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The Year in Review

Throughout 2021-22, the Office of Career Strategy (OCS) functioned as an in-person office but maintained several flexible options including allowing students to choose between in-person and virtual advising and offering advising time in the evenings and on weekends. The result has been continued strong engagement with the OCS resources.

Commitment to Improved Accessibility

OCS is dedicated to making our resources accessible, and during 2021-22 the OCS Accessibility Committee led an office-wide project to review and upgrade our online materials and ensure their accessibility. This was a tremendous initiative, involving every member of the OCS staff and a team of student workers, bringing forth the following key improvements:

- Evaluated and modified 400+ PDF documents to be accessible with a screen reader.
- Determined and removed presentation formats that were not accessible and moved the content into accessible formats.
- Created a guide on how to develop accessible PowerPoint presentations, and an accessible PowerPoint template, for OCS staff and other Yale colleagues.
- Reviewed 116 videos on the OCS YouTube Channel, removing some and adding closed captioning to 92 remaining videos, to meet ADA standards.

Overview of Student and Alum Engagement

<table>
<thead>
<tr>
<th>ENGAGEMENT</th>
<th>2020–2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advising/Quick Questions Sessions</td>
<td>5,447*</td>
</tr>
<tr>
<td>Undergraduates</td>
<td>3,868</td>
</tr>
<tr>
<td>Graduate Students and Postdocs</td>
<td>734</td>
</tr>
<tr>
<td>Alums</td>
<td>817</td>
</tr>
<tr>
<td>Career Development Events</td>
<td>4,076</td>
</tr>
<tr>
<td>Online Resume Review</td>
<td>684</td>
</tr>
<tr>
<td>CareerShift Usage</td>
<td>1,274*</td>
</tr>
<tr>
<td>TOTAL CONTACTS</td>
<td>11,439</td>
</tr>
</tbody>
</table>

*Unique users. Those conducted a total of 21,944 searches.
Career Strategy Support for Graduate Students and Postdocs

OCS supports masters and Ph.D. students in the Graduate School of Arts and Sciences (GSAS) and Yale postdoctoral scholars interested in diverse careers beyond the academy. We work closely with our colleagues in the graduate school and in the Office of Postdoctoral Affairs to provide a robust set of resources that aim to advance their career and professional development.

With their advanced training and expertise, GSAS students and postdocs require specialized career support tailored to their career interests and job markets. Within OCS, two career advisors have leveraged their Ph.D. degrees outside the professoriate and are dedicated to serving these groups. They are supported by a team of Ph.D. students, the McDougal Fellows, who work part-time for OCS to contribute their insights and collaboratively design career programming for their peers. OCS is grateful for the support from the McDougal Foundation in our work with graduate students.

Specialized Advising

Many graduate students and postdocs have limited experience with work environments and careers beyond academia. Those considering non-academic careers are invited to meet with OCS career advisors for personalized consultations, to assess career interests and fit, develop professional narratives that showcase their skills and polish their application materials. In addition, OCS offers workshops throughout the year that are tailored to graduate students and postdocs’ specific needs and interests, covering topics such as networking, converting an academic CV to a professional resume, interviewing, and salary negotiation.

Ph.D. Career Pathways

OCS partners with alums and friends of Yale to provide graduate students and postdocs a range of educational opportunities about rewarding careers and how to achieve them. This year, programming highlights include:

• Careers in the Non-Profit Sector: Organized in collaboration with Graduate School Alumni Association board member Ellen Babby (Ph.D., French), this year-long series for students and postdocs, “Strategizing Ph.D. Careers: The Non-Profit Sector” highlighted ways students across disciplines can leverage their academic training in the non-profit world. Featured in the series were prominent leaders including the Founding Director of the Museum of the Obama Presidential Center, the Chief Diversity Officer at the Metropolitan Museum of Art, and the Chair of the US Advisory Board for Doctors without Borders. These speakers led discussions about the non-profit business and fundraising models, inclusive leadership, and roles with foundations and the non-profit sector. Other workshops focused on conducting a productive job search in this sector, including identifying market-relevant skills.

