

2023-2024

**ANNUAL
REPORT**

Bridging
EDUCATION AND CAREERS



RAMAPO COLLEGE
Cahill Career
Development Center

ANNUAL REPORT

2023-2024

Highlights of services and outcomes

(July 1, 2023 - June 30, 2024)



The Cahill Career Development Center **engages, educates,** and **empowers** students to develop career competencies through equitable access to career exploration, experiential learning, internships, and individualized services supported by employer relationships and campus partnerships.

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INTRODUCTION

Ramapo College of New Jersey prides itself in preparing future leaders for a complex world through a rigorous liberal arts education. The Cahill Career Development Center is dedicated to empowering students with the knowledge, skills, and resources they need to thrive in today's dynamic job market. We committed to guiding them every step of the way, from the first year on campus to the first day on the job.

We understand that navigating the transition from academia to the professional world can be daunting. That's why we offer a wide range of services designed to equip students with the building blocks for post graduation success.

The Pathways Program: This nationally recognized program provides a structured framework for career exploration and development. Through foundational career assessments and reflective exercises, students learn to effectively communicate their skills and experiences through resumes, LinkedIn profiles, and impactful interview techniques. Successful completion of the Pathways Program, typically by the end of the sophomore year, prepares students for their first internships as rising juniors.

Employer Engagement: Building strong professional networks is crucial. We facilitate valuable connections between students and employers through career fairs, information sessions, and networking events. Students have the opportunity to engage with alumni and industry professionals, gain valuable insights into various career paths, and explore potential job opportunities.

Internships/Research: We emphasize the importance of real world experience which allow students to prototype careers, enhance their professional networks, and increase their competitiveness in the job market. Internships and research experience have been shown to lead to increased job offers, higher starting salaries, and a more robust professional network.

The Cahill Career Development Center is proud to share our annual report featuring the experiences of our students for 2023-24 and the post graduation outcomes for the Class of 2024.

BUILDING BLOCKS OF SUCCESS



Student Engagement



Pathways Program



Internships/Research



PATHWAYS

Career Development Curriculum

THE PATHWAYS PROGRAM

The Pathways Program is a comprehensive career development initiative designed to foster self awareness, explore career options, and develop essential professional skills through three required courses:

Career Planning

Students identify potential career paths that match their interests, personality, and strengths.

Career Search Portfolio

Students leverage their activities, skills, and experiences to create a strong professional brand through their resume, LinkedIn profile, and cover letter.

Interview Skills

Students effectively communicate their career goals, academic background, skills, interests, and values to industry professionals during interviews.

THE PATHWAYS PROGRAM

75

Courses Annually

53

Average course
enrollment

2,678

Unique Students
(↑7%)

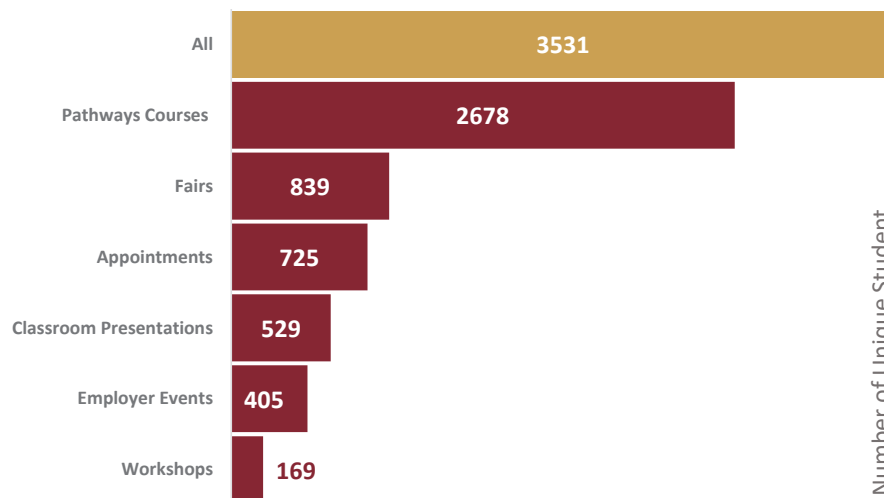
58%*

Traditional Students
meeting requirement
within 4 semesters
(↑17%)

