Our Mission
Career Services engages students as they reflect on and integrate all facets of their Swarthmore experience for lifelong career development, meaning and purpose.
Explore | Experience | Discover | Discern

Our Annual Report
The purpose of our annual report is to highlight accomplishments from the academic year. It is a snapshot of new programs, partnerships and resources but also showcases long-standing ones that have been particularly successful. Our office strives to be innovative and responsive to the constantly changing landscape of career education. As a result, Career Services offers a wide array of resources representative of student interests and needs. We hope you enjoy learning more about our office! For a full list of resources, please visit our website.

Special Thanks to:
- Our campus partners for their continued collaboration
- Our alumni and friends of the College for providing opportunities and support to students

Meet the Staff:

Nancy Burkett
Director
nburket1@swarthmore.edu

Kristie Beucler
Associate Director, Career Development
kbeucle1@swarthmore.edu

Lisa Maginnis
Administrative Assistant
imaginn1@swarthmore.edu

Erin Massey
Senior Associate Director
emassey1@swarthmore.edu

Pattie Kim-Keefer
Associate Director, Technology & Assessment
pkim1@swarthmore.edu

Michelle Hall
Program Assistant
mhall2@swarthmore.edu

Jennifer Barrington
Associate Director, Career Development
jbarrin1@swarthmore.edu

Jackie Moriniere ‘12
Assistant Director, Employer Relations
jmorini1@swarthmore.edu
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CLASS OF 2020 PLANS*

Snapshot of Plans

- Employment 69%
- Grad/Prof School 15%
- Undecided 11%
- More Undergrad Study 1%
- Travel 1%

Top Geographic Locations
where graduates have begun their careers

- Philadelphia 21%
- New York City 17%
- Washington DC 17%
- International 12%
- San Francisco/N. Cali 10%
- Boston 8%

Graduate School and Professional Programs

75% plan to enroll in graduate or professional school within the next 5 years

Top Attended Grad Schools

- Harvard
- Princeton
- Yale
- University of Cambridge
- Brown
- Penn
- Columbia

Types of Programs (Classes of 2016-20)

- PhD 47%
- Masters 32%
- MD 9%
- JD 8%

Fields of Study:

- Math & Physical Sciences 30%
- Humanities 28%
- Social Sciences 20%
- Life Sciences 13%
- Engineering 10%

*Based upon survey responses from 323 of 418 seniors (77% of the graduating class)
Class of 2020: Employment Trends

Technology/Engineering
- 27%
- Average Salary: $100,092
- Median Salary: $105,000
- Top Majors: Computer Science, Economics, Mathematics

Research (STEM, Humanities, Social Sciences, Other)
- 21%
- Average Salary: $43,462
- Median Salary: $37,500
- Top Majors: Biology, Economics, Neuroscience

Finance/Business
- 15%
- Average Salary: $76,833
- Median Salary: $80,000
- Top Majors: Economics, Mathematics, Computer Science

Consulting
- 14%
- Average Salary: $74,375
- Median Salary: $72,500
- Top Majors: Economics, Political Science, Latin, Psychology

Nonprofit/Advocacy
- 7%
- Average Salary: $26,563
- Median Salary: $22,500
- Top Majors: Art, Philosophy, Linguistics, Music

Law/Politics
- 7%
- Average Salary: $46,944
- Median Salary: $47,500
- Top Majors: Political Science, Astrophysics, Spanish

Education/Teaching
- 6%
- Average Salary: $35,000
- Median Salary: $32,500
- Top Majors: Asian Studies, Greek, Sociology/Anthropology

Healthcare
- 5%
- Average Salary: $32,500
- Median Salary: $27,500
- Top Majors: Biology, Neuroscience, Peace & Conflict Studies

70% of respondents seeking employment had secured positions by graduation.

Overall Average Salary: $64,107
Overall Median Salary: $62,500
STUDENT ENGAGEMENT

OVERALL STUDENT INTERACTIONS
Student participation in individual counseling appointments, drop-in advising sessions, workshops, recruiting events, and other outreach events.

981 students or 59% of the student body engaged with Career Services 4,148 times.

