

Office of Career Services and Cooperative Education

Annual Report



2021-2022

From the Director

When I reflect on Rochester Institute of Technology's class of 2021, I see the challenges the COVID-19 pandemic has presented over the past two years, and I also see the successes we have had in continuing to offer our services to students in order to support them through their career development and job search.

As the 2021-2022 academic year began, our future was still uncertain and it was a year like no other that started out both remotely and in person. However, as the semester developed, we slowly saw our students reemerge with a renewed interest in in-person activities.

Our office organized a smaller University-Wide Career Fair during the fall 2021 semester, held virtually and in person with approximately 100 employers and 300 representatives. We limited the number of representatives due to the university's health and safety guidelines, which was difficult to do with so many wonderful employer partners. As the university's health and safety guidelines began to ease in the spring 2022 semester, we were able to welcome back around 160 employers and 350 representatives for an in-person University-Wide Career Fair.

The past year has reaffirmed how valuable career services are to the development of RIT students as we saw an increase in one-on-one student appointments, career prep course attendance, and interactive social events.

We will continue to carry renewed enthusiasm into the 2022-2023 academic year as we make the visibility of our office and its services a priority. We look forward to a great year with many more in-person events and record student attendance. We are eager to be back to full capacity during the fall semester.

Throughout this annual report, you will see the accomplishments of our co-op and graduating students. Our office will continue to support RIT students in achieving their career goals and creating ways to connect employers with our students.



Maria Richart

Director,
Career Services and
Cooperative Education

A handwritten signature in black ink that reads "Maria Richart". The signature is stylized with a large, looped "M" and a long, sweeping "R".

Behind the Numbers

RIT is a leader in providing experiential opportunities for students. RIT graduates benefit from these experiences with one of the highest rates of positive outcomes among private universities in the United States. The Office of Career Services and Cooperative Education team establishes strong relationships with undergraduate and graduate students throughout their college careers. This report features data collected from summer 2021 through spring 2022.

Office

Data was pulled from RIT Career Connect, powered by Symplicity. This career platform tracks office analytics, the number of student appointments, event check-ins, total number of on-campus interviews, and more.

Career Fairs

Six career fairs were organized and executed by a team of career services coordinators last year. The office obtained accurate student, employer, and alumni attendance through our career platform.

Co-op

The majority of RIT students complete required co-op components within their academic programs. Students report their co-op and complete a co-op work report at the end of their experience. As a result, Career Services receives salary data, learning outcomes, and feedback about how the experiences impacted their future career goals.

Graduate Outcomes

Through our First Destination Survey, Career Services learns the employers recent graduates will begin their careers with and the graduate schools they plan to attend.

To collect post-graduation data, Career Services hosts events within the colleges and participates in graduation ceremonies. Career Services also partners with academic departments to collect plans after graduation.

Career services coordinators continue to support recent graduates in their job search process. Consistent with National Association of Colleges and Employer (NACE) standards, recent graduates are encouraged to fill out the survey up to six months after graduation.

Office of Career Services and Cooperative Education

Undergraduate and graduate students, as well as alumni, are supported in their career development and job search success for securing co-op and full-time opportunities. The Office of Career Services and Cooperative Education also provides tremendous support to employer partners for their recruitment needs through career fairs, information sessions, and on-campus interviews.

Did you know?

- During the past year, 4,131 students completed 5,568 work assignments gaining practical employment experience with 2,197 employer partners in the U.S. and overseas.
- Last year, co-op students earned \$58 million through employment.
- Each graduate and undergraduate student at RIT has a career services coordinator assigned to them offering support and guidance.

26

Career Services
team members

4,198

Appointments with
career services
coordinators

19,350

Total job
postings

2,091

Students completed
a Co-op Prep Course

378

Employer job
development
touch points

Cooperative Education

Alex Speyer

**Mechanical engineering major
NAVAIR**

Alex was part of the propulsion and subsystems branch of flight test on the P-8 aircraft, which included monitoring real-time telemetry on test flights, writing support plans, and much more.



Cooperative education, or co-op, is a unique kind of experiential education. RIT students apply content and skills they learn in the classroom to meaningful work experiences related to their fields of study.

Co-op employment is significant, full-time, paid work that prepares students to be skilled professionals while developing real-world competencies to complete a well-rounded education.

