



# ANNUAL REPORT

2023.2024



CALIFORNIA STATE UNIVERSITY  
**LONG BEACH**  
Career Development Center

# LETTER FROM THE DIRECTOR

---

This year, the Career Development Center dedicated its efforts to welcoming and engaging students with our career services, fostering a sense of belonging on campus as they explore career paths, and connecting them to the future of work.

We hosted our first **Open House**, inviting all students to the Career Development Center to meet our team and learn about our services through a fun and engaging carnival-style event featuring food, games, and prizes. We hosted 115 students on this day, intentionally coinciding with First Generation Day. We welcomed first generation students to use our services and we offered a series of workshops in both the Fall and Spring to continuously share career information and resources.

In Fall 2024, we launched our inaugural **Career Advocates Program**, inviting faculty and staff to learn about our services and how to integrate them into their daily work with students. Twenty-three faculty and staff members completed a comprehensive four-session program, and we are excited for our advocates to share their career knowledge in classrooms, presentations, and appointments with students. We plan to continue and expand this program during 2024-2025.

Our **Internship Roadshows** brought career services directly to students, faculty, and staff. Partnering with each college, our Internship Team developed internship-themed events tailored to meet the needs of their students. We brought 51 employers from various industries to speak and network with students, helping them connect their learning to work. These sessions reached a total of 370 students.

This was our first and, unfortunately, last full academic year offering the **Learning Aligned Employment Program**. In collaboration with the colleges and the departments across campus, we saw this program grow and flourish, supporting nearly 200 students who earned almost \$1 million in wages. Our first-generation and underrepresented students found valuable employment opportunities where they learned and developed skills through research positions on campus. Although state funding for this program has ended, we remain hopeful and are exploring new ways to fund internship opportunities to expand students' career prospects.

It is our great pleasure and joy to bring career services to the Beach and to continue empowering students to lead their career journeys. We appreciate our partners among faculty, staff, and employers for helping us achieve and expand career readiness for all students.



Go Beach!

A handwritten signature in white ink that reads "Erin Booth-Caro". The signature is fluid and cursive, written on a dark background.

Erin Booth-Caro  
Director, Career Development Center

# CAREER DEVELOPMENT CENTER

---

## Mission

---

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

---

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

---

## Values

---



### Purpose

---

Driven by meaning and intentionality in our work.



### Equity

---

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



### Collaboration

---

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



### Growth

---

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



# WHAT'S NEW

*Welcome New Staff*

---



**Dee Hyppolite**

*New Role as  
Assistant Director of Employer Engagement*



**Sarah Sasaki**

*Internship & Employment Specialist*



**Duane Phan**

*Peace Corps Strategic Recruiter*



# WHAT'S NEW

## CSULB Faculty and Staff Career Advocates

The primary goal of the Career Advocate Program is to provide faculty and staff with a comprehensive four-part training series designed to empower and advance their learning on how to apply the Plan Your Future (Models), Career Development Center services, and employment preparation resources. As a result of completing the program, faculty and staff have experienced an increased confidence in addressing career-related questions from students.



**43** Faculty and Staff began the program by attending the first session

**23** Faculty and Staff completed all 4 components of the Program

- Top 3 highest attended workshop: Online Career Tools (13), Disability Inclusion in the Workplace (7) and Resume & Cover letter Writing (5)
- 98% of participants Strongly Agreed to Somewhat Agreed that *"The Knowledge gained from this workshop will continue to assist students in their career development"*

At the conclusion of the program, the survey results indicated a high level of confidence among the Career Advocates in their ability to support students in major/career exploration, skills development, and job search. The average scores were 4.44, 4.35, and 4.47 on the 1-5 Likert scale for utilizing the Plan Your Future models: **DREAM, BECOME, SUCCEED**, respectively. This suggests that most educators feel very capable of navigating these models with students. We are proud of their accomplishments and look forward to growing the program and continuing our partnership with the Career Advocates.

## Career Services for First-Generation College Students

## Reach for the Stars: CDC Open House

- ## CDC & BMAC: Career Readiness Pathway

- ## First Generation Fall & Spring Workshop Series

- [illegible]

# HIGHLIGHTS

## Expansion of LAEP

The Learning Aligned Employment Program (LAEP) was a state funded program that offered eligible students opportunities to earn money to help pay their educational costs while gaining education-aligned, career-related employment. The LAEP Program offered students on-campus, research-based positions.

**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



Fall 2023-Spring 2024, the Career Development Center, Financial Aid, Human Resources Department and OURS CONNECT worked together to streamline processes, provide outreach and educate students and employers, and continue to expand opportunities for the on-campus positions to eligible LAEP students. Student hires increased 212.5% from Spring 2023-Spring 2024. All colleges were represented in the LAEP program this academic year as well as Student Affairs and Academic Affairs.

### Fall 2023 –Spring 2024 On-Campus Learning Aligned Employment Program

**1,800** Students applied to the program

**716** Students met the criteria to participate

**199** LAEP Jobs posted

**190** Student hires





Students appreciated the skill development, direct hands on experience, and connections made as a result of their Fall 2023-Spring 2024 On-Campus Research Experience.

*"I have clarified my career goals through my experience with LAEP. Such that, I decided I will pursue a career in research where I will study cognitive neuroscience, and I will then transition into data analytics and A.I. development later on."*

(Calvin Chiu, Psychology,  
Faculty Supervisor: Samar Needham)

*"Academically, this employment has relieved doubts as to how I will ever be able to successfully apply the knowledge I've learned in my courses; this whole internship has been a wonderful opportunity for me to apply what I've learned in class into the real-world, and the experience I've gathered on-the-job has transferred over to some of my courses!"*

(Jose Mejia, Psychology,  
Faculty Supervisor: Judy Jou)

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

*"She knows her own limitations; this is her greatest strength. She knows when she understands something, and takes the offered empowerment to ask, if she doesn't. She is proactive in reaching out if she needs further clarification, or the task has a hiccup. When I've had delayed responses to hiccups, she has made informed decisions to go one way or the other, looping me in appropriately."*

(Devery Rodgers Ed.D, College of Education,  
Student: Sharon Chen)

*"He excels at being a self-starter, asking for clarification and working independently. He is a fast learner and handles tasks with care. He quickly took the reins of the Connect with a Future 49er program and was successfully able to assign over 50 detailed calling lists to our alumni volunteers."*

(Noemi Guevara, Alumni Relations Office,  
Student: Miguel Segura)

Although the state funding is no longer allocated to this program, we are proud to have contributed just under \$1million dollars in student wages to underrepresented CSULB students over the 1.5 year span of the program.



# HIGHLIGHTS



Beach Nexus

## Beach Nexus Mentoring Program for First-Gen Students

In partnership with Alumni Engagement, the Spring First-Gen Mentoring Program was a great success!

**173** Mentor Pairs

The program received a **4.91/5** stars rating from **97** reviews

**100%** of mentees would recommend the programs to their classmates

**90%** of mentors expressed interest to mentor again

*"This program has helped me realize that everyone has to start somewhere. You're not going to have everything figured out and that's okay. My mentor enforced this a lot and encouraged me to apply for internships both in and out of my field of study."*

**Liyah Rigby (Mentee)**

*"The Beach Nexus Mentoring Program was a great tool to gain invaluable insight from a mentor who has successfully completed a milestone I am aiming for. Input from another student feels more palpable and less intimidating."*

**Isaac Orozco (Mentee)**

*"This was my first time, and I think I can continue to provide insight into my field for students who may not have the guidance. I enjoyed the experience. My mentees were always punctual and ready to engage in a discussion."*

**Alayn Ortiz (Mentor)**



# INCREASING ACCESS TO INTERNSHIPS

Access significantly increased through growth in internship listings to 8, 000 (a 14% increase from last year), 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.



Internship Essay Contest - Primary winners received \$1,500 each

College	Name	Organization
CHHS	Hailey Nguyen	Coastal Primary Care
CLA	Francesca Namala	Not Alone at the Beach
CNSM	Hannah Fitzpatrick	Water Replenishment District of SoCal
COB	Jason Vo	NASA's Jet Propulsion Laboratory
COE	Lorraine Mae Alejandre	AECOM
COED	David Ifediba	LAUSD
COTA	Sofia Ghuloom	CSULB Design Services



## Internship Essay Contest - Runner up winners received \$1,000 each

College	Name	Organization
CHHS	Destiny Islas	So Others May Eat
CLA	Sarah Muren	The Arts Council for Long Beach
CNSM	Melvin Kem	LBUSD
COB	An Dinh	RAPP Worldwide
COE	Angie Navarro	Walt Disney Imagineering
COED	David Johnson	Walker Junior High School
COTA	Eva Nie	Panasonic Avionics

## Manuel Perez Scholarship, June 2024 - awarded \$1,000 each and a total of \$5,000 to recipients

Name	Organization	Position	Major
Giselle Vega	District Office of Assemblymember Rebecca Bauer-Kahan (Representing California's 16th Assembly District)	Legislative Intern	International Studies & Political Science
Kai Ulrich	World Trade Center	Intern	International Business & Supply Chain
An Le	West Coast Sport Medicine Foundation	Athletic Training Student	Athletic Training
Sydney Luong	WIC Long Beach	Dietetic Intern	MS, Nutritional Science
Samantha Wee	H.E.L.P. - Helping Elders Live Productively	Part-time Intern	Nursing, Minor: Gerontology



## 2023 Internship Roadshows

The 2023-24 Internship Roadshow Program was a series of seven in-person events hosted by the CDC for each of the colleges. The Internship Roadshow was designed by working closely with each campus stakeholder in the colleges to provide a series of collaborative, customized events. Through these events, students learned essential skills necessary to find internship opportunities, networked with employers, and practiced mock interviews with employer partners.

**370** Total student attendees

**51** Guest speakers from local companies

**4** Student intern speakers

The guest speakers were included in the employer panel, group discussions, and networking portions for each of the Roadshow events.

*"Thank you so much for this event. It will open the doors to opportunities for me as a freshman."*

*"It was a very well thought out and informative event."*

*"The speakers were incredibly helpful, and I would love to come back again!"*

*"Builds a lot of confidence getting feedback from professional employers."*

A few of the participating employers included:



# MAKING CAREERS ACCESSIBLE

*WorkAbility IV Program: Supporting students with disabilities achieve their employment goals (Partnership with Bob Murphy Access Center, Career Development Center and Department of Rehabilitation)*

120

Students receiving employment preparation, internship support and job development assistance

30

Students placed in employment

25

Successful closures

*(Student successfully maintained employment for minimum of 90 days)*

A few of the participating employers included:





# MAKING CAREERS ACCESSIBLE

## 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 two **CSULB Reverse Job Fairs** in conjunction with the **Fall 2023 and Spring 2024 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 during the final hour of the Fall & Spring Job Fairs. They met with students as they showcased their talents and interviewed the employer. It was an excellent way for employers to meet with highly qualified students!



9 Students  
met with four  
employers at  
each fair:

**LAUSD**  
UNIFIED

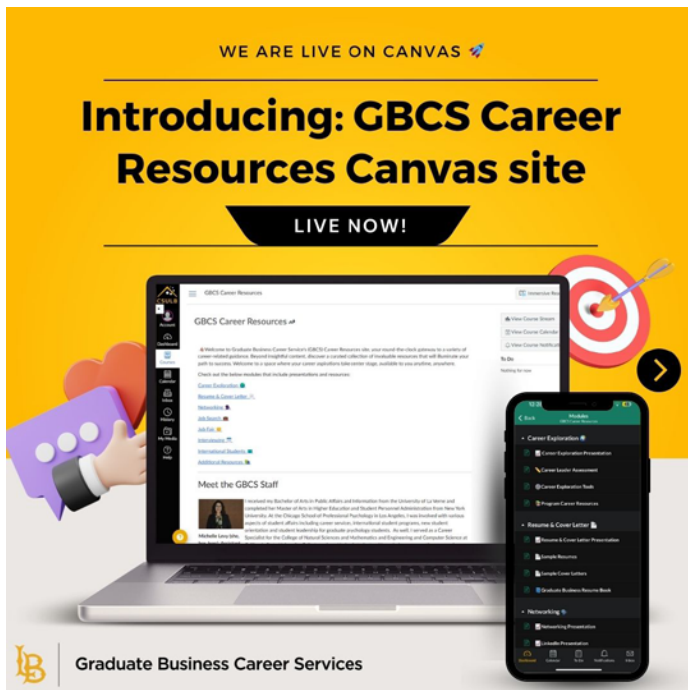
 Enterprise Mobility™

 **TARGET.**

 easterseals


# GRADUATE BUSINESS CAREER SERVICES

CALIFORNIA STATE UNIVERSITY  
**LONG BEACH**  
Graduate Business Career Services



GBCS created the GBCS Career Resources Canvas for students to access career resources 24/7 on topics such as career exploration, resume and cover letter writing, networking, job search strategies, job fairs, interviewing, and support for international students. To encourage student engagement, all GBCS Challenges were conducted on Canvas. Additionally, GBCS highlighted new resources, including the International Student Alumni Database, the H-1B Database, and the Returnship Database.

On Thursday, March 7<sup>th</sup>, GBCS hosted an exciting Employer Networking Night, providing graduate business students with a unique opportunity to connect with top employers such as Laserfiche, Long Beach Unified School District, Franchise Tax Board, and 9Dot. During the event, students and employers engaged in 15-minute Zoom sessions, allowing for meaningful conversations about the organizations and valuable connections with recruiters.

 Graduate Business Career Services

## EMPLOYER NETWORKING NIGHT

Sign-up for the opportunity to meet with representatives from various organizations during Employer Networking Night on **Thursday, March 7th via Zoom.**

Meet Employers from

**Laserfiche** **alteryx** **DWIK** **MISTRAS**



STATE OF CALIFORNIA  
Franchise Tax Board



And more...

**March 7, 2024**  
5:00 PM – 6:30 PM  
via Zoom



Register now at:  
[bit.ly/EmployerNetworkingNight24](https://bit.ly/EmployerNetworkingNight24)



To request disability-related accommodations, please complete the Bob Murphy Access Center Event Request Form - [bit.ly/BMACrequest](https://bit.ly/BMACrequest)



# IMPACT OF CAREER SERVICES

## CAREERLINK: Providing Career Services, Jobs & Internships

**20,458**

CareerLINK Student & Alumni Active Users

*24% increase*

**17,484**

Jobs Posted on CareerLINK

*Co-op, Experiential Learning, Federal Work Study, Freelance, Full-Time, Internship (Paid), Internship (Unpaid), Part-Time (off-campus), Part-Time (on-campus), Seasonal, Volunteer*

## Employer Engagement

**1,766**

New employers recruited CSULB students through CareerLINK

**277**

1:1 Employer Engagement Meetings

**133**

Recruitment Orientation Employer Attendees

## Student & Alumni Career Event Attendance

**93**

Student Recruitment Events

*30% increase*

**5,437**

Student Recruitment Event Attendees

*Includes Employer Information Sessions & Job Fairs*



# 2023-2024 Job Fairs

2023 Federal Work Study Meet & Greet

---

2023 Engineering & Technology Career Fair

---

2023 Fall Job & Internship Fair

---

2023 Government and Social Services Virtual Job Fair

---

2024 Spring Job & Internship Fair

---

2024 Just-In-Time Job & Internship Fair

---

2024 Educators' Job Fair

---

2024 Recent Grad & Alumni Virtual Job Fair

---



*500 employers engaged with 5,400 students!*

## Employer Recruitment Presentations

**83**

Sessions  
24% increase

**1294**

Student Attendees  
31% increase

### Highest Attendance



**71** FBI



**59** CIA



**55** LA Rams



**52** Chevron

## STUDENT & ALUMNI CAREER EDUCATION EVENT ATTENDANCE

Career Education Events ..... **270**

**42%**  
Increase

### Highlighted Events:

Industry Speaker Series: Bringing professionals in the following industries to discuss the realities of their careers in the following industries: Healthcare, Arts, Culture, and Tourism



For a current list of events, check out Career Development Center Events | [California State University Long Beach \(csulb.edu\)](http://csulb.edu)

Career Education Events Attendees ..... **6,868**

**47%**  
Increase

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

## Career Counseling/ Advising Sessions

for Students & Alumni

# 3,119

44% of the sessions  
conducted virtually  
9% increase overall

## Student Campus Interviews

# 452

Conducted during 40 Campus  
Interview Days

A few of the participating employers included:



## Student Engagement with Online Career Education Tools

**careershift**  
a division of Student Playbook

Job/Internship Search through  
CareerShift: **1,217** Users

 **biginterview**

Practice Interviews with Big  
Interview: **1,348** Practice  
Interviews Recorded,  
**1,122** Instructions Video  
Views, **25** Faculty/Staff  
Assignments



 **Candid Career+**

Career Exploration through  
Career Videos: **12,984**  
videos viewed. Top 3 videos  
for: Liberal Arts Majors,  
Healthcare and Human Services



International & National Job/  
Internship Searches through  
GoinGlobal: **857** visits  
Most Popular Pages: H1B  
Employers, Employment and  
Industry Trends  
Top Career Guides: United  
States, Japan, Italy, Germany

 **Forage**

Virtual Experiential Learning  
Projects through Forage: **566**  
project enrollments, Students  
completed **149** virtual  
experiential learning projects.  
Examples of companies with  
work experience found on  
Forage: Bank of America,  
Lululemon, Accenture

# THANK YOU!

Thank you 2023-2024 Career Development Center for your contributions to support professional development activities of Long Beach State students. #HireLongBeachState

