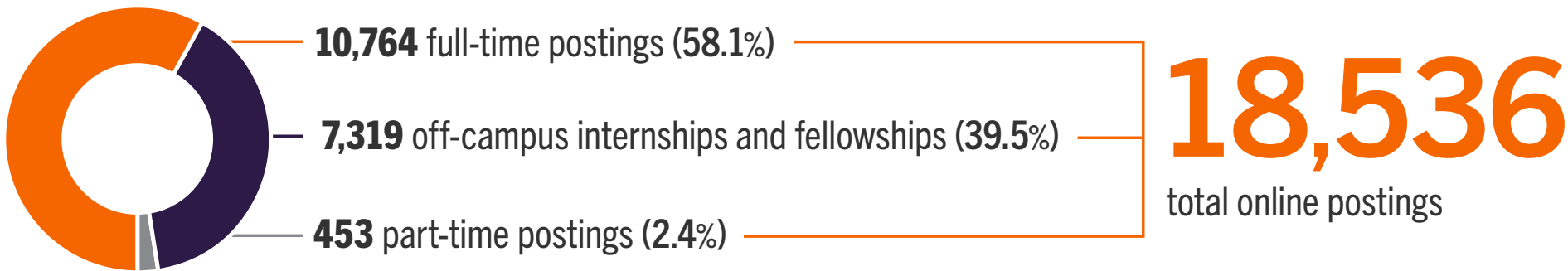


Recruiting at Clemson | CCPD Fairs and Employer Engagement (cont.)