• STEM Careers: In this year-long series the McDougal Career Fellows engaged 300+ graduate students and postdocs in alum-led panel discussions featuring career paths such as patent law, medical communications, data science, and entrepreneurship. In addition, OCS collaborated with the Yale Biotech Club to support their annual Life Sciences Career Fair, connecting students with employers, and conducting workshops to help club members prepare for the fair.

• Mentorship: This year, OCS worked with the Graduate School Alumni Association (GSAA) to extend the impact of its annual career mentoring symposium for students, “Where Do I Go from Yale?” which featured 30+ alums in diverse faculty and non-faculty careers. To prepare students and postdocs before the event, OCS organized a new series of facilitated, interactive workshops with alums and faculty on how to manage communications and expectations in
mentoring. To strengthen the connections made during this event, OCS arranged follow-up coffee chats and small group conversations between the alum panelists and students, engaging 19 alums and 60+ GSAS students and postdocs. 

A New Experiential Learning Opportunity

An equally important priority is to offer programming to help students and postdocs build professional skills and gain work experience. In 2022, OCS introduced a pilot fellowship program, the Yale Graduate Impact Fellowship. Supported by the Dean of the Humanities, this fellowship provides funding for doctoral students in the Humanities to work up to 10 hours per week in organizations outside of Yale to advance their scholarly work and professional development. Five students received fellowships to work at the Metropolitan Opera in New York, Sir John Soane’s Museum in London, the Editions Barzakh publishing house, the collective Digital Cavendish, and the Wadsworth Atheneum Museum of Art. OCS continued to offer up to 30 Graduate Professional Experience (GPE) Fellowships for Ph.D. students each semester, supporting part-time internships in Yale offices and exposing students to applied project work in a team setting under mentors outside of their discipline. Among the many offices hiring GPE Fellows were the Yale Carbon Containment Lab, the Office of New Haven Affairs, the Peabody Museum, and the Yale Office of Public Affairs and Communications.

3-Minute Thesis (3MT) Competition

For this annual event, Yale Ph.D. students across the Biological Sciences, Physical Sciences/Engineering, Social Sciences, and Humanities presented their dissertation research to the public in just 3 minutes. This competition celebrates Ph.D. research and showcases students’ ability to communicate complex material clearly and engagingly to the public. For the first time, this year’s event was live-streamed and watched by 220+ alums in addition to students, faculty, staff, and other members of the Yale community.

Common Good & Creative Careers

Common Good and Creative Careers (CGCC) is an initiative developed within OCS that supports Yale students interested in pursuing careers that make a difference and encourage creativity. CGCC aims to ensure that every Yale student exploring a career in the areas of nonprofit, government, education, social enterprise, arts, and communications is aware of our resources and services. During 2021-22, this important work continued including:

- CGCC events focused on connecting employers/alums and students, including the Alumni Chat Educational Series on Non-profit Consulting, CGCC Coffee Chats with Alumni and Industry Experts, Virtual Employer Information Session Consortium, and the Virtual CGCC Fair engaging 64 employers.
- The Professional Development Reimbursement Program was expanded to allow reimbursement for costs up to $200 related to interview travel, and other career-related engagements, such as registration fees for professional conferences, membership fees for professional associations, and subscription fees for industry job boards.
- The Craft & Career Podcast, composed of 20 episodes, invites creative professionals, from a range of artistic disciplines, to
discuss their thoughts surrounding that nexus point where the creative process meets career logistics.

**Creative Careers Advising**

Data collected annually by OCS shows that through the combination of the arts and communications industries, Creative Careers remain one of the largest categories of professional interest for students. In the 2021 Yale College Summer Activities Survey, creative career-related jobs (inclusive of Publishing/Media, Entertainment/Film, Fine and Visual Arts, Arts Administration, Architecture/Design, Communications/Marketing/Advertising, Theater/Performing Arts, and Professional Sports) accounted for 12.7% of all summer opportunities. After two difficult pandemic years in the creative industries, the 2021-22 academic year began to show stabilization. Extending awareness and accessibility of Creative Careers advising was an OCS priority as it is a resource not available at many career offices. Continued branding, relationships with student organizations, cross-university partnerships, and innovative programming, improved referrals to OCS, and 400+ creative career advising sessions were held.