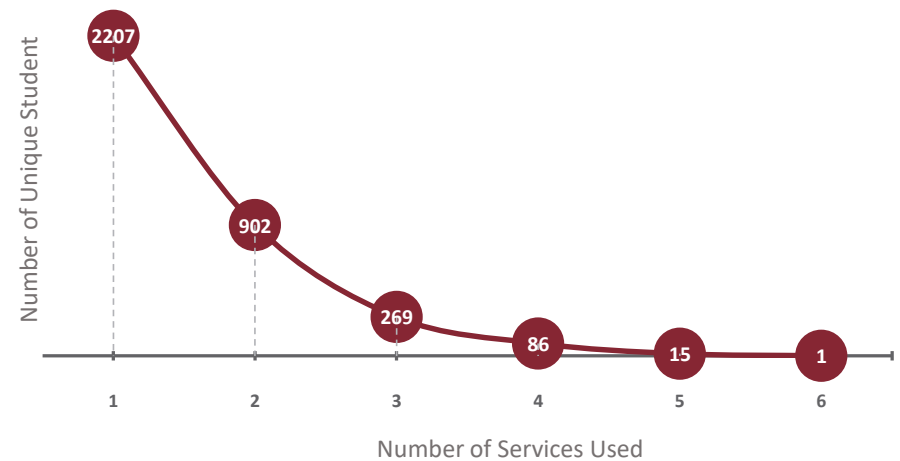
CAREER CENTER ENGAGEMENT

ENGAGEMENT SNAPSHOT

Unique Student Engagement with Services



Unique Students per Services Used



CAREER CENTER ENGAGEMENT

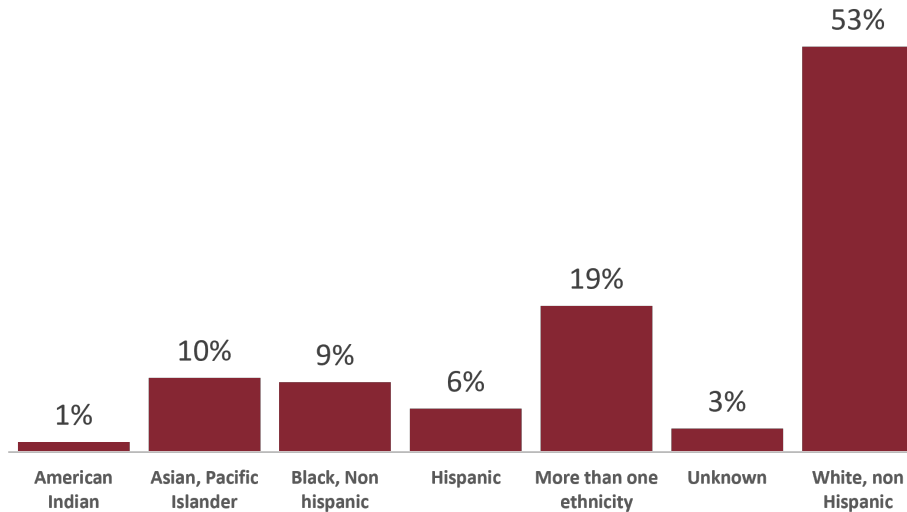
3531 (up 10%) Unique Students Interacted with the Career Center

	Pathways Courses	Appointments	Employer Events	Class/Club Presentations	Workshops	Cooperative Education
Count	75	1094 (↓4%)	71 (↑9%)	22 (↑69%)	21	189 (↑9%)
Enrollment	3742 (↑1%)	N/A	N/A	N/A	N/A	NA
Unique Students	2678 (↑7%)	725 (0%)	1074 (↑29%)	529 (↑292%)	169	168 (↑6%)
Average Student Participation	1.4	1.5	1.4	1.1	1.1	1.1

