

Rochester Institute of Technology's Office of Career Services and Cooperative Education Annual Report

2024-2025



Thank you to our RIT alumni for attending our career fairs and ongoing support in recruiting and hiring RIT Tigers



Maria Richart

Director,
Career Services and
Cooperative Education

From the Director

This year marked an exciting milestone for the Office of Career Services and Cooperative Education at RIT. For the first time in our history, we were able to offer a travel grant to support students embarking on co-op experiences far from home. This initiative, known as the Dean W. Crawford Travel Grant, was made possible by the generosity of a remarkable RIT alumnus who remembered the thrill of receiving a co-op offer and the reality of the costs associated with relocating.

The Dean W. Crawford Travel Grant provides students with \$500 in travel assistance, which they can use toward airfare or housing expenses. This support helps ease the financial burden of relocation, especially in cases where employers do not offer relocation packages. While RIT's co-op program is known for its paid opportunities, we recognize the costs of moving can still be a barrier for some. This grant helps bridge that gap.

In this year's report, you'll see the names of the inspiring students who received the Dean W. Crawford Travel Grant and learn about students who went on incredible co-op experiences across 49 states and 32 countries. Their stories are a testament to the power of experiential learning and the impact of alumni generosity.

We also welcomed a new president to RIT this year, William H. Sanders. We are excited about the future of RIT under his leadership and look forward to the continued evolution of our university.

Thank you for taking the time to read our annual report. We hope it inspires you to see the difference you can make in the lives of our students, because even a small gesture, like a travel grant, can have a big impact.

Warm regards,

A handwritten signature in black ink that reads "Maria Richart".

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. RIT's 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 2024 through spring 2025.

Office

Data was collected from RIT Career Connect, powered by Symplicity. This career platform tracks various office analytics, including number of student appointments, event check-ins, and more.

Career Fairs

Seven career fairs were organized and executed by Career Services during the 2024-2025 academic year. Career Services obtained accurate student, employer, and alumni attendance through RIT Career Connect.

Cooperative Education

At RIT, cooperative education (co-op) is required in the majority of undergraduate programs and encouraged in most graduate programs. Students who complete a co-op must report their job to Career Services and submit 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 the First Destination Survey, Career Services learns about recent graduates' plans after graduation, including the employers they'll join and graduate schools they'll attend.

To collect post-graduation data, Career Services hosts events across campus, participates in graduation ceremonies, and collaborates with academic departments.

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

Office of Career Services and Cooperative Education

Career Services supports RIT bachelor's and master's degree students, as well as recent alumni, throughout their career development and job search for securing co-op and full-time opportunities. Career Services also provides tremendous support to employer partners for their recruitment needs through career fairs, information sessions, job postings and more.

Did you know?

- During the 2024-2025 academic year, **4,365 students** completed **5,825 work assignments**, gaining practical employment experience with **2,058 employers** in the U.S. and abroad.
- During the 2024-2025 academic year, students earned **\$65.67 million** through co-op employment.
- Each RIT bachelor's and master's degree student has a Career Services coordinator assigned to them offering support and guidance.

28

Career Services
team members

4,805

Appointments with
Career Services
coordinators and
career counselor

54,793

Co-op and full-time jobs
posted to RIT Career
Connect

2,114

Students completed a
co-op prep course

633

Employers recruited at
on-campus career fairs

Cooperative Education



"I got to work on a lot of cool stuff while working at Apple. One of the coolest parts was all the networking I got to do. I had so much success at my co-op. I was paired with an incredible manager, a mentor, and an iBuddy. These people all helped me succeed, from the start of my co-op to the end where I got to present my projects to the leaders of Apple Information Security."

James Southcott

Cybersecurity major

Apple

Co-op

Cooperative education, or **co-op**, is a hallmark of an RIT 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 employment that prepares students to be skilled professionals while developing real-world competencies. It's the key to completing a well-rounded education.

