# Bates Career Development Center
## Annual Report 2016-2017

### Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter from the Director</td>
<td>2</td>
</tr>
<tr>
<td>Counseling and Student Engagement</td>
<td>3</td>
</tr>
<tr>
<td>Handshake</td>
<td>5</td>
</tr>
<tr>
<td>Recruiting and Employer Relations</td>
<td>7</td>
</tr>
<tr>
<td>Programs and Presentations</td>
<td>10</td>
</tr>
<tr>
<td>Skills</td>
<td>12</td>
</tr>
<tr>
<td>Career Development Fellows (CDFs)</td>
<td>13</td>
</tr>
<tr>
<td>Internships</td>
<td>14</td>
</tr>
<tr>
<td>Appendix A: Medical Studies Committee</td>
<td>18</td>
</tr>
<tr>
<td>Appendix B: Law School Admissions</td>
<td>20</td>
</tr>
<tr>
<td>Appendix C: Class of 2016 Postgraduation Outcomes</td>
<td>22</td>
</tr>
<tr>
<td>Appendix D: Liberal Arts Career NetWORK and Bates</td>
<td>29</td>
</tr>
<tr>
<td>Appendix E: Subscription Resources</td>
<td>31</td>
</tr>
</tbody>
</table>
Letter from the Director

Welcome to the annual report for the Bates Career Development Center (BCDC) for the 2016/17 academic year. I hope you enjoy reading about the career development activities that have helped students explore a wide variety of career options and allowed them to compete successfully for rewarding internships, employment, fellowship and graduate school opportunities.

Some of the key highlights for 2016/17 include:

• Strong engagement with the student body resulting in 5,275 student and alumni contacts through appointments, walk-ins, workshop and info sessions.

• Ninety-one percent of the student body logged into our recruiting platform, Handshake, this past year and submitted 6,975 applications to internships and jobs.

• Bates continues to play a leadership role locally and nationally in career development through presentations and elected officer roles. This upcoming year I will be the President of the Maine College Career Consortium, Amy Jaffe (Associate Director) will be the President of the Maine Career Development Association and Nancy Gibson (Associate Director) will be the Vice President for the Northeast Association of Pre-Law Advisors.

• Bates was invited to join in the Selective Liberal Arts Consortium (SLAC), a prestigious consortia that coordinates four recruiting events each year. Participating colleges include Grinnell, Colorado, Vassar, Washington & Lee, Bryn Mawr and Haverford Colleges.

Thank you to all of our on and off-campus partners who provided countless hours helping students navigate career options including alumni, parents and others who provided job shadows, internship and job postings.

Sincerely,

David P McDonough
Director, Bates Career Development Center

Thanks to the following staff members for their contributions to this report: Sheila Anderson, Colleen Coxe, Karen Daigler, Nancy Gibson, Amy Jaffe, Karina Lemay, Karen Ouellette and Amy Wooldridge.
Counseling and Student Engagement

- 2,211 appointments with students and alumni
- 894 walk ins
- 5,275 student and alumni appointments, walk ins, workshop and info session attendees
- 1,410 individuals via appointments, walk ins, workshops & Info sessions
- 65% of first generation students interacted with BCDC
- 75% of international students interacted with BCDC
- 56% of under-represented minority students interacted with BCDC

BCDC Interactions by Class Year
(Appointments, Walk ins, Workshops, Info Sessions)

- 2017: 49%
- 2018: 61%
- 2019: 61%
- 2020: 80%
During the 2016-2017 academic year, BCDC conducted **125 workshops and employer info sessions with more than 1,600 attendees**. BCDC collaborated with academic departments, Dean of Students, Office of Intercultural Education, Purposeful Work, Athletics, Residence Life and others to bring a robust set of workshops to students based on their class years, interests, and majors.

- **Graduate & Professional School Fair** (203 students and faculty)
- **2016-17 CDIP Orientation Session** (81)
- **Make Bobcat connections on campus with Bates Alumni Council** (70)
- **First Year Pre-Health Meeting** (62)
- **Analysis Group** (61)
- **MayDay! Career and Information Fair** (57)
- **Tech Careers for Liberal Arts Majors (Google/Pinterest)** (46)

- **Consulting opportunities at The Beacon Group** (42)
- **Summer Leadership Opportunities with Overland** (37)
- **Local Opportunities in Healthcare Information Session** (35)
- **Black Duck Software** (35)
- **Considering a Ph.D. in the Biological Sciences** (28)
- **Translating your liberal arts degree to tech: HubSpot opportunities** (26)
- **A Career in Politics and Non-Profit Advocacy** (16)
The Handshake recruiting database continues to be used heavily by students, alumni, staff, and faculty. All student employment positions are advertised through Handshake which allows students to gain familiarity with the system as early as the summer before their first year. As a result, 91% of the current student body logged into and accessed their account in Handshake during this past academic year.