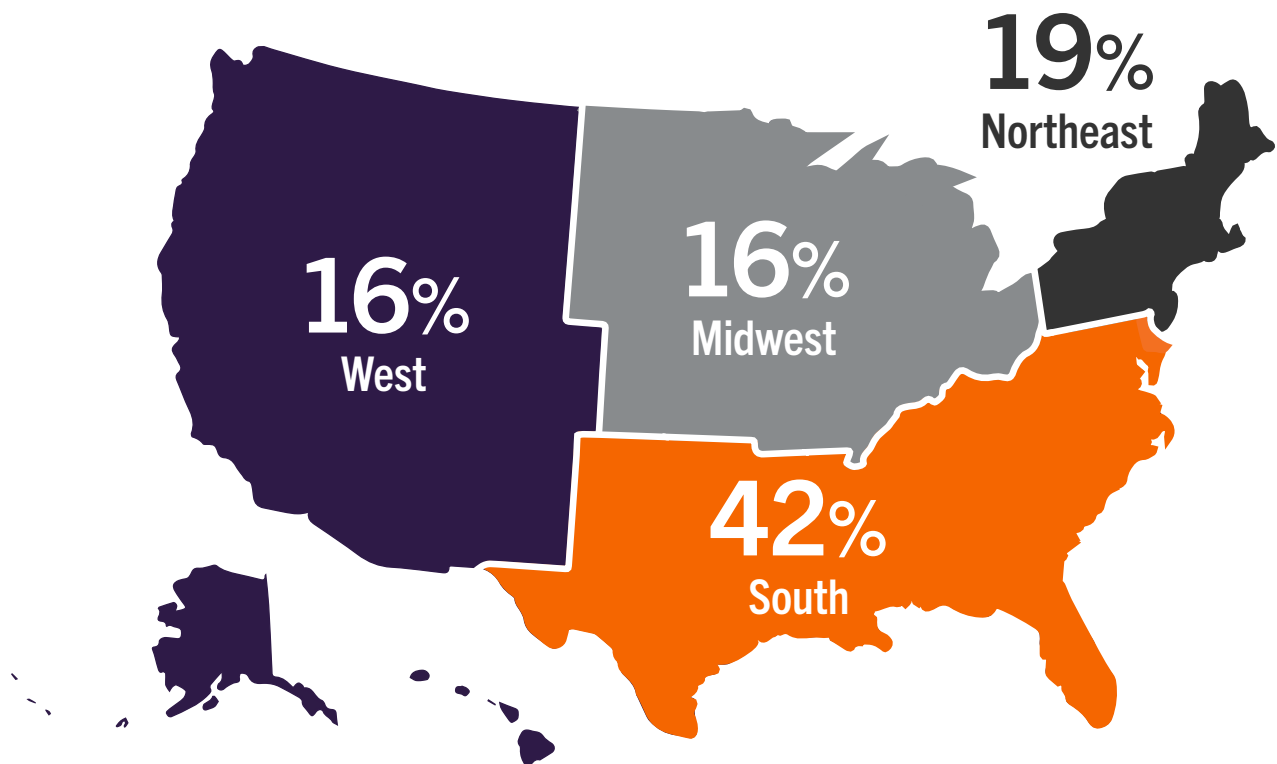
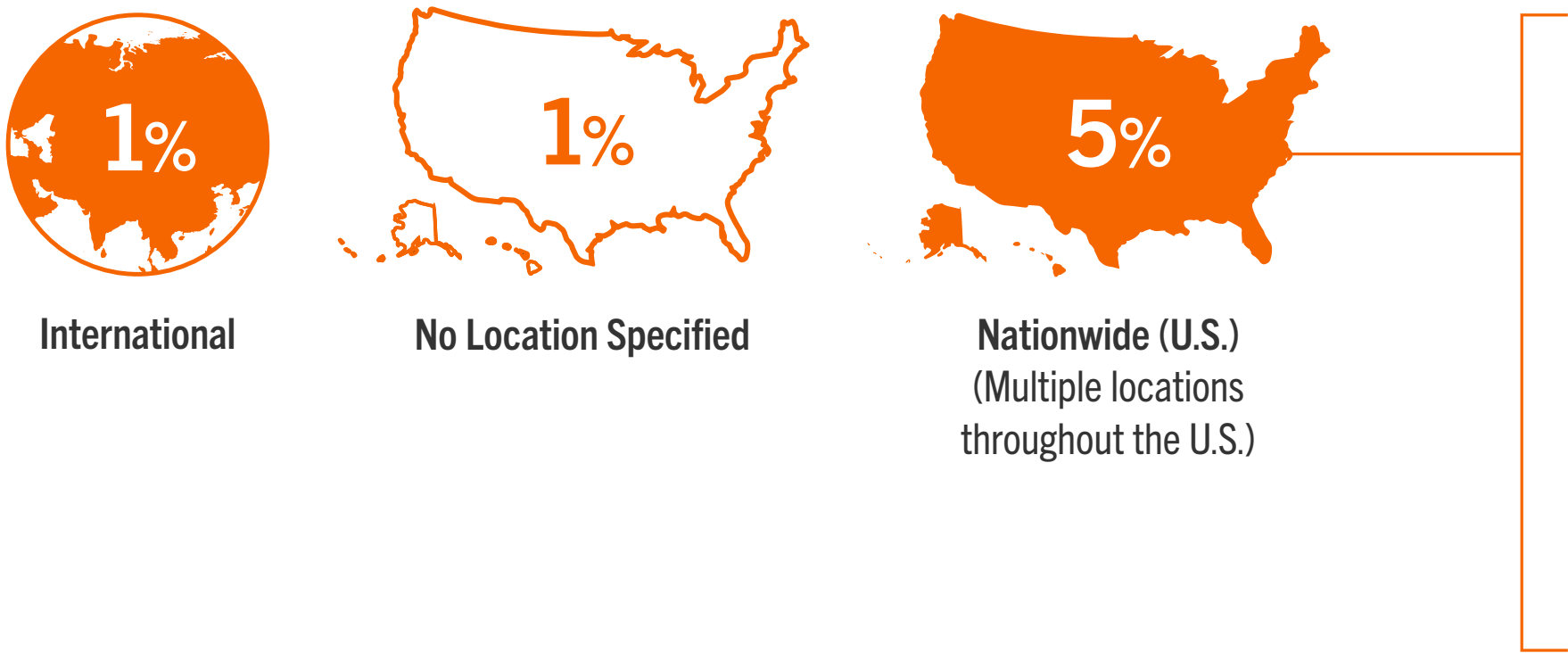
Career Fair Outcomes Survey



