EXECUTIVE SUMMARY

CDO shows significant development in participation, range of services

Six years ago the Pomona Career Development Office was charged with several goals: to reach students earlier, to help students communicate the value of their liberal arts degree, and to ensure that students have the opportunity to develop skills through experiential learning. The end of this year provides a great opportunity to reflect on what we have achieved in these areas and where we still need to go.

One of the CDO’s continuing goals is to develop systematic outreach to first-year and sophomore students in order to inform and support the early decisions they make while at Pomona. Our fall semester sponsor group lunches and spring semester Sophomore Reorientation have now become traditions and have impacted the ways that first-year students and sophomores engage with our office. Since implementing these two programs in 2012–2013, our office has gone from seeing less than half of these classes in drop-ins and scheduled appointments (49% of first-year students and 41% of sophomores in 2012–2013) to seeing closer to 60% (58% of both first-year students and sophomores in 2016–2017). Our challenge for the year ahead is to assess both programs to see if we can improve them and boost early student engagement with our office even further.

Another continuing CDO goal is to help students connect their various interests and academic experiences with their career aspirations. We know that encouraging students to take the time to reflect between experiences can help them better understand their achievements and goals. To help students with this reflection, we have built in short answer questions as key components of CDO program applications. We also require practice interviews as part of the PCIP application and for winter break recruiting travel funding.

One measure of how much impact our office has had over the last six years is the growth in the number of students participating in experiential learning opportunities. The CDO encourages students to engage in high-impact practices such as research and internships in order to develop their career readiness. We provide support for students in finding and applying for opportunities that will challenge them and meet their interests. Our summer funding grants, which supported eight students in 2011 and will support 93 students in 2017, have been vital in allowing more students to participate in unpaid and low-paid opportunities around the world.

As I look back on these six years, I have seen significant development in the range of services we offer. We have introduced fellowships and pre-health advising, increased our partnerships across campus and with alumni, and capitalized on resources within the Claremont Consortium. We are proud of the directions we have taken and look forward to continuing to build networks of support for our students.

—Mary Raymond

Associate Dean of Students and
Director of the Career Development Center
EARLY ENGAGEMENT, ACCESS AND OUTREACH TO STUDENT POPULATIONS

EARLY ENGAGEMENT INITIATIVES:
CDO’s work with sponsor groups engages more first-years in the career-planning process

Early engagement is an essential component of career development, and the CDO is committed to reaching out to students at the start of their Pomona experience to assist with their career-planning journeys. As a CDO flagship program, each sponsor group was welcomed to the office in the fall during the lunch hour for an introduction to the CDO and its services.

The program focused on familiarizing students with the new platform, Claremont-Connect powered by Handshake, in addition to introducing them to the career-planning process and different resources and programs available to students across The Claremont Colleges. Seventy-eight percent of the Class of 2020 attended the sponsor group lunches, with 28 sponsor groups in total, including both first-year and transfer students.

At the end of each session, students completed a survey allowing the CDO to gather students’ opinions on the session and to make improvements for years to come. Of the students surveyed, 99% would recommend the CDO, which suggests that they found the meetings helpful in launching their career journeys. The CDO plans to continue their early engagement efforts with first-year students, using student feedback to adapt and restructure to meet their needs.

“Reorientation” helps to keep sophomores engaged

This year’s Sophomore Reorientation brought together 86 total student attendees, including 58 sophomores, to participate in workshops, information sessions and alumni panels focused on creating pathways at Pomona and beyond. Fifteen alumni spoke on panels that included: Alumni in Health Professions and Industry Research, Alumni in Law and Policy, Alumni in Education and Non-Profits, Alumni in Media and Entertainment and Alumni in Entrepreneurship, Business, and Finance. Panels included alumni currently working at the ACLU, Asian Americans Advancing Justice, and Walt Disney Animation Studios (among other organizations), as well as graduate students at UCLA and USC.
EARLY ENGAGEMENT TRENDS:

In order to make information more accessible, the CDO reaches out to students where they are on campus

A key push for 2016–2017 was to increase the CDO’s visibility in student spaces—so we provided workshops and programs both in classrooms and with student groups, including key cohort groups and student resource centers.

