



ROBERTS
CAREER DEVELOPMENT



Discover. Your. Purpose.

Career Development supports students throughout their Roberts journey,
preparing them for career and personal success.

2023 - 2024 Annual Report

A Year of Purpose and Impact

Career Development marks a banner year of student service through personalized career advising and coaching, special events and programs, and effective technology resource management.

Despite challenges, Mary, Kathleen, and Sandy remain committed to our mission of positively impacting students through all our initiatives. Our success is rooted in strong collaboration with key campus partners, including:

- Academics
- Alumni Relations
- Athletics
- First-Year Experience
- Human Resources
- Student Life

These partnerships are instrumental in advancing our work and its impact throughout the year.

The Career Development Team



Mary Flaherty, Director (C), Kathleen D. Raniewicz, (L)
Sandy Brown (R)



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The Year in Summary



Collaboration

Through intentional collaboration with on-campus partners, Career Development successfully planned and delivered new programs, special events, and presentations. We participated in several University initiatives and supported our partners' events.

Engagement throughout the academic year included:

- **CliftonStrengths Celebration** - November 2023
- **Career Readiness Competencies are Game Changers** - November 2023
- **Finals Week Study Snacks Give-a-Way** - May 2024
- **Ice Cream Social** (for students and the Roberts community) - June 2024

Participation in **New Student Orientation**, August 2023, allowed first-year students to activate their Handshake accounts at the very start of their Roberts experience!

Sandy delivered an interactive workshop on **Strengths in Leadership** to the inaugural group of **Leadership You** participants in February 2024.

Mary, Kathleen, and Sandy continued their support of Alumni Relations' **Mocktail Mixer**, March 2024, by identifying alumni participants and attending the event to encourage student-alumni connections.

Our team contributed to the University's **Middle States Assessment**, 2023 - 2024, conducting evidence research and report writing for two standards.

Mary continues her involvement in **Credo's Move the Needle Academic Advising Initiative**, Fall 2023.

Kathleen spearheaded a **Student Employment Initiative** to optimize the campus-based hiring process, which included developing a supervisor's guide and updating Intranet pages. Now, all student jobs and internships are posted in Handshake, promoting equitable access and encouraging supervisors to prioritize work-study-eligible candidates. The improved process is helping ensure a seamless hiring experience.

Employer Engagement

New

In March 2024, Career Development partnered with the Department of Teacher Education to host a **Teacher Education Career Fair and Mock Interview Night**. This specialized event provided junior and senior future educators a networking opportunity with recruiters. School districts conducted mock interviews for seniors to further hone their skills.

- **20 local schools, 23 recruiters, and 41 students interviewed**

This change allowed space for more non-education employers to attend the **Career Connections Expo**, broadening opportunities for all students.

- **41 employers and 79 students attended the 2024 Career Connections Expo**

Career Development coordinated **on-campus employer recruiting** in Garlock or the GCEC, facilitating direct connections with students.

- **9 employers/organizations participated throughout the year**

New

Vocation and Calling Program

Career Development secured a two-year Network for Vocation in Undergraduate Education (NetVUE) Programming Grant of \$46,840. The grant will fund the development and implementation of a one-credit course to expand opportunities for underrepresented and/or first-generation students' self-discovery and vocational reflection. Interactive sessions will enhance students' self-learning, connect them to alumni, build their confidence, and develop career clarity and readiness. The first EXPR 2000 Vocation and Calling course will begin in August 2024.

The grant also supports creating resources for faculty and staff to enhance calling and career interactions with students and/or to support integration of these concepts into curricular or co-curricular experiences. Following the completion of our NetVUE Professional Development grant work in 2022-2023, Sandy and Kathleen attended the NetVUE Conference in March 2024, and gained new ideas and resources benefitting current planning for EXPR 2000.



Our Reach in Numbers

STUDENT ENGAGEMENT

1249
INTERACTIONS

Includes one-on-one appointments, class presentations, workshops, career expos / fairs, and other special events.