% of Class Engaged & # of Interactions

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Seniors</th>
<th>Juniors</th>
<th>Sophomores</th>
<th>First Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engaged</td>
<td>59%</td>
<td>65%</td>
<td>56%</td>
<td>55%</td>
<td>61%</td>
</tr>
<tr>
<td>Interactions</td>
<td>4,148</td>
<td>1,266</td>
<td>785</td>
<td>945</td>
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ENGAGEMENT BY POPULATION/IDENTITY

- 65% Asian
- 67% Black
- 67% Latinx/Hispanic
- 50% Multi
- 61% Multi/Asian
- 43% Multi/Black
- 56% Multi/Latinx
- 88% Multi/Hawaiian
- 59% Not Indicated
- 43% Nat.Am/Alask.
- 50% Nat. Hawaiian

FIRST GEN/LOW INCOME

71% Engaged w/CS

INT’L STUDENTS

68% Engaged w/CS

ACADEMIC MAJORS

65% Social Sciences
51% Humanities

56% Natural Sciences & Engineering

CAREER PEER ADVISORS (CPAs)
Trained student workers who can provide the student perspective on:
- Job/internship databases/career resources
- Feedback on resumes, cover letters & application materials
- Suggestions on experience-building activities based on student interests
- Ways majors and careers relate to each other

Office Hours: 104 drop-in days 276 student interactions

Beyond Office Hours: 16 CPA student outreach events
COUNSELING APPOINTMENTS

1050 Counseling appointments

446 unique students; of whom 58% returned for subsequent appointment(s)

FOCUS OF COUNSELING APPOINTMENTS

- Job Search (23%)
- Internship Search (22%)
- Interview Preparation (20%)
- Resume/Cover Letter Review (15%)
- Career Exploration (12%)
- Self-Awareness (4%)
- Graduate School Advising (4%)

DEMOGRAPHICS OF COUNSELING APPOINTMENTS

- Seniors (43%)
- Juniors (18%)
- Sophomores (15%)
- First Years (14%)
- Alumni (10%)

PROFESSIONAL SKILLS DEVELOPMENT

- # Times Interview Room reserved by students for phone or video interviews
- # Times Suits Borrowed from Career Closet
- # Students Requested Management Consulted (case interview prep)
- # Students Requested Breaking into Wall Street/Wall Street Prep (financial modeling/technical interview prep)

EVENTS

Career Education Workshops/Employer Info Sessions/Employer Recruiting

- # Events Swarthmore hosted
- # Events Tri-Co hosted
Engaging with FLI (First-Gen/Low-Income) Students

Career Services shares the College's commitment to engaging and supporting our diverse student community, including the 22% of students who identify as first-generation and/or low-income. Our collaboration with colleagues has resulted in innovative shared programming and resources.

- **S3P Mentor Summer Training**: Provided mentors applicable resources for their own career development.
- **S3P Scholar Training**: How to identify/apply interests, create application materials, prepare for interviews & networking.
- **FLI Career Seekers Club**: 6 weekly meetings that focused on strategizing career goals.
- **Tri-Co Diversity Showcase**: Employers from various industries shared their DEI initiatives.
- **Diversity & Inclusion in the Workplace**: Alumni provided perspectives on diversity, equity and inclusion in the workplace.
- **Career Services FLI Website**: Dedicated to helping FLI students navigate important career resources.

Technology to Engage with Specific Populations

With the use of technology, media, and some creativity, Career Services has been able to create and launch effective personalized outreach efforts.

- **Sophomore Resume Initiative**: Utilized Handshake (jobs/internships platform) to collect those resumes and ensure every sophomore had an “application-ready" resume.
- **First-Year Orientation Powtoon Video**: Shown during FY orientation, this video highlights essential resources for FY students.
- **Senior Year Powtoon Video**: A short engaging cartoon video that articulates essential job search and grad school resources.
- **Unengaged Seniors & Online Appointment Scheduling**: Email campaign targeted at seniors who had never engaged with Career Services. For the first time, we offered these students the option to schedule counseling appointments online.

Mentoring Programs

By partnering with the President’s Office and Advancement, Career Services continues to connect students with alumni. These programs focused on academic, personal, and professional development.

**Board of Managers**

The Board is charged with the general management of the affairs of the College and discharges that duty directly in management of the endowment and otherwise works closely with the president to set general direction.

