

2022-2023

# ANNUAL REPORT



CAREER DEVELOPMENT CENTER



# LETTER FROM THE DIRECTOR

This year the Career Development Center focused on connecting underserved, underrepresented students directly to employment opportunities, connecting with employers to share their identities and how they have overcome obstacles through their careers, and listening to our students' needs regarding what and how they want career support.

We introduced two new employment programs for first generation, underserved, and underrepresented students:

- The Learning Aligned Employment Program, launched Spring 2023 employing over 50 students
- Project Resilience, a program supporting AAPI students in their career goals, saw six out of the nine receive placements the same semester

We connected our employers with diverse communities and recruited diverse employers interested in sharing their success stories with CSULB students:

- We carved out new spaces for student with disabilities to engage with key employers through a reverse job fair and Disability in the Workplace panel
- We formed allyships with employers to share their identities and stories with CSULB students to model inclusive employment success stories

We took time to listen to our students' needs:

- As part of a CSULB Data Fellows project, we conducted college specific focus groups to continue to enhance and align career services to meet student needs

The Career Development Center greatly appreciates your partnership and combined energy in achieving career readiness for all students.

Go Beach!



Erin Booth-Caro  
Director, Career Development Center



# CAREER DEVELOPMENT CENTER

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## Mission

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The Career Development Center empowers students to become effective leaders of their personal career journeys through career counseling, employer connections, and professional development opportunities. We prepare them to become skilled and productive members of the local, national, and global workforce.

## Vision

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Develop a holistic approach to career education that enables all students to thrive in the workforce of the future.

## Values

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### Purpose

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Driven by meaning and intentionality in our work.



### Equity

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Committed to serving each member of our campus and community with fairness and dignity



### Collaboration

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Working together with students, faculty, staff, community partners, and employers to strengthen the value of career services.



### Growth

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Continually learning innovative approaches and actively seeking diverse perspectives to guide our work and maximize our impact.

# WHAT'S NEW

## Welcome New Staff



**Noe Gutierrez**  
Communications Coordinator

## Regional Best Practices & Accolades:



MPACE Conference - Jeanna Trammell presented

- ***“Aligning the Stars for Students with Real World Experiences”*** - CSULB student usage of employer experiential learning projects, asynchronously, synchronously through events to build student skills and experience.
- Amanda Asquith Caya presented- ***“Employer & University Panel – Hot Topics in Higher Education & University Recruiting”***  
Presented With: Espie Santiago (Uber), Casey Porter (Enterprise Holdings), William Tenney (BYU)
- MPACE Conference Awardee - MVP - Amanda Asquith-Caya presented with MVP award. Now serving as Pacific South Regional Director

NASPA Western Regional Conference

- Amanda Asquith Caya presented ***“The Challenge & Opportunity of Changing Your Job Through the Great Resignation”***

# LEARNING ALIGNED EMPLOYMENT PROGRAM (LAEP)



## Learning Aligned Employment Program

CAREER DEVELOPMENT CENTER AND  
FINANCIAL AID AND SCHOLARSHIPS

The Learning Aligned Employment Program (LAEP) is a state funded initiative to offer eligible students opportunities to earn money to help pay their educational costs while gaining education-aligned, career-related employment.

The LAEP Program offers students on-campus research-based positions and off-campus opportunities with non-profits and for-profit employers.

**The goal of LAEP is to serve underrepresented students. Undergraduate and credential students must meet at least one of the following criteria:**

- » **First generation college student status**
- » **Current or former foster youth**
- » **Homeless students or those at risk of becoming homeless**
- » **Low-income student**
- » **Student with disabilities**
- » **Displaced worker**
- » **Students with dependent children**
- » **Formerly incarcerated student**
- » **Undocumented student**
- » **Veteran student**

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Spring 2023, the Career Development Center, Financial Aid and Human Resources Department launched the on-campus research positions to eligible LAEP students.

### Spring 2023 On-Campus Learning Aligned Employment Program

- **120** Students eligible students
- **59** LAEP student hires

Job Postings & Student Majors-across all colleges, College of Liberal Arts, College of Engineering, and College of Natural Science & Mathematics, College of Health & Human Services participated in the largest numbers in that order. Student Affairs and Academic Affairs departments not affiliated with a particular college also posted positions.