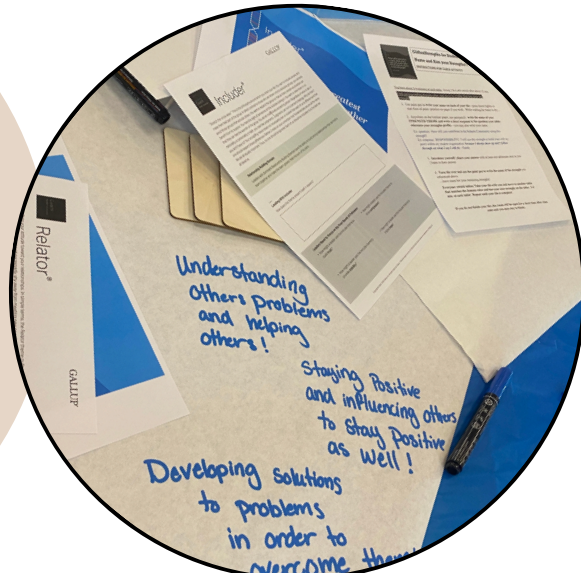
573
UNIQUE
INDIVIDUALS
SERVED

freshmen.....	220
sophomores.....	47
juniors.....	84
seniors.....	129
non-trad undergrads & other.....	21
graduate & doctoral.....	50
alumni.....	22

36
CLASS / WORKSHOP
PRESENTATIONS

TOPICS

- career development services and resources
- internship and employment search
- interviewing tips
- resume and cover letter writing
- self-assessment results
- writing matters (for dual enrollment students)



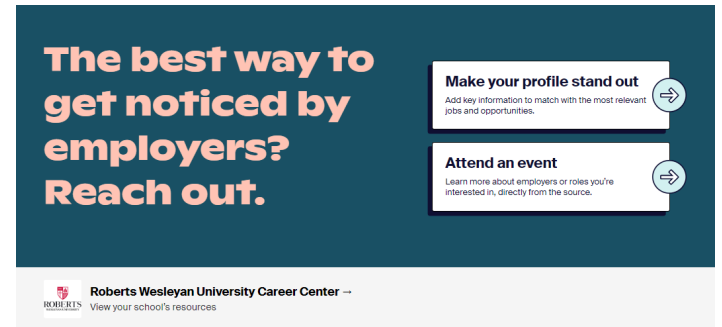
Student Engagement Metrics

Handshake

The nation's #1 college-to-career network

Current students and alumni use our Handshake platform to search for internships and jobs, schedule appointments with the Career Development team, attend virtual employer events, and report their internships. Since 2017, we have heavily promoted this technology resource with students. Our efforts are paying off!

Student Landing Page



Year Over Year Comparison

Handshake data shows increased engagement in **Applications, Appointments, Career Expo Check-Ins, and Reported Experiences.**

What's it really like to work there?

Attend group sessions and events to learn things about companies you can't get online.



918

Number of unique students who have logged into Handshake

Number of new students who activated their accounts - an increase from 322 (7/1/22 - 7/1/23)

391

Number of students who had an appointment, submitted an application, attended an event / fair, or reported an experience - an increase from 350 (7/1/22 - 7/1/23)

424

69%

Of students active on Handshake at Roberts have used the mobile app compared to 59% at peer institutions (28-day period)

A special shout out to our **Business Administration** majors for submitting the most internship and employment applications in the 2023-2024 academic year!

What Students Have to Say

“

I really appreciate the help of the Career Center and how they went above and beyond to help me with my future.

Senior, Business Administration major

The Career Development Office here is one of RWU's greatest strengths.

Senior, Psychology major

I learned about the importance of participating in campus activities and working toward having a better career CV. It was a great opportunity for me to learn and grow.

Freshman, Computer Science and Mathematics major

Kathleen was SO helpful and her positivity made the process fly by.

Junior, Social Work major



STRONGLY AGREED

As a result of my appointment, I gained information and/or resources to help me accomplish my goals or find answers to my questions.

They did a great job preparing me for the professional world.

Senior, Business Administration Major

Sandy Brown was amazingly helpful in my career journey.

Senior, Math Education Major

I really appreciate the work Kathleen did to help me with my resume. It was a pleasure to work with her!

Doctoral Student, Clinical/School Psychology

I was shown all of the resources and services, both online and in person, that the Career Development Office offers.