This year the CDO reached out to campus cohort groups such as First Gen, Questbridge, Posse, HAP, and IDEAS and to student resource centers including AARC, CLSA, ISMP, OBSA, QRC, and QSC. The CDO has provided customized workshops, write-ins (for health professions schools, Fulbright, and PCIP applications, e.g.) and alumni panels in collaboration with these groups.

Outreach about fellowships encourages earlier applications

The CDO also continued to reach out early to students about fellowships. The fellowships advisor presented to mentorship cohorts of first and second-year students, including Questbridge, Posse, and Pomona Scholars of Math groups. In addition to those who attended these mentorship sessions, 34 first-years, 46 sophomores and 57 juniors attended fellowships workshops in the 2016–2017 school year.

Many of these students also did well in award competitions, with one first-year winning a Critical Language Scholarship, two sophomores winning Goldwater Scholarships, three sophomores winning Boren Undergraduate Scholarships, three sophomores winning Mellon Mays Undergraduate Fellowships, and one junior winning both a Truman and a Udall Scholarship.

Technology extends outreach to off-campus students and alumni

The CDO streamed live and recorded PCIP Semester and Summer information sessions as well as information sessions on applying for Fulbright and British Scholarships and then made these recordings available on the CDO website. Additionally, pre-health applicant presentations and the Sophomore Reorientation panels were recorded and shared. This new capability allowed students studying off campus to have access to the same resources and information as students studying on campus. These videos have been very popular; for example, the PCIP Semester information session has been viewed over 250 times since September 2016.
INDIVIDUALIZED COUNSELING

Student interest in individual counseling continues to grow

Interest in individual career counseling continued to grow this year, as the number of scheduled appointments increased by 19% over the previous year. The CDO provides individual assistance and a variety of programs to students and alumni to address needs at all points in the career process. Services are designed to assist students and alumni to clarify their interests and values, explore career options and opportunities, identify and develop key skills, gain relevant experience and plan and implement their career goals. The CDO provides individual counseling and drop-in advising appointments both in person and by phone or Skype. Multiple workshops, panels and speaker programs add to the opportunities to increase career related skills (interview, job search strategies, etc.) and knowledge of career paths and opportunities.

CDO assists more than half of students from all four class years

<table>
<thead>
<tr>
<th>Class Year</th>
<th>Unique/% of Class Scheduled</th>
<th>Appt.</th>
<th>Drop-In</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Class of 2020</td>
<td>226/408 55%</td>
<td>361</td>
<td>222</td>
<td>583</td>
</tr>
<tr>
<td>Class of 2019</td>
<td>221/388 57%</td>
<td>383</td>
<td>285</td>
<td>668</td>
</tr>
<tr>
<td>Class of 2018</td>
<td>234/432 54%</td>
<td>365</td>
<td>252</td>
<td>617</td>
</tr>
<tr>
<td>Class of 2017</td>
<td>256/381 67%</td>
<td>505</td>
<td>304</td>
<td>809</td>
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<tr>
<td>Alumni</td>
<td>148</td>
<td>212</td>
<td>79</td>
<td>291</td>
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<tr>
<td>Total # Contact</td>
<td>1085</td>
<td>1826</td>
<td>1142</td>
<td>2968</td>
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CDO helps students and alumni explore career options through individual and group programs

Alumni and current students share many of the same presenting issues with slight differences based on their life stage. Alumni focused almost equally on career change and postgraduate education, and students focused on gaining relevant experience followed by postgraduate education.

