From the Director

Fall 2019 began with a strong job market and considerable growth and opportunities for our students. Although COVID-19 presented many challenges in spring 2020, we took immediate actions to transition to virtual services and hosted three virtual spring career fairs that enabled our students to find more job and internship opportunities. This unprecedented pandemic did impact the career plans of many students, but three major pivots we undertook were instrumental in helping students find internship and job replacements. First, we quickly shifted all of our career counseling services to remote on March 16, 2020, day one of the campus closure. Second, we provided alternative solutions by developing new remote job opportunities. Third, our valued employer partners rallied quickly to shift in-person jobs to a remote work environment, which helped save many internships and jobs.

All told, our reorganization in January 2020 to a student-and-college- engagement-specialist and industry-outreach-specialist model helped us to make it through spring quarter by engaging our career ecosystem through our engagement with valued employers, school and college faculty, Undergraduate Education, International Affairs, Graduate Division, Student Affairs, Office of Alumni Engagement, Athletics, Enrollment Services, and, most of all, our students.

Best wishes for a successful rest of the academic year. We know it will be challenging, but we will succeed by being innovative and collaborative in finding new ways to connect, inspire, and empower students to be the most career-ready talent in the global workforce.

Sean Gil
Director, Career Center

ABOUT US

Mission
The mission of the UC Riverside Career Center is to connect, inspire, and empower all UC Riverside students to become the most career-ready talent in the global workplace.

Vision
• Connect
• Inspire
• Empower

Core Values
• Communication: Practice empathetic listening to establish strong relationships.
• Collaboration: Partner with diverse stakeholders to share ideas and resources.
• Inclusion: Intentionally provide programming that includes accessibility, equity, social mobility, and intersectionality.
• Innovation: Remain open to change and be willing to take risks.

OUR ORGANIZATION

Management
• Director
• Associate Director – Student & College Engagement
• Associate Director – Employer Relations
• Finance & Administrative Manager

Student & College Engagement
• Career Specialist – Marian and Rosemary Boums College Engineering
• Career Specialist - Graduate & International Students
• Career Specialist – CHASS Humanities, Arts, Public Policy & Education
• Career Specialist – CHASS Social Sciences
• Career Specialist – College of Natural & Agricultural Sciences
• Career Specialist – School of Business

Employer Relations
• Industry Outreach Specialist – Business & Operations
• Industry Outreach Specialist – Government, Education, Nonprofit & Arts
• Industry Outreach Specialist – Science & Technology
• Events Manager

Finance Administrative Services Team
• Financial Administrative Coordinator
• Financial Administrative Coordinator
• Financial Administrative Coordinator
GENERAL USAGE

CLASS LEVEL OF STUDENTS WHO CAME TO SEE US
- Freshman: 14%
- Sophomore: 13%
- Junior: 25%
- Senior: 37%
- Master's Student: 5%
- Ph.D.: 5%
- Alumni & Other: 1%

TOTAL IN-PERSON STUDENT CONTACTS
- Workshops & Presentations: 5,648
- Counseling Appointments & Drop-In: 4,231
- Career Fairs: 2,681
- Information Sessions: 274
- Student Leadership Programs: 737
- Resource Room: 243
- Total In-Person Student Contacts: 13,814

STUDENTS WHO CAME TO SEE US

<table>
<thead>
<tr>
<th>College</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Humanities, Arts, and Social Sciences</td>
<td>45%</td>
</tr>
<tr>
<td>College of Natural &amp; Agricultural Sciences</td>
<td>21%</td>
</tr>
<tr>
<td>Marlen and Rosemary Bourns College of Engineering</td>
<td>19%</td>
</tr>
<tr>
<td>School of Business</td>
<td>11%</td>
</tr>
<tr>
<td>Graduate School of Education</td>
<td>3%</td>
</tr>
<tr>
<td>School of Public Policy</td>
<td>1%</td>
</tr>
<tr>
<td>School of Medicine and Other</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