Elizabeth Economy ’84  Gil Kemp ’72  Jim Snipes ’75  Davia Temin ’74  Anne Schuchat ’80

**Continued Mentoring Programs**: Extern, Alumni/Student Dinner, SwatTank, Swarthmore Experiential Fellowships
Career Education

Opportunities for alumni to connect & network with current students. Each semester, we engage alumni and friends of the College with varying academic & professional backgrounds to help students learn about possible career paths.

Arts & Humanities Showcase

Alumni from various career paths & academic backgrounds educated students on the connection between humanities & their professions.

Emily Bobrow '96, Latin & Greek
(Senior Technical Specialist, MEASURE Evaluation)

Sean Bryant ‘13, Black Studies & Religion
(Vendor Operations Associate, Paintzen)

Neal Epstein ’81, Philosophy
(VP, Senior Credit Officer, Moody’s Investor Services)

Ben Galynker ’01, English Lit
(Senior Producer, Electronic Fun Stuff & Director of Content, Hats & Ladders)

Peter Glickman ’88, Philosophy
(Musculoskeletal Radiologist)

James Hodes ’08 , Religion, Dance, English Lit
(Writer, Game Designer, Cultural Consultant)

Charlie Mayer ’98, History
(CEO, Spice House)

Allison Ranshous ’13, History, French
(Manager Social Impact, Weber Shandwick)

Alan Smith ’05, English Lit & History
(Director Program Policy, Consumer Reports)

Navigating Grad. School Admission & Essays

Don Asher, graduate admissions professional, offered admissions process and essay-writing workshops.

Alumni Student Networking Dinner

Co-sponsored with the Alumni Council, this program connects students to a variety of alumni in their fields of interest.

Environmental Careers Panel

Sean Thackurdeen ’12 (Program Associate Environment, Doris Duke Charitable Foundation)

Olivia Ortiz ’16 (Transportation Outreach Coordinator, Clean Air Council)

Dayo Origunwa ’18 (Energy Engineer, enVerid Systems)

Brian Ratcliffe ’11 (Sustainable Rec Lead, US Forest Service)

Laura Rigell ’16 (Solar Manager, Phila Energy Authority)

Publishing Careers

Michael Pietsch (P’10 & P’13), CEO of Hachette Book Group

Diverse Careers for Economics Students

Sue Chen ’06 (Attorney, US DOJ, Environmental Defense)

Toby Heavenrich ’12 (Consultant, Kantar)

Rochelle Laws ’01 (In-House Attorney, TD Bank)

Mara V.J. Senn ’92 (Senior Investigator & Litigation Specialist, Integrity VP, World Bank)

Walker Stole ’12 (Senior Manager Customer Experience, Bombas)

Kathy Sun ’16 (Special Assistant to CEO, Search for Common Good)

International Alumni Dinner & Panel

Co-sponsored with the International Student Center, this program helps international students network with alumni and identify ways to find employment in the United States.

Nimesh Ghimire ’15 (Senior Fellow, The Lang Center)

Pravadh Singh ’19 (Investment Analyst, Vanguard)

Dorcas Tang ’19 (Documentary/Photography/Visual Arts)

Duke Yeboah ’13 (Event Curator, Union Theological Seminary)

Justin Mintah ’19 (Marketing Data Analyst, Crossix)

Sebastian Mintah ’19 (Associate Economist, Moody’s Analytics)

Salima Bourguiba ’19 (Paralegal, Hogan & Vanderberg)

Natural Sciences & Engineering Showcase

Alumni from various career paths & academic backgrounds educated students on the connection between NSE & their professions.

Althea Gaffney ’11, Chemistry
(PhD Candidate, UPenn)

Chris McKitterick ’09, Physics & Math
(Engagement Manager, McKinsey)

Charlotte Raty ’18, Comp Science & Math
(Analyst/Software Development Focus, Archetype)

Krista Scheirer ’11, Biology & English Lit
(Environmental Specialist, Aqua Pennsylvania)
EXPERIENTIAL LEARNING

Extern Program

The Extern Program offers students opportunities to learn about potential career paths during a one-week mentoring program, thanks in large part to the gracious volunteerism of alumni, parents and friends of the College.

According to the Senior Survey, 33% of seniors reported having completed at least one externship prior to graduation.