4,365

Students completed 5,825 co-op assignments in 49 states and 32 countries abroad

\$65.67M

In earnings were generated by co-op students

96%

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

| College | Undergraduate Majors Requiring Co-op | Students on Co-op | Average Co-op Hourly Wage |
|--|--------------------------------------|-------------------|---------------------------|
| Golisano College of Computing and Information Sciences | All | 1,631 | \$25.58 |
| Kate Gleason College of Engineering | All | 1,234 | \$23.69 |
| College of Engineering Technology | All | 838 | \$23.38 |
| Saunders College of Business | All | 241 | \$21.50 |
| College of Art and Design | 1 of 12 | 169 | \$20.81 |
| College of Liberal Arts | 8 of 16 | 103 | \$16.64 |
| College of Science | 1 of 12 | 73 | \$23.15 |
| College of Health Sciences and Technology | 1 of 5 | 18 | \$19.48 |
| School of Individualized Study | Optional | 42 | \$20.06 |
| Golisano Institute for Sustainability* | 1 of 3 (Graduate majors) | 24 | \$22.02 |

Data reflects information reported to Career Services by undergraduate and graduate students from summer 2024 to spring 2025. In most graduate-level programs, co-op is encouraged. *Golisano Institute for Sustainability does not have an undergraduate program.

There's More Than One Way to Co-op

Entrepreneurship



"Starting your own business can be intimidating, but the blueprint I received from this program gave me the ability to break down that intimidation into bite-sized chunks that led to productive action for my business. Do your research, present with passion, and resubmit your application if needed, because it's 100% worth it."

Zevez Zalay

Finance major

Bernard Kozel StartUp Program @ Saunders

International Experience



"Working and living abroad was such an incredible experience that I would do 100 times over if I were able. Working alongside an Italian doctor of psychology, assisting him in his research in a hospital on the seaside was truly unforgettable and I am so grateful for the experience."

Antonio Caldaroni

Psychology major

A Door to Italy

Internship with Course Credit



"Being in New York City was very eye-opening for me. In class we learn about things like what a production might look like and the different types of roles that come into play. Here, I'm able to apply what I've learned and get that real-world production experience that can't really be replicated in the classroom."

Wendy Chen

Photographic and imaging arts major

RIT in NYC

Research



"The experience strengthened both my programming and research skills, gave me the opportunity to contribute to a real-world biophysics project, and confirmed my interest in pursuing graduate studies in this field."

Mallory Cooper

Physics major

National Science Foundation (NSF)

Research Experience for Undergraduates (REU)

4,231

Students completed
co-op in the U.S.

33

Students completed
entrepreneurship

123

Students completed
international experience

46

Students completed
internship with course credit

89

Students completed
research for co-op credit

Capture Your Co-op Giveaway Winners

RIT students do amazing things while on co-op! To recognize them for their hard work, Career Services organizes the Capture Your Co-op giveaway each year for students to share their incredible stories and win a special prize. During the most recent giveaway, Career Services received 25 entries and selected five winners. Check out some of our most recent giveaway winners.



“I obtained my co-op through RIT’s University-Wide Career Fair and had the opportunity to do a next-day interview. This experience exposed me to a multifaceted team skilled in reporting, programming, and machine learning, which helped me explore different career paths while building meaningful connections. The guidance and support from my team made this co-op an incredible and impactful experience, both professionally and personally.

Daniel Shiferaw

Management information systems major
Emerson



“I learned a lot about small and large scale manufacturing processes. I also learned how to interact with customers professionally and how to work with a sales team. Additionally, I learned a lot about fabric and sewing techniques for production. I am grateful FieldTex decided to take me on, and I hope to use these skills in the future.

Emily Ohl

Industrial design major
Fieldtex Products



“I applied skills I had developed at RIT and was introduced to entirely new tools. What I liked most was the chance to see the impact of my work in a large-scale, real-world environment. It was rewarding to contribute to a project that improved operational efficiency for a global network team. Overall, this experience has greatly enhanced my technical expertise and my confidence in taking on new challenges, and has further shaped my career goals.

