

IOWA

POMERANTZ CAREER CENTER

2021-2022

**ANNUAL
REPORT**

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GREETINGS FROM THE EXECUTIVE DIRECTOR

We welcome you to learn more about our year and the many ways that our staff engaged with students, staff, and faculty across campus in the 21-22 year. Staff have been busier than ever supporting students in their exploration and preparation for post-graduation success in a changing employment world. Resuming in-person events and other networking events, such as Career Treks, has allowed for rebuilding and increased student and employer connections. An increased importance this year has been placed on re-introducing students to career services and employer connections as students come back to campus. As new graduate hiring activity rebounded and exceeded previous trends, our employer relations team worked hard to meet the needs of those employers, both small and large. It has been an exciting year of trying new things and revisiting existing pursuits. Thank you for reading our report and, more importantly, supporting our efforts.

Sincerely,

Angi McKie

*Assistant Provost &
Executive Director*



WHAT DRIVES US



Mission

Empowering students to transform their future and connect to their career possibilities



Vision

A campus community engaged in every student's career



Values

- ✓ We encourage forward-thinking and adaptability
- ✓ We engage and act through a lens of diversity, equity, and inclusion
- ✓ We foster connection and collaboration
- ✓ We operate from a growth mindset



Our Pledge

The Pomerantz Career Center recognizes inequalities in access to career-related opportunities and networks. We pledge to be intersectional in our approach to career development and employer partnerships, acknowledging the historical inequities and bias that impact career advancement. We are committed as advocates, allies, and active listeners in this ongoing conversation.



2021–2027 Strategic Plan

By the fall of 2021, the Career Center finalized the 2021-2027 strategic plan, prioritizing the goals of serving more undergraduates in scalable, sustainable, cost-effective ways, and better aligning to the new mission, vision, and values recently adopted. The priorities were selected based on input and feedback collected from campus colleagues, employer partners, and students; and on the recommendations provided by consultants belonging to the Career Leadership Collective.

The fall of 2021 not only began a series of efforts to meet the goals of the new plan, but in addition launched a campus wide initiative called, ***Future of Work @ Iowa - Exploring Flexible Work Arrangements Post-Pandemic***. The Career Center remains committed to adapting to the ever-changing landscape of work and being intentional on valuing work/life balance.

View the Strategic Plan:

→ [CAREERS.UIOWA.EDU/POST-GRAD-DATA](https://careers.uiowa.edu/post-grad-data)

WHO WE SERVE



Connecting to Career Possibilities

The Pomerantz Career Center provides a one-stop resource to help Hawkeyes develop skills and make smart choices well before they graduate, apply for graduate school, or enter the job market. With 25 staff members, the Career Center is responsible for expert career coaching and programs that empower thousands of students as they choose and pursue their next steps. Our work builds their confidence by showing them their strengths and giving them experiences they can leverage toward their future goals.

We serve undergraduates in

- ✓ Henry B. Tippie College of Business
- ✓ College of Education
- ✓ College of Nursing
- ✓ College of Public Health
- ✓ College of Medicine
- ✓ University College
- ✓ College of Liberal Arts and Sciences

For the 2021-22 enrollment report and student demographics, see:

→ [REGISTRAR.UIOWA.EDU/REPORTS-STATISTICS](https://registrar.uiowa.edu/reports-statistics)

For semester-by-semester student data, visit the student profile page at:

→ [REGISTRAR.UIOWA.EDU/PROFILE-STUDENTS-ENROLLED](https://registrar.uiowa.edu/profile-students-enrolled)

21-22 QUICK FACTS

144,948

job, internship, student employment,
and volunteer opportunities posted
on Handshake

5,963

total student advising sessions conducted
by Career Coaches and Peer Advisors

3,247

students enrolled in PCC courses

\$52,000

average salary for 21–22 graduates
who found full-time employment
related to their studies

4,240

registered undergraduate internships,
practicums, and co-ops

2,367

students attended career fairs
(we offered hybrid event options in
21–22 for COVID-19 mitigation)

\$50,000

awarded among 21 students through
the Hawkeye Internship Grant

695

employers recruiting at Iowa in 21–22

97%

outcome rate for 21–22 graduates
(employed, continuing education,
or not seeking employment)

CAREER COACHING AND ADVISING



5,963

Total visits

(includes multiple visits per student)

3,984

Total visitors

(counts each unique student once)