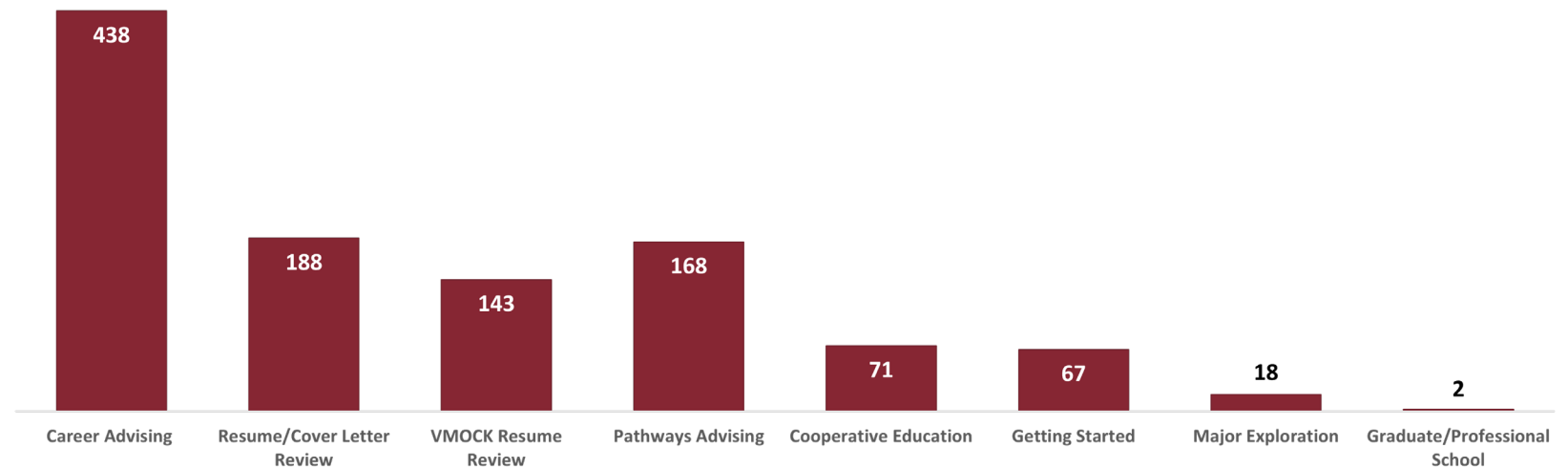
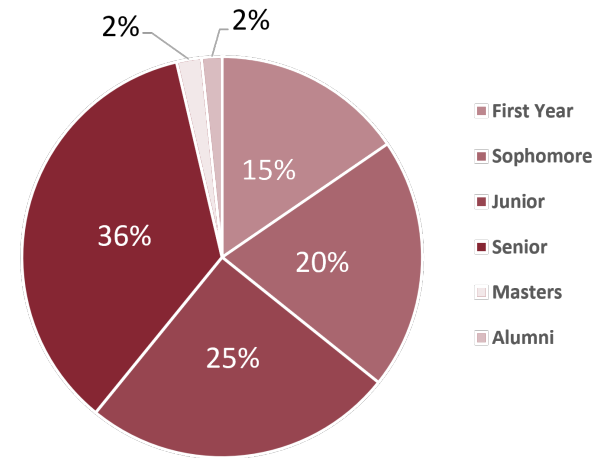
APPOINTMENTS

725 Unique Students / 1095 Appointments

Race / Ethnicity



School Year



RCNJ CAREER FAIRS

839 (up 25%) Unique Students Attended Career Fairs

	Accounting Meet & Greet	Graduate & Professional School Fair	Part-time Job Fair	Career & Internship Fair	Nursing Fair	Careers in Service Fair	Total
Employers Registered	30	30	42	73	20	38	233 (↑43%)
Students Checked In	81 (↑29%)	42	217	453 (↑11%)	119 (↑32%)	43	955 (↑25%)

“The Accounting Fair is where I got my internship that led to my full time offer and it is the most useful event and resource to get opportunities.”

– **M.J., Accounting**

EMPLOYER RECRUITERS

A Friendly Face - Autism Treatment Svcs
 Abington Township Police Department
 Active International
 All Points Licensed Behavior Analysts
 Alliance Health System
 Alpine Learning Group, Inc.
 Amtrak
 Anchor Media Services
 Any Excuse for a Party!
 Aspire NJ Youth
 Atlantic Health System
 Atrium Staffing
 Balchem Corporation
 Basic Home Infusion
 BCS
 Beasley Media Group, Inc.
 Bergen County - Div of Family Guidance
 Bergen County Technical Schools
 Bergen New Bridge Medical Center
 Blue Foundry Bank
 BMW Group USA
 Bond Street Mortgage
 Botwinick & Company, LLC
 Boys & Girls Club of Hawthorne
 Boys & Girls Club of Paterson and Passaic
 Bright Achievements
 BrightStar Care
 Brightview Senior Living

Buchbinder Tunick & Company LLP
 California Dept of Tax & Fee Admin
 CBP
 Citrin Cooperman
 CliftonLarsonAllen LLP
 Community FoodBank of New Jersey
 Compass ABA
 Comprehensive Behavior Supports
 Control Associates, Inc.
 Cooper University Health Care
 COR Behavioral
 Core Development Group, LLC
 Cornerstone Family Programs
 County of Bergen
 Crown Equipment Corporation
 D. C. Metropolitan Police Department
 De'Longhi America, Inc.
 Doherty Enterprises
 EarthCam Inc
 Englewood Health
 Englewood Hospital and Medical Center
 Enterprise Mobility
 Erickson Senior Living
 ESS
 Essex Regional Educational Svcs Comm
 Federal Bureau of Investigation
 Fresenius Medical Care North America
 Gen II Fund Services, LLC

Genesco
 GO Foundation
 Goldfish Swim School - Wyckoff
 Good Shepherd Volunteers
 Grand Fitness
 Grassi & Co
 Greater Bergen Community Action
 Hackensack Meridian Health
 Hackensack Police
 Health Monitor Network
 Holy Name Medical Center
 Horizon Blue Cross Blue Shield of NJ
 Horizon Healthcare Staffing
 HYTORC
 IRS-Criminal Investigation
 CUNY SLU
 Jaguar Land Rover North America
 Jetro Restaurant Depot
 Konica Minolta Business Solutions
 KRS CPAs, LLC
 Legend Biotech USA, Inc.
 Lerch, Vinci & Bliss, LLP
 LS Direct Marketing
 Mad Science
 New Jersey Tutoring Corps, Inc.
 New York Boulders
 NY State Department of Corrections
 New York-New Jersey Trail Conference

EMPLOYER RECRUITERS

Nisivoccia LLP

NJ Department of Corrections

NJ DepT of Environmental Protection

NJ Economic Development Authority

NJ TRANSIT

NJCPA

North Jersey Medical Recruiting U.S. Army

NYU Langone Health

Oakland Ace Hardware

Orange & Rockland Utilities, Inc.