Greeshma Puttanna

Communication networks major
Amazon



“I found the company through RIT’s University-Wide Career Fair and got an interview the next day. The biggest skills I worked on are communication and teamwork. Of course, I’ve built my technical skills, but it’s the soft skills where this co-op has really shone. My favorite part is that the work I do is truly meaningful.

Matthew Stanton

Mechanical engineering and economics majors
Parker LORD Corporation

Engaging with Students on Co-op

Co-op Wellness Check-in Survey

Each fall, spring, and summer term, Career Services emails a Co-op Wellness Check-in Survey to students participating in co-op, internship, research, entrepreneurship, or international experience to help identify challenges they may be facing. The Career Services team provides timely support and guidance, ensuring students can navigate both the exciting and sometimes stressful aspects of their work experience with confidence.

"I love the welcoming environment at my co-op. My colleagues are very helpful as well as supportive in regards to bettering my skills and career."

Celebration story shared by an anonymous student respondent

135

Responses out of 2,991 students
on co-op in summer 2025

5

Students
shared issues
Career Services
responded to

35

Students shared
celebration
stories

Summer Meetups

Career Services partnered with Enrollment Management to host summer meetups in New York City, Washington, D.C., Boston, and Philadelphia. These gatherings brought together RIT students on co-op, incoming first-year students, and alumni for an evening of connection and celebration. The events offered a unique opportunity for co-op students to engage with Career Services and their peers while sharing their experiences in the cities where they were working. The Career Services team looks forward to expanding these visits in the future.

4

Cities hosted
meetups

39

Students on co-op
attended



Group photo from New York City Summer Meetup



Co-op students with RIT alumni

Graduate Outcomes



"My co-op experience at RIT truly shaped the trajectory of my career. My first co-op with the U.S. Department of Energy Solar Energy Technologies Office introduced me to photovoltaics (PV) and I have been passionate about it since. At RIT, I worked in a photovoltaics and photonics research group. During my co-ops, I worked a variety of different roles ranging from research to manufacturing to understand what I love about engineering. In my current role, I have the opportunity to marry my interest in photovoltaics with my passion for process improvement, while working with some of the most brilliant minds in the field."

Crystal Qu '25

(chemical engineering and materials science and engineering majors)

Space Photovoltaics Engineer

The Aerospace Corporation

90.9%
Overall
Outcomes Rate

Outcomes 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.

78.5%
Overall
Knowledge Rate

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

UNDERGRADUATE

GRADUATE

| College | Graduates | Average First-year Full-time Salary | Outcomes Rate | Graduates | Average First-year Full-time Salary | Outcomes Rate |
|--|-----------|-------------------------------------|---------------|-----------|-------------------------------------|---------------|
| Golisano College of Computing and Information Sciences | 609 | \$92,300 | 86.2% | 334 | \$102,000 | 89.7% |
| Kate Gleason College of Engineering | 274 | \$78,700 | 95.3% | 192 | \$90,100 | 94.8% |
| College of Engineering Technology | 232 | \$73,600 | 94.3% | 58 | \$80,500 | 100% |
| Saunders College of Business | 129 | \$67,400 | 90.9% | 172 | \$73,700 | 87.8% |
| College of Art and Design | 398 | \$56,000 | 83.5% | 69 | \$56,200 | 97.8% |
| College of Liberal Arts | 110 | \$55,900 | 92.5% | 30 | \$63,900 | 96.2% |
| College of Science | 138 | \$57,100 | 96.8% | 74 | \$88,000 | 94.7% |
| College of Health Sciences and Technology | 87 | \$56,100 | 98.3% | 44 | \$99,900 | 97.3% |
| School of Individualized Study | 101 | \$51,500 | 88.7% | 16 | N/A | 100% |
| Golisano Institute for Sustainability* | N/A | N/A | N/A | 15 | \$64,800 | 100% |

Data reflects information from Career Services' 2024 First Destination Survey.
*Golisano Institute for Sustainability does not have an undergraduate program.
"N/A" indicates data is insufficient for that program.