4,131

Students completed **5,568** co-op assignments in **49** states and **23** countries abroad

95%

Of employers said they would hire their co-op for a full-time position

\$58M

In earnings were generated by co-op students

College	Majors that Require Co-op	Students on Co-op	Average Co-op Wage
Golisano College of Computing and Information Sciences	All	1,434	\$24.81
Kate Gleason College of Engineering	All	1,293	\$21.45
College of Engineering Technology	All	734	\$20.61
Saunders College of Business	All	250	\$18.86
College of Art and Design	1 of 12	144	\$20.51
College of Liberal Arts	8 of 14	84	\$16.67
College of Science	1 of 11	89	\$27.70
National Technical Institute for the Deaf	Optional	38	\$15.25
College of Health Sciences and Technology	2 of 6	34	\$14.68
School of Individualized Study	Optional	21	\$17.38
Golisano Institute for Sustainability	1 of 3	15	\$20.37

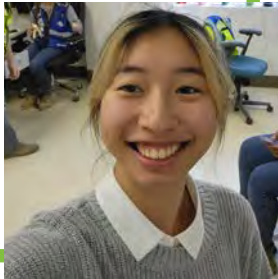
Meet Our Co-ops



“The projects I worked on exposed me to front end web application development—a field I was not familiar with—and helped me learn some of the more advanced features of JavaScript. I've learned more about working as a team in software development, the level of communication it requires, and the ability to work with others to understand the constantly evolving set of needs for an application.

Joey Territo

Computer science major
Codonics



“Holder has given me the chance to get my OSHA 30 certification and LEED Green Associate accreditation. I learned a lot about how the construction process works, the different machinery and operations on-site, and how the development of a safety culture differs when the workers are mainly subcontractors.

Vicki Lin

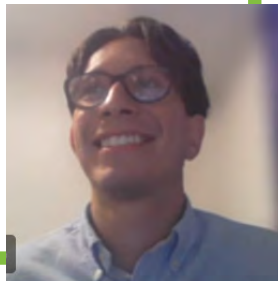
Environmental sustainability, health, and safety major
Holder Construction



“Working with the integration department, I learned how to configure routers, switches, and d-links to be used in CVS Pharmacy locations. Knowing that the work I was doing was going to be implemented in real stores was so cool! It also led me to discover that I have a greater passion for networking than I thought. I am confident that the skills I've learned and the relationships I've established while on co-op will last a lifetime!

Hannah Gosselin

Computing and information technologies major
Worldcom Exchange Inc.



“In my co-op I was able to tackle a multitude of projects, but they were all related to the new Oracle implementation. I had to learn a lot of software in order to try to find out what languages they speak and how to translate that into proper data. Overall, it was a great experience and could not be more grateful with all the connections made.

Pablo Avila

Business administration major
CooperVision



“My experience was fun because I proved that I can work independently. My supervisor was impressed with how well I provided quality of work and was able to stay up with information and communicate with my co-workers. I enjoyed my co-op with my team because they were patient and gladly shared information I needed to know. My advice to myself and other co-ops is be aware of the tools available for you to use. The purpose of these tools is to make our lives easier.

Phillip Ho

Civil engineering technology major
New York State Department of Transportation

There's more than one way to



Students from the College of Art and Design, College of Science, and College of Liberal Arts are proving there's more than one way to co-op.

Through opportunities in research, creative design, and more, Tigers are making an impact across all industries.

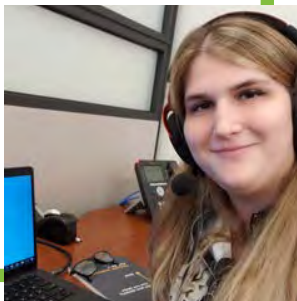
Working on next-generation ambient light sensors was pretty cool. I adjusted to my role pretty quickly and was able to perform tasks assigned to me. This experience provided me with a blend of lab work and computational physics, which helped me strengthen my overall knowledge while giving me a clear idea of which path I'd be more inclined to take in the future.



Nishant Kodan

Physics major
asm OSRAM

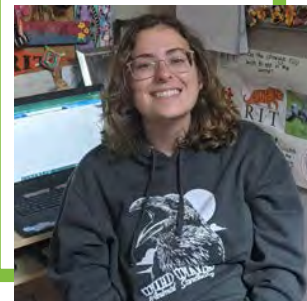
I have used my knowledge from last semester about design production to help update the company's sheets and information into a newer design. I had to work within brand guidelines to make sure everything was cohesive. A new skill I learned was creating graphics for social media pages, which was very exciting!