**Students appreciated the skill development, direct hands-on experience, and connections made as a result of their Spring 2023 On-Campus Research Experience:**

“

*It gave me direct experience with the exact kind of work I want to pursue: analyzing older texts and piecing information together based on common central themes. Dr. Carlile was an excellent mentor, and I feel far more confident in my ability to perform this kind of work that I will be pursuing in the future.*

**-Student from College of Liberal Arts, Faculty Supervisor: Dr. Susan Carlile, English**

”

“

*I have learned to conduct an experiment, build my leadership and communication skill.*

**-Keomonyroth Nuon, Faculty Supervisor: Dr. Bruno Pernet, Biological Sciences**

”

“

*The main benefit was gaining experience for a future position, and being able to network with like-minded individuals.*

**-Student: Graciela Batatz, Supervisor: Dr. Matt Cabrera, Student Life & Development**

”

**On-Campus Research Supervisors really enjoyed working with the undergraduate researchers and many were quite impressed with their contributions:**

“

*I love the opportunity to shape our students into researchers. This helped me really see that our students are in various phases of understanding research processes.*

**-Devery Rodgers Ed.D., College of Education**

”

“

*She provided thoughtful feedback to our research and was instrumental in creating a structure to the research elements.*

**-Rose Hanna Psy.D., Psychology**

”

**Many supervisors expressed interest in hiring their student in future semesters to continue their work. There were also direct opportunities and results that came from this experience:**

“

*From this experience, the student got a full scholarship to grad school.*

**-Daniel Whisler Ph.D., Mechanical and Aerospace Engineering**

”

# PROJECT RESILIENCE: GAINING EXPERIENCE



During the Spring 2023 semester, the CDC launched a Project Resilience program to support nine Asian American and Pacific Islander (AAPI) students in preparing for post-graduation success. The program supported students in acquiring experience through part-time work or an internship, learning about online resources for networking (Beach Nexus), micro-internships (Forage), and jobs/internships (CareerLINK). The nine selected AAPI students also participated in a group orientation to help foster a sense of community, a session of StrengthsQuest to learn about their transferrable skills, and one-on-one counseling sessions to focus on their job/internship search and interview preparation.

In just two short months, six students reported having acquired an internship or part-time job with employers from industries including education, software engineering, technology and gaming, oil and gas, and social services. Three students were still in progress at the time of report submission. All nine participants learned to use the resources of the CDC to search and apply for opportunities, they reached out to professionals in their fields of interest by using Beach Nexus, and practiced interviewing skills with their assigned career counselor. With funding available through 2025, the CDC will continue the Project Resilience program with a new cohort of students in Fall 2023.

# Data Insights

## Listening to Students' Career Management Needs, Data Fellows Project:

As CSULB aims through Beach 2030 initiatives: to connect learning to the future of work by guaranteeing high-impact practices for every student (internships, study abroad, service-learning, research, proactive advising) and removing barriers to success for all students, the Career Development Center Fall 2022 conducted focus groups to learn what CSULB students need for their job search and career planning success.

## Methods:

Fall 2022 the Career Development Center's Data Fellows research team Wayne Tokunaga, Kristal King, Erin Booth-Caro and Aila Torres, student research assistant conducted seven focus groups by academic college. We had a total of 35 participants that answered an average of 13 questions in a span of 1.5 hours each.



## Topic: Why and how students currently utilize/don't utilize career services and other career support resources?

### Results Summary:

#### Career Services

- Students from most colleges mentioned **limited time** to utilize services and a desire for flexible services

*“Do I go to this class and miss this lab and lose all these points? Or do I go to this fair and potentially get an internship, or potentially do something to further my career past college. It shouldn't be a give and take with that sort of thing.”*

- Students from COE, CLA, CNSM, COTA, COB expressed interest in **industry specific services**

*“I want something more specialized and a career more geared around what I'm learning in class. How are we going to save the planet? And how are we more socially conscious or how do we serve our communities? So I haven't seen positions or internships or postings in that arena.”*

*“I needed to know what kind of questions people in the industry ask for interviews, because they're kind of niche compared to other interviews. They're a bit more specific, and tuned into what you're doing...”*