Selected Co-op and Full-time Employer Partners

Abiomed
Activision Blizzard
Addison Precision Manufacturing
Adobe
Advanced Atomized Technologies
Advanced Micro Devices
Ahold-Delhaize (Retail Business Services, Peapod Digital Lab)
Air Force Research Laboratory - Information Directorate
Allied Financial Partners
Alpine Software
Alstom
Amazon
Amazon Robotics
American Axle & Manufacturing
American Packaging Corporation
AMETEK
Amplify Education
Amtrak
Analog Devices
Annapolis Micro Systems, Inc.
Apple
Applied Materials
Arcadis, Inc.
Ariel Corporation
ASML
Atlantic Testing Laboratories
AVANGRID (BGC, CNG, CMP, NYSEG, RG&E, UI, SCG)
BAE Systems Inc.
Baldwin Richardson Foods Co.
Bank of America
Bausch+Lomb
Baxter
Belden Inc.
Bendix Commercial Vehicle Systems LLC
BMW Manufacturing Co., LLC
BorgWarner
Bose Corporation
Boston Scientific
Bridgestone Americas
Brinkman International Group, Inc.

Bristol Myers Squibb
Brite
C Speed LLC
Calvary Robotics
Canandaigua National Bank & Trust
Capital One
Carestream Health Inc.
Carrier
Casana
Cellec Technologies
Chameleon Consulting Group
ChaseDesign
Ciena Corporation
Cisco Systems, Inc.
Citibank
Collins Aerospace
CONMED
Constellation Brands Inc
CooperVision
Corning Incorporated
CPL Architecture and Engineering Planning
Crosman Corporation
CrowdStrike
Cummins Inc
D&W Diesel, Inc.
Danbury Mission Technologies
Datadog
Define Design Deploy Corp. dba D3
Deloitte
Delsys, Inc.
Dematic
Derrick Corporation
Discovery Machine Inc.
Dow Chemical Company
DraftKings
Draper
EagleView
Eastman Kodak Company
Eaton Corporation
Ecolab
Emerson
Enel X
Entegris, Inc.

Epic
Ernst & Young LLP (EY)
Esri
Excellus BlueCross BlueShield
Exelon Corporation (Constellation)
Fast Enterprises, LLC
Fidelity Investments
Fisher-Price
Flatiron Construction
Flynn
FM
Foundry Digital LLC.
Fresenius Medical/NxStage
Fujifilm North America Corp
GE Aerospace
GE Vernova
General Dynamics - Electric Boat
General Dynamics Mission Systems
General Electric Co
General Motors
Genesee Country Village & Museum
Global Tungsten & Powders
GlobalFoundries
Goldman Sachs
Google
Gorbel
Greenlight Networks
GW LISK Co, Inc.
Hasbro
Henkel Corporation
Hexcel Corp
Honda
HubSpot
IBC Engineering, P.C.
IBM
iD Tech Camps
IDI Billing Solutions
Indium Corporation
INFICON
Insulet
Intel Corporation
ITT Inc.
Jabil