<table>
<thead>
<tr>
<th>Top Presenting Issues for Students:</th>
<th>Top Presenting Issues for Alumni:</th>
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<tbody>
<tr>
<td>PCIP/Internship/Job Search</td>
<td>Career Change/Job Search</td>
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<tr>
<td>Resume/Cover Letter</td>
<td>Postgraduate Education</td>
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<td>Postgraduate Education</td>
<td>Fellowships</td>
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<td>Fellowships</td>
<td>Resume/Cover Letter</td>
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<tr>
<td>35%</td>
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<td>19%</td>
<td>10%</td>
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<tr>
<td>12%</td>
<td>8%</td>
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</table>
NETWORKING AND SKILL DEVELOPMENT

To develop students’ interview skills, exercises have been built into key application processes

- **PCIP**: Participants in the past were required to record themselves answering interview questions during the PCIP application process; now, they are also required to re-record themselves at the end of the semester and reflect on the ways in which their interviewing has improved.

- **Winter Break Recruiting**: The CDO has integrated workshops and interview training into the application processes this year for CIC Winter Break Recruiting. Students completed workshop training and practice interview sessions prior to their actual interviews to demystify the process and increase their confidence.

Programs that connect students with alumni encourage conversations around a variety of topics

**ALUMNI TELL ALL PROGRAM**
The *Alumni Tell All* series brought alumni back to share their experience with current students:

- The Post-Pomona Experience for Undocumented/DACAmented & Low-Income Students
- Life After Pomona
- Thinking about Grad School? What You Should Know!
- Tips for Senior Year
- Addressing Social Issues in the Workplace

**SAGEHEN IN RESIDENCE PROGRAM**
Each year the CDO hosts alumni in the Sagehen in Residence program. Alumni and parents interact with a small group of students and share their career experience and advice and answer questions about their field.

**OFF-CAMPUS NETWORKING**
The CDO assisted the Alumni Office in promoting off-campus networking events to students:

- LA: Careers in Advertising, New Media and Virtual Reality – September 2016
- LA: Climate Change and Cleantech Innovation Networking Event and Panel Discussion – February 2017

Programs for seniors during Senior Week help prepare them for their final year at Pomona

Programs offered during Senior Week included:

- From Backpack to Briefcase
- Job Search Strategies
- Taking a Break—Gap Year Options
New online job portal platform powered by Handshake streamlines job opportunities

ClaremontConnect is now powered by Handshake. Handshake replaced the former system, Symplicity, that had been used for the previous eight years. The Handshake platform provides students and employers with many exciting new developments:

- Employers’ ability to post positions directly, resulting in a 67% increase in postings compared to 2015–2016
- Enhanced job search tools for students and alumni, creating easier access to employer opportunities
- News feed containing the latest information from the Claremont Colleges and employers
- Daily synchronization of student account information with Pomona student records

Consortial relationships provide Pomona students with job and internship opportunities in Claremont and beyond

Pomona College offers a unique recruiting program to its students and alumni because of its membership in three college consortia groups: the Claremont University Consortium (CUC), the Career and Internship Connection (CIC), and the Liberal Arts Career Network (LACN). These partnerships provided students 34,306 career opportunities from over 8,500 unique employers in 2016–2017.

- Full- or part-time postings: 18,516
- Internship postings: 11,377
- Other postings (such as fellowships, volunteering, and temporary positions): 4,413

Donors enable Pomona students to travel to CIC recruiting events to meet with employers

Pomona College engages in off-campus recruiting through its membership in the CIC, which hosts hiring events in New York, Boston and Washington, D.C., during the first two weeks of January. This year students from 18 prestigious colleges and universities met with 234 employers through a career fair and/or interviews over the course of the three events.

Thanks to donors, interested Pomona students with financial need were provided funding in amounts ranging between $600–$900 to assist with travel and lodging expenses to attend these events. This year, 21 students received a total of $16,000 to participate in at least one interview.

In this year’s CIC events:
- Pomona College students submitted the highest number of applications of all the 18 member schools with 490 applications.
- Pomona student applications submitted for CIC Winter Break Recruiting increased by 110% compared to 2015–2016.
- 44 Pomona students attended a CIC event.
- 96 Pomona students received one or more interviews during one or more of the events.