Handshake offers flexible tools to assess student interest. This year, we began to track interest by career cluster.

**Student interest by "career cluster" from Handshake**

- **Education, Public Service, and Human Service**: 25%
- **Business and Communications**: 24%
- **Food & Agriculture, Environment & Natural Resources**: 19%
- **Health, General Sciences, Technology, Engineering and Math**: 13%
- **Still Deciding**: 9%
- **Arts and Entertainment**: 13%
Bates students are interested in living all over the world (though are admittedly drawn to the Northeast U.S.). The chart below shows some of the top geographies that interest students; the map illustrates the global reach of our job and internship postings.

**STUDENT INTEREST BY LOCATION**

- Massachusetts: 273
- New York: 250
- California: 131
- District of Columbia: 91
- Illinois: 81
- England: 61
- Maine: 60
- Pennsylvania: 51
- Colorado: 41
- Washington: 34
- Rhode Island: 31
- Oregon: 31
- Texas: 24

Jobs Posted by Location

bates.edu/career
Recruiting and Employer Relations

In the second year since switching to Handshake, students have gained access to a much wider variety of job postings and employers. Student engagement with the platform has meant better attendance at events, and more students interviewing on campus. In addition, Bates joined the Selective Liberal Arts Recruiting Consortium (SLAC), which expanded interview opportunities both on campus and off with a diverse set of employers in education, technology, law, consulting, and finance.

**On campus recruiting**

**Attendees at On Campus Employer Events**

- Seniors: 52%
- Sophomores: 20%
- Juniors: 18%
- First years: 10%

2016: 506 students at 51 events
2015: 464 students at 49 events

546 Student Attendees at 65 Employer Events

**2016-2017 On Campus Interviews**

- 64 Employers
- 67 Interview Schedules
- 366 Students*

At least 53 students accepted offers through on campus recruiting programs and consortia interview opportunities.

*includes 91 individually scheduled by students at BCDC
Connecting students with alumni and employers

Student-Alumni Networking
BCDC facilitated a number of events, both on and off campus, to connect students with Bates alumni

- On campus Alumni Council event at Back to Bates
- NYC roadshow
- Boston finance roadshow
- MayDay career and information fair

Recruiting consortia

This year Bates joined the Selective Liberal Arts Consortium (SLAC), which offered students access to four interview days, including two video interview days (September and February) and recruiting days in Washington, DC and New York City. Bates continued our affiliation with the Liberal Arts Recruiting Connection (LARC), which hosts an interview day and career fair in Boston in the fall. These events facilitated nearly 100 student interviews this year; with multiple offers through the consortia, Bates graduates will be heading to Boston, New York City, Washington, DC, and Buffalo, NY.

<table>
<thead>
<tr>
<th>Selective Liberal Arts Consortium (Video, DC, NYC)</th>
<th>Liberal Arts Recruiting Connection (Boston)</th>
</tr>
</thead>
<tbody>
<tr>
<td>113 positions</td>
<td>52 positions</td>
</tr>
<tr>
<td>69 companies</td>
<td>44 companies</td>
</tr>
<tr>
<td>70 applications</td>
<td>63 applications</td>
</tr>
<tr>
<td>34 interviews</td>
<td>56 interviews</td>
</tr>
</tbody>
</table>
Job Postings and Applications

Job and internship postings available this past academic year in Handshake show the range of positions available to students on Handshake.

A sharp increase in the number of applications shows that Handshake is being effectively utilized by students, who are finding relevant, interesting opportunities in the system.