Selected Co-op and Full-time Employer Partners

| | | |
|---|---|--|
| JCS Controls | Northrop Grumman | Sikorsky, a Lockheed Martin Company |
| Johns Hopkins Applied Physics Laboratory | NuHarbor Security | Solu Technology Partners |
| Johnson & Johnson | NVIDIA Corporation | Sony Electronics |
| JPMorgan Chase & Co | OLEDWorks | Southco Inc. |
| Keurig Dr Pepper | onsemi | SpaceX |
| Kodak Alaris | Optic Sky Productions LLC | SRC, Inc |
| KPMG LLP | Optimax Systems Inc | Strong Memorial Hospital |
| L3Harris Technologies | OptiPro Systems | Systems & Technology Research (STR) |
| LaBella Associates PC | Oracle | Teknic, Inc. |
| Leidos | P&G | Tesla |
| Liberty Mutual Insurance Company | Partners + Napier | Texas Instruments (TI) |
| Liberty Pumps | Passero Associates | The Bonadio Group |
| LightRiver Software | Paychex Inc. | The Boston Beer Company |
| LOCKHEED MARTIN | Penske | The DDS Company |
| London Stock Exchange Group Holdings, Inc. | Pfizer, Inc. | The Gleason Works |
| Los Alamos National Laboratory | Plug Power | The Hershey Company |
| LSI Solutions | PNC | The MITRE Corporation |
| Lutron Electronics | Poseidon Systems LLC | The Raymond Corp |
| M/E Engineering, P.C. | Pratt & Whitney | The Walt Disney Company |
| M&T Bank | Precision Castparts, Structural Division | The Whiting-Turner Contracting Company |
| Magna Powertrain of America, Inc. | Precision Optical Transceivers, Inc. | Thermo Fisher Scientific |
| MahiGaming | Qualitrol Company LLC (A Fortive Company) | Tiffany & Co. |
| MAHLE | Quality Vision International, Inc. | TikTok |
| Mastodon Design, a CACI company | QuidelOrtho | TIMET |
| MathWorks | RDG + Partners | Toyota |
| Medtronic | Red Argyle | Travelers |
| Melissa and Doug | REDCOM Laboratories, Inc. | TTM Technologies |
| Menasha Packaging Company, LLC | Regeneron Pharmaceuticals, Inc. | Turner Construction Company |
| Merck & Co Inc | Renesas Electronics America (REA) | U.S. Department of Defense |
| Meta | Retiina | U.S. Dept of Homeland Security |
| Micron Technology, Inc. | Rich Products | UKG (Ultimate Software) |
| Microsoft | Ricoh USA, Inc | Unilever |
| Mindex | Rochester Regional Health | University of Rochester |
| MIT Lincoln Laboratory | Rochester Software Associates, Inc. | US Army Research Laboratory |
| MKS INSTRUMENTS, Inc. | Rockstar Games | Vanguard Group |
| Moderna | Roechling Medical Rochester | Vanteon Corporation |
| Mondelez International | RTX | Vicor |
| Moog Inc. | Saab, Inc. | Wayfair |
| MSA Safety Inc | Safran | Waygate Technologies |
| National Grid | Safran Federal Systems | Wegmans Food Markets |
| National Security Agency (NSA) | Salesforce.com | Wendt Corporation |
| New York Air Brake | Samsung Austin Semiconductor | Windstream Communications |
| New York State Department of Transportation | SandBox Union | Wolfspeed |
| Nidec Motor Corporation | SC Johnson | Xerox Corporation |
| Nissan Group of North America | Security Risk Advisors | Xylem |
| Nokia | Siemens Energy | Z-Axis |

This is a sampling of the employer partners that hired RIT students for co-op and full-time opportunities in the past few years.



and Networking Events

University-Wide Career Fair

Career Services organizes and executes the University-Wide Career Fair every fall and spring semester, connecting RIT students and alumni with employers ranging from small firms to Fortune 500 companies. Thousands of students from every college at RIT attend each semester to meet with employers recruiting top talent for co-op and full-time opportunities.

The next day, Interview Day, allows employers to hold in-person interviews with connections made during the career fair.