Panera Bread, LLC

Peace Corps

PIM Brands

PKF O'Connor Davies, LLP

Push to Walk

QuickChek Corporation

Ramapo Country Day Camp

Reckitt

Rein Teen Tours

Ridgefield Park Police Department

RWJBarnabas Health

Saint Dominic's Family Services

Saint Peter's Healthcare System

Sax LLP

Sebak and Monner Associates CPAs

Secor Farm

Select Medical

Selective Insurance Company

Sharp Electronics

SHI International Corp

Six Flags Great Adventure

Smolin Lupin & Co., LLC

St. Joseph's Health

Success Academy Charter Schools (NY)

Sunrise Day Camp

The Arc Rockland

The DMC Group CPAs & Advisors LLC

The Gravity Vault Indoor Rock Gyms

The Kintock Group

The Kurzer Group, LLC

The NJ Center of Physical Therapy

The Phoenix Center

The Sherwin-Williams Company

Thorlabs

Traphagen CPAs & Wealth Advisors

U.S. Air Force & Space Force Health

U.S. Department of State

U.S. Drug Enforcement Administration

University Hospital

UPS (United Parcel Service)

Urban Edge Properties

Valley Health System

Werfen

Westchester Medical Center

WilkinGuttenplan

Wiss & Company

Withum

WURTH USA

Wyckoff Family YMCA

EMPLOYER EVENTS

1074 (up 28%) Unique Students Interacted with Employers

	Career Fairs	Networking Events*	Information Sessions*	Employer Virtual Events	Roadrunner Treks**
Count	6	11	19	37	2
Unique Students	839 (↑25%)	229	173	46 (↑25%)	9
Average Student Participation	1.1	1.0	1.2	1.2	1.0

* Networking Events and Information Sessions were reported as an aggregate in AY 2023

** Roadrunner Treks are new for AY 20204

EMPLOYER EVENTS

Information Sessions

American Red Cross
 Capri Holdings
 Federal Bureau of Investigations
 Federal Deposit Insurance Corporation
 HarperCollins
 Horizon Blue Cross Blue Shield
 IPG Health
 Konica Minolta Business Solutions
 PERCEPTION
 Prudential Financial
 R. Seelaus
 Titmouse
 United Nation Careers
 United Parcel Service
 Washington Internship Institute
 WISS Private Advisory

Career Fairs

Part-time Job Fair
 Accounting Meet & Greet
 Graduate and Professional School Fair
 Nursing Career Fair
 Career & Internship Fair
 Careers in Service Fair

Networking

IRS Citizen's Academy
 Career Conversations: Human Resources Careers
 Career Conversations: Women in the Workplace
 Career Conversations: Environmental Education, Science, & Policy
 HGS Alumni Roundtable
 Pre-Law Symposium
 Career Conversations: Pharma & Medical Devices
 LGBTQIA+ in the Workplace
 Roadrunner TableTalk: Marketing Careers
 Roadrunner TableTalk: Finance and Banking Careers

Roadrunner Treks

New Jersey Performing Arts Center
 Violet PR

Handshake

Connecting Students and Employers for Internships and jobs

24,337

Global Employers

10,721

Tri-State Employers

72,563

Jobs

23,411

Internships

5,185

Unique Student
Users

15,886

Submitted
Applications
(↑34%)

Top Industries

Employers

Healthcare

2,129

Non-Profit Other

1,797

K-12 Education

1,537

Internet & Software

1,335

Other Industries

1,045

Advertising & Marketing

893

Handshake

Connecting Students and Employers for Internships and jobs

Top 10 Majors	Applications	Unique Students	Top 10 Employers	Applications
Computer Science	2,257	102	NJ TRANSIT	291
Finance	1,878	109	Signify (formerly Philips Lighting)	173
Marketing	1,631	138	Warner Bros. Discovery	123
Information Technology Mgmt	1,431	62	JPMorganChase	115
Accounting	1,275	111	Amazon	108
Business Administration	916	34	Wiss & Company	101
Data Science	883	26	Fox Corporation	101
Management	883	82	Clinpharma Consulting Global Group	95
Comm Arts/Global Communication and Media	865	41	Voya Financial	95
Social Science	591	18	Coty	95