293 # students registered
220 # students participated
275 # mentors (workplace & homestay)
271 # externships available

As has been the case with the previous externs I sponsored, this year’s extern was very smart, hard working, and demonstrated good work-related skills and great interest in learning about what we do.”—Mentor

“My students really enjoyed having a new person work with them. My extern brought joy to our classes and inspired my students to continue to seek a college education in the future.”—Mentor

“I really got so much from this externship experience. I was very fearful of the unknown life after college, but even though the externship was not in the area of my career interest, it eased my concerns about what comes after Swarthmore because of the many kind, capable, and accomplished people I met through the externship who had such different paths leading to their present positions and how okay, open, and even expectant they are of future job changes.”—Student

Student Registration:
Seniors: 17%, Juniors: 20%
Sophs: 32%, First Years: 31%
Internships

55% of the class of 2020 completed at least one internship prior to graduation.

Career Services offers two fully funded summer internship programs through the Swarthmore Future Entrepreneurs Program and Summer Experiential Fellowships.

Swarthmore Future Entrepreneurs:
This program offers students exposure to entrepreneurship through a longstanding program we developed with Ben Franklin Technology Partnership, one of the nation’s longest-running technology-based economic development programs. We funded 9 students with internships in local startups through this program.

Class of 2020 Internship Sector Breakdown:
- For-Profit (43%)
- Non-Profit (41%)
- Government (15%)

Summer Experiential Fellows:
Following their winter break externship, externs have the opportunity to apply for a grant to extend their one week externship into a fully funded summer internship. Students have the chance to build upon the experience they gained in their one week externship, while also developing a mentoring relationship with their alumni sponsor. Applicants must develop learning goals and action steps toward achieving their goals, in consultation with their mentors, which is an excellent example of experiential learning and reflection put to practice.

“I am extremely grateful that I had the chance to learn under a Swarthmore graduate within an intimate corporate setting in which my learning experience was maximized. Conveniently enough, the CEO of my startup had a successful career with various investment banks and was therefore able to offer me precious career advice (and connections) during our exit meeting that will aid me moving forward.”

“Throughout the summer, we worked to answer the research question: where does humor belong in the math classroom? I had two major data analysis and data collection Twitter projects this summer. The first project I did involved coding the unscientific Twitter survey my mentor conducted towards the beginning of the summer. The second project I worked on involved coding video data. I analyzed each of these data sets using Google spreadsheet software, which is another important skill I learned on the job.”
Impact on Our Students

COVID-19’s impact on experiential and graduate opportunities has been enormous. No position and industry went unaffected—from Swarthmore-funded summer research to tech companies suspending interviewing candidates indefinitely. Many students have seen their plans disappear or have had to work extensively with supervisors/programs to find safer alternatives. Those who had not secured opportunities saw their options dwindle as organizations struggled to deal with their current employees’ transition to remote-work. Here is how COVID-19 affected the class of 2020’s post-graduate plans:

• 145 students indicated that their primary plans have not been affected by COVID-19.
• 172 students indicated that their primary plans have been affected by COVID-19.
  10--Offer rescinded
  50-- Has offer; delayed start dates
  36-- Has offer; transitioning to remote
  23-- No offer; notified that opportunity has been cancelled or frozen
  11-- Travel-related restrictions prevent active search or ability to follow through with offer
  4-- Has offer; immediate summer plans cancelled in between graduation and primary plans
  2-- Has offer but original position has been modified (compensation, hours--not related to being remote or delaying start date)

Providing Innovative Support

Career Services swiftly transitioned to supporting students remotely. We immediately:

• Conducted Zoom career counseling appointments and implemented a convenient, new online scheduling system.
• Sent out weekly emails and social media posts to students highlighting resources and programs.
• Contacted our employer partners, alumni sponsors, vendors and Tri-Co colleagues to develop new opportunities and resources.

Hundreds of NEW positions

• Our employer relations team vetted and approved over 1,500 employers in six weeks; initiated a remote jobs campaign, posting and approving 1,807 jobs and internships in April; and launched the Class of 2020 Jobs Campaign for seniors in May.

3 Summer Skills Development Opportunities

• **Paragon One:** These remote team-based projects provided training and skills development for a cohort of 50 students who worked with a dedicated mentor throughout their respective projects.
• **Aesop Academy Summer Virtual Learning Programs:** Through our Tri-Co partnership, we offered two skills-intensive programs preparing 20 students for Professional Readiness and 40 for Data Analytics.
• **Management Consulted:** 60 students enrolled in their summer webinar series focused on professional skills development, including networking and interviewing.