Unique Handshake Logins: 22,478

WEBSITE VISITS 2019-20: 248,748
## EVENTS

### CAREER FAIRS 2019–20

#### IN-PERSON CAREER FAIRS

<table>
<thead>
<tr>
<th>Event</th>
<th># ORGANIZATIONS</th>
<th># STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance, Accounting and Business Job Fair</td>
<td>42</td>
<td>467</td>
</tr>
<tr>
<td>Career Expo. The Diversity Job Fair</td>
<td>39</td>
<td>210</td>
</tr>
<tr>
<td>Science, Technology, Engineering &amp; Math Job Fair</td>
<td>37</td>
<td>596</td>
</tr>
<tr>
<td>Graduate &amp; Professional School Information Day</td>
<td>125</td>
<td>N/A</td>
</tr>
<tr>
<td>Law School Information Day</td>
<td>46</td>
<td>N/A</td>
</tr>
<tr>
<td>Engineering and Technology Job Fair</td>
<td>35</td>
<td>373</td>
</tr>
<tr>
<td>Internship and Nonprofit Job Fair</td>
<td>25</td>
<td>183</td>
</tr>
<tr>
<td>Teacher Job Fair</td>
<td>43</td>
<td>113</td>
</tr>
<tr>
<td>Spring Job Fair: Career Night</td>
<td>Cancelled</td>
<td>Cancelled</td>
</tr>
<tr>
<td>Health Professions School Information Day</td>
<td>Cancelled</td>
<td>Cancelled</td>
</tr>
<tr>
<td>Last Chance Job Fair</td>
<td>Cancelled</td>
<td>Cancelled</td>
</tr>
<tr>
<td><strong>TOTAL / 8 Events</strong></td>
<td>393</td>
<td>1,942</td>
</tr>
</tbody>
</table>

#### VIRTUAL CAREER FAIRS

<table>
<thead>
<tr>
<th>Event</th>
<th># ORGANIZATIONS</th>
<th># STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virtual Last Chance Job Fair</td>
<td>31</td>
<td>173</td>
</tr>
<tr>
<td>UC-Wide Virtual STEM Job Fair</td>
<td>72</td>
<td>289</td>
</tr>
<tr>
<td>UC-Wide Virtual Job Fair</td>
<td>85</td>
<td>287</td>
</tr>
<tr>
<td><strong>TOTAL / 3 Events</strong></td>
<td>188</td>
<td>749</td>
</tr>
</tbody>
</table>

### Class Level of All Students Who Attended Career Fairs

<table>
<thead>
<tr>
<th>Class</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>1%</td>
</tr>
<tr>
<td>Sophomore</td>
<td>6%</td>
</tr>
<tr>
<td>Junior</td>
<td>12%</td>
</tr>
<tr>
<td>Senior</td>
<td>55%</td>
</tr>
<tr>
<td>Master's Student</td>
<td>13%</td>
</tr>
<tr>
<td>Ph.D.</td>
<td>3%</td>
</tr>
<tr>
<td>Alumni</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Total Organizations:** 581  
**Total Students:** 2,691
EMPLOYERS

CAREER POSTINGS, STUDENT EMPLOYMENT, AND INTERNSHIPS IN HANDSHAKE

<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>4,188</td>
<td>23,441</td>
</tr>
<tr>
<td>Internships</td>
<td>2,133</td>
<td>9,304</td>
</tr>
<tr>
<td>Part-Time Off-Campus</td>
<td>741</td>
<td>1,757</td>
</tr>
<tr>
<td>Temporary/Contract/Freelance</td>
<td>650</td>
<td>2,222</td>
</tr>
<tr>
<td>International/Jobs Abroad</td>
<td>195</td>
<td>673</td>
</tr>
<tr>
<td>Part-Time On-Campus</td>
<td>87</td>
<td>378</td>
</tr>
<tr>
<td>Work-Study</td>
<td>63</td>
<td>263</td>
</tr>
<tr>
<td>Totals</td>
<td>8,057</td>
<td>38,038</td>
</tr>
</tbody>
</table>