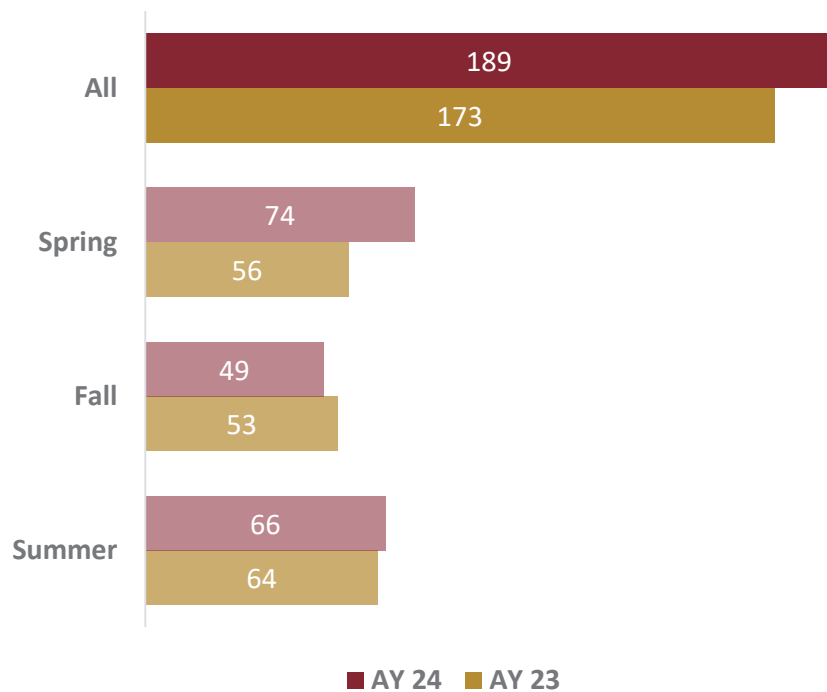
CO-OPERATIVE EDUCATION

Internships for Academic Credit

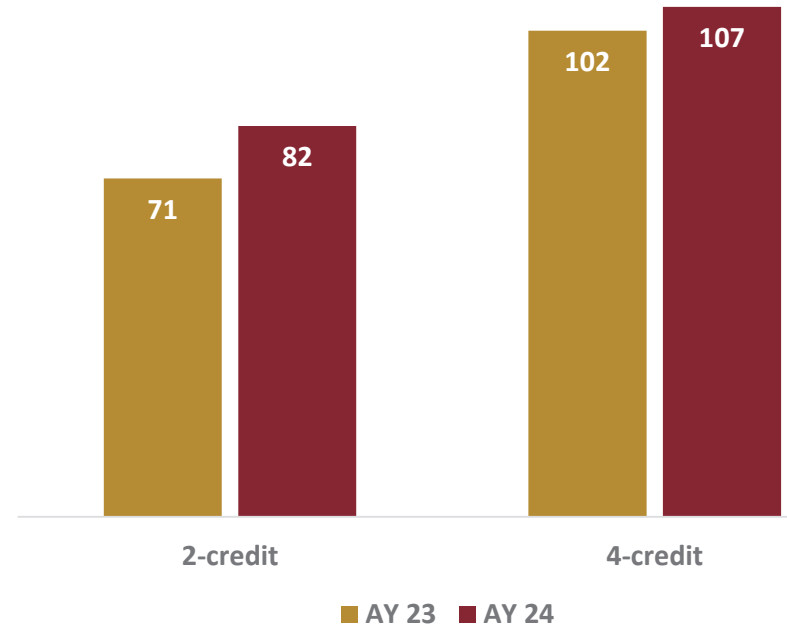
CO-OPERATIVE EDUCATION

168 Unique Students / 189 Internships

Enrolled Students

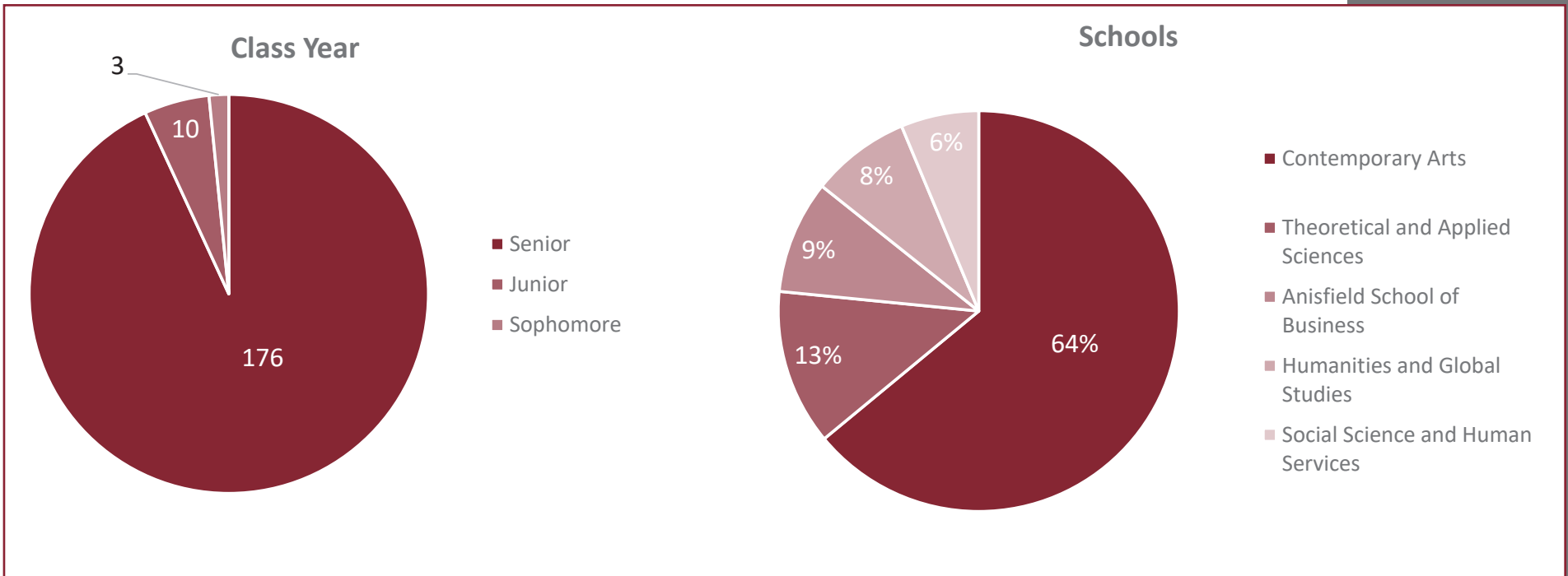


Co-op Credit Hours



CO-OPERATIVE EDUCATION

168 Unique Students / 189 Internships



CAREER CENTER TESTIMONIALS

“Always helpful and really helped me get ready for my interview with Marcum.”

K.S., Accounting

“... was very helpful and answered all of my questions even reassured me about an upcoming job interview and how to handle future job applications.”

A.G., Communication Arts

“... helped me structure my ideas for internships and coops perfectly and left me feeling positive about my search.”

J.J., History

“It’s awesome to be able to connect with a career advisor as an alumni. It was very helpful and I’ll be able to make career decisions based on what we discussed.”

J.P., Nursing

FIRST DESTINATION SURVEY

Post-graduation Outcomes

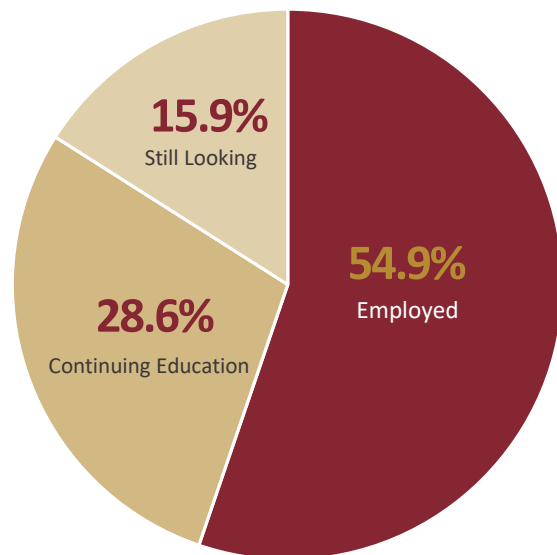
FIRST DESTINATION SURVEY

- National survey developed and managed by the National Association of Colleges and Employers
- Measures data on students' baccalaureate post graduation outcomes within six months of August 2023, January 2024, and June 2024 graduation
- Outcomes represent only the first destination for graduates and does not necessarily reflect current occupation or activity
- Data collection methods include: self reported student responses to the survey administered through Handshake, Cahill Career Development Center review of students' LinkedIn profiles, or administrative entries of information that students reported to the Cahill Career Development Center outside of the survey and prior to survey close

RAMAPO COLLEGE OF NEW JERSEY

65.5% responded to the First Destination Survey

83.5% Employed or continuing education



Employers

ADP
 Atlantic Health System
 Cisco Systems
 Deloitte
 Hackensack Meridian Health
 JPMorgan Chase & Co
 Movado Group, Inc
 NBC Universal
 NJ DEP
 NJ Department of Education
 Prudential Financial
 Sharp Electronics
 SHI International Corp
 UPS (United Parcel Service)
 Valley Health System
 Withum