Online Postings Summary

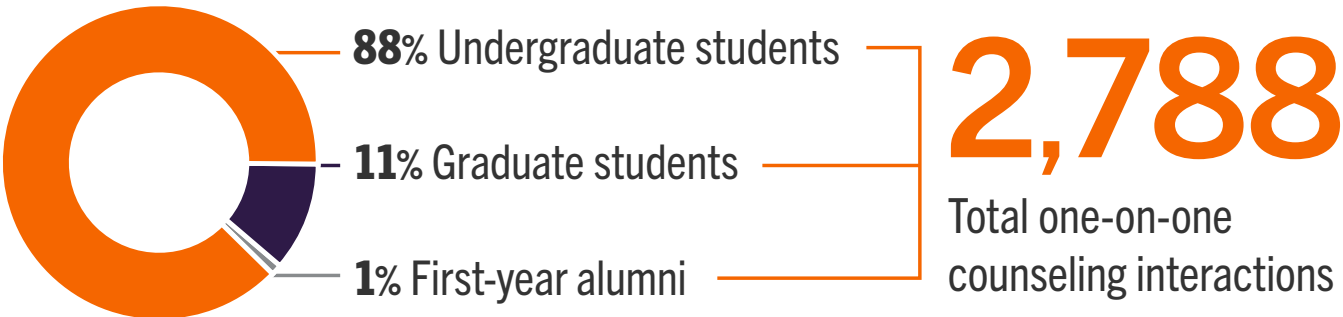
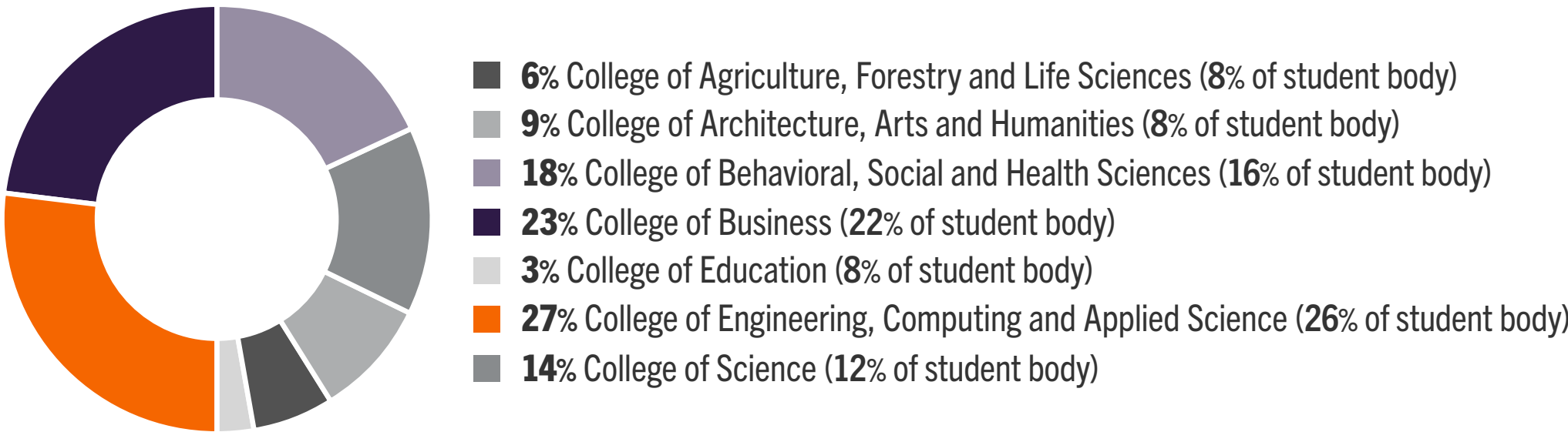


ClemsonJobLink Postings by Location



Career Counseling | Explore. Experience and Engage. Excel.