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Education/Research</td>
<td>15.6%</td>
<td>14.8%</td>
<td>16.6%</td>
<td>14.8%</td>
<td>17.4%</td>
<td>18.1%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>13.5%</td>
<td>13.1%</td>
<td>13.7%</td>
<td>13.8%</td>
<td>13.4%</td>
<td>13.1%</td>
</tr>
<tr>
<td>Creative Careers</td>
<td>16.8%</td>
<td>15.2%</td>
<td>14.4%</td>
<td>13.8%</td>
<td>12.0%</td>
<td>12.7%</td>
</tr>
<tr>
<td>Technology</td>
<td>7.7%</td>
<td>8.1%</td>
<td>8.4%</td>
<td>8.5%</td>
<td>8.0%</td>
<td>10.4%</td>
</tr>
<tr>
<td>Healthcare/Medical/Pharmaceutical</td>
<td>8.7%</td>
<td>8.1%</td>
<td>7.5%</td>
<td>7.6%</td>
<td>7.8%</td>
<td>7.7%</td>
</tr>
</tbody>
</table>

STEMConnect supports Yale students and postdocs interested in a range of careers related to science, research, technology, engineering, and data science/statistics. Our mission is to connect students to abundant advising resources, alums for networking opportunities, events to learn more about employers, workshops to broaden their understanding of the job search, and more. During the 2021-22 year this work continued including:

- Onboarding a new Senior Administrative Assistant with a background in communications, retaining an undergraduate student to serve as a liaison with the engineering departments and hiring a graduate student to conduct Technical Case Interviews.
- Improving communication and access for students, by streamlining the STEMConnect webpages to more clearly define the subcommunities, producing a “SEAS Your Career” newsletter distributed monthly to 1,100+ students with an open rate of almost 72%, and converting the OCS engineering career guides into accessible resources on the OCS website.
- “Open hours” with the Mechanical Engineering DUS to provide OCS information to students, and presentation in two SEAS-focused sophomore classes on internship/job search strategies and navigating OCS resources.
Support for Professional Experiences

In the Summer of 2022, many professional experiences returned in person, while some remained remote or adopted a hybrid model. OCS continued to support students through the career search and increased our guidance around navigating a remote/hybrid workplace.

Summer Experience Award

Since its inception in 2018, OCS has administered the SEA and granted 1,688 awards to Yale College students on financial aid, pursuing an unpaid or underpaid internship with a non-profit organization, government entity, arts apprenticeships, or research experience in the U.S. or abroad. In the Summer of 2022, an additional 353 awards were granted, the highest percentage for research (42%), followed by non-profit internships (33%). Government opportunities accounted for 7% of SEA while arts apprenticeships comprised 8%. Approximately 75% of 2022 SEA recipients were first-year or sophomore students, indicating that students are strategically choosing to use the award early in their academic careers.

Within Creative Careers, the SEA supports Arts Apprenticeships and Non-Profit Arts engagements. The apprenticeships focus on experiential learning opportunities that put students in direct contact with working professionals through practical summer mentoring. The Non-Profit Arts positions are drawn primarily from the areas of theater, publishing, arts administration, community arts, and arts policy. In the Summer of 2022, the SEA provided 61 arts-related awards to support 38 Arts Apprenticeships and 23 Non-Profit Arts opportunities.

Community Service Fellowships

The Yale Alumni Community Service Fellowship and the Yawkey Community Service Fellowship fund eight-week community service positions, providing students with the opportunity to develop a working understanding of non-profit organizations. OCS provides pre-departure advising appointments, and new to this year, fellows were offered weekly virtual group check-in meetings to learn from each other.

Yale Alumni Community Service Fellowship: OCS collaborates with the Yale Alumni Clubs that fund this program, and in the Summer of 2022 eight fellows worked across a variety of non-profit organizations, including the White Memorial Conservation Center, the DC Youth Orchestra, and Advocates for Human Rights.