Melissa Platten

Graphic design major
PPC Broadband, Inc.

I had the opportunity to explore the field of research (completely new to me in the college setting) and to apply my skills from my major when working with the state. I am glad I had this opportunity to branch out more in the job world.



Sinclair Ogo

Public policy major
RIT College of Science

Graduate Outcomes

Amanda Olesky '22

Associate Product Manager Capital One

Amanda graduated from RIT in May 2022 with a bachelor's degree in management information systems and marketing. She leveraged her co-op experiences at Bank of America, Wayfair, and JPMorgan Chase & Co. to land her role at Capital One. She loves getting to collaborate with software engineers and experience designers to build products that solve real customer problems.



93.19%

**Overall
Outcome Rate**

Outcome rate is defined as the percentage of graduates who have entered the workforce, enrolled for further full-time study, or are participating in military or volunteer service.

83.92%

**Overall
Knowledge Rate**

Knowledge rate is defined as the percentage of graduates who have communicated their plans after graduation.

UNDERGRADUATE

GRADUATE

College	Graduates	Average Full-time Salary	Outcome Rate	Graduates	Average Full-time Salary	Outcome Rate
Golisano College of Computing and Information Sciences	549	\$83,460	95.2%	314	\$102,770	96.5%
Kate Gleason College of Engineering	331	\$72,150	96.2%	208	\$83,800	97.4%
College of Engineering Technology	235	\$65,070	97.2%	93	\$74,180	95.5%
Saunders College of Business	163	\$62,380	89.7%	141	\$68,920	88.3%
College of Art and Design	309	\$59,690	86.9%	118	\$73,380	94.8%
College of Liberal Arts	114	\$48,510	92.3%	40	\$57,250	100%
College of Science	132	\$58,200	88.9%	83	\$81,300	96.8%
College of Health Sciences and Technology	95	N/A	89.9%	55	\$87,810	97.8%
School of Individualized Study	92	\$69,420	96.6%	22	N/A	100%
Golisano Institute for Sustainability*	N/A	N/A	N/A	16	N/A	100%

*Golisano Institute for Sustainability does not have an undergraduate program.
"N/A" indicates that data is insufficient for that program.

Selected Co-op and Full-time Employer Partners

3M	Carrier	Eversource Energy
Abiomed	CGI Digital	Excellus BlueCross BlueShield
Accenture	ChaseDesign	EY
Acelity	Christa Construction, LLC	Fidelity Investments
Activision Blizzard, Inc.	Ciena	Finger Lakes Performing Provider System (FLPPS)
Addison Precision Manufacturing	Cisco	FirstBuild
Adobe	City of Rochester	Fisher-Price
Advanced Atomization Technologies, Inc.	CloudCheckr	Flatiron Construction
AeroSafe Global	Colgate-Palmolive	Flower City Group
Allegion	Collins Aerospace	Flynn
Allied Motion Technologies Inc.	ColorDynamics	FM Global
Alstom	Compu-Mail	Forbes
Amazon	CONMED Corporation	Fresenius Kabi
AMD	Constant Contact, Inc.	FujiFilm North America Corporation
American Greetings	CooperVision	G.W. Lisk Company, Inc.
American Packaging Corporation	Core Home	Garlock
American Red Cross	Cornell University	GE
Amplify Education, Inc.	Corning Incorporated	GeekHive
Analog Devices	Corning Museum of Glass	GEICO
Annapolis Micro Systems, Inc.	Council Rock	General Dynamics Mission Systems
ANSYS	CPL	General Motors
Apple	Crayola	Genesee Country Village & Museum
Applied Materials	Critical Link LLC	Global Foundries
Aramark	Cummins, Inc.	Google
Arcadis	D3 Engineering	Granite Construction
ASML	Datto, Inc.	GSK
BAE Systems, Inc.	DeJoy, Knauf & Blood, LLP	Hallmark Cards
Bally Design	Dell Technologies	Hamilton Beach
Bank of America	Deloitte	Hammer Packaging, A Fort Dearborn Company
Bausch & Lomb	DENSO	Hasbro
Baxter	DePuy Synthes	Helen & Gertrude
Bendix Commercial Vehicle Systems LLC	Dolby	Hexcel Corporation
BioLite	Dow	Honda
Blizzard Entertainment	DraftKings	HubSpot
BMW Manufacturing Co., LLC	DreamWorks Animation	IBM
BorgWarner	EagleView	IDI Billing Solutions
Bose Corporation	Eastman Kodak Company	iDTech
Brady Corporation	Eaton	Indeed
Bristol Myers Squibb	EFPR Group, LLP	Innovative Solutions
C&S Companies	Enel X	Insero & Co CPAs, LLP
Capital One	Epic	Instrument
Carestream	Epic Games	Intel Corporation