Applications*

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs</td>
<td>3,367</td>
<td>1,430</td>
</tr>
<tr>
<td>Internships</td>
<td>3,135</td>
<td>1,905</td>
</tr>
<tr>
<td>Other+</td>
<td>473</td>
<td>508</td>
</tr>
<tr>
<td>Total</td>
<td>6,975</td>
<td>3,816</td>
</tr>
</tbody>
</table>

*Does not include on campus student employment. New in 2016: 450 postings; 1,221 applications.
*Includes experiential learning (303); fellowship (165); volunteer (78); grad school (8); cooperative education (7).
Classroom Presentations & Collaborative Programming

BCDC worked in collaboration with a variety of academic departments and offices to present relevant career topics including career exploration, skills articulation, resumes, internships, and values. Presentations were designed to complement programming for Bobcat Firsts, parents, first-year students (How to College series), and Purposeful Work program participants (on-campus employment, and Short Term Practitioner Taught Course (PTC) Common Hour). Collaboration with faculty in classrooms included Education, Geology, and First-year science scholars.

- Bobcat First! – presentation and drop-ins for first generation students
- Back to Bates panel for parents: Designing a Purposeful College Experience
- How to College series: Career Discovery & Exploration
- How to College series: Making the Most of Your Summer
- First Year Science Scholars
- Strong Interest Inventory & SkillScan group interpretations
- Resumes for Geology Seniors
- Articulating Skills for PW Student Employment
- Resume Program for STEM Summer Research Students
- Purposeful Work Short Term PTC Common Hour – values presentation

College Key Travel Reimbursement Fund

The Bates College Key generously awarded $10,000 to BCDC in 2016-17 to fund an array of student travel to various career development opportunities. This support made it possible for students to complete 24 CDIP job shadows with alumni and parents at organizations including:

- Google
- Centers for Disease Control in Atlanta
- Stanford University, a microbiology lab
- An artist’s studio in New York City
- A child welfare and behavioral health organization in New Mexico

In addition, three students were able to travel to job interviews in New York City; another attended a professional conference in Washington, D.C.
Bates Career Development Center partnered with alumni and parents to provide students with mostly one-day job shadow opportunities to explore potential careers.

**Student Analytics**
- 353 Student Applications
- 248 Student Matches Made
- 216 Job Shadow Experiences
- 160 Unique Students
  - 34 (21%) URM
  - 38 (23%) First Gen
  - 29 (18%) International

**Sponsor Analytics**
- 275 Sponsors
- 483 Opportunities
- 31 States Represented
- 62 Local Opportunities

**Total Sponsors by Year**
- 2010-11: 67
- 2011-12: 117
- 2012-13: 176
- 2013-14: 188
- 2014-15: 173
- 2015-16: 277
- 2016-17: 275
Skills Development Assessment & Support

BCDC staff encourages students to self-assess a set of 60 transferable skills that are highly sought after by employers through the use of several resources and workshops.

In 2016-17, 356 students took SkillScan Express, an online, interactive assessment for those with less than two years of work experience. It allows users to identify their transferable skills and preferences and see how they link to careers.

The BCDC Career Development Fellows presented a workshop for students to introduce them to Lynda.com. Lynda.com gives students the ability to download completed lessons, as well as receive a badge certifying their course completion on their LinkedIn profile, which helps them market their skills to potential employers.

Partnership with HBX

Bates continued to offer financial support to students interested in HBX CORe, a case-based online program designed by Harvard Business School. Students receive a “Certificate of Readiness” from Harvard Business School for completing three courses: business analytics, economics for managers and financial accounting. Student feedback is consistently positive about the content of the courses, and the opportunity for case-based learning. This year, nine Bates students and young alumni participated in the program.
BCDC’s Career Development Fellows reach out and connect their fellow students to career resources through walk-in appointments, workshops, Purposeful Work infusion classroom presentations and everyday encounters. This year, Fellows had 759 walk in appointments at the BCDC, Office of Intercultural Education and Academic Resource Commons. The seven seniors and four juniors who comprised the CDF team this year made a campus-wide impact. They were selected based on their personal career development experience, leadership, integrity, breadth of involvement with various organizations and campus community connections.
Purposeful Work Internships

BCDC supports the Purposeful Work Internship Program by helping cultivate core employers to offer internships to Bates students, as well as providing programming and support for student eligibility. This year, working with the Purposeful Work internship program manager, BCDC helped 477 students complete steps to be eligible to apply for internships with core employers or funding for unpaid/underpaid internships.

Through both the core employer program, as well as individual funding for unpaid/underpaid internships, the program supported 111 students during the summer of 2017.