Did you know?
71.4%
Of employers that attended RIT career fairs hired an RIT student for a co-op position

Fall 2024

- 5,267** | Students and alumni attended
- 733** | Recruiters from 250 employers attended, including 307 RIT alumni
- 635** | Students participated in 799 interviews on Interview Day

Spring 2025

- 3,473** | Students and alumni attended
- 492** | Recruiters from 168 employers attended, including 198 RIT alumni
- 262** | Students participated in 309 interviews on Interview Day

Specialized Career Fairs

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



Accounting Career Fair

Hosted during the fall 2024 semester, students interested in accounting and finance met with industry experts recruiting for co-op and full-time opportunities.

142

Students and alumni attended

62

Representatives from 24 employers participated



Civil Engineering and Construction Industry Career Fair

Hosted during the fall 2024 and spring 2025 semesters, students met with construction and civil engineering professionals recruiting for co-op and full-time opportunities.

266

Students and alumni attended in fall and spring combined

192

Representatives from 93 employers participated in fall and spring combined



Creative Industry Days

Hosted during the spring 2025 semester, this visual portfolio-based event connected students to creative industry professionals through virtual career panels and virtual and in-person one-on-one portfolio reviews.

281

Students and alumni participated in 736 one-on-one portfolio reviews

71

Professionals from 34 employers participated in one-on-one portfolio reviews



Packaging and Graphic Media Science Career Fair

Hosted during the spring 2025 semester, packaging and graphic media science students connected with professionals recruiting for co-op and full-time opportunities.

132

Students and alumni attended

97

Representatives from 44 employers participated

Networking Events

Saunders College of Business Networking Reception



Hosted during the fall 2024 semester, employers connected with business students and faculty at one of the largest technology universities in the nation. Employers had the opportunity to hear from students how their hands-on, experiential learning education puts them in a position to contribute on the job.

140

Students
attended

15

Employers
participated

College of Science Networking Reception



Hosted during the fall 2024 semester, employers connected with students in the areas of physical, life, and mathematical sciences. Science students had the opportunity to share how their innovative education, research, and experiential learning prepare them to make a positive impact.

88

Students
attended

14

Employers
participated

Performance Teams Open House



Hosted during the fall 2024 and spring 2025 semesters, employers connected with students who bring engineering principles to hands-on application. Hosted in the SHED, employers toured team facilities, and saw team vehicles, rockets, rovers, robots, and more.

258

Students attended
in fall and spring
combined

66

Employers
participated in
fall and spring
combined

Clinical Connections Fair



Hosted during the spring 2025 semester, local hospitals, nursing homes, and other healthcare providers connected with health sciences students to discuss clinical opportunities at their organizations.

34

Students
attended

6

Employers
participated



Student Clubs and Organizations Travel Grant

Through Career Services' new Student Clubs and Organizations Travel Grant, student groups can apply for funding to attend national conferences across the country. These experiences allow students to connect with industry professionals, learn from leaders in their field, and explore emerging trends and career paths. They also provide students with opportunities to showcase their work, expand their networks, and represent RIT on a national level.

During the 2024-2025 academic year, three student clubs and organizations received travel grants to attend conferences. Conferences included the National Society of Black Engineers (NSBE) National Conference, Society of Asian Scientists and Engineers (SASE) National Conference, and Society of Hispanic Professional Engineers (SHPE) National Convention.

Career Services looks forward to expanding access to these opportunities, which empower students to build connections and develop the skills that will serve them throughout their careers.

"I had the opportunity to attend the NSBE National Conference in Chicago with RIT students. Experiencing this event firsthand underscored the global reach and profound impact such opportunities have on our students. With more than 15,000 attendees, the NSBE career fair was truly remarkable. Seeing RIT's NSBE chapter actively engaged was both inspiring and affirming. It reinforced the importance of continued funding to ensure that more of our students can participate in transformative experiences like this."