Student Career Counseling Participation by College



Career Ambassador Program (CAP)

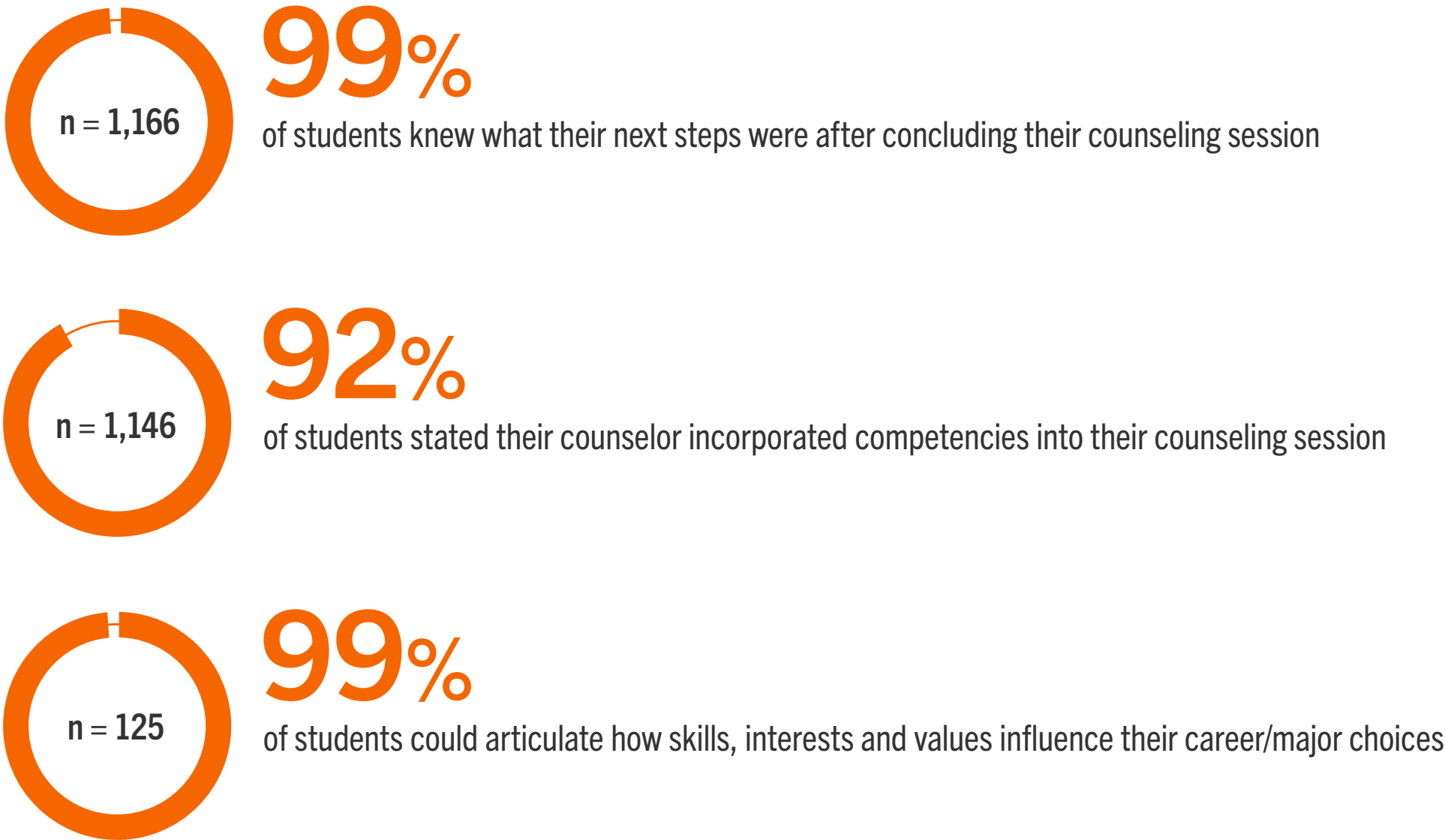
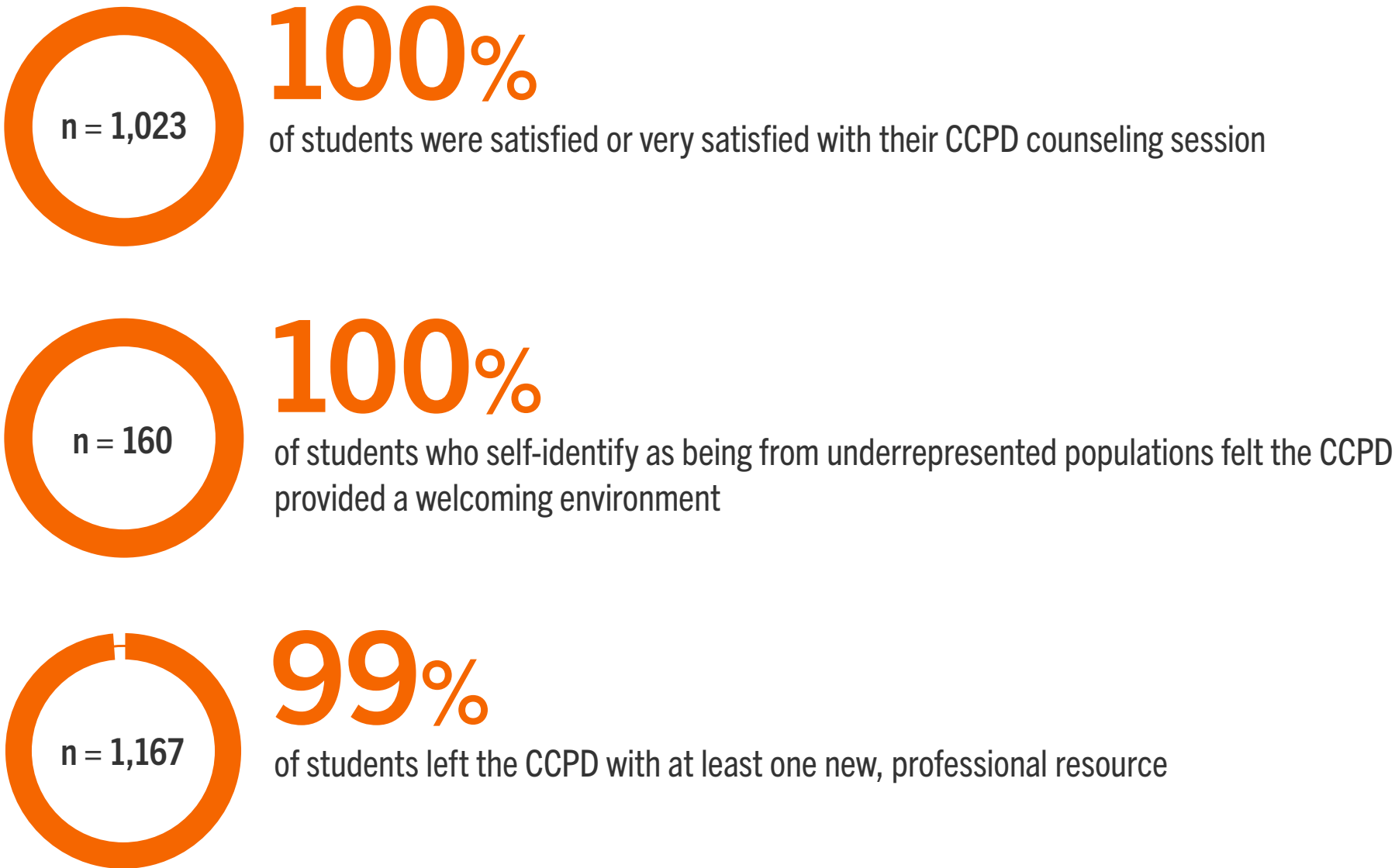
Career ambassadors are student leaders who serve fellow students in the Center for Career and Professional Development. Through in-depth training and guidance in professional development, career ambassadors provide peer advising to undergraduate students on career-related topics. In addition, they provide 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.