Core Employer Internships
• 78 core employers
• 55 interns hired

Funded Purposeful Work Internships
• 59 students received funding
• $212,979 was awarded

Purposeful Work Internship Funding 2017

<table>
<thead>
<tr>
<th>REQUESTED</th>
<th>AWARDED</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$451,544</td>
</tr>
<tr>
<td></td>
<td>$212,979</td>
</tr>
</tbody>
</table>

59 students received funding (47% of applicants)

Purposeful Work Employers Partial List:

- Bicycle Coalition of Maine
- Black Duck Software
- Downeast Cider
- Farallon Capital Management
- Giant Creative Strategy
- Gulf of Maine Research Institute
- Heywood Hospital
- Larkin Trade International
- Maine Migrant Health Program
- Ora Clinical

Environmental Studies major Isa Moise ’19 of Mount Vernon, N.Y.; Oko Farms, Brooklyn, N.Y.

Jackson FrenchRobitaille ’18, a rhetoric major with a concentration in film from Wilbraham, MA; Retro Report, New York City

Laura Nguyen ’19 of Paoli, Pa., double major in politics and women and gender studies; The New York Times.

Rhetoric major Gerald Nelson ’18 of San Antonio, Texas; Sports Illustrated Kids

bates.edu/career

14
This year, 18 students completed short term internships (up from 10 in 2015/16) with two requesting housing for local summer internships. These opportunities were in addition to the Harward Center and other research opportunities with faculty members. This allowed students to work at Bates and in the local business community, supported by their ability to stay in on-campus housing and on the meal plan.

This year presented some challenges for international students as federal immigration policies are being evaluated. Employers continue to be challenged by the lack of clarity for hiring international students with H1B visa sponsorship numbers uncertain for the future. Despite this 17; international students completed successful CPT applications (up from 13 last year).
In addition to these structured programs, Bates students worked with BCDC and individually to secure internships with an impressive array of domestic and international organizations, (see box).
Between July 2016 and June 2017, Karen Daigler had approximately 515 advising sessions with students and alumni. Lee Abrahamsen had approximately 49 advising sessions with students and alumni.

84% of the applicants who worked with the Medical Studies Committee in 2015 matriculated Fall 2016.

73% accepted to medical school
100% accepted to dental school
100% accepted to veterinary school

Number of Applicants in Recent Years

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants*</td>
<td>26</td>
<td>21</td>
<td>24</td>
</tr>
</tbody>
</table>

*It takes approximately 25 hours of pre-health advisor/staff time to prepare each application. This includes an interview with the Committee.

Between July 2016 and June 2017, 248 students attended 14 workshops/events.

Healthwork ListServ
245 emails sent regarding jobs, internships, programs, articles, and events on campus and off.

Pomeroy Scholarship
4 Awards, 18 Applicants

Dylan Atchley '08 University of Southern California, Keck School of Medicine
Elliott Morgan '11 Virginia Commonwealth University School of Medicine
Lauren Okano ’11 Johns Hopkins University, Bloomberg School of Public Health
Alix Vandeventer ‘12 Massachusetts General Hospital, Nurse Practitioner Program

Local Health Professions Opportunities
109 Job Shadows
63 Internships
2016-2017 List of Workshops & Events

- First Year Pre-Health Meeting
- Sophomore Pre-Health Meeting (2)
- Junior/Senior Pre-Health Meeting (2)
- Local Opportunities in Healthcare Information Session: Karen Daigler and Sam Boss from Harward Center
- Lessons from a Life in Global Health: How to Change our World – Here and Abroad: Dr. Ed O’Neil ‘81
- USUHS (Uniformed Services University of the Health Sciences): Dr. Aaron Saguil
- Considering a Ph.D. in the Biological Sciences?: Speakers from Harvard
- Personal Statement Workshop (2): Karen Daigler and Louise Brogan
- CSI comes to Bates: Dr. Mark Flomenbaum, MME
- Columbia Masters in Nutrition Admissions presentation
- Johns Hopkins Masters in Public Health Virtual Information Session

2016-2017 Club Med Events

Club Med works closely with the Pre-Health Advisors planning events, speakers, etc.

- Speaker – Tufts Maine Track Med Student
- Trip to MDIBL
- Bates Sex Week (sexual safety and awareness)
- Meeting to help 1st years choose classes
- Speaker – Dr. Walworth, retired surgeon from CMMC
- Speaker – Founder/CEO of Partners for World Health – Elizabeth McLellan
- Club Med Burrito Night
- Trip to volunteer at Partners for World Health in Portland
- Speakers – Bates Alums from Intermed – MD, NP, PA
During the 2016-17 academic year, the pre-law advisor had 122 individual prelaw advising appointments with students and alumni.