2,132

First time visitors

2,087

Repeat visitors

3,152

Total scheduled appointments with Career Coaches

(includes multiple visits per student)

2,811

Total drop-ins, virtual appointments, and online resume reviews with Career Peer Advisors

(includes multiple visits per student)



Top 5 reasons students scheduled coaching appointments

1. Improving Resume, Cover Letter, or LinkedIn profile
2. Exploring Majors & Careers
3. Finding Employment after Graduation (job or gap year experience)
4. Finding an Internship or Part-Time Job
5. Getting Ready for Graduate school, CV, or Personal Statement Review

Popular topics for Career Peer Advisor appointments

- ✓ Improving Resume, Cover Letter, or LinkedIn profile
- ✓ Getting Ready for Graduate School, CV, or Personal Statement Review
- ✓ Finding Campus/Student Employment

Career Education

Attendance across all programs/workshops in classes, with student organizations, etc.:

- ✓ Non-unique student attendees: **4,106**
- ✓ Unique attendees: **3,103**
- ✓ First time attendees: **1,817**
- ✓ Repeat attendees: **1,370**

Popular topics for Career Education

- ✓ Overview of Services
- ✓ Resumes and Cover Letters
- ✓ Professionalism in the Workplace
- ✓ Interview Preparation
- ✓ LinkedIn, Personal Branding, and Networking Basics
- ✓ Finding Employment After Graduation (job or gap year experience)
- ✓ Internship Search

Note: some programs/workshops address more than one topic

ACADEMIC COURSES



Academic courses in career-related topics, such as career exploration and job search skills, are available each semester for academic credit ranging from 1-3 s.h. per course.

Students also can dive deeper into building career skills by participating in professional development courses and leadership programs that offer more hands-on skills-based instruction relevant to careers and leadership development.



Leadership Studies Certificate

- ✓ 63 graduated or were conferred in the certificate in leadership studies during fall 2021–spring 2022
- ✓ 169 students declared their pursuit of the certificate in leadership studies as of fall 2021

Career Leadership Academy

- ✓ **405 students** participated in CLA representing all 4 school years and more than 50 majors
- ✓ **Largest Major:** Enterprise Leadership
- ✓ **75 employers** participated in CLA classes and events resulting in over 136 engagements with students
- ✓ **Project Partners in Fall 2021**
 - Coralville Food Pantry
 - Open Heartland
 - Backyard Abundance
 - Girls on the Run
- ✓ **Project Partners in Spring 2022**
 - Oaknoll Retirement Residence
 - Johnson County Public Health
 - Antelope Lending Library
 - Table to Table
 - Girls on the Run

Students after completing CLA part 1

93%

IMPROVED THEIR COMFORT LEVEL WITH NETWORKING

90%

CAN IDENTIFY & SPEAK ABOUT THEIR CLIFTON STRENGTHS

90%

CAN ARTICULATE THEIR PERSONAL LEADERSHIP PHILOSOPHY

Top leadership competencies are productive relationships, self-development, and group development.

Students after completing CLA part 2

93%

CAN EXPLAIN HOW TO ENACT POSITIVE SOCIAL CHANGE IN THEIR LOCAL COMMUNITIES

95%

CAN DESCRIBE HOW THEIR TOP 5 STRENGTHS IMPACT THEIR LEADERSHIP PRACTICE & GROUP WORK

91%

CAN PRACTICE PERSONAL BRANDING THROUGH TAILORED APPLICATION DOCUMENT & PREPARED INTERVIEW RESPONSES

Top leadership competencies are self-development, collaboration, and productive relationships.



21

Different courses

92

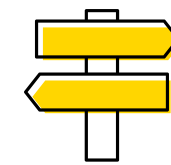
Sections

3,247

Students enrolled
(non-unique)

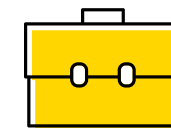
EXPERIENTIAL EDUCATION

The Pomerantz Career Center supports student internships by offering coaching, recruiting events and programs, academic credit and 0-credit internship courses. In addition, the Career Center expanded its definition of what defines an experiential opportunity, allowing students to apply for the newly named, Hawkeye Experience Grant, to now not only qualify for students with underpaid or unpaid internships, but also to help with the barriers of cost to attend internships abroad, research or creative scholarship opportunities, and community engagement or service-learning experiences.