EMPLOYERS THAT ENGAGED ON CAMPUS LAST YEAR
- ALD INC.
- AMAZON INC.
- AMERIPRISE FINANCIAL
- APPLIED MEDICAL
- BANNER BANK
- CALIFORNIA DEPARTMENT OF PARKS AND RECREATION
- CCS GLOBAL TECH
- CETERA
- FINANCIAL GROUP INC.
- CHAPMAN UNIVERSITY
- CITY YEAR
- COSTAR GROUP
- DEFENSE CONTRACT AUDIT AGENCY
- DHL SUPPLY CHAIN
- E. & J. GALLONWINERY
- ENTERPRISE HOLDINGS
- ENTERPRISE RENT-A-CAR
- ESRI
- GOLDMAN SACHS
- KECK GRADUATE INSTITUTE
- KOHL'S DEPARTMENT STORES
- LOS ANGELES COUNTY PROBATION
- LOS ANGELES COUNTY DEPARTMENT OF WATER AND POWER
- MARINE CORPS
- METRON
- MIDWESTERN UNIVERSITY
- MODERN WOODMEN OF AMERICA
- NAVAL SURFACE WAREFARE CENTER
- ORACLE
- PACIFIC NORTHWEST NATIONAL LABORATORY
- PEACE CORPS
- PEPSICO
- RIVERSIDE COUNTY FLOOD CONTROL AND WATER CONSERVATION DISTRICT
- RIVERSIDE COUNTY OFFICE OF EDUCATION
- ROSS STORES INC.
- SAN MANUEL BAND OF MISSION INDIANS
- SCRIBEAMERICA
- SOUTHERN CALIFORNIA EDISON
- TARGET CORPORATION
- THE PRINCETON REVIEW
- THE SHERWIN WILLIAMS COMPANY
- TRAVELERS
- UNIVERSITY OF THE PACIFIC
- U.S. DEPARTMENT OF STATE
- VMWARE INC.

SINCE SWITCHING TO HANDSHAKE IN 2018:
- 15,130 employers connected to UCR via Handshake
- 74,709 positions posted

RELATIONSHIPS & NETWORKING
- 353 Unique employers engaged on-campus with UCR students in 2019–20
### Average Salary (Class of 2020*)

<table>
<thead>
<tr>
<th>Type of Education</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martin and Rosemary Bourns College of Engineering</td>
<td>$77,994</td>
<td>$99,027</td>
</tr>
<tr>
<td>Graduate School of Education</td>
<td>$35,088</td>
<td>$55,314</td>
</tr>
<tr>
<td>School of Business</td>
<td>$54,790</td>
<td>-</td>
</tr>
<tr>
<td>College of Natural &amp; Agricultural Sciences</td>
<td>$38,893</td>
<td>$68,400</td>
</tr>
<tr>
<td>College of Humanities, Arts, and Social Sciences</td>
<td>$40,093</td>
<td>$67,035</td>
</tr>
<tr>
<td><strong>Average Salary</strong></td>
<td><strong>$49,372</strong></td>
<td><strong>$72,444</strong></td>
</tr>
</tbody>
</table>

*Class of 2020 preliminary First Destinations Survey data. **Salary reported for graduates who are employed full time (over 30 hours/week).

### Types of Graduate Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education/Teaching/Administration</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>Physical/Natural Sciences</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>Engineering/Computer Science</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>Business/Finance/Management</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Arts/Humanities</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>Medicine</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Other Health Professions</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Counseling</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>Law</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>Social Science</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>Pharmacy</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>Public Administration/International Relations</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Communications</td>
<td>1%</td>
<td></td>
</tr>
</tbody>
</table>

### How did you find this position?*

<table>
<thead>
<tr>
<th>Source</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertisement</td>
<td>27%</td>
<td>17%</td>
</tr>
<tr>
<td>Other Online Databases</td>
<td>27%</td>
<td>17%</td>
</tr>
<tr>
<td>On-Campus Interviews</td>
<td>17%</td>
<td>21%</td>
</tr>
<tr>
<td>Handshake</td>
<td>15%</td>
<td>14%</td>
</tr>
<tr>
<td>Social Media</td>
<td>15%</td>
<td>14%</td>
</tr>
<tr>
<td>Direct Contact with Employer</td>
<td>13%</td>
<td>16%</td>
</tr>
</tbody>
</table>

*Respondents were able to select more than one source.