Overall Median Salary

\$58,800

Overall Median Salary by Top Majors

Biology	\$45,760
Elementary Education	\$54,000
Marketing	\$51,000
Nursing	\$93,000
Psychology	\$41,600

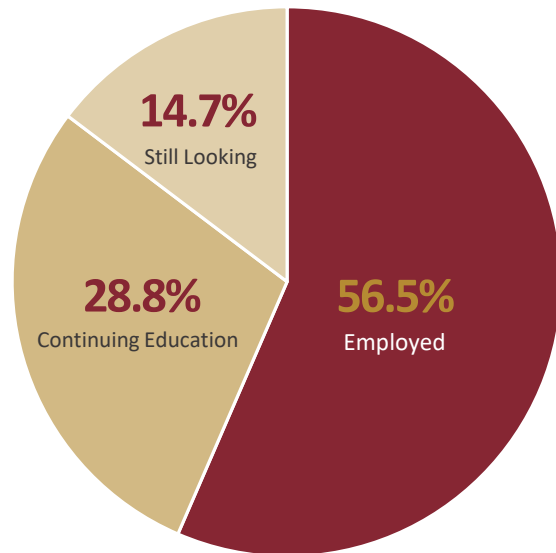
Graduate Schools

Columbia University
 Drexel University
 Ramapo College of New Jersey
 Montclair State University
 Rutgers University
 Villanova University

ANISFIELD SCHOOL OF BUSINESS

57.3% responded to the First Destination Survey

85.3% Employed or continuing education



Employers

Amazon
Crown Equipment Corp
Deloitte
Fiserv
Jaguar Land Rover NA
JPMorgan Chase & Co
KPMG LLP
Mazars USA LLP
NJ Transit
Prudential Financial
Public Service Enterprise Group
PwC
Reckitt
Spotify
UPS (United Parcel Service)
Verint Systems

Overall Median Salary

\$53,144

Overall Median Salary by Major

Accounting	\$73,000
Finance	\$43,300
IT Management	\$61,572
Management	\$53,800
Marketing	\$51,000

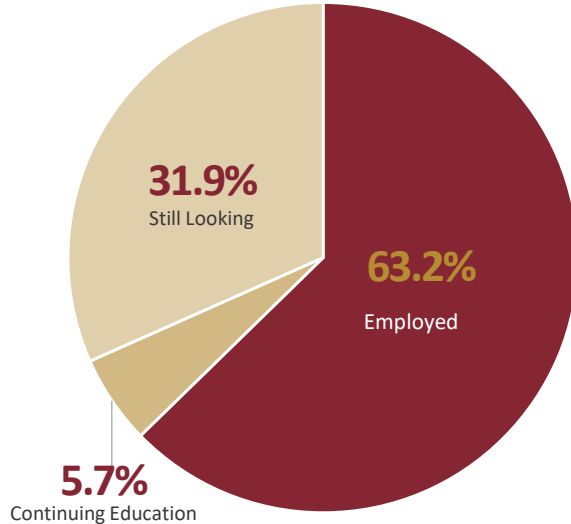
Graduate Schools

Babson College
Florida International University
Michigan State University
Penn State University
Ramapo College of New Jersey

SCHOOL OF CONTEMPORARY ARTS

58.4% responded to the First Destination Survey

68.9% Employed or continuing education



Employers

Brookfield Corporation
 City of Newark
 Compass Group, USA
 Don Bosco Preparatory High School
 HALO Branded Solutions
 Integrity Consulting Group
 New Jersey Courts
 New York Giants
 Orange & Rockland Utilities
 Suffern Central School District
 The Klipper Group
 The Walt Disney Company
 Universal Music Group

Overall Median Salary

\$41,600

Overall Median Salary by Major

Communication Arts	\$41,600
Contemporary Arts	\$70,000
Music	\$41,600
Visual Arts	\$52,680

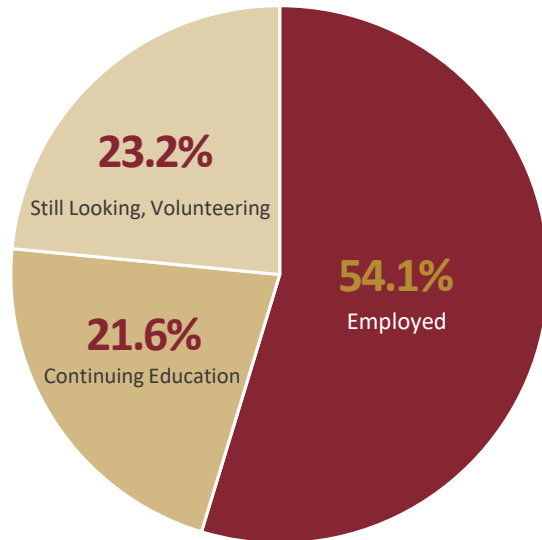
Graduate Schools

Ramapo College of New Jersey
 Seton Hall University
 William Paterson University

SCHOOL OF HUMANITIES AND GLOBAL STUDIES

66.1% responded to the First Destination Survey

75.7% Employed or continuing education



Employers

AriMax Global Corporation
 County of Bergen
 ESS
 HWY Partners, Inc.
 International Rescue Committee
 LMP
 Mangone Law Firm, LLC
 Montclair History Center
 National Park Service
 Passaic County Community College
 Proviser Financial, LLC