Yawkey Community Service Fellowship: Now in its seventh summer, this Fellowship is funded through the generosity of the Yawkey Foundation. In the Summer of 2022, eight students were funded by non-profit organizations based on their interests, including the Honduras Children’s Project, Integrated Refugee & Immigrant Services, and Congress of Connecticut Community Colleges. A dinner was organized where fellows shared their experiences and further enabled fellows to bring a guest to learn about the summer 2023 application process.

"Going into the experience, I felt a strong connection to my established fields of interest (refugee and women’s rights) that I anticipated capturing the majority of my attention. However, my horizons were broadened and I came to understand international affairs work as something that can be broad and varied rather than localized and specific.”

Maya Albold (2024), Advocates for Human Rights

Yale Alumni Community Service Fellowship
Women in Government Fellowship
This Fellowship encourages Yale undergraduates to pursue political careers by participating in internships with elected representatives in Congress or other political arenas. The fellowship includes attendance at The Campaign School, a five–day intensive course at Yale Law School on the basics of running a successful political campaign. During the summer of 2022, eight fellows and two advanced policy fellows served with Congresswoman Katie Porter, Congressman Bill Pascrell Jr., Senator Richard Blumenthal, the U.S. Department of State, and more.

“I learned a great deal this summer, about the practice of U.S. foreign policy, but also about myself and my aspirations. It was a privilege to be involved in such a current and vital topic, U.S.-Ukrainian relations, while still a college student. In a few weeks, I went from reading about the news to participating in it. I had a fantastic experience and look forward to bringing to lessons I learned to my Yale classes and beyond.”
– Natalie Simpson (2023)
U.S. Department of State, Women in Government

Yale in Hollywood
As part of a long-running, alums- OCS collaboration, Yale in Hollywood offers summer opportunities in the entertainment industry. Due to the continually dampened entertainment economy, alums posted only 11 positions, a fraction compared to previous years. However, student interest remained high, with 70+ applications. The Yale in Hollywood committee also provided a program series of well-attended industry talks throughout the summer.

Paul Block Journalism Internships
With a shift back to in-person newspaper assignments, this funded-journalism internship program returned to a healthy form, with positions with the Pittsburgh Post-Gazette, the Toledo Blade, the Sacramento Bee, and the Milwaukee Journal-Sentinel. Overall, 41 students applied resulting in 11 funded internships at award-winning papers.

Buckley Media & Public Policy Internships
Sponsored by William F. Buckley, Jr., this program supported students in the summer of 2022 at the New Criterion, the National Review, the Foundation for Individual Rights and Expression, and the Calvin Coolidge Presidential Foundation.

Applying to Graduate & Professional School
The Yale First Destination Survey consistently shows that Yale College graduates pursue graduate and professional degrees in high numbers. In particular, 17.3% of the Class of 2021 were planning to attend graduate school immediately after graduation, with three-quarters (75.3%) pursuing a master’s degree or Ph.D.

Among those employed, 69.8% indicated they intend to pursue graduate school within the next five years, which is almost a 10% increase over the previous class, who completed their surveys during the height of the COVID-19 pandemic, but not yet up to pre-pandemic levels.

OCS continued to offer robust support for the graduate school application process during the 2021-22 year, hiring graduate student peer advisors who added value in the following ways:

• Conducted 1:1 advising for students and alums interested in graduate school.
• Delivered introductory workshops aimed at first years and sophomores considering advanced degrees in STEM or Humanities/Social Science, helping them to consider class, research, and experience options they may pursue to best prepare their path.
• Delivered the Grad School 101 workshop series for candidates at various stages of the application process.
• Collaborated with the Fellowship’s Office to present a combined workshop on Applying to (and Funding!) Graduate School.