### Location of Employment

- **23%** Central California
- **36%** Inland Empire
- **13%** Orange County
- **13%** Other States
- **8%** Northern California
- **20%** Los Angeles County
- **5%** San Diego County
- **3%** International

### R'Professional Career Closet

**Spring 2019 – Winter 2020**

- **2,005** items of clothing were gifted
- **1,471** students visited

### Sample of Employers That Hired Our Students Last Year

- AMazon Inc.
- CITY YEAR
- DELLOITE, GOOGLE
- MORENO VALLEY UNIFIED SCHOOL DISTRICT
- PRICER WATERHOUSE COOPERS (PWC)
- RAYTHEON
- COUNTY OF RIVERSIDE
- GOLDMAN SACHS
- QUALCOMM
- RSM US LLP
- TARGET
- EY LLP
- FACEBOOK
- MICROSOFT
- NAVSEA
- NIKE INC.
- NORTHROP GRUMMAN CORPORATION
- PEPSICO
- RIVERSIDE UNIFIED SCHOOL DISTRICT
- THE AEROSPACE CORPORATION
- THE WALT DISNEY COMPANY
- THERMO FISHER SCIENTIFIC
- THINK TOGETHER
- USDA FOREST SERVICE

### Thank You to Our 2019-20 Corporate Alliance Partners

- CITY YEAR
- COSTAR GROUP
- ENTERPRISE HOLDINGS
- INLAND EMPIRE UTILITIES AGENCY
- KOHL'S
- MARINE CORPS
- NATIONAL GENERAL INSURANCE
- SAN MANUEL BAND OF MISSION INDIANS
- THE PRINCETON REVIEW
- SHERWIN-WILLIAMS
- SORENSON ENGINEERING
- SOUTHERN CALIFORNIA EDISON
- TARGET
CAREER PLANNING AND COUNSELING

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.

100% STUDENTS AGREE
Would recommend to other students.

WORKSHOP EVALUATION

“Second experience with utilizing the Career Center. Very helpful, informative, and professional!! Will share my experience with friends.”
— UCR Student

4,231 Total Career Counseling Appointments

98% STUDENTS AGREE
INFORMATION: My counselor understood my concerns, and provided useful information or assistance.

98% STUDENTS AGREE
BEHAVIOR: My counselor was prompt, professional and courteous.

99% STUDENTS AGREE
RETURN: I would return to the Career Center again if I needed assistance or information.

98% STUDENTS AGREE
PREPARATION: As a result of my visit, I feel better prepared to effectively compete for a job or graduate school position.

COUNSELING EVALUATION

6,659 Workshop, Information, and Student Leadership Development Presentation Attendance

798 Total Career Assessments to UCR Students
(Including MBTI, Strong Interest Inventory, Strengthsinder, Emotional Intelligence, CareerLeader, Focus2)

CAREER READINESS COMPETENCIES

99% STUDENTS AGREE
Career Management

99% STUDENTS AGREE
Oral/Written Communications

100% STUDENTS AGREE
Professionalism/Work Ethic

100% STUDENTS AGREE
Teamwork/Collaboration

100% STUDENTS AGREE
Leadership

98% STUDENTS AGREE
Global/intercultural Fluency

99% STUDENTS AGREE
Information Technology Application

99% STUDENTS AGREE
Critical Thinking/Problem Solving

As a result of my career counseling appointment, I have a better understanding of how to develop and apply the following career readiness competencies.
THANK YOU

A CAMPUS CAREER ECOSYSTEM

With the assistance of our campus partners, the Career Center is able to serve our growing student population, with a goal of helping all Highlanders become career ready.

THANK YOU TO ALL OUR CAREER READINESS PARTNERS, INCLUDING:

Office of Alumni Engagement
Athletics
ENROLLMENT SERVICES
Educational and Community Outreach
Finance Administrative Services Team (F.A.S.T.)
Financial Aid
Office of the Registrar
Student Affairs Marketing and Communications
TRIO Scholars
Undergraduate Admissions
OFFICE OF THE PROVOST
A. Gary Anderson School of Management
Academic Resource Center
College of Humanities, Arts, and Social Sciences
College of Natural & Agricultural Sciences
Education Abroad
Graduate Division GradSuccess
Graduate School of Education
Health Professions Advising Center
International Students and Scholars
Marlan and Rosemary Bourns College of Engineering
School of Business
School of Public Policy
University Honors
STUDENT AFFAIRS
African Student Programs
Asian Pacific Student Programs
Associated Students of UCR
Chicano Student Programs
Graduate Student Association
Guardian Scholars/Office of Foster Youth Support Services
LGBT Resource Center
Native American Student Programs
Residential Life
Student Disability Resource Center
Student Life Campus Accessibility Task Force
Undocumented Student Programs
Veterans Resource Center
Women’s Resource Center

UCR Career Center
CAREERS.UCR.EDU • (951) 827-3631

#HireHighlanders #UCRCareerReady