Pre-Law Events sponsored by BCDC

Bates, Bowdoin, Colby jointly collaborated on their fourth annual visit to the University of Maine School of Law featuring presentations by admissions officers from Boston University, Northeastern University and University of Maine law schools. Students also experienced a mock law school class, heard from a panel of current students, and attended a reception with alumni from their schools, and law school faculty and staff.

Law Admissions Information Panel – Admissions Officers from Indiana University and Suffolk University law schools shared insights into the admissions process with current Bates students.

Graduate and Professional School Fair—15 law schools attend including: American University, Boston College, Brooklyn Law School, University of California-Irvine, Case Western Reserve University, University of Connecticut, Hofstra University, Indiana University – Bloomington, University of Maryland, and Suffolk University.

Law School Application Boot Camp—designed for seniors, this workshop provided a comprehensive, hands-on tutorial for navigating the online admission portal, and a discussion of admission requirements and procedures.

Getting Started in a Career in Public Policy: Bates, Bowdoin and Colby collaborated for a standing-room only event at the State House in Augusta. Students heard from alumni who work in healthcare and natural resources about their careers in lobbying and public service.

Prelaw Meeting for Juniors and Seniors Applying to Law School next year Meeting—for those planning to take the LSAT and apply in the coming year.

CSI Comes to Bates: the Chief Maine Medical Examiner spoke about cases that have gone through the criminal justice system.

A Career in Non-Profit Advocacy and Politics: Jamal Smith ’03 attended Howard University Law School. He spoke about his work on Capitol Hill and on political campaigns as well as his current work at the Planned Parenthood Federation of America.

The Oakes Fellowship was awarded to Christopher Crum ‘17 who will attend The University of Chicago School of Law.

Three Bates students were accepted to and attended the Discoverlaw.org Prelaw Undergraduate Scholars Program at the University of Maine School of Law. It is a four week immersion program for students from diverse backgrounds.

In 2015-16, 5 seniors and 32 alumni applied to law school. Data from the 2016-17 admission cycle will be available in spring 2018. 80% of Seniors from the class of 2016 who applied to law school were admitted; 82% of applicants who graduated 1 – 3 years ago were admitted; and 67% of those who graduated more than 3 years ago were admitted to law school.

The prelaw website can be found at bates.edu/career/law. In addition, information is disseminated to students via the Bates prelaw listserv.

Professional Development and Service

Northeast Association of Pre Law Advisors (NAPLA)

NAPLA Conference, June 12-15 – Pittsburgh, PA

Boston Connect March meeting of New England area prelaw advisors –Boston, MA

NAPLA Executive Board & Secretary

Panelist, New Pre-Law Advisor Training, June 2017

Mentor, New Pre-Law Advisor
Law Schools where 2015-16 applicants matriculated in Fall 2016:

Arizona State University School of Law
Boston College Law School
Boston University School of Law
Brooklyn Law School
University of California – Berkeley School of Law
University of California – Irvine School of Law
University of Colorado School of Law
Cornell Law School
Georgetown University Law Center
Gonzaga University
University of Maine School of Law
New England Law School – Boston
New York University Law School
Northeastern University School of Law
Quinnipiac University Law School
Suffolk University Law School
University of Texas at Austin School of Law
Tulane University Law School
Villanova University School of Law
Wake Forest University School of Law
Washington University School of Law
Our process: The Bates Career Development Center (BCDC) surveyed the Class of 2016 at graduation and again in December 2016 to determine the students’ postgraduation plans. Eighty-nine percent of the class participated in the survey. Data was collected through email, social media, and a pen-and-paper survey administered when seniors collected their caps and gowns just prior to graduation.

At Bates, enabling students to lead lives of meaningful work is at the heart of our liberal arts mission.

99.5% of 2016 graduates who responded to the survey report being settled.

- Employed: 78.5%
- Graduate/Professional School: 12%
- Fellowship: 5%
- Internship: 3%
- Travel: 1%
- Still seeking employment, volunteer, or further study: 0.1/2%
Many graduates choose to stay close to Bates—and many more find opportunities around the country and around the world.