This year, the CDO provided additional structural support for students requesting funding to attend a CIC event. Students now must attend an information session and interview prep workshop and must schedule a 30-minute appointment with a CDO staff member for additional coaching and support. The purpose of these additional requirements was twofold: to better prepare students by providing resources and information, and to provide assistance to students with financial need.
EXPERIENTIAL LEARNING

Students continue to show early interest in PCIP semester program

Over 75% of the 77 attendees at Pomona College Internship Program (PCIP) semester information sessions were first and second-year students. In fall 2016, 49 organizations posted 109 opportunities, and 35 students participated. In spring 2017, 34 organizations posted 89 internship opportunities, and 72 students participated. Of these, 42% of the total participants in the fall and spring were second-year students.

Semester PCIP program reaches out to and serves students in a wide variety of academic fields

While many of PCIP’s opportunities are concentrated in the healthcare and non-profit industries each semester, students have also found engaging opportunities in technology, government, arts, energy, and other sectors. In 2016–2017, students in 25 different majors participated in the semester PCIP program.

The top industries for 2016-2017 were:
- Healthcare Services
- Non-Profit/Social Sciences
- Environmental/Energy/Urban Planning
- Law/Public Policy/Government
- Technology/Engineering

PCIP also supports a substantial number of international students

Of fall participants, 32.5% were F-1 international students; of spring participants, 17% were F-1 international students.

PCIP Summer Experience provides access to unpaid and low-paid opportunities around the world

- 260 students attended nine information sessions.
- 176 students completed applications.
- 85 students were awarded PCIP Summer Experience funding. Of those, 13 were international awards, and 72 were domestic awards.
- Students from 27 majors were offered awards.

Top 3 Domestic locations:
1. Washington, D.C.
2. New York
3. Los Angeles

Top 2 International locations:
1. Bangkok, Thailand
2. Tokyo, Japan

Number of volunteer interviewers for PCIP grows by 80%

<table>
<thead>
<tr>
<th>Year</th>
<th>International</th>
<th>Domestic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>54</td>
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</tr>
</tbody>
</table>
OUTCOMES: Fellowships

25% of Pomona’s Class of 2017 applied for a competitive award; applying yields collateral benefits

Pomona students continue to apply to fellowships at high rates. 25% of the class of 2017 applied to a competitive award during their time at Pomona. (This number has remained steady for three years: 25% of the class of 2015 and 2016 also applied.) Of these seniors, 28 won a total of 31 major awards, including 12 Fulbright awards, a Watson fellowship, and 2 NSF Graduate Research Fellowships. Several were finalists for other awards, including 3 Rhodes Scholarship finalists, 3 Marshall Scholarship finalists, and 1 Mitchell Scholarship finalist.

The process of working on a national or international fellowship application—developing plans, writing, revising, and interviewing—generates valuable skills, whether or not applicants receive awards. Of 22 Pomona fellowships applicants who completed a post-application survey in fall 2016:

• 72% agreed that applying made them more aware of what they have achieved at Pomona
• 72% agreed that applying helped them clarify their future goals
• 77% agreed that applying helped them communicate their achievements and goals to someone outside of their field

• 77% agreed that applying helped them formulate a plan and effectively communicate its value and feasibility
• 95% reported they had improved their personal essay writing skills, and 83% reported they had improved their proposal writing skills.