Selected Co-op and Full-time Employer Partners

Intuit	Oracle	SkyWater Technology
iRobot	Ortho Clinical Diagnostics	Smith+Nephew
ITT Inc.	Oxide Interactive	Smithsonian American Art Museum
Johnson & Johnson	P&G	Sorenson Communications
JPMorgan Chase & Co.	Packaging Corporation of America	Southwest Airlines Co.
Kodak Alaris	PAR Government	SpaceX
L3Harris Technologies	Parsons Corporation	SRC, Inc.
LaBella Associates	Partners + Napier	Staach, Inc.
Leidos	Passero Associates	Stanley Black & Decker, Inc.
LenelS2	Paychex	Staples
Liberty Mutual Insurance	PayPal	Star Headlight & Lantern Co., Inc.
Lockheed Martin Corporation	Penske	STERIS
LSI Solutions	PepsiCo	Sunny Clean Water
Lutron	Poseidon Systems LLC	SUNY Upstate Medical University
M&T Bank	PPC Broadband, Inc.	Target
MAGNA	Precision Castparts Corp	TD Bank
MAHLE	Premium Mortgage Corp	Tesla
MASHstudios	PwC	Texas Instruments
MassMutual	Publicis Sapient	Thales
Mastodon Design	Punch Studio	The Bonadio Group
Medtronic	Qorvo, Inc	The Boston Beer Company
Melissa and Doug	Quad	The DDS Companies
Menasha Packaging Company, LLC	RailComm	The Pike Companies, LTD
Mengel Metzger Barr & Co., LLP	Raytheon Technologies	The Raymond Corporation
Merck & Co., Inc.	Red Argyle	The Timberland Company
Mercury Print Productions	Regeneron	The Walt Disney Company
Meta	Renesas	The Whiting-Turner Contracting Company
Micron Technology, Inc.	Retail Business Services, LLC	Tiffany & Co.
Microsoft	Revlon	Total Wine & More
Milwaukee Tool	Rich Products Corporation	Toyota
MIT Lincoln Laboratory	Rochester Museum & Science Center	Trellix
MITRE	Rochester Regional Health	Turner Construction Company
MKS Instruments	Rochester Software Associates, Inc.	University of Rochester
Mondelez International	Rockstar Games	USPS
Moog Inc.	Rockwell Automation	VaCom Technologies
Mosaic Microsystems	RoviSys	Vanteon Corporation
MSA	S.C. Johnson & Son Inc.	Vicor
NASA Research	Saab	Volvo
National Security Agency	Saint-Gobain	Wakefern Food Corporation
NextGen Healthcare	Samsung Austin Semiconductor	Wayfair LLC
Northrop Grumman	Sandstone Technologies	Wegmans Food Markets
Northwestern Mutual	Seifert Graphics Inc.	Wendt Corporation
OLEDWorks	Siemens	Wilsonart
onsemi	Siemens EDA	Wolfspeed, Inc.
Optic Sky Productions LLC	Simon Pearce	Xerox Corporation
OptiPro Systems	Skillz	Z-Axis, Inc.

A photograph of a career fair event. In the foreground, a young man in a white shirt and dark tie is talking to a young woman in a blue polo shirt with a 'RAE SYSTEMS' logo. She is holding a clipboard. In the background, other people are visible, including a woman in a dark polo shirt and a man in a red patterned shirt. A table with a black cloth and a red banner that says 'SYSTEMS' is also visible. The floor is red carpeted.

Career Fairs

University-Wide Career Fair

The Office of Career Services and Cooperative Education organizes and executes the University-Wide Career Fair every fall and spring semester for RIT students and alumni. This signature fair includes employers that range from small tech firms to Fortune 500 companies. Thousands of students from every college at RIT attend each semester to meet with employers recruiting for co-op and full-time opportunities.