<table>
<thead>
<tr>
<th>Class Year</th>
<th>Attending Graduate School</th>
<th>Pursuing MA/MS or Ph.D.</th>
<th>Those Employed Planning to Attend Within 5 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>15.0%</td>
<td>64.4%</td>
<td>79.7%</td>
</tr>
<tr>
<td>2018</td>
<td>17.4%</td>
<td>57.8%</td>
<td>79.6%</td>
</tr>
<tr>
<td>2019</td>
<td>16.9%</td>
<td>67.9%</td>
<td>80.4%</td>
</tr>
<tr>
<td>2020</td>
<td>16.6%</td>
<td>75.0%</td>
<td>59.1%</td>
</tr>
<tr>
<td>2021</td>
<td>17.6%</td>
<td>75.3%</td>
<td>69.8%</td>
</tr>
</tbody>
</table>
Health Professions Advising

The Health Professions Advisory Program (HPAP) serves students and alumni interested in pursuing careers in the health professions, including but not limited to allopathic, osteopathic, dental, veterinary medicine, and public health. Guidance is provided during the application process and information is available about post-baccalaureate pre-medical programs for those choosing to complete their science prerequisite courses after college.

The Health Professions Applicant Preparation process, established in the spring of 2019, receives positive feedback from students who appreciate the dedicated advising as they develop applications. Many advanced health profession programs are evaluating their virtual interview process, with some offering an in-person option, but most plan to continue virtually as it is more cost-effective, equitable, and convenient for both the applicants and the interviewers.

The overall acceptance rate for first-time Yale College applicants matriculating to a medical health profession program in Fall 2021 was 85%, as compared to the national rate of 38%.

Yale College: Profile of Applicants Entering Medical School

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>PERCENT ACCEPTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class of 2021</td>
<td>89%</td>
</tr>
<tr>
<td>Alums*</td>
<td>86%</td>
</tr>
<tr>
<td>Re-applicants**</td>
<td>59%</td>
</tr>
<tr>
<td>Total*</td>
<td>83%</td>
</tr>
<tr>
<td>Yale First-Time Applicants</td>
<td>86%</td>
</tr>
</tbody>
</table>

*Note: Applicants not identifying in any of the three

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>PERCENT ACCEPTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>MD/PhD</td>
<td>89%</td>
</tr>
<tr>
<td>International</td>
<td>40%</td>
</tr>
<tr>
<td>Dental</td>
<td>100%</td>
</tr>
<tr>
<td>Veterinary</td>
<td>80%</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>100%</td>
</tr>
</tbody>
</table>

Law School Advising

OCS provides support for pre-law students and alumni through individual advising, workshops, law school panels, job postings, and networking events. This year, OCS again partnered with other Ivy+ schools to offer joint programming, and during the 2021-2022 year there was an 11% increase in the number of Yale applicants applying to law school. OCS also continued to see an increase in alum applications with an increase of 13% from last year.

<table>
<thead>
<tr>
<th>TIME APPLIED</th>
<th>NUMBER OF APPLICANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Year</td>
<td>43</td>
</tr>
<tr>
<td>1-3 years after Graduation</td>
<td>210</td>
</tr>
<tr>
<td>3+ years after Graduation</td>
<td>127</td>
</tr>
<tr>
<td>Other*</td>
<td>15</td>
</tr>
<tr>
<td>Total</td>
<td>393</td>
</tr>
</tbody>
</table>

*Note: Applicants not identifying in any of the three

Yale continues to have one of the highest admission rates to law school in the country at 79%, compared to the national average rate of 68%.
Employer Relations

At the start of the 2021-22 academic year, OCS welcomed a new assistant director to the Employer Relations cohort and brought on a graduate school fellow in support of the Graduate Professional Development program.

To identify and develop relationships with employer partners, the Employer Relations cohort collaborates with multiple stakeholders, and we are grateful for partnerships with Yale alumni as a key part of these successful efforts, such as 1stGenYale and the Friends of Yale from Industry (FYI Group).

In April 2022, Yale and the FYI Group hosted the Inaugural Symposium on Increasing Human Potential – Space Exploration, where James Green, NASA Senior Advisor in the Office of the Chief Scientist, and Tara Ruttley, former NASA Associate Program Scientist for the International Space Station presented. Several FYI Board members introduced OCS to the Chemical Marketing and Economics Association (CME) based in New York, a non-profit dedicated to accelerating diverse STEM talent and leadership. This new relationship has allowed graduate students to participate in student industry luncheons, mentoring and networking opportunities, and fascinating webinars on energy, materials, and life sciences, including sustainability, innovation, and space exploration.

Supporting Connecticut

OCS staff engaged with economic development agencies and community partners to raise awareness of career opportunities with Connecticut employers. In support of the Governor’s Workforce Initiative, OCS collaborated with the Office of Federal and State Relations, AdvanceCT, and the Greater New Haven Chamber of Commerce. Conducting a staff workshop about Connecticut’s CampusCT mobile app helped promote the app to Yale students across campus, showcasing Connecticut employers and careers.

The Employer Relations cohort was also excited to sponsor a booth at the 2022 Yale Innovation Summit, through which OCS made several new employer connections as the more than 1,000 attendees representing 320 companies came together from around the state.

Recruiting and Networking Events

To support employers with their unique recruiting needs, OCS offers targeted networking events/career fairs to give students a more personal experience. Six virtual networking events across industries connected nearly 150 employers with approximately 350 students. During the events, students and employers engaged in 1,000+ virtual chats.

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<table>
<thead>
<tr>
<th>YALE OCS INDUSTRY EVENT</th>
<th>EMPLOYERS</th>
<th>STUDENTS</th>
<th>VIRTUAL CHATS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>18</td>
<td>45</td>
<td>140</td>
</tr>
<tr>
<td>Consulting</td>
<td>24</td>
<td>90</td>
<td>330</td>
</tr>
<tr>
<td>Government</td>
<td>9</td>
<td>10</td>
<td>15</td>
</tr>
<tr>
<td>STEM</td>
<td>31</td>
<td>135</td>
<td>457</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>31</td>
<td>20</td>
<td>30</td>
</tr>
<tr>
<td>Common Good &amp; Creative Careers</td>
<td>46</td>
<td>48</td>
<td>24</td>
</tr>
<tr>
<td>Totals</td>
<td>149</td>
<td>348</td>
<td>1,013</td>
</tr>
</tbody>
</table>
Consortium Events Offer Students Access to Diverse Opportunities

Inter-school collaboration is an expanding area, and Yale students have enjoyed wonderful success through collaborative partnerships with other colleges and universities.

- **Engineering Career Fair Collaborative:** For the sixth year, students connected with representatives from engineering firms recruiting for full-time and internship opportunities in robotics, energy, medical devices, environmental services, transportation, and design. More than 50 employers met with students, including Raytheon Technologies, Amgen, EMD Serono, Intel, Formlabs, Eli Lilly, and more.

- **IMPACTlink:** Yale led this recruiting consortia event in 2022, providing graduating seniors the opportunity to interview with 19 employers in the Washington D.C. area.

- **Georgetown Government & Non-profit Career Expo:** Top employers gathered to recruit for internships and full-time jobs across the government and non-profit sectors.

- **All-Ivy Environmental & Sustainable Development Career Fair:** This collaboration provides organizations unparalleled access to undergraduate, graduate, and Ph.D. students with the skills to address the complex sustainability challenges of our global economy.

- **LAUNCH Recruiting Consortium:** The Liberal Arts Undergrad Network for Careers & Hiring (LAUNCH) Consortia event offered seniors an opportunity to interview with 29 employers seeking talent for legal, marketing, and research opportunities.

- **Ivy + Just in Time Career Fair:** In its second year, this event provided students access to a wide array of employers across 12 of our peer schools.

On-Campus Recruiting

Through On-Campus Recruiting (OCR), students interview with employers for full-time jobs and internship opportunities. This program is primarily a tool for large organizations that can anticipate their hiring needs six to eight months in advance. Although OCR programs have diminished nationally as a primary recruiting tool for many employers, they remain a valuable part of the recruiting portfolio for specific industries. The OCR program remained virtual in 2021–22, enabling 31 employers to benefit from OCS promoting their opportunities while allowing them to follow up with applicants independently to schedule interviews.

Career Strategy for Alums

OCS offers life-long career support to alums from Yale College, the Graduate School of Arts and Sciences, and Postdocs. Alums have access to a full range of services and resources to assist them in all stages of their career development. The office offers online services created specifically for both recent and experienced alums such as customized web pages and newsletters, an extensive external career coach directory, an interactive mock interview tool, and job opportunities. OCS continues to offer both in-person and virtual individual career appointments during the day and evening hours to accommodate alums across time zones.