Natasha House
Assistant Director for Student Success and Engagement

3

**Student clubs and
organizations received
the travel grant**

\$3,000

**Disbursed to student clubs
and organizations to attend
national conferences**



Preparing

Our Students

2,114

Students completed a
co-op prep course

595

Students received in-person,
one-on-one resume reviews
before career fairs

38

Classroom presentations
were given by Career Services
coordinators

Career Services coordinators go beyond helping students find a job. Coordinators provide ongoing support to students by organizing workshops and information sessions, developing and teaching career preparation courses, and providing individual advisement. They offer job search strategies, resume and cover letter reviews, interview and career fair preparation, job offer and salary negotiation advisement, and more.

Career Prep Courses

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

Employer Information Sessions

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

Mock Interview Days

Career Services hosts virtual Mock Interview Days prior to each University-Wide Career Fair in order to help students master the art of interviewing through one-one-one guidance from our employer partners.

Speakers and Panels

Industry experts participate in workshops and panels each semester to help RIT students in their job search and career preparation.

Workshops

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

Co-op Celebration

This end-of-year celebration highlighted the accomplishments of students who completed co-op and experiential learning opportunities. Students shared highlights from their experiences, and offered insights and advice for second-year students preparing for their co-op journeys. Attendees also enjoyed food and fun giveaways while building connections and learning from one another's experiences.



221

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

66

Career and job search workshops and panels were offered for students

4,267

Students attended career and job search workshops and panels

128

Students attended the Co-op Celebration



Transcending Borders:

International Career Development

479

Students attended
32 workshops for
international students

32

Countries where
students completed
co-ops abroad

25

Students received the
Career Services Travel
Grant to help fund their
work abroad experience

As assistant director for international student career services, **Julian Huenerfauth** leads RIT's efforts to prepare globally minded students for career success—both those who come to RIT from around the world and those who pursue professional experiences abroad. Through a combination of **advising**, **programming**, and **global partnerships**, his work helps students translate international experiences into career-ready skills that employers value.

This year, the **International Experiences Program** expanded partnerships to nine program providers. RIT added new opportunities in Latin America, Europe and Asia, including a new 10-week computing internship program in Dublin and the continued hospital-shadowing program in Italy. Career Services also awarded 25 **travel grants** to make these opportunities accessible to more students and evaluated new programs through site visits in Costa Rica, Peru, Ireland, and Italy.

International students navigating the U.S. job search are also supported on campus. The newly-launched weekly publication, **"Find Success in the USA: The Newsletter,"** reached an average of 1,618 readers—over 70% of RIT's international student body. The assistant director also led the Graduate Career Readiness Bootcamp, expanded international drop-in advising, participated in prospective student webinars, and delivered specialized workshops on resumes, cover letters, and interviewing.

Through these efforts, Career Services advances RIT's global mission to help students bring international perspective, cultural intelligence, and professional confidence to workplaces in the U.S. and beyond.



Career

Counseling

Assistant Director for Career Counseling Tabitha Vick holds both Strong Interest Inventory and Myers-Briggs Type Indicator (MBTI) Practitioner Certifications and works closely with RIT students to understand how their skills, abilities, personality preferences, work values, and interests align with potential career paths. RIT's career counselor emphasizes kindness and compassion, creating a supportive and understanding environment where students feel safe to share their hopes, concerns, and aspirations. Through this guidance, students build confidence, gain clarity about their strengths, and take meaningful steps toward long-term academic and professional success.

Individualized **career counseling appointments** help students clarify professional goals, explore career options through **assessments**, and navigate **resources** for informed decision-making. In addition to one-on-one support, the career counselor develops and facilitates **workshops** and **classroom presentations** on topics ranging from graduate school planning, exploration of alternative majors, coping with job search anxiety, and how to harness grit and resilience throughout the career exploration process.



162

One-on-one career counseling appointments

27

Students completed at least one career assessment to assist with their career exploration

164

Students attended 14 classroom presentations and workshops on career exploration and development



Employer Partners with RIT

176

Virtual and in-person
employer information
sessions

3,061

Students attended
employer information
sessions

2,058

Employers hired RIT
co-op students

Employer Advisory Board

The Career Services Employer Advisory Board brings together industry leaders who contribute their experience and expertise to shape one of the nation's top career-focused universities, enhancing RIT's reputation for academic excellence and its renowned cooperative education program.