15
Career ambassadors
for 2021-22

41%
of drop-in appointments
were facilitated by CAPs

Career Counseling | Explore. Experience and Engage. Excel. (cont.)

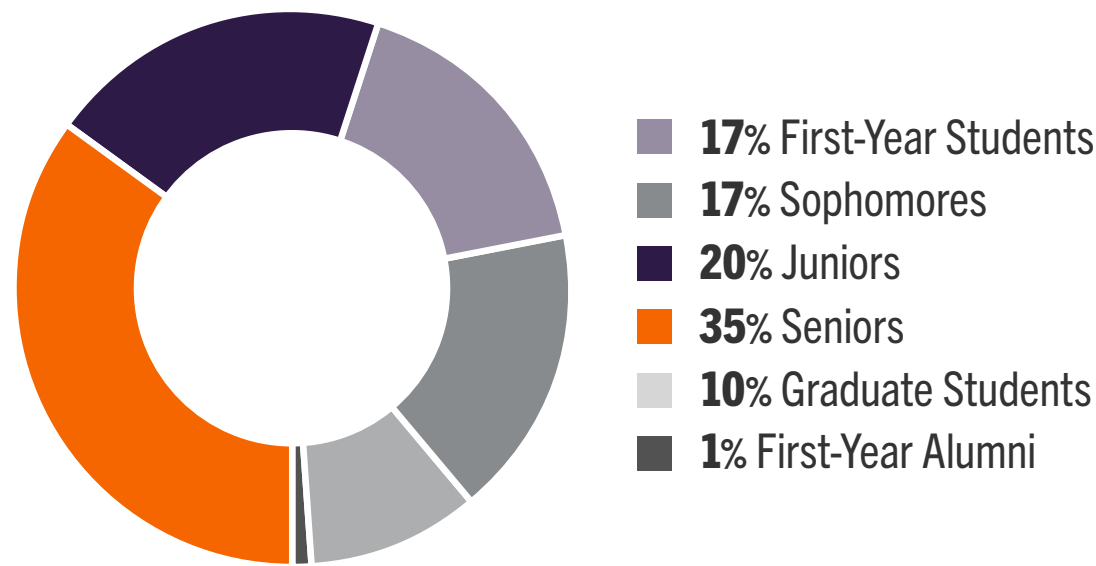
Post-Counseling Session Survey Results



Engage to Empower through CCPD's Career Resources

CCPD Events

Workshop and Other Fair/Event Breakdown by Class Year:



203
Total workshops

5,887
Total workshop contacts

91
Total other fair/events

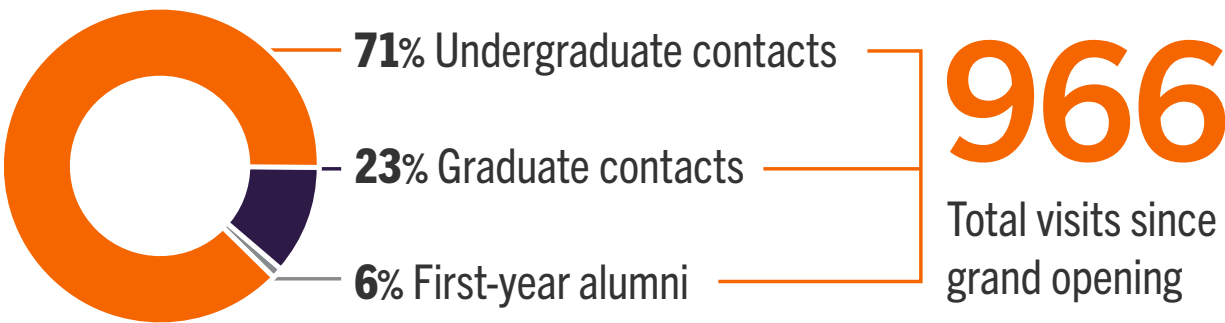
2,069
Total other fair/event contacts



Engage to Empower through CCPD's Career Resources (cont.)

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.



The background image is a purple-tinted photograph. In the center is a tiger mascot wearing a white lab coat with a large number '1' on the front, a Nike swoosh, and an ACC logo. The mascot is also wearing a white hard hat. To the left of the mascot are two young women smiling. To the right is a man in a dark vest with 'Design Group' written on it, also smiling. The background shows laboratory equipment and shelves.

Our Corporate Sponsors

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





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