Internship Support

- ✓ **382** internship-related coaching and registration visits to the Career Center
- ✓ **133** students participated in an Internship Search presentation
- ✓ **84** students enrolled in *CCP:2004 Internship: Search, Secure, Succeed*
- ✓ **28,142** internship postings in Handshake
- ✓ **30,197** internship applications submitted in Handshake



Internship Courses Across Campus

- ✓ **373** registered internships through PCC courses (77% in-person, 23% virtual)
- ✓ **815** 0-credit internships registered (includes PCC, Engineering, and Tippie College of Business 0-credit internship courses)
- ✓ **4,240** registered undergraduate internships, practicums, and co-ops across campus

WE ASKED THE INTERNS

"Would you consider permanent employment with the employer?"

59%

SAID "YES"

27%

SAID "MAYBE"

14%

SAID "NO"

"How did the experience influence your education and professional plans?"

80%

SAID IT
CONFIRMED
THEIR PLANS

11%

SAID IT
CHANGED
THEIR PLANS

9%

RESPONDED
OTHER

Search Methods

| | |
|--|-----|
| Career Center Services* | 36% |
| Personal Networks | 25% |
| Faculty/Department | 23% |
| Other | 15% |
| LinkedIn | 14% |
| Industry-Specific Job/Internship Website | 10% |
| Student Organization | 4% |

**Includes appointments, classes, fairs/events, workshops/presentations, and websites.*

Top Internship Locations



IOWA: 57%



WISCONSIN: 3%



ILLINOIS: 12%



TEXAS: 2%



CALIFORNIA: 5%



MASSACHUSETTS: 2%



NEW YORK: 3%

Employers with Largest Numbers of Interns

- University of Iowa
- University of Iowa Hospital and Clinics
- RSM
- Bergan KDV
- Ceras Health
- Clifton Larsen Allen LLP
- NuCara Pharmacy
- UFG Insurance
- Hogan-Hansen, CPAS and Consultants
- AbbVie
- City of Iowa City
- Mercy Hospital
- Amazon
- Athene
- Child Serve
- Collins Aerospace
- General Electric
- Northwestern Mutual
- PWC
- Principal

INTERNSHIP EVALUATION RESPONSES AND DATA FROM PCC REGISTERED INTERNSHIP COURSES

HAWKEYE EXPERIENCE GRANT

Experiences that connect academic experiences and application outside of the classroom like undergraduate research, community engagement, study abroad, and internships, practicums, etc. are both educational and career-readiness best practices. These not only strengthen a student's competencies and educational experience, but also are essential for students to launch a strong career. High cost of living and/or lack of pay with many of these opportunities can be barriers to student participation.

The Hawkeye Experience Grant reduces that barrier to participation. In Summer 2022, through \$50,000 in funds from the UI Strategic Initiative Fund, 21 students were supported in their research, internships, and study abroad.

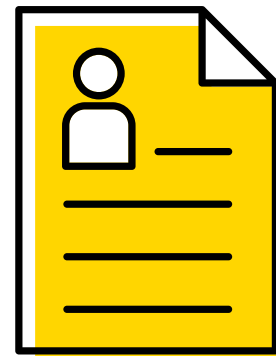
You can read about full eligibility and application requirements at

→ [CAREERS.UIOWA.EDU/HAWKEYE-EXPERIENCE-GRANT](https://careers.uiowa.edu/hawkeye-experience-grant)

36 TOTAL QUALIFIED APPLICATIONS

Of those awarded

- ✓ 43% CIAE Eligible
- ✓ 24% Underrepresented Minorities
- ✓ 24% Expected Family Contribution under \$10,000
- ✓ 48% First-Generation College Students
- ✓ 76% from Iowa
- ✓ 81% Identified as Women
- ✓ 86% UI GPA of 3.0 or above
- ✓ 52% Honors Program participants
- ✓ 24% Transfer students
- ✓ 1% Non-traditional students



2022 Awardees

Julissa Alvarado

Internship Site: Oaknoll, Iowa City, IA

Acacia Brown

Internship Site: Grand Living at Bridgewater, Coralville, IA

Alexis Carfrae

Internship Site: Office of Cindy Axne, Washington, D.C.