Career Services also provides RIT students the opportunity to network with employers the night before the University-Wide Career Fair. These multiple events highlight specific programs and student affinity groups, and allow employers the chance to see the amazing projects and activities RIT students have accomplished on campus.

Fall 2021

Event was held in person and virtually

3,385	Students attended in person
109	Employers participated in person
323	Representatives recruited in person
670	Students attended virtually
103	Employers participated virtually
326	Representatives recruited virtually

Spring 2022

Event was held in person only

2,262	Students attended
156	Employers participated
358	Representatives recruited

Specialized Career Fairs

Aside from the University-Wide Career Fair, the Office of Career Services and Cooperative Education provides additional specialized career fairs throughout the year. The events are customized for students and alumni in specialized RIT academic programs with specific industry employers.



Accounting Career Fair

Hosted in person during the fall 2021 semester, students interested in accounting and finance industries met with employer partners for co-op and full-time opportunities.

47

Students
attended

12

Employers
participated



Civil Engineering and Construction Industry Career Fair

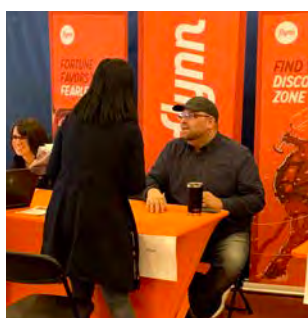
Hosted virtually during the fall 2021 semester, students interested in construction and civil engineering fields met with industry experts for co-op and full-time opportunities.

51

Students
attended

27

Employers
participated



Creative Industry Days

Hosted virtually during the spring 2022 semester, students from College of Art and Design and Golisano College of Computing and Information Sciences connected with creative professionals for portfolio reviews, networking, and job opportunities.

365

Students
attended

77

Employers
participated



Packaging Science Career Fair

Hosted in person during the spring 2022 semester, students from the packaging science program connected with industry professionals for co-op and full-time opportunities.

75

Students
attended

18

Employers
participated

Student Services

We know where
our students go
after graduation,
because we help
them get there.



RIT

Office of
Career Services
and Cooperative
Education

RIT

Office of Career Services
and Cooperative Education

Bausch and Lomb Center
rit.edu/careerservices
careerservices@rit.edu
585-475-2301

2,091

Students completed a
Co-op Prep Course

2,006

Students attended
workshops

348

Students received resume
reviews before career fairs

175

Students participated in Mock
Interview Days to practice their
interview skills with employers

105

Career- and job search-related
events were offered to students

37

Classes hosted a career
services coordinator for
a presentation

Student Services

Career services coordinators go beyond helping students find a co-op. Coordinators provide ongoing support to students through organizing workshops and information sessions, developing and teaching career preparation courses, and providing individual advisement.

Career Prep Courses

Coordinators provide an in-depth professional development course that is embedded in a student's academic plan. The majority of students have the advantage of taking this course before their first co-op experience.

Employer Information Sessions

Employers and students have the opportunity to network and discuss potential co-op and full-time positions. Career Services helps coordinate the employer's virtual or in-person information session for the most significant exposure to our Tigers.

Mock Interview Days

Career Services hosts virtual Mock Interview Days before each University-Wide Career Fair to help students master the art of interviewing with our employer partners.

Speakers and Panels

Industry experts and employer partners participate each semester to host workshops or speak on panels to help RIT students in their job search and career preparation.

Workshops

Career Services strategically coordinates workshops that help prepare a student to stand out among their competition. Students leave more confident in resume and cover letter writing, interview and career fair readiness, and salary negotiation.





Diversity and Inclusion

The **Affinity Networking Reception** invites diverse RIT student organizations to network with employers before the University-Wide Career Fair. Thanks to the generous donation from **IDI Billing Solutions**, Career Services successfully hosted the event virtually during the fall 2021 semester.

165

Students from 20 RIT organizations participated in the Affinity Networking Reception

69

Representatives from 29 employers participated in the Affinity Networking Reception

“We know that diversity in the workplace has been an essential goal for employers. As the assistant director of diversity initiatives, I work closely to connect employers with diverse talent at RIT as well as student groups and campus partners. Each year, I work on creating new, timely, and relevant programming to engage students, which includes the ALANA (African, Latin, Asian, Native American) Alumni Employer Panel where former students help to advise the next class of job seekers. I also offer Co-op and Career Prep sessions with various student groups and work with campus partners to design specific programming to meet the needs of each demographic at RIT. I will continue to offer my time and talent in order to help connect diverse students at RIT with employers.