- Students from CLA, COE, CHHS, CNSM expressed interest in **personalized guidance and support**

*“What I was going to say is definitely guidance from someone who has been in our shoes before, because they know how stressful the journey can be, and they're definitely there helping us throughout the way. But I know that Cal State Long Beach has done a very good job at that, especially in the program that I'm in. It's almost like if they're walking hand in hand with you. So, I feel like I haven't been lost or felt lost during my job searching, or my internships searching.”*



## Job Search

- COTA, CLA, CED and CNSM students turn to academic faculty and external resources to find internship opportunities
- CHHS, COB, & COE reported higher satisfaction with on-campus events & services

## Translating Skills from Education to Workforce:

- COTA and CLA student expressed challenge in translating skills to work

## Post Grad Plans:

- Majority of students considering graduate school but varied by college on when they would attend
- Students expressed a need for paid related experiences that would make them stronger graduate school and full-time employment candidates
- Students expressed a need for career management both before and after their career decision has been made

## Managing Career & Motivation

- Students' confidence in their ability to manage their career was impacted by three main factors:
  1. **Theoretical knowledge** obtained from their education, research, and/or lab work;
  2. Previous **hands-on experience** from volunteering, internship(s), and/or job(s); and
  3. **Personal opinions** on their own capabilities and the job market.



*"I don't really feel confidence. I feel that **I still have a long way to learn especially [because] I'm not a student who has experience** like other students here, so that's why I'm really not confident with myself."*

*"**Internships were my biggest booster in having confidence** about my job."*



We found a prominent positive correlation was seen between students' confidence levels, theoretical knowledge, and previous hands-on experience. Particularly prominent was the correlation between internship(s)/job(s) and confidence level.

## Next Steps:

- Survey students, through existing college surveys, to reach a broader percentage of the population and gain further clarity on student needs
- Adapt career services to address students' expressed career management needs
- Disseminate findings to career advisors across campus and academic advisors/programs that provide career support
- Combine learning with existing CSULB research on internships and HIPs

## INCREASING ACCESS TO INTERNSHIPS

2022-2023 internship listings increased to nearly **7, 000, a 75% increase- from 2021-2022.** Through offering internship scholarships, and hosting events for recruitment as well as increasing awareness of internship opportunities. Students obtaining internships is a top priority of the Career Development Center.

Check out College Job & Internship Feeds that display active CareerLINK postings targeted to each of CSULB's seven colleges as well as additional internship search resources.

[Job & Internship Search | California State University, Long Beach \(csulb.edu\)](https://www.csulb.edu/career-development-center/job-internship-search)

# INTERNSHIP ESSAY CONTEST, DECEMBER 2022



Student Name	Major	Organization	Location
<b>Camryn Mcinerney</b>	Social Work	Youth Build Justice Coalition	Los Angeles, CA
<b>Mark Sovel</b>	Journalism	The Wall Street Journal	NY/Hybrid
<b>Nanthanann Nuon</b>	Biology	RISE Club	Long Beach
<b>Richard Hedges</b>	Human Resources Management	InternetBrands	Remote
<b>Andrea Coca Gonzales</b>	Aerospace Engineering	Safran	Los Angeles, CA
<b>Aimee Vaquera</b>	Educational Leadership	Education Trust West – Russlynn Ali Fellowship	Washington D.C.
<b>Jessie Cao</b>	Graphic Design	Maye Center	Long Beach, CA

# Manuel Pérez Scholarship

# 2023

## MANUEL PEREZ INTERNSHIP SUCCESS WINNERS



**David  
Ifediba**



**Dyanna  
Pinedo**



**Jack  
Karapetian**



**Leyla  
Danhieux**



Career  
Development  
Center



Student Name	Major	Organization	Location
David Ifediba	Educational Specialist Degree in Psychology, with a Pupil Personnel services Credential	Beats By Dr. Dre	Remote
Dyanna Pinedo	Master's Degree in Speech Language Pathology	CSULB Speech and Language Clinic	Long Beach, CA
Jack Karapetian	Aerospace Engineering	Naval Air Warfare Center, China Lake	Ridgecrest, CA
Leyla Danhieux	Human Development	Dreamkreator Studio	Long Beach, CA

# 2022 INTERNSHIP WEEK

## Events:

Search & Prepare for Internships

Identify & Market Transferable Skills for Internships

How to Create a Professional Network from Scratch

Gaining Experience Using Forage

LBCIP & College Corps Information Session

Southern Glazer Wine & Spirits Information Session

Employer & Student Internship Real Talk

Internship week served **152** student participants, from freshmen to seniors, graduate students and alumni. Colleges with the most representation included College of Engineering, College of the Arts, and College of Business.