Overall Median Salary

\$37,440

Overall Median Salary by Major

History	\$37,440
Political Science	\$44,840

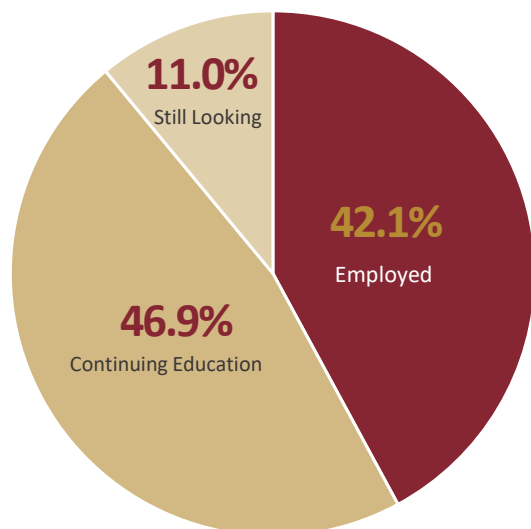
Graduate Schools

Oxford University
 Ramapo College of New Jersey
 Rowan University
 Seton Hall University

SCHOOL OF SOCIAL SCIENCE AND HUMAN SERVICES

66.6% responded to the First Destination Survey

89.0% Employed or continuing education



Employers

Alzheimer's New Jersey
Bergen Community College
Bergen New Bridge Medical Center
Child and Family Resources
County of Passaic
Demarest Public Schools
First Children Services
Morris Plains School District
Mount Olive Township Schools
Movado Group, Inc.
Reiver Dell Regional Schools
St. Joseph University Medical Ctr
Valley Health System
Westwood Police Department

Overall Median Salary

\$48,749

Overall Median Salary by Major

Elementary Education	\$54,000
Law and Society	\$48,017
Psychology	\$41,600
Sociology	\$52,000
Social Science	\$47,500

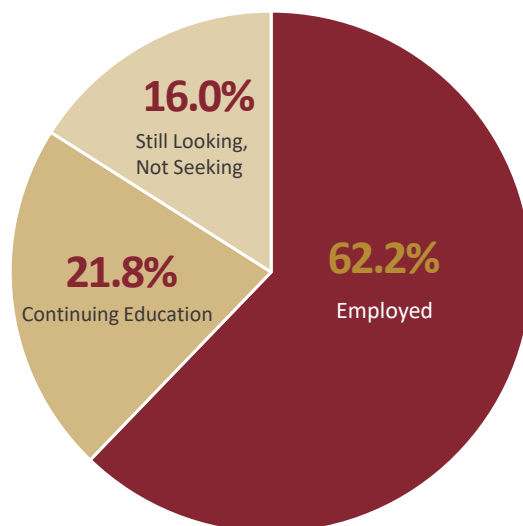
Graduate Schools

Columbia University
Montclair State University
New York University
Ramapo College of New Jersey
Seton Hall University
The New School

SCHOOL OF THEORETICAL AND APPLIED SCIENCE

77.1% responded to the First Destination Survey

84.0% Employed or continuing education



Employers

Atlantic Health System
 Balchem Corporation
 BioCentriq
 Bristol Myers Squibb
 Gain Theory
 Great Swamp Watershed Assoc
 Hackensack Meridian Health
 IBM
 Jaguar Land Rover, NA
 Konica Minolta Business Solutions
 Kulite Semiconductor Products
 Minaris Regenerative Medicine
 Primera Analytical Solutions, Corp
 RWJ Barnabas Health
 UPS
 Valley Health System

Overall Median Salary

\$84,161

Overall Median Salary by Major

Bioinformatics	\$46,800
Biology	\$45,760
Computer Science	\$79,000
Data Science	\$108,500
Nursing	\$93,000

Graduate Schools

Lake Erie College of Osteopathic Medicine
 Lycoming College
 Ramapo College of New Jersey
 Rutgers University – Newark
 Tufts University
 University College London



RAMAPO COLLEGE
Cahill Career
Development Center

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Office Hours:

Monday to Friday, 8:30 a.m. – 4:30 p.m.

Summer Office Hours:

Monday to Thursday, 8 a.m. -5:15 p.m.