Pomona Fulbright awardees share Pomona’s diversity abroad

This year, Pomona’s 13 Fulbright winners (including one Class of 2015 alum) won research and teaching awards to four continents. Two seniors are heading to regions where Pomona has never before had an award winner: the island nation of Kiribati and the autonomous territory of Macau. Pomona’s Fulbright winners represent the diversity of the liberal arts. While last year’s Fulbright research winners designed proposals in the social and hard sciences, this year’s research winners will focus in the arts and humanities, with projects that include investigating the history of education in South Korea, analyzing the writings of a Buddhist artist in China, and filming profiles of citizens of Kiribati. Pomona’s 54 Fulbright applicants and 13 winners also mirror Pomona’s increasing ethnic diversity. For the third year in a row, the majority of both Pomona’s applicants and winners identified as Asian, African American, Latinx, or multicultural.
OUTCOMES: Graduate and Professional Schools

Pomona seniors continue to gain admission to top grad schools

A total of 16.9% of this year’s seniors have accepted graduate school offers right away. Of these graduate schools, the top three were Cambridge University, Stanford University, and Cornell University.

CDO adds new resources for pre-health students

This year Pre-Health Advising added a financial section to our website giving pre-health students clear strategies for navigating the costs of health professions programs. Additionally, we continue to add resources for undocumented and DACAmented pre-health students. This has resulted in our pre-health advisor facilitating a discussion on best practices for advising undocumented and DACAmented pre-health students at the western region conference for pre-health advisors (WAAHP). Other contributions include an online form for pre-health alumni to indicate their interest in connecting with current students and creating a Pre-Health Transportation Subsidy to support health-related experiences.

Gap-year trend continues for students planning health careers

A total of 47 Pomona students and alumni matriculated into health-related professional schools in fall 2016, out of 69 who applied. Of those 69, more than 85% had taken at least one gap year.

The overall acceptance rate was 68%. The acceptance rate for students applying to medical schools (including MD, MD/Ph.D. and DO programs) was slightly higher at 70%. For the last five years, two or more Pomona applicants have matriculated into USC, UCSF, UCLA, University of Washington and Emory.

Pomona seniors and alumni continue to matriculate to some of the nation’s top law schools

Thirty percent of Pomona alumni and students who matriculated to law school in Fall 2016 are attending a Top-5 law school (as ranked by U.S. News & World Report in 2016) and 74% are attending a Top-14 law school:

- #1 Yale Law School
- #2 Harvard Law School
- #2 Stanford Law School
- #4 Columbia School of Law
- #6 New York University School of Law
- #8 University of Michigan
- #8 UC Berkeley School of Law
- #8 University of Virginia School of Law
- #14 Georgetown University Law Center
- #17 Vanderbilt Law School
- #19 University of Southern California
- #25 Arizona State University
- #28 UC Irvine School of Law

Majority of law students follow trend of 1-3 year delay

Pomona College graduates interested in law school continue to follow the trend of applying after a year or more of post-graduate experience. The majority of those entering in fall 2016 applied 1-3 years after graduation.
OUTCOMES: First Destinations

Senior survey offers snapshot of future plans; almost nine of 10 in the class took part in internships

The Career Development Office collected information from the Class of 2017 about their plans as of early May. The survey was voluntary, and students chose the information they wanted to share. Of the 389 students in the class, 89.71% responded to the survey. The following is a snapshot of the information from the senior survey; more information and analysis will be available in Fall 2017.

- 71.9% of the graduating class said in early May that they had secured or were deliberating some type of employment, graduate school, fellowship, service or other opportunity.
- 32.4% of respondents to the survey have plans for a job opportunity or internship after graduation.
- 88.7% of the senior class had participated in an internship experience during their time at Pomona.
- 69.6% of seniors had participated in two or more internship experiences.
- The top industries for the class of 2017 were Education, Technology/Engineering, Consulting/Business, Healthcare Services, and Finance/Accounting.

6.6% “None of the above describes what I plan to do.”

21.5% “I will focus on my plans after graduation.”

14.6% “I have not accepted a specific opportunity.”

32.4% “I have accepted a job or internship offer.”

14.6% “I have accepted a graduate school offer.”

5.7% “I have accepted a fellowship.”

2.3% “I have accepted a service opportunity.”

2.3% “I have accepted a graduate school offer, funded by a fellowship.”