**U.S. LOCATIONS**

<table>
<thead>
<tr>
<th>Location</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Massachusetts</td>
<td>24%</td>
</tr>
<tr>
<td>New York</td>
<td>13%</td>
</tr>
<tr>
<td>Maine</td>
<td>8%</td>
</tr>
<tr>
<td>California</td>
<td>3%</td>
</tr>
</tbody>
</table>

- Connecticut ................................................................. 3%
- Washington ................................................................. 3%
- Washington D.C. ......................................................... 3%
- New Hampshire .............................................................. 2%
- Illinois ....................................................................... 2%
- Colorado ................................................................. 2%
- Pennsylvania ............................................................... 1%
- Georgia ...................................................................... 1%
- Vermont ...................................................................... 1%
- Arizona ...................................................................... 1%
- Maryland ................................................................. 1%
- Texas ....................................................................... 1%

**INTERNATIONAL LOCATIONS**

Argentina, Armenia, Brazil, Canada, China, Columbia, Cuba, Czech Republic, Denmark, Ecuador, France, Germany, Ghana, Guinea, India, Israel, Japan, Korea, Lebanon, Lesotho, Malaysia, Nepal, New Zealand, Nicaragua, Norway, Senegal, Singapore, Spain, Switzerland, Thailand, Turkey

Exposure to a range of ideas and disciplines at Bates leads students into a wide variety of industries and sectors.

**TOP INDUSTRIES**

<table>
<thead>
<tr>
<th>Industry</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>16%</td>
</tr>
<tr>
<td>Recreation/Parks/Sports</td>
<td>6%</td>
</tr>
<tr>
<td>Finance/Banking</td>
<td>10%</td>
</tr>
<tr>
<td>Technology</td>
<td>6%</td>
</tr>
<tr>
<td>Scientific R&amp;D</td>
<td>3%</td>
</tr>
<tr>
<td>Arts</td>
<td>2%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>2%</td>
</tr>
<tr>
<td>Social/Human Services</td>
<td>2%</td>
</tr>
<tr>
<td>Communications/Media</td>
<td>2%</td>
</tr>
<tr>
<td>Energy/Utilities</td>
<td>2%</td>
</tr>
<tr>
<td>Government/State</td>
<td>1%</td>
</tr>
</tbody>
</table>

**TOP JOB FUNCTIONS**

<table>
<thead>
<tr>
<th>Function</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education/Teaching</td>
<td>15%</td>
</tr>
<tr>
<td>Sales</td>
<td>13%</td>
</tr>
<tr>
<td>Research</td>
<td>12%</td>
</tr>
<tr>
<td>Analyst</td>
<td>11%</td>
</tr>
<tr>
<td>Law/Government</td>
<td>5%</td>
</tr>
<tr>
<td>Operations</td>
<td>5%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>5%</td>
</tr>
<tr>
<td>Sports</td>
<td>4%</td>
</tr>
<tr>
<td>Nonprofit</td>
<td>3%</td>
</tr>
<tr>
<td>Consultant</td>
<td>3%</td>
</tr>
<tr>
<td>Education/Administration/Other</td>
<td>3%</td>
</tr>
</tbody>
</table>
Recent employers of Bates graduates include some of the top performing and most innovative organizations in the world.

The Advisory Board Company
AIDS Action Committee
Amazon
AmeriCorps*
Analysis Group**
athenahealth*
Barclays**
Bates White Economic Consulting
Baxter Brewing Co.
Beacon Group*
Boeing
Boston Children’s Hospital
Brigham and Women’s Hospital
Cambridge Associates**
Cartesian**
CBRE
Chatham Partners*
Chevron Corporation*
CIEE*
Cohasset Maritime Institute
Dana-Farber Cancer Institute
Deutsche Bank
Dow Jones
EF Education First**
Emory University
ESPN
Eze Software*
Facebook, Inc.
FoodCorps*
Fusemachines+
General Assembly*
Goedecke & Co., LLC
Google+
Greenwich Country Day School+
Habitat for Humanity
Harvard Vanguard Medical Associates
HubSpot, Inc.**
John Snow Inc.*
Joslin Diabetes Center
JPMorgan Chase
LearnLaunch+
LinkedIn Corporation
Maine People’s Alliance*
Maine School of Science and Mathematics
Massachusetts General Hospital
Memorial Sloan Kettering Cancer