Montala Carruthers

Internship Site: Valle D'hebron University - Transcultural Department of Psychiatry, Barcelona, Spain

Olivia Dudgeon

Internship Site: UIHC Recreational Therapy Department, Iowa City, IA

Eveline Gonzalez

Internship Site: UI Paleontology Repository, Iowa City, IA

Hailey Hakes

Research Site: UI Translational Vascular Physiology Lab, Department of Health and Human Physiology, Iowa City, IA

Jessica Holland

Internship Site: Girls on the Run Eastern Iowa, Iowa City, IA

Bryce Hunger

Research Site: UI Department of Otolaryngology, Iowa City, IA

Katelyn Kempkes

Internship Site: Link Associates, West Des Moines, IA

Mallory Kimpler

Internship Site: Highland Park Hospital, Highland Park, IL

Sarah King

Research Site: UI Howard Lab, Department of Radiation Oncology, Iowa City, IA

Katherine Kustes

Internship Site: Ludwig Boltzmann Institute for Human Rights, Vienna, Austria

Peter Lainson

Internship Site: Open Heartland, Iowa City, IA

Alena Longnecker

Internship Site: Unity Point Health

Asel Nasr

Research Site: Stead Pediatrics, Iowa City, IA

Malany Parker

Internship Site: City of Cedar Rapids, Cedar Rapids, IA

Benjamin Rodriguez

Research Site: Vanderbilt, Nashville, TN

Hannah Teague

Internship Site: City of Cape Canaveral Office of Sustainability, Cape Canaveral, FL

Emma Tews

Internship Site: SIT Kenya Public Health in Tropics, Kisumu, Kenya

Saloni Upadhyay

Research Site: UI Psycholinguistics Lab, Department of Communication Sciences and Disorders, Iowa City, IA

“My main takeaway is to use resources available to you and learn that mentors are there to help you succeed. Do not be afraid to ask questions from your mentors if you need help in regards to your work or for your career development.”
– Benjamin Rodriquez

“I have been completely immersed in the type of work that I am striving for and am now able to see the types of challenges and setbacks that are typical when working with paleontological specimens. A massive ‘thank you’ to the University of Iowa for facilitating my learning with the Hawkeye Experience Grant.”
– Eveline Gonzalez

STUDENT EMPLOYMENT

UI STEP: Academic Course

- ✓ 41 total students | 2 sections
- ✓ 25 different majors
- ✓ 1st-4th years represented
- ✓ 100% course recommendation rate

UI STEP: Workforce Development Sessions

- ✓ 11 general sessions
- ✓ 12 departmental specific sessions
- ✓ 486 total attendance

Note: No general sessions in Fall 2020 due to COVID-19

“ I already have recommended this to my friends. I want others who were just as scared/confused as me to walk out of this class feeling confident and ready for the future. ”
– UI Senior

Supervising Today's Students Series

- ✓ 16 workshops | 255 attendees | 57 new supervisors
- ✓ 22 certificates earned
- ✓ 9 unique workshops

Note: Last semester of in-person workshops

Student Employee of the Year

69

NOMINATIONS*
*UI record.
Previous record was 68.

16

FINALISTS

16

DEPARTMENTS
REPRESENTED



88

NOMINATIONS

16

FINALISTS

16

DEPARTMENTS
REPRESENTED

CAREER FAIRS AND TREKS

Fall 2021 Fairs

HELPING, COUNSELING & WELLNESS FAIR

96

STUDENTS
ATTENDED

39

EMPLOYERS
REGISTERED

FALL VIRTUAL FAIR

383

STUDENTS
ATTENDED

120

EMPLOYERS
REGISTERED

BUSINESS, ENTREPRENEURSHIP & TECHNOLOGY FAIR

871

STUDENTS
ATTENDED

85

EMPLOYERS
REGISTERED

ACTUARY SCIENCE, INSURANCE & RISK MANAGEMENT FAIR

134

STUDENTS
ATTENDED

35

EMPLOYERS
REGISTERED



*I got a lot of experience
talking to companies
and felt more confident.*
– Student Attendee



Spring 2022 Fairs

SPRING JOB & INTERNSHIP FAIR

678

STUDENTS
ATTENDED

103

EMPLOYERS
REGISTERED

SPRING VIRTUAL FAIR

157

STUDENTS
ATTENDED

75

EMPLOYERS
REGISTERED

VIRTUAL EDUCATOR FAIR

48

STUDENTS
ATTENDED

80

EMPLOYERS
REGISTERED

Note: We offered hybrid event options in
2021-2022 for COVID-19 mitigation.

Career Treks

Career Treks put students face-to-face with industry professionals and is a great way to connect with employers and understand the different positions available in the industry. Due to COVID-19, the Career Center opted to provide virtual opportunities to students to interact with employers from different companies, such as Braze, ChildServe, United Talent Agency, and the F.B.I.



EMPLOYER ENGAGEMENT



Handshake

Postings from 7/1/2021 to 6/30/2022

13,583

TOTAL ORGANIZATIONS

144,948

TOTAL OPPORTUNITIES

111,098

JOBS

28,142

INTERNSHIPS

683

STUDENT EMPLOYMENT

5,025

OTHER

62,668

TOTAL APPLICATIONS TO POSTINGS

695

**Total employers
recruiting on campus**
(includes Career Fair participation)

60

**Recruiting at
Iowa calls**

69

**Employer site
visits and calls**

64

**Community outreach
and events**

Interviews

- ✓ 1,095 total virtual and in-person interviews
- ✓ 44 employers conducted 189 mock interviews
- ✓ 2,791 students used Big Interview for virtual interview practice



POST GRAD DATA

Post-Graduation Data – All Undergraduates

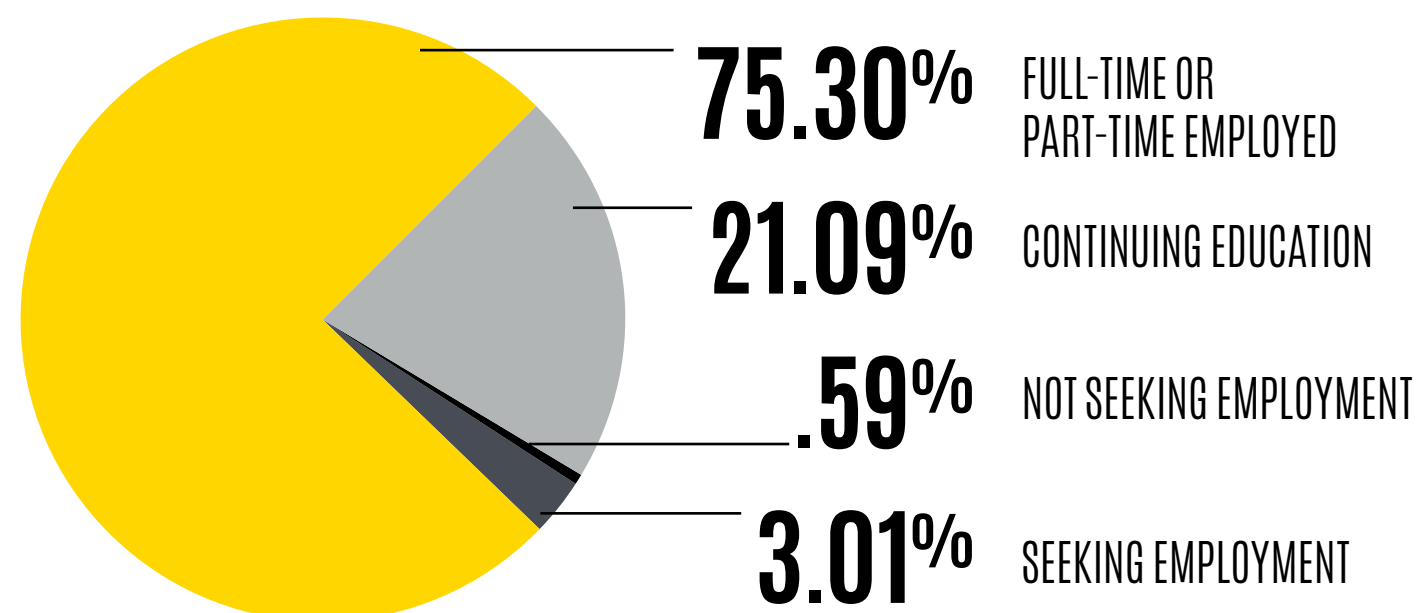
Below are the results for **3,722 UI graduates** out of 4,913 graduates during the period from Summer 2021 through Spring 2022 for the Tippie College of Business, College of Liberal Arts & Sciences, College of Education, College of Engineering, College of Nursing, Carver College of Medicine, College of Public Health and University College

\$52,000

Median salary for students who found full-time employment related to their studies

97%

Placement rate (employed, continuing education, and not seeking employment)



EXPLORE MORE AT → [CAREERS.UIOWA.EDU/POST-GRAD-DATA](https://careers.uiowa.edu/post-grad-data)