Diedra Livingston
Assistant Director of
Diversity Initiatives



Career

Counseling

The career counselor helps RIT students and alumni explore their occupational interests and develop plans for academic and professional success. This process is centered on the development of self-knowledge in which students learn how their interests, abilities, skills, personality traits, and values connect with the world of work.

Individual **career counseling appointments** allow students to express their hopes and fears about the future, explore career options through assessment, clarify professional goals, and receive guidance on where to find accurate resources on careers of interest.

In addition to appointments, the career counselor offers **workshops and presentations** on a variety of career development topics, including coping with anxiety in the job search, planning for graduate school, understanding transferable skills, thinking of changing your major, and considering alternative pathways. The career counselor also facilitates programs that support students with disabilities, including RIT's participation in the government's Workforce Recruitment Program.

405

Career counseling appointments

230

Students met with the career counselor

154

Career assessments completed by students to assist with their career explorations



Employer Partners with RIT

239

Virtual and in-person
employer information
sessions

378

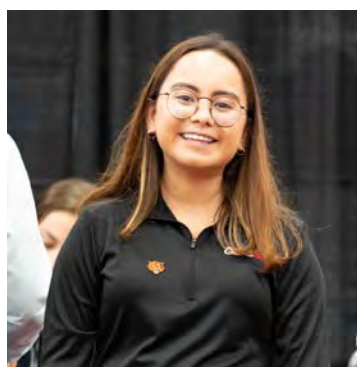
Employer job development
touch points

2,197

Employer partners hosted
RIT co-op students

“

Coming back to RIT to recruit with Qualitrol as a recent graduate was an enriching experience! I was overjoyed to help Qualitrol scout for new talent from my alma mater. This was my second year in a row attending the RIT University-Wide Career Fair as a Qualitrol representative; the difference was that this time I was not a co-op and I was able to proudly wear the Tiger alumni pin. Qualitrol's co-op program and Early Career Leadership Program (ECLP) for recent graduates provide amazing opportunities for RIT students to get hands-on experience in a myriad of disciplines in the industry.



Camila Ramirez '22
Product Line Specialist (ECLP)
Qualitrol

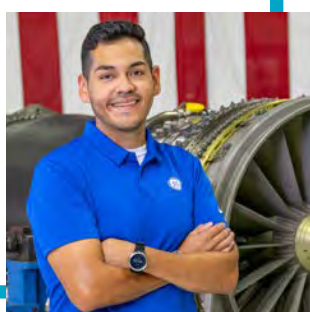


Scott Reardon '96

Founder, CEO

D3 Engineering

D3 Engineering hires RIT students due to their ability to work in challenging and innovative environments. The co-op program allows students to explore their interests and learn from industry experiences. D3 is always excited to provide co-op opportunities to RIT students. In turn, we learn from students who have had a significant impact on our company. We have a long-standing partnership with the Office of Career Services and will be participating in future workshops, career fairs, and more.