Freshman, Nursing major

”

Post-Graduation Data – Class of 2023

CLASS OF 2023 OUTCOME STATISTICS

INFORMATION OBTAINED SIX MONTHS AFTER MAY 2023 COMMENCEMENT

Number of Degrees Awarded

Undergraduate - 249

Graduate - 197

TOTAL - 446

OVERALL SURVEY RESPONSE RATE **36%**

EMPLOYMENT RATES OF RESPONDENTS

Undergraduate

Employed full-time – 78%

Employed part-time – 9%

Employed in field of study – 91%

Average salary – \$57,298

Graduate Programs

Employed full-time – 93%

Employed part-time – 0%

Employed in field of study – 92%

Average salary – \$58,190

OVERALL EMPLOYMENT RATE

90%

UNDERGRADUATES ENROLLED IN GRADUATE SCHOOL

Asbury Theological Seminary
Durham College
Lake Erie College of Osteopathic Medicine
Mercyhurst University
Michigan State University
Regent University
Roberts Wesleyan University

34%

Rochester Institute of Technology
St. John Fisher University
SUNY Empire State
Texas A & M University
University of Pittsburgh School of Dental Medicine
University of Wisconsin
William and Mary School of Law

UTILIZED CAREER DEVELOPMENT

70% Undergraduate

61% Graduate



EMPLOYERS HIRING THE CLASS OF 2023

All Things Digital
Amazon
Angels in Your Home
Arnot Health
Attica Central School District
BryLin Hospital
Buffalo City Mission
Calvadore Care
Cambridge Health Alliance & Harvard Medical School
Cayuga Medical Center
Centers Health Care
Charlotte Mecklenburg Schools
City of Rochester
Coordinated Care Services
Cortese Cycle Sales
Creative Kids Dance and Yoga
Curia
Davie Kaplan
DePaul
Eastman Institute for Oral Health
Elba Central School District
Eurofins Environment Testing
Excellus BlueCross BlueShield
Gavia Life Care Center
Gates Chili Central School District
Genesee County Mental Health
Girl Scouts of WNY
Heritage Christian Services
Highland Hospital
Highlands Living Center
Hillside
Stepping Stones Day Treatment
Hilton Central School District
Ithaca City School District
Labella Associates
Lake Beverage Company
Mary Cariola Children's Center
Maximus Health Care
Mental Health Center of America
Mount Morris Central School District
National Center for Missing and Exploited Children
New York Presbyterian
Onondaga County
Orlando Health
Paychex, Inc.
Peraton
Penfield Psychiatry
Person Centered Services
Progressive Machine and Design
Prosperity Advisory Group
Providence Housing Department Corporation
Regent University

Renew Hope and Healing
Restore Sexual Assault Services
Revere Copper Products
Roberts Wesleyan University
Rochester City School District
Rochester General Hospital
Rochester Institute of Technology
Rochester Regional Health
Roxbury Public School District
Spencerport Central School District
St. Francis Hospital and Heart Center
St. John's Home
St. Joseph's Hospital
St. Joseph's Neighborhood Center
Strong Ties
Take Form
Tall Trainer
Tri-County Family Medicine
United Natural Foods
University of Rochester Medical Center
UR Thompson Health
University of Wisconsin
UPrep Charter School
Upstate Hospital
U.S. Department of Homeland Security
U.S. Department of Veterans Affairs
VA Medical Center
VMD Corporation
VMJR Companies
Webster Central School District
Wegmans
YMCA of Greater Rochester
Zoetis



Post-Graduation Data - Class of 2024

CLASS OF 2024 OUTCOME STATISTICS

INFORMATION OBTAINED FROM THE CLASS OF 2024 BEFORE MAY COMMENCEMENT

Number of Degrees Awarded

Undergraduate - 271

Graduate - 180

TOTAL - 451

OVERALL SURVEY RESPONSE RATE 79%

OVERALL EMPLOYMENT RATE

Undergraduate

88 (39%)

Graduate

78 (61%)

47%

34%

of the undergraduate class
indicated they found
employment through
internships, the Career Expo,
and summer jobs

UTILIZED CAREER DEVELOPMENT

61% Undergraduates

41% NonTrad Undergraduates

41% Graduate Students

20%

UNDERGRADUATES ENROLLED IN GRADUATE SCHOOL

Buffalo State University
Florida International University
Florida State University School of Law
Georgia Southern University
Instituto de Franklin
Lake Erie College of Osteopathic Medicine
Messiah University