Students identified CareerLINK and LinkedIn as being the top two tools they would use to search for internships.

Learning they took away included: New opportunity available to them in the form of virtual learning experiences, how they can benefit from them, and different resources to help them to search and apply.

*"Try and network with others, since that can open you up to so many employment opportunities."*

*"Forage provides a way of building a reputation, while attending school, in the workforce and experience to be applied in the future."*

*"Look at the skill you gain while doing the job. Translate your skills & duties that are relevant to the job application."*

*"This internship week has made me more informed, and I will be attending more events in the future."*

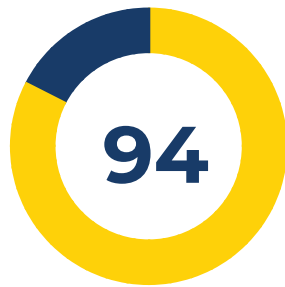
# Internship Week 2022 Participating Organizations



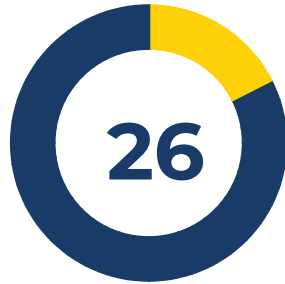
# MAKING CAREERS ACCESSIBLE

## Workability IV Program:

Supporting students with disabilities achieve their employment goals through Partnership with the Bob Murphy Access Center, Career Development Center and Department of Rehabilitation



94 Students Receiving Employment Preparation, Internship Support, & Job Development Assistance



26 Students placed in employment



12 Successful Closures  
(Maintain employment for 90 days)

A few participating organizations included:



# REVERSE JOB FAIR



The Learning Independence for Empowerment (LIFE) Project in collaboration with the Career Development Center (CDC) and WorkAbility IV (WAIV) Program, conducted the first CSULB Reverse Job Fair, in collaboration with the Fall 2022 Job & Internship Fair. The LIFE Project provides comprehensive vocational, academic, and social opportunities for CSULB students with autism spectrum disabilities and other neurodivergent abilities. In partnership with the WAIV program, current CSULB students

and recent alumni who have disabilities participate in WAIV's career preparation program designed to assist in securing internships, developing employment skills, and retaining gainful employment. Employers selected one of their representatives to step away and join the Reverse Job Fair for the final hour of the day. They met with students as they showcased their talents and interview the employer. It was an excellent way for employers to meet with highly qualified students!

» **10 students met with three employers:**





# CSULB DISABILITY INCLUSION IN THE WORKPLACE

In celebration of National Disability Employment Awareness Month, CSULB's Career Development Center, along with the WorkAbility IV office, hosted a discussion on Disability Inclusion in the Workplace on October 21, 2022. This panel featured professionals with disabilities who shared their successes and advancements in their careers. The panel also had employers who spoke on their experience working with and supporting the disability community. 36 students attended the event.

## Employers



**Marilyn Locus**  
Human Resources  
Director



**Erica Brody**  
Disability Equity &  
Inclusion Strategist



**Katherine Lewis**  
Software Engineer



## Professionals



**Joanna Nelius**  
Senior Electronics Editor



**Katerina Casas**  
School Counselor



# GRADUATE BUSINESS CAREER SERVICES

## Student Spotlights:


GBCS #SUCCESSIONS

### **AVERIE ANDERSON**

**Program: Accelerated MBA  
Graduation Date: Spring 2021**

*"GBCS not only helped me polish my resume for the Resume Book, but they also worked diligently to ensure the right people saw it. This led me to the Recruiting job I am in now. I can't thank them enough for all their hard work!"*



 | Graduate Business Career Services


GBCS #SUCCESSIONS

### **IVAN FLORES**

**Program: EMBA**

*Graduate Business Career Services (GBCS) is an invaluable resource! Michelle and Andre helped me refine my strategy, pointing out small details that go a long way. Thank you for helping me align my immediate career goals with a great long term career option.*



 | Graduate Business Career Services

## Best Practices:

### Resume Book

- GBCS reviews and collects resumes and sends them to employers for review to hire students
- 83 current students and 17 alumni featured
- 106 employers sent Resume Books