3 Curated COVID-19 Websites

• **Navigating Remote Summer Experiences:** A comprehensive guide around how to successfully find, apply and make the most out of remote experiences.
• **Online Career Development & Preparation Resources:** Access these popular and diverse resources depending on interests.
• **GRE/TOEFL at Home Testing:** Information regarding an at-home testing solution for the TOEFL iBT test and GRE General Test.

SwatWorks

Career Services anticipated that COVID-19 would have a significant impact on hiring—in cancelled interviews, rescinded opportunities, and adjustments in compensation/benefits. Our priority was to ensure that students did not miss out on meaningful skill-building experiences, especially due to financial or travel constraints. With strong support from Advancement and alumni leadership groups, Career Services spearheaded an unprecedented experiential program within higher education. We secured 58 remote micro-internships with 42 alumni and parent workplace mentors, providing $45,000 in funding to over 27 students with the support of alumni donors including Board member Robin Shapiro ’78.
New Initiative: Supporting a Diverse Workplace

Tri-Co Employer Diversity Showcase

Employers from various industries highlighted how they support diversity in the workplace in all of its manifestations including gender, race, ethnicity, sexual orientation, values, preferences, beliefs, socio-economic and communication styles. Through an employer panel and networking session, employers discussed diversity initiatives, programs, and potential opportunities with students.

Diversity & Inclusion in the Workplace: Conversations with Alumni

Over dinner, students engaged candidly with alumni about diversity, equity, and inclusion in the workplace. Alumni shared their own journeys, experiences, and offered advice on how to navigate identity in professional settings.

New Initiative: SAP Employer Site Visit

Students had a chance to visit the SAP office in Newtown Square, PA, where they toured the facility and heard from hiring managers.

On-Campus Recruiting Employers

Accenture
AEI
Analysis Group
Argo AI
BNY Mellon
Boston Consulting Group
Bentley Systems
Caine Mittler
Camey Sandoe
Charles River Associates
Chatham Financial
Citi
Cloverlay
Compass Lex econ
Deerfield Academy
eBay
Elite Scholars of China
Evercore ISI
Fast Enterprises
Flipboard
Freddie Mac
Grassroots Campaigns
Hamilton Lane
IRT
J-PAL
Janney Montgomery Scott
JET Programme
JPMorgan Chase Tech
Kantar Consulting
LLR Partners
M&T Bank
Maximus
Oliver Wyman
Pete Buttigieg for America
PFM
PGIM
Pulse
Quaker Voluntary Service
Quest
Overland
S&P Global
SEI
Southern Teachers Agency
Spell
Swarthmore College Investment Office
Syncro Medical
T. Rowe Price
Teach for America
The Brattle Group
Tortoise Investment Management
Treacy & Co.
Tresata
Urban Teachers
Venly Fellowship
Our strong relationship with Bryn Mawr and Haverford allows us to deliver large-scale, impactful employer-related events.

**Tri-College Recruiting Day: Career Fair & Interviews**

Employers in non-profit, government, start-ups and for-profit industries hiring for internships, full-time jobs, and graduate school programs.


**STEM Recruiting Day: Career Fair & Interviews**

Employers who represent various STEM industries hiring for internships, full-time jobs, and graduate school programs.

| Breakaway Technologies | Broad Institute | Broadridge Financial Solutions | Children’s Hospital of Philadelphia | CHOP Microbiome Center | Eurofins Lancaster Laboratories | Exyn Technologies | Fast Enterprises, LLC | Scheie Eye Institute, Penn Medicine | SS&C Technologies | Syncro Medical | Temple Univ—College of Science & Tech | The Wistar Institute | Vanguard |

**Highlighted Events**

**Tri-Co Consulting Showcase**

Students networked with Tri-Co consulting alumni:

- Sara Chan ’07 (BMC)
  Senior Manager, Accenture
- Will Corkery ’17 (HC)
  Consultant, BCG
- Jon Crawford ’98 (HC)
  Director/Partner, Accenture
- Anne-Marie Frassica ’09 (SC)
  Engagement Manager, McKinsey
- Dan Gordon ’14 (HC)
  Consultant, EAB
- T. Hoang-Le ’13 (BMC)
  Consultant, BCG
- Ben Rhee ’04 (SC)
  Managing Director, Accenture
- Rob Ruffin ’92 (SC)
  Partner, Bain
- Michael Schwarze ’18 (HC)
  Strategy Consultant, IBM Consulting
- Annie Tvetenstrand ’16 (SC)
  Senior Associate, PWC

**Meet-Ups**

These events are designed to give students valuable insight into the diversity of careers in a respective field.