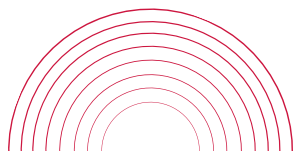
Nazareth University
Purdue University
Regis University
Roberts Wesleyan University
Royal Conservatoire of Scotland
St. John Fisher University
SUNY Brockport

SUNY Buffalo
Syracuse University
University of Findlay
University of Rochester
Western Governors University

EMPLOYERS HIRING THE CLASS OF 2024

Action for a Better Community
Albion Central School District
Alexander Central School District
Avon Central School District
Balanced Mind Clinical Services
Baptist Health
Bethany Presbyterian Church
Bonadio Group, The
Brockport Central Schools
Byron Bergen Central School District
Canandaigua VA Medical Center
CASA Trinity
Catholic Charities
Catholic Health
Charles Finney School
Churchville Chili Central School District
City of Rochester
Clifton Springs Hospital
Clyde Savannah Central School District
Dansville Foursquare Church
Davie Kaplan Wealth Care Advisors
Discovery Charter School
Eagle Star Housing
East Irondequoit Central School District
Eastern Mental Signs and Safety
Eugenio Maria de Hostos Charter School
Excellus BlueCross BlueShield
Exploration Elementary Charter School
Fairport Central School District
Federal Bureau of Prisons
Federal Correctional Complex
Fellowship of Christian Athletes
FF Thompson Health
FLACRA
Genesee Valley BOCES
Genesee Valley Equine Center
Geneseo Elementary
Geneva City School District
Golisano Children's Hospital
Greece Christian School
Harmco Fastener
Healthy Harvest Ministry
Holly Central School District
Insero and Company
Interstate Batteries of CNY
Kenmore-Tonawanda Union Free School District
Keyence
Linden Oaks Therapy
Live Nation Entertainment
L3 Harris
Mary Cariola Children's Center
Monroe County Public Defender's Office
New York State
New York State Insurance Fund
Nexseer Capital

Northgate Free Methodist Church
Omnicom Group
OLV Human Services
Palmer Food Services
Palmyra Macedon Central School District
Paychex
Penn Yan Central School District
Renaissance Academy Charter School
Roberts Wesleyan University
Rochester City School District
Rochester Regional Health
Rochester Prep
Rochester School for the Deaf
Roosevelt Children's Center
Rush Henrietta Central School District
Spencerport Central School District
St. Ann's Community
St. Anthony's Hospital
St. Joseph's Health
St. Pius Tenth School
SUNY Upstate Medical Center
Uncommon Schools
Unity Health
University of Rochester Medical Center
Victor Central School District
Victoria's Secret
Wayne Central School District
Wayne Finger Lakes BOCES
Webster Central School
Wegmans





Northeastern Seminary -

A SURVEY WAS CONDUCTED WITH THE CLASS OF 2024 BEFORE MAY COMMENCEMENT

Class of 2024

Number of Graduates - 44

Vocational Ministry - 27 (68%)

Non-Vocational Ministry - 6 (15%)

Seeking Opportunity - 6 (15%)

Further Graduate Work - 1 (2%)

OVERALL SURVY RESPONSE RATE 91%

EMPLOYERS HIRING NES GRADUATES

Archdiocese of Baltimore
Believer's Chapel
Brunswick Presbyterian Church
Center Church of the Nazarene
Covnet Inc.
ECOC Presbyterian
Edgewood Church
Elim Christian Fellowship
First Congregational Church of Rushville
Free Church
Hampton Free Methodist Church
Hope Lutheran Church
Hunt Mortgage
Kalamazoo Free Methodist Church
Main Street Free Methodist Church
Makor Management
Niagara Hospice
Presbyterian Church USA
Presbytery of Geneva
Providence Sacred Heart Medical
Revive Wesleyan Church
Rock Church San Diego
Rush Temple AME Zion Church
St. Mark's and St. John's Episcopal
The Tabernacle of Orchard Park
TruePic
1208 Greenwood Church
United Health Care
Xerox
Young Life



Through the Lens: Student Engagement

Study Snack Give-A-Way



Clifton Strengths Celebration



Career Readiness Competencies Are Game Changers



2024 Career Connections Expo and Teacher Recruitment Fair