### Graduate Business Mentor Program (GBMP)

- 49 active mentors, 75 active mentees (87 mentees signed up)
- 100% strongly agree/somewhat agree that their mentor supported them in their professional development

### AMBA Career Course

- 16-week career course taking place in the fall/spring to educate students on career related topics
- 31/33 (94%) AMBA students received positions
- \$22.80 average pay, 5 unpaid, 1 commission, 2 starting businesses

# IMPACT OF CAREER SERVICES

## CAREERLINK: Providing Career Services, Jobs & Internships

**16,551**

Career LINK  
Student &  
Alumni Active  
Users

**17,484**

Jobs  
Posted on  
CareerLINK

## Employer Engagement

**2092**

Employers  
recruited  
CSULB  
students  
through  
CareerLINK

**198**

Recruitment  
Orientation  
Employer  
Attendees

**300**

1:1 Employer  
Engagement  
Meetings

## Student & Alumni Recruitment Event Attendance

**72**

Student  
Recruitment  
Events

**5,979**

Student  
Recruitment  
Event  
Attendees

105% increase  
in student  
attendees  
Includes  
Employer  
Information  
Sessions & Job  
Fairs

The Career Development Center hosted over 400 employers that engaged in the following 2022-2023 Job Fairs:



2022 On-Campus Student Employment Fair

2022 Engineering & Technology Career Fair

2022 Fall Job & Internship Fair



2022 Virtual Fall Job & Internship Fair

2023 Spring Job & Internship Fair

2023 Just-In-Time Job & Internship Fair



2023 Educator's Fair

## EMPLOYER RECRUITMENT PRESENTATIONS:



### Highest Attendance



Google (In-person), 79 attendees



Estee Lauder (Virtual), 64 attendees



Creative Arts Agency (In-Person), 46 attendees



National Institute for Standards and Tech (Virtual), 48 attendees



FBI (In-Person), 44 attendees

# STUDENT AND ALUMNI CAREER EDUCATION EVENT ATTENDANCE

**97**  
Career  
Education  
Events

**4236**  
Career  
Education  
Event  
Attendees

## Highlighted Events:

**Industry Speaker Series:** Bringing professionals in the following industries to discuss the realities of their careers in the following industries: Psychology, Supply Chain Management, Cybersecurity and Health & Wellness  
For a current list of events, check out [Career Development Center](#)

Workshops/ Webinars, Class & Student Organization Presentations. Topics from most to least requested include: Resume Writing, Career Services, Career Exploration, Internships, and LinkedIn

## Career Counseling

**2868**  
Career  
Counseling/  
Advising  
Sessions for  
Students &  
Alumni

67% of the sessions conducted virtually

## Campus Interviews

**522+**  
Student  
Campus  
Interviews

Conducted during 40 Campus Interview Days  
86% increase from previous year

## A few of the organizations that participated include:



# STUDENT ENGAGEMENT WITH ONLINE CAREER EDUCATION TOOLS



**516** Virtual Experiential Learning Project enrollments,  
**100** completed projects



**5,168** Practice Interviews conducted,  
**1,662** Instructional Video Views,  
**30** Faculty/Staff Assignments



**3,073** Users of Job/ Internship Searches



**15,583** Views of Candid Career Exploration Videos,  
Top 3 videos: Liberal Arts Majors, Healthcare and Human Services



**1,578** Visits to International & National Job/Internship Searches,  
Most Popular Pages: H1B Employer Searches, Internship & Job Search Pages  
Top Career Guides: Paris, Japan, Korea

# Thank You!

THANK YOU 2022-2023 CAREER DEVELOPMENT CENTER PARTNERS FOR YOUR CONTRIBUTIONS TO SUPPORT PROFESSIONAL DEVELOPMENT ACTIVITIES OF LONG BEACH STATE STUDENTS.  
#HireLongBeachState