Employer Advisory Board Members

| | |
|-----------------------------------|---|
| Ahold Delhaize USA | KBR |
| Amplify Education | L3Harris Technologies |
| BAE | Liberty Mutual Insurance Company |
| Bank of America (Consumer Bank) | MathWorks |
| Carestream Health Inc. | Micron Technology, Inc. |
| Clarity | Mindex |
| CooperVision | Moog |
| Define Design Deploy Corp. dba D3 | Paramount Technologies |
| Eastman Kodak Company | Paychex Inc. |
| Ecolab | Publicis Group |
| Enel X | Qualitrol Company LLC (A Fortive Company) |
| Excellus BlueCross BlueShield | Rochester Software Associates, Inc. |
| Federal Bureau of Investigation | Security Risk Advisors |
| Foundry Digital LLC. | The MITRE Corporation |
| General Dynamics Mission Systems | The Raymond Corp |
| Google | Virtuous Consulting Services, LLC |
| IBM | Xerox Corporation |
| Innovative Solutions | |
| Iron Galaxy Studios | |

Career Services Awards and Recognitions

This summer, Career Services celebrated the outstanding achievements of its team and employer partners whose dedication continues to make a lasting impact on students' success.

Staff Awards

Stephanie Krebbeks (middle), Career Services coordinator, received the **Outstanding Student Support** award for going the extra mile guiding students. Career Services Coordinators Carrie Gruschow (second from right) and Stephanie Solt (far right) received the **Outstanding Employer Development** award for their thoughtful employer engagement. Alana Hough (second from left), data specialist, received the **Outstanding Support for Career Services Team** award for enhancing tools that deliver meaningful insights.



Employer Recruiter Awards

This prestigious award honored recruiters who went above and beyond by fostering meaningful partnerships, providing valuable opportunities, and contributing to Career Services' mission.



Brian Kroll

Senior Campus Manager with
University Relations
Lockheed Martin



Wilma Ruppert

Senior Talent Acquisition Recruiter/
University Relations Lead
General Dynamics Mission Systems



Paul Wisotzke

Co-op Program Manager
Honeywell

Alumni Recruiter Awards

This distinguished award recognized alumni who went above and beyond by fostering meaningful partnerships, providing valuable opportunities, and contributing to Career Services' mission.



Odysseus (Eddie) Adamides

Hardware Engineering Manager
D3 Embedded



Sarah Bono

Senior Product Design Manager
The Walt Disney Company



Tim Footer

Engineering Manager
Northrop Grumman

Empower Student Success

Your gift supports our talented students in developing 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.

Visit rit.edu/giving/careerservices and select "**Career Services General Fund.**"

Dean W. Crawford Travel Grant

Thanks to a generous donor, the Dean W. Crawford Travel Grant provides \$500 in travel assistance for students relocating for co-op, internship, research, or entrepreneurship experiences.

This year, eight recipients received the grant: Christian Barrera, Meghan Briskey, Abel Girma, Cailah Hernandez, Roan John, Cristian Morataya, Alaina Mupparthi, and Maria Whala.

In 1964, Crawford ('64) completed a co-op with IBM in Owego, NY. The experience was instrumental in Crawford landing his first job after graduation, and ultimately set the stage for his successful career. By establishing the fund, Crawford wishes to help students by offsetting expenses incurred for geographic relocation as a result of their co-op/experiential learning.

rit.edu/careerservices

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WORLD REPORT

No. 5

Top school for co-op or
internship programs

No. 88

Top national university

PRINCETON
REVIEW

No. 44

Among the Top 50 Green
Colleges

STEM WORKFORCE
DIVERSITY MAGAZINE

Top 20

Universities to help diversify the
science, technology, engineering,
and math (STEM) workforce



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