**Communications**

- City of Philadelphia
- Comcast
- Ceiser Media
- Ogilvy

**Social Justice & Advocacy**

- American Civil Liberties Union
- Clarifii
- Clean Air Council
- Phila Higher Ed. Network for Neighborhood Dev.
- Puentes de Salud
- PULSE Pittsburgh Urban Leadership Service
- Experience Fellowship
- Penn Environment

**Public Health**

- Benefit Data Trust
- Children’s Hospital of Philadelphia
- DaVita Kidney Care
- Esperanza Health Center
- National Health Corps Philadelphia
- NephCure Kidney International
- Philadelphia FIGHT
- Planned Parenthood SE Pennsylvania
- Prevention Point Philadelphia
- Project HOME

**Tri-Co TechDays**

Dedicated to all things tech--from employer info sessions to site visits.

- Career Chat w/Adam Van Aken (HC ‘15)
  Bentley Systems
- SAP Site Visit and Meet & Greet
- Argo Al Info Session & Interview
- Career Chat w/ Brian Guggenheimer (HC’16) Pete for America
- Career Chat w/ Liz Hercher (HC ‘11)
  Xandr
- Tresata Info Session
- Bank of N.Y. Mellon Tech Info Session
- Career Chat w/ Katie Van Aken (HC’12)
  Syncro Medical
Consortia Events

Off-campus events where Swarthmore students are invited to connect with employers for internships and jobs. Swarthmore coordinates the events with a select group of schools.

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<tbody>
<tr>
<td>Consortia Schools: Bard, Brown, Connecticut, Union, Yale</td>
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<tr>
<td>Consortia Schools: Brown, Johns Hopkins, Penn, UVA, Yale</td>
</tr>
<tr>
<td>Consortia Schools: Bard, Brown, Connecticut, Cornell, Trinity, Union, William &amp; Mary</td>
</tr>
</tbody>
</table>

What Employers Say about Swatties:

"Amazing, talented individuals! We were very impressed with the students and their professionalism/preparation"—Analysis Group

"Swarthmore students bring a great foundation of knowledge, diligence, and curiosity to the workplace. These character traits of Swatties have remained consistent over the years in all new hires we discover through our recruitment at the school. Our expectations were met yet again this year"—Flipboard

"I'm a liberal arts graduate, so I understand the usefulness/importance of a liberal arts education. Overall our expectations were met by the applicants we spoke with today. They were more prepared than students from the majority of schools we visit"—Tortoise Investment Group

According to our 2019-20 Employer Survey:

- 100% of employers indicate overall impression and long-term potential as "above average" or "excellent."
- 90% of employers indicate professional appearance as "excellent."
- 80% of employers indicate communication skills & interview preparedness as "above average" or "excellent."
MISSION: TO HELP YOU GAIN SELF-UNDERSTANDING AND CONNECT YOUR INTERESTS, VALUES AND SKILLS WITH KNOWLEDGE ABOUT CAREERS AND LIFE BEYOND SWARTHMORE COLLEGE

DO YOU NEED HELP WITH:
- Resumes/Cover Letters
- Internship/Job Search
- Interview Prep
- Career Advising

CAREER SERVICES CAN HELP!

We make it personal:
- Career Counselors
- Career Peer Advisors

By appointment
Drop-ins 1-4:30pm Parrish 135

Come to our events:
- Consortium Interview Days
- Networking
- Workshops
- Employer Information Sessions

Check out our online resources:
- Handshake
- Jobs/Internships
- UCAN Intern

US TO YOU:
We work with ALL class years, majors, and fields.
It’s a partnership... We’ll provide resources & support for you to direct your search.

It’s okay to be lost. We’re here to help you figure things out.