Johnathan Flores '18

CMC Manufacturing Systems Engineer

GE Aviation

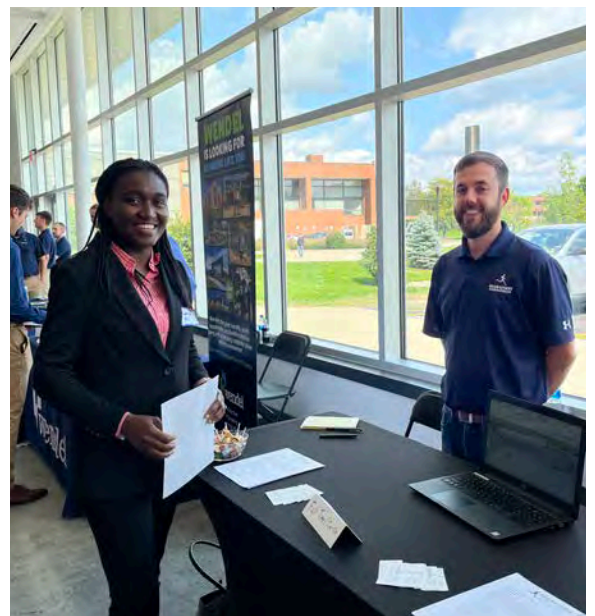
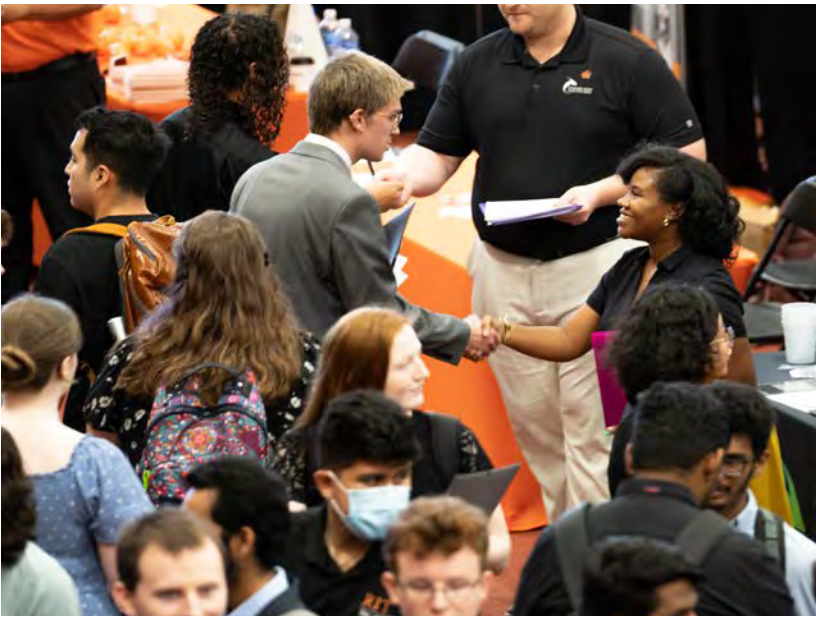
Recruiting season is an exciting time for GE's internship and leadership programs as we strive to focus on the future of the company and people who lead it. As an alumnus from RIT, heading back to campus is an opportunity to stay connected to RIT's potential. I am always left energized by the inspiring university education progress and student body that wants to work for GE. Recruiting at RIT is an invaluable experience for the recruiting team, and we are excited to return.

Employer Advisory Board

The Career Services Employer Advisory Board is comprised of leaders in industry who share their experience and expertise to help us build one of the best career-focused programs in the United States.

Employer Advisory Board Members

Bank of America	Innovative Solutions	Publicis Sapient
Bendix Commercial Vehicle Systems LLC	L3Harris Technologies	Rochester Software Associates, Inc.
Bio-Optronics, Inc.	Liberty Mutual Insurance	Sionic Energy
Bose Corporation	Linde, PLC	SRC, Inc
Chameleon Consulting Group	LSI Solutions	Texas Instruments
Cisco	Mandiant	The Raymond Corporation
CooperVision	Micron Technology, Inc.	Toyota
Datto, Inc.	MITRE	TTM Technologies, Inc.
Eastman Kodak Company	Motion Ai Northeast	Wegmans Food Markets
FactSet Research Systems, Inc.	Northrop Grumman	Wolfspeed, Inc.
Google	Ortho Clinical Diagnostics	Xerox Corporation
IBM	Parsons Corporation	



Rochester Institute of Technology

Office of Career Services
and Cooperative Education
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Rochester, NY 14623-5604

Give a Gift Today

Your gift will support our talented students to have the opportunity to develop their intellectual and cultural horizons. Help students on co-op achieve career success through assistance with travel and relocation expenses in a new city, stipends for unpaid positions at nonprofit organizations, and stipends while pursuing entrepreneurship opportunities.

rit.edu/giving/careerservices

rit.edu/careerservices

U.S. NEWS &
WORLD REPORT

Top 12

Ranked in the top 12 among national universities for excellent cooperative education or internship programs.

No. 41

Ranked 41st among "most innovative schools."

PRINCETON
REVIEW

Best Value

Named among "Best Value Colleges for 2020." Only 7 percent of four-year colleges qualify for the annual Princeton Review list.

STEM WORKFORCE
DIVERSITY MAGAZINE

Top 20

Ranked in the top 20 universities for its work to help diversify the science, technology, engineering, and math (STEM) workforce.



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