

SKIDMORE

CAREER
DEVELOPMENT
CENTER

ANNUAL REPORT

JUNE 2024 - MAY 2025

Foreword

This year, our career center team has made real strides in bringing Skidmore’s “mind and hand” ethos to life, so every student sees how their liberal arts education translates into a life of creativity, contribution, and meaningful impact.

From the classroom to internships and alumni mentorship, we have woven career development into the fabric of Skidmore’s liberal arts education, helping students build résumé-worthy skills as they deepen their critical thinking and creativity.

In these pages, you will find an overview of our accomplishments, milestones, and the collective efforts of our dedicated team. From personal anecdotes to data-driven insights, each narrative offers a glimpse into the transformative power of career development.

We are deeply grateful to everyone, faculty, staff, donors, and community partners, whose collaboration makes this work possible.

As we look ahead, our shared mission remains clear: to empower Skidmore students to translate their liberal arts education into lives of creativity, contribution, and lasting impact.

Let’s build on this momentum—together.



Shannon Rodriguez
Executive Director

Highlights

Engage students early and often

First-year student participation in career events rose from 29.3% in FY23 to 50.1% in FY25, showing strong momentum in engaging students earlier in their Skidmore experience.

Empower every student

Programs like the Black Excellence Career Affair, First to Future, and identity-based mentoring supported students from diverse backgrounds, helping to create access to resources and foster belonging.

Embed career readiness

Collaborations with 28 academic departments and 17 Student Affairs partnership programs integrated career readiness into campus life. Highlights included a first-year Handshake ice cream welcome, a Coaching Circle for Emerging Artists, and new alumni panels.

Transform employer engagement

122 employers participated in our recruitment program through career fairs, information sessions, interviews, and networking events opening the door to experiential learning and post-graduate opportunities for our talented students.

Career Advising

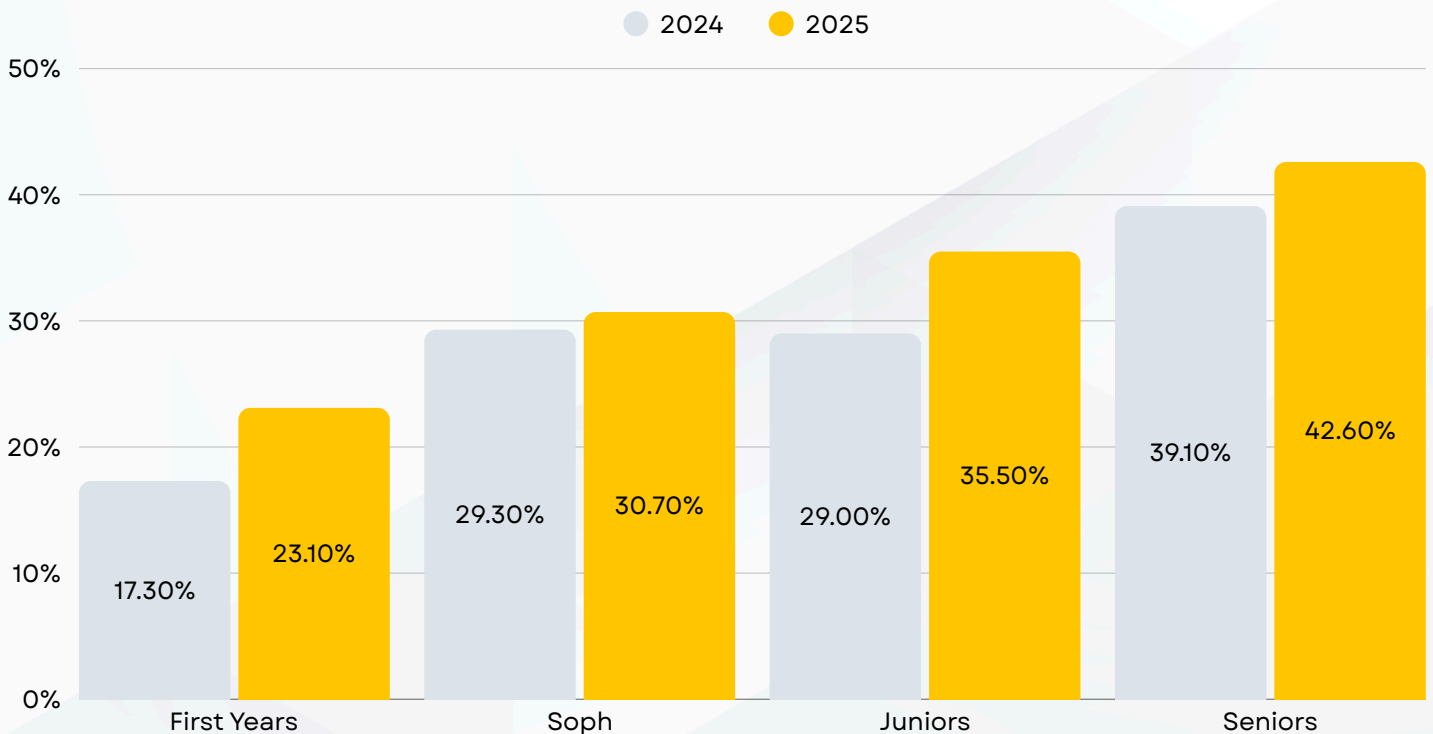
Career advising plays an important role in empowering students to navigate their career paths with confidence, clarity, and purpose, ultimately leading to greater fulfillment and success in their professional lives.

We observed a notable increase in student appointments across all class years, one of our most significant indicators of engagement.

	'23	'24	'25	Percent Increase
Appointments (drop-ins, e-review, excludes alumni appointments)	1271	1488	1645	29.4%

Career Advising - Early Engagement

Proportion of Class Engaged in One-on-One Career Advising
Year Over Year Comparison



Events & Programs

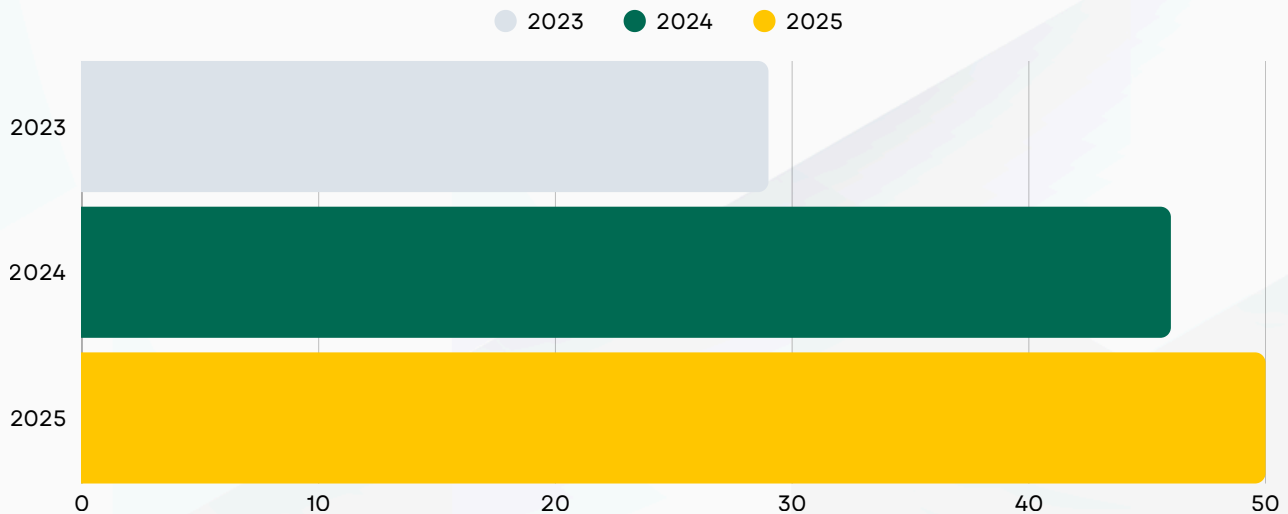
Unique student attendance jumped 53%—from 860 in FY23 to 1,316 in FY25—while first-year engagement climbed from 30% to 50% and sophomore participation from 25% to 40%, a clear sign that our outreach is cementing a more connected, vibrant campus community.

	'23	'24	'25	Percent Increase
Unique Participants	860	1293	1316	53%

Event Participation - Early Engagement

Early engagement in career development empowers students to explore their interests, maximize their college experience, and reduces stress. Event engagement among first-year students rose sharply from 29.3% in FY23 to 45.6% in FY24 and then to 50.1% in FY25.

Proportion of First Year Class Engaged in Events & Programs



Career Ambassadors

Our Student Career Ambassador team of 9 students led by our Staff Assistant Idalia Sepúlveda, brought energy, creativity, and heart to everything they did. Representing majors from business to classics and backgrounds from Nepal to New York City, they reflected the diversity of our campus in every sense. For some, this is their first job—yet they’ve stepped in with curiosity and drive, eager to grow.

Together, they developed campaigns, crafted social media content, and brought fresh ideas to life, all with the goal of inspiring their peers to engage with our office. In the process, they’ve built skills in communication, leadership, and teamwork—becoming role models of what career readiness looks like in action.

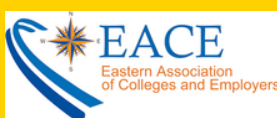


“I’m driven by a deep passion for ensuring all students can access the full range of support and opportunities we offer through the Career Development Center. It’s a privilege to work alongside such a diverse and motivated group of student professionals who are eager to learn, stretch, and grow.

- Idalia I. Sepúlveda

Professional Development

Career Development staff engaged in a range of professional development opportunities this year to strengthen student support and institutional partnerships. Two staff members participated in Stanford’s Life Design Course, gaining strategies to incorporate design-thinking principles into career coaching. Another two staff members took the MBTI Certification course to expand career assessment tools. Staff also took part in the Eastern Association of Colleges & Employers conference, while the Executive Director represented Skidmore at the Liberal Arts Career Network (LACN) Summit and the AAC&U Institute for Connecting the Undergraduate Experience.



Embedding Career Readiness

An integrated approach to career development is transforming the student experience. By partnering with 28 academic departments, the Career Development Center boosted one-on-one appointments by 11%, increasing access to tailored career support.

Highlights included a first-year ice cream welcome to Handshake, a Coaching Circle for Emerging Artists with Naomi Vladeck '92, a nine-part "From Student to Professional" winter-break series, and a new spring alumni consulting panel featuring professionals from KPMG, IBM, and EY.

Athletics Résumé Challenge

The Career Development Center launched a friendly competition among athletic teams to encourage early career preparation. Teams competed to achieve the highest percentage of members submitting résumés, with the winning team celebrating their success with a Chipotle party. This effort connected 304 athletes (76% of the roster) with career resources.



Together, these partnerships are weaving career readiness into campus life and inspiring students to envision—and achieve—their professional futures.

“

I landed that tax associate role we practiced for! Those interview prep sessions were a game-changer. I definitely wouldn't have crushed it without your guidance.

Thanks again - Arjun B.K. '25

”

Empowering Every Student

This year, the Career Development Center deepened our commitment to diversity, equity, and inclusion by creating spaces where students could see themselves reflected in success stories, find mentors who understood their journeys, and gain the tools to thrive in their professional lives. From New York City to campus gathering spaces, our programs celebrated identity, built confidence, and expanded opportunity.

National First-Generation Celebration Day

To mark National First-Generation Celebration Day, the Career Development Center partnered with five campus offices to host a vibrant gathering honoring the achievements and resilience of first-gen students. Attendees connected over food, conversation, and prizes, while learning about resources designed to support their unique journeys.

First to Future: Hitting the Road to NYC

The third annual First to Future program took students to the Robinhood Foundation in New York City for an immersive evening of career development. First-gen alumni led workshops on networking, personal branding, and financial literacy, offering practical tools to help students turn aspirations into action. The event fostered meaningful connections, with many participants forming ongoing mentorship relationships with alumni.



Black Excellence Career Affair

The Black Excellence Career Affair brought together six distinguished Black alumni and professionals representing fields from technology and law to education and mental health. Panelists shared candid insights, career strategies, and personal stories that inspired and empowered students. Attendees also received professional LinkedIn headshots, enhancing their online presence and readiness for future opportunities.

International Student Mentoring Session

Connect & Elevate paired international students with experienced peers who've navigated internships, research, and graduate school planning. Students gained insider tips and a sense of belonging within the international student community.

The Power of Identity-Based Networks

At the CHAS Conference, alumni, students, and faculty explored how identity-based professional networks create opportunity, visibility, and advocacy. The conversation empowered students to intentionally seek and build these communities as part of their career strategy.

Navigating the Job Search with a Disability

Part of our Student to Professional series, this workshop, led by HR director and alum Kristin Stroebel '02, gave students concrete strategies for requesting accommodations, self-advocacy, and finding inclusive employers.

HispaniCareer Connect

Latinx and Hispanic alumni shared their journeys to leadership, candidly addressing challenges, representation, and the skills that open doors. Students left with concrete strategies and renewed confidence in their career potential.



Student Funds

Summer Experience Fund

Funding for unpaid and low-paid summer experiences plays an important role in student success. It promotes equity of opportunity, facilitates skill development and networking, enhances resume building, supports career exploration, and fosters professional development. Thanks to our wonderful partners and the generosity of the Skidmore community, we supported 106 students.

	2023	2024	2025
Students Served	136	169	106

The Summer Experience Fund is part of the Zankel Experience Network (ZEN). ZEN was established in 2020 by Jimmy Zankel '92 and Pia Scala-Zankel '92 to encourage the support of like-minded donors who hope to expand Skidmore's commitment to experiential learning, including the Summer Experience Fund, Faculty-Student Summer Research, and the Mentoring Program.

“

This summer experience has been invaluable. Not only have I made meaningful connections with countless physicians and PhDs at Mass General Hospital Neuroimmunology Lab, but also learned physical skills that will carry me forward. Since this lab is run by neuroimmunologists, I shadowed them in an outpatient clinic on a weekly basis. This significantly influenced my next steps. ”

- Fiona Salas '27, Neuroscience major

Susan Hirsch Schwartz Fund

The Susan Hirsch Schwartz Fund supports students with financial need by offering up to \$150 annually until graduation. Thanks to our dedicated alumni, we saw a significant increase in students served, with funds used for application fees, test prep, interview attire, and career-related travel.

	2023	2024	2025
Students Served	10	29	71

Community Partnerships

The Associate Director of Civic Engagement connected students with local non-profits for Applied Civic Engagement courses, guided Honors Forum Citizenship Projects, supported Benefaction, and arranged community service placements – giving students meaningful opportunities to reflect on personal goals while contributing to the community.



The Skidmore graduates we have hired have been outstanding employees. Hardworking, self-motivated, and passionate about our difficult work.

-Warren Washington CARE Center Executive Director

Pre-Professional Programs

Pre-Health Explore: In partnership with the Health Professions Advisory Committee, students joined a cohort to research healthcare careers and build supportive networks.

Young Alumni Spotlight: Recent graduates shared job opportunities and medical school insights:

- Serena Bradley '23, Massachusetts General Hospital
- Alex Lewis '23, Memorial Sloan Kettering Cancer Center
- Alexa Sklar '22, Des Moines University College of Osteopathic Medicine

Pre-Law programming: In partnership with the Faculty Pre-Law Advisor, students attended *Careers in the Courts* (live proceedings, courthouse tours, Q&As) and *Law School Application Guidance* (with Washington University School of Law).

Alumni Volunteers

Alumni volunteers provide valuable career development support to current students and recent graduates. They offer insights into various industries, provide networking opportunities, and serve as mentors, helping students navigate their career paths more effectively.



Parents, alumni, and students came together for **Career Jam**, an annual networking event that is part of Skidmore's Celebration Weekend.

~70 volunteers connected with ~400 students creating a dynamic exchange of knowledge and opportunities that left a lasting impact on everyone involved.

Winter Job Shadow Pilot

15 students shadowed executives—from a Morgan Stanley CMO to a New York Unified Courts judge—across finance, law, healthcare, marketing, education, and nonprofit leadership, gaining real-world insights and professional connections.

ZEN Mentoring Program

50 Alumni Mentors shared their experiences at Skidmore and in the working world, listened to their mentees' concerns, and looked for ways to support them in achieving their goals.

Google Alumni Visit

In January 2025, Skidmore students had the exciting opportunity to visit Google's offices, where a group of generous Skidmore alumni hosted them. Alumni participants included Jessica Palmer '07, Sophie Rubenstein '10, Jenna Blum '09, Nick Brown '17, and Anastasia (Tas) Soetanto '09.



We are deeply grateful to our alumni volunteers, whose expertise and enthusiasm bring career pathways to life for our students. Through one-on-one chats, workshops, panels, and shadowing experiences, they've opened doors and forged connections across industries.

Highlights include:

Grammy-Winning Producer, Scott Jacoby

In collaboration with the Music Department, students learned about leadership at EUSONIA Records and The Recording Academy.



Stuart Zicherman '92

Through one-on-one sessions, students explored entertainment-industry career paths with the TV showrunner and filmmaker.

Maternal Health Matters

Gadria Kalinowski '21 (social worker, doula, yoga instructor) guided students through a conversation on careers in healthcare advocacy and reproductive justice.



Style Your LinkedIn

Lyssa Jackson '16 led a workshop co-sponsored by the Management & Business Department and Alumni Engagement on personal branding and LinkedIn best practices.

Interview Project

Nine Alumni Board members participated in our annual Interview Project where student had a chance to practice articulating the value of their liberal arts education and make a connection.

Employer Engagement

122 employers engaged in fairs, info sessions, interviews, and networking events opening the door to experiential learning and post-graduate opportunities for our talented students.

Employer Info Sessions - The Career Development Center hosted over 20 employer info sessions, providing firsthand insights into company culture and expectations, and allowing participants to network, ask questions, and make memorable impressions that could lead to opportunities.



Capital Region Career Consortium Career and Internship Fair Our employer relations team collaborated with CRCC to host a fall fair featuring 53 employers.



Career Connections – Virtual Career Fair

This event brought together 41 employers from industries including finance, technology, healthcare, education, government, and non-profits. Students connected directly with organizations such as Accenture, KPMG, Mass General Brigham, NYU Langone Health, Penguin Random House, Vineyard Vines, the Peace Corps, and more.

LinkedIn Alumni Visit

Skidmore students visited LinkedIn's offices in January 2025 for an engaging site visit hosted by alumni and friends of the College. Lindsay Robinson, Gianna Prudente, Angel Wang, Ciana Montero, and Samantha Fassak '14 welcomed students to LinkedIn and offered a behind-the-scenes look at life at the company.



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We love hiring Skidmore students at AlphaSights. The liberal arts background demonstrates an interest in varied industries and an ability to manage multiple projects at the same time. Skidmore students typically have a strong focus on what they're looking for in their career.

-AlphaSights University Recruiter

Handshake

1,130 Skidmore students and alumni applied to opportunities posted on Handshake, our online job and internship board. Collectively, they submitted 16,617 applications.



Closing

As we close this year's annual impact report, we celebrate our collective achievements and the progress we made in empowering our students to reach their full potential. Your unwavering support and dedication have paved the way for countless success stories, and together, we are shaping a brighter future for every student.

Contact Us

For further information, please reach out to us at cdc@skidmore.edu.

Employer Partnerships

- Accenture
- Albany College of Pharmacy and Health Sciences
- Albany Police Athletic League
- AlphaSights
- American Red Cross
- AmeriCorps
- Apogee Adventures
- Arbo Radiko
- Architecture+
- Ayco - A Goldman Sachs Company
- Ballston Spa National Bank
- Black Dog Designs
- Boston Consulting Group (BCG)
- Bryant Miller Olive, P.A.
- Bureau of Alcohol, Tobacco, Firearms and Explosives (Washington, D.C.)
- Bureau of Labor Statistics
- Caffè Lena
- Camp Takajo
- CAPTAIN Community Human Services
- Carney, Sandoe & Associates
- City of Albany
- Dormitory Authority of the State of New York (DASNY)
- Deloitte
- Environment One Corporation (E/One)
- Envision Architects
- Epic
- Equitable Advisors
- EY (Ernst & Young)
- Federal Bureau of Investigation (FBI)
- Federal Emergency Management Agency (FEMA) - Civil Rights Cadre
- Front Stoop Gardens
- Gallagher
- GE Vernova
- Goldman Sachs Ayco
- Google
- GP Fund Solutions
- Green Chimneys
- Habitat for Humanity
- Henry Johnson Charter School
- Inspire Confidence Group - Ameriprise Financial Services
- KDSA Investment Partners
- KIPP Capital Region Public Schools
- KPMG LLP
- Levine Family Ventures
- LifeWorks Community Action
- LinkedIn
- Living Resources
- Make-A-Wish Northeast New York
- Martin Electric
- Mass General Brigham
- Massachusetts Promise Fellowship
- Max Level Fitness and Athletics
- Medical Information Technology, Inc. (MEDITECH)
- MGH Faustman Immunobiology Lab
- Mission Accomplished Transition Services
- National Language Service Corps
- Natixis
- Natural Resources Defense Council
- Network Saratoga
- New Leaf Energy
- New York Life
- New York State Department of Civil Service

Employer Partnerships

- New York State Department of Corrections and Community Supervision
- New York State Department of Environmental Conservation (DEC)
- New York State Department of Health
- New York State Department of Homeland Security and Emergency Services
- New York State Department of Taxation and Finance
- New York State Department of Transportation
- New York State Insurance Fund
- New York State Office of General Services
- New York State Office of Information Technology Services
- New York State Office of the Attorney General
- New York State Office of Parks, Recreation and Historic Preservation
- New York State Police
- New York State Senate
- New York State Teachers' Retirement System
- New York State Technology Enterprise Corporation
- New York State Energy Research and Development Authority (NYSERDA)
- New York University (NYU) Langone Health
- Office of the New York State Comptroller
- Opera Saratoga
- Paramount
- Peace Corps
- Penguin Random House
- Pixite
- Planters
- Plug Power
- Quaker Voluntary Service
- Regeneron Pharmaceuticals
- Saratoga Bridges
- Saratoga Clay Arts Center
- Saratoga County
- Saratoga PLAN
- Saratoga Springs Senior Center
- Schenectady County Department of Social Services
- Second Nature Counseling
- Shaker Place Rehabilitation and Nursing Center
- Siena College
- Southwestern Vermont Health Care
- Special Olympics
- Stand Together Fellowships
- Summit Consulting
- The Arts Center of the Capital Region
- The Bank of Greene County
- The New England Center for Children
- The Research Foundation for the State University of New York (RF SUNY)
- The Southwest Vermont Supervisory Union
- The Student Conservation Association
- Tokyo Electron
- Triumvirate Environmental
- Trustco Bank
- Vineyard Vines Headquarters
- Wave Marketing Company
- Weill Cornell Imaging at NewYork-Presbyterian
- Wellan Montessori School
- WithOurVoice, Inc.
- WSWHE BOCES
- X-Ray Optical Systems