



ANNUAL REPORT

2024.2025



LONG BEACH
Career Development Center



LETTER FROM THE DIRECTOR

This year, the Career Development Center continued its commitment to empowering students in their career journeys by expanding access to innovative tools, enriching campus employment, and deepening connections with employers and campus partners.

We introduced **AI-powered career tools** to support students in their job search, including **Jobscan** and **Big Interview**, which help students tailor their resumes and practice interview skills with confidence. These tools have enhanced our ability to meet students where they are and provide personalized career support.

We elevated the role of **Beach Campus Employment** by strengthening both Federal **Work Study** and **Student Assistant** opportunities. Our **Supervisor Training: Cultivating Successful Student Assistants** equipped campus supervisors with strategies to foster meaningful student employment experiences. We also hosted an end of year **Division of Student Affairs Student Employee Celebration** to recognize the career readiness skills students developed through their on-campus roles.

Our **Career Advocate Program** continues to thrive, with **48 faculty and staff** now having completed the program. These advocates are integrating career conversations into their work with students, helping to build a culture of career readiness across campus.

We enriched employer engagement through **Job Shadow Programs** and **Site Visits**, offering students firsthand exposure to workplace environments and

career pathways. We were also honored to receive the **NASPA Excellence Award** for our **Equitable & Inclusive Hiring Practices Initiatives**, a testament to our commitment to inclusive career development.

As we look ahead, we remain dedicated to creating career opportunities that are accessible, engaging, and transformative. We are grateful to our campus and employer partners for their continued collaboration and support in preparing students for the future of work.



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

New Vision, Mission, Values

Vision

Career engagement will be integral in every student's experience at CSULB.

Mission

The CSULB Career Development Center empowers students to become effective leaders of their career journeys through career exploration, resources, and employer connections.

Values



Inclusivity:

Fostering a diverse, equitable, and supportive environment ensuring all students and alumni have access to resources and opportunities for career growth.



Collaboration:

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



Innovation:

Leveraging creative strategies, technology, and research to guide our work and maximize our impact.

WELCOME NEW STAFF



Sarah Sasaki

*New Role as
Career Counselor*



Kayla Mock-Schneller

*Employer Recruitment &
Programs Coordinator*



Melodie Delgado

Career Events Coordinator



Cheryl Kidd

Workability IV Coordinator

YEAR IN REVIEW

By the Numbers

10,000+

Unique Students Reached
Through Career Development
Center Services

-Counseling Appointments/Drop-In
Advising, Workshops & Webinars,
Employer Information Sessions,
Campus Interviews, Classroom
Presentations, Job Fairs



20,000

CareerLINK Student/
Alumni Active Users

1,500

Employers Engaged
with Services

JOBS & INTERNSHIPS
Offered Through the
Career Development Center

15,000

Jobs Offered

5,500

Internships Offered



Year in Review - By the Numbers - cont.

2,800+

career counseling/
advising appointments

4,000+

resumes scanned by
Jobsan, our new AI
Resume Review Tool

880

practice interviews
conducted in Big Interview
our AI Interview Feedback
Tool

111

Career Education
Workshops and Events

164

Classroom
Presentations

Student Engagement with Online Career Education Tools

NEW
TOOL!



Jobsan

2,434 users, with
4,000+ scans to
optimize their resume
and LinkedIn profile



biginterview

880
Practice Interviews
Recorded



careershift
a division of Student Playbook

Job/Internship Search:
1,275 Users



Forage

519 students enrolled
in a virtual work
experience program



YouTube

22 New YouTube videos
added to our channel
@csulbcareercenter8976



2024-2025 Job Fairs

2024 Engineering Career Fair

2024 Fall Job & Internship Fair

2025 Spring Job & Internship Fair



2025 Educators' Job Fair

2025 Just-In-Time Job
& Internship Fair

2025 Recent Grad & Alumni
Job Search Success Conference & Job Fair



Job Fairs:

100% employer satisfaction. Employers consistently praised organization and logistics, student preparedness, positive interactions, and several noted CSULB events as the best among local universities.

Employers expressed they are consistently seeking professionalism, teamwork, communication and critical thinking in candidates.

CAMPUS INTERVIEWS AND INFORMATION SESSIONS:

Employers hosted **60 Information Sessions** in 2024-2025 with over **1,000 students** in attendance.



Some of Our Participating Employers



15 Organizations interviewed **360+ Students** through our **Campus Interview Program**.



Some of Our Participating Employers

WORKPLACE EXPERIENCES:

Student Employment, Internships & More

STUDENT EMPLOYMENT:

During 2024-2025, our team led trainings to enhance student employment at CSULB and celebrated students' abilities to demonstrate their career readiness skills in the workplace.

Cultivating Successful Student Assistants:


This training is designed to support supervisors in creating a positive workplace culture by promoting professionalism, cultivating career readiness competencies, and embedding a structured student learning plan into practice.

105 attendees over Fall and Spring

Division of Student Affairs Student Assistant Celebration

At the end of the academic year we hosted the first Division of Student Affairs Student Assistant Celebration. Supervisors and student assistants came together to celebrate students' career readiness achievements and have fun!

 **74**
Attendees

 **60**
Student Assistant
Nominations



DSA student assistants were nominated by their supervisors, awarded Career Readiness Skill Development Certificates and participated in a luncheon and carnival style event with games and activities.

CAREER COMPETENCIES TALLY:

- Career & Self-Development: **2**
- Communication: **1**
- Critical Thinking: **8**
- Equity & Inclusion: **8**
- Leadership: **16**
- Professionalism: **12**
- Teamwork: **9**
- Technology: **4**

PARTICIPATING DEPARTMENTS:

- Office of Belonging and Inclusion
- Student Health Services
- Educational Opportunity Program
- Basic Needs
- Counseling & Psychological Services
- New Student & Family Programs
- Housing & Residential Life
- Guardian Scholars
- Enrollment Services
- TRiO McNair Scholars
- Bob Murphy Access Center
- Student Affairs
- Beach XP
- Educational Talent Search
- University Outreach & School Relations

INTERNSHIPS

Through internship listings, scholarships, events, and resources, internship obtainment is a top priority of the Career Development Center. This year there were over 5,500 internship listings available to students through CareerLINK, and numerous Internship Scholarships delivered.

Check out [CareerLINK Internships](#) by college 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

COLLEGE	NAME	ORGANIZATION
COE	Oscar Arenas	National Nuclear Security Administration
COTA	Malinalxochitl Vo	International City Theater
COB	Alexa Feliz	Blue Bridge
CHHS	Isabelle Monterroso	Christian Outreach In Action
CNSM	Kelly Kang	B. Braun Medical
COED	Alexa Ara	Long Beach Unified School District
CLA	Mia Iwasaki	Paramount

Internship Essay Contest - Runner up winners

COLLEGE	NAME	ORGANIZATION
COE	Arjun Bharatbhai Vagha	Voicera
COTA	Thi Vuong	The Switzer Group
COB	Andres Avila	Riviera Advisors
CHHS	Laura Lopez	Olive Crest
COED	Laura Gomez	Aspire Ollin University Prep Academy
CNSM	Divyanshi Jindal	Logitech
CLA	Isabelle Swanson	Riverside County, Inland Empire Harm Reduction

MANUEL PEREZ INTERNSHIP

Success Scholarship

NAME	ORGANIZATION	POSITION	MAJOR
Violet Valdivia Valderrama	Coalition of Humane Immigrant Rights (CHIRLA)	Affirmative Relief Legal Intern	Sociology and Studio Art
Lupita Nieto	Alzheimer's Orange County, Adult Day Program Leisure World	Direct Care Intern	Health Science-Community Education Option, Masters Public Health
Lizeth Olvera	Coalition of Humane Immigrant Rights (CHIRLA)	Development Department Engineer	Mechanical Engineering/Honors Program
Alejandra Romo	Families Uniting Families	Curriculum & Instruction Intern, Project Fatherhood	Sociology and Political Science-Minor Legal Studies, Migration
Alexai Ramirez	Orange County Superior Courthouse	Judicial Extern	Criminal Justice, Minor Philosophy
Nia Gordon	City of Long Beach, City Hall Council District 1- Mary Zendejas	Community Engagement Intern	Political Science
Isaac Oh	Tabernacle of David Christian Academy (TDCA)	Media and Communications	Business Admin-Marketing & Finance
Kevin Hernandez	Women's National Democratic Club	Hospitality/Logistics Intern	Business Admin-Supply Chain Management
Lizette Najera-Perez	Center for Latino Community Health, CSULB	Research Assistant and Intern	Business Management



Internship & Industry Event Series

The 2024-2025 Internship & Industry Event series consisted of one in-person event hosted by the CDC for each of the seven colleges. The events were designed by working closely with campus stakeholders in each college to provide a series of collaborative, customized events. Through these events, student learned essential skills necessary to find internship opportunities, networked with employers, and participated in mock interviews with employer partners.

7 Events

565 Total student attendees

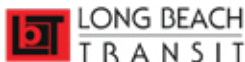
84% Strongly Agreed or Agreed that event clarified their desire to work for the industry represented

89% identified a position they were interested in at the event

"Absolutely loved hearing what they had to say and I learned quite a bit in terms of what I can do to give myself a better chance to secure an internship."

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

A few of the participating employers:



Career Development Center's 1st Job Shadowing Program, Fall 2024

19

STUDENTS PARTICIPATED

4

ORGANIZATIONS

(Port of Long Beach, County of Orange,
The Garden Corps, Mt. San Jacinto College)

Students explored careers in Human Resources,
Communications, and Mental Health Services



County of Orange



GARDENCORPS

SITE VISITS

CINTAS

19

students

Students had a chance to learn about the company's operations and global footprint, heard testimonials from current interns, networked with their staff, and got to tour the facilities!



SITE VISITS *cont.*

DEPENDABLE SUPPLY CHAIN SERVICES

25
students

Our students had the incredible opportunity to explore the ins and outs of the company's operations in a guided campus tour, engaged in break-out group discussions learning about each division within the company, and networked with their staff about available job opportunities within Dependable Supply Chain Services.



FACULTY ENGAGEMENT & ONLINE TOOLS

Faculty & Staff:

The primary goal of the Career Advocate Program was to provide faculty and staff with a comprehensive four-part training series that was designed to empower and advance their learning on how to apply our student 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.



48 Total Faculty and Staff Career Advocates 2023-2025

24 Faculty and Staff completed all 4 components of the Program 2024-2025

Top 3 highest attended workshops:

Jobscan, Getting the Most out of LinkedIn, & Enhance Your Resume with AI

100% of participants Extremely Confident to Confident

“that they are likely to incorporate career questions and conversations into their work with students”

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 advocates were able to learn and apply the Plan Your Future models: DREAM, BECOME, SUCCEED. We are proud of their accomplishments and look forward to growing the program and continuing our partnership with the Career Advocates.

DIVERSITY, EQUITY & INCLUSION

Career Insight Workshops:

A celebration of heritage months and an opportunity to discuss and learn from professionals leading the way in their industries

Career Insights for LatinX Students

Career Insights for LGBTQ+

Career Insights for Native American Students

Career Insights for Black Students

Career Insights for Asian, Pacific Island and Desi Students

DEIA Award, NASPA

NASPA Excellence Award for our Equitable & Inclusive Hiring Practices Initiatives:

The Career Development Center was awarded the NASPA Excellence Award for our Equitable & Inclusive Hiring Practices Initiatives that include the following partnerships:

- **Bob Murphy Access Center**
for the Reverse Job Fair
- **Associated Students Inc**
for the Career Clothes Closet
- **Human Resources Management**
for Equitable & Inclusive Hiring Practices for Employers Seminar
- **DEIA ribbons initiative**
at recruitment events for first generation, students with disabilities, alumni, and more



These four practices were designed specifically to address the challenges students face in recruiting environments.

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 three CSULB Reverse Job Fairs in conjunction with the Fall 2024 and Spring 2025 Job & Internship Fairs, and the Just-in-Time Fair. The LIFE Project provides comprehensive vocational, academic, and social opportunities for CSULB students with autism spectrum disabilities and other neurodivergent abilities. 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.



15 Students met with employers at three fairs.

Participating Employers:



Workability IV Program

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

WAIV

132

Participants

Students receiving employment preparation, internship support and job development assistance

•

16

Placed in Employment

Students placed in employment

•

14

Successful Closures

Students successfully maintained employment for minimum of 90 days

GRADUATE BUSINESS CAREER SERVICES

CALIFORNIA STATE UNIVERSITY
LONG BEACH
Graduate Business Career Services

Graduate Business Mentor Program

64 Mentors



72 Mentees



93%

strongly/somewhat agree that
their mentor supported them in
their professional development.



Resume Book

67%

Increase in
employer outreach
of the resume book

104
Students

58
Alumni

170

Employers received
the resume book
2024-2025

Student/Alumni Appointments

400 Student Appointments Conducted:

100%

strongly agree/agree
my advisor helped me
understand the career
topics discussed

100%

agree my advisory
created a welcoming
and inclusive
environment

100%

strongly agree/
agree that they would
recommend GBCS to a
classmate

ALUMNI SERVICES

Beyond 1 year of graduation, alumni sign up to continue services

2024-2025

190% Increase from 220 alumni sign ups to **640**

45% Increase of alumni accessing Career Counseling Services from 31 to **45**

Recent Grad & Alumni Events

The CDC served over 300 alumni throughout the summer at our **Job Search Bootcamp**, Job Search Club Meetings, Virtual Job Fair, and Hire Me Now Webinar Series.

The 2024 Recent Grad & Alumni Bootcamp:

The event kicked off with an inspirational keynote from CSULB Alumna Nancy Luong '09, a Digital Program Manager with Salesforce, who focused on the importance of resilience and mindset in one's career journey. The program continued with an Employer Panel: Recruiters' Guide to Getting a Job, a CDC Resources Showcase, and a Lunch & Learn where alumni and recruiters led small group discussions on the job search. This event was in partnership with Alumni Engagement and launched our 2024 graduates successfully into their job search.



95%

Agreed or Strongly Agreed
"I am confident in my ability to
conduct an effective job search"

100%

Agreed or Strongly Agreed
"I am prepared to navigate set backs
I may face during the job search"



Job Search Club:

The Recent Grad & Alumni Job Search Club was held on Zoom over the course of four weeks from July 16, 2024 - August 6, 2024. In total, there were 43 alumni attendees. The SUCCEED Plan Your Future framework was utilized for the club's structure, as the club was focused on job and internship search.

Students appreciated:

"The morale boost
from having a group
go through the job
hunt together."

"Having digital
resources to
create a job
search plan."

"Learning about
the CSULB
resources I didn't
know about."



THANK YOU!

Thank you 2024-2025 Career Development Center Partners for your contributions to support professional development activities of Long Beach State students. #HireLongBeachState

Career Development Partners:



County of Orange



Enterprise Mobility™



YAMAHA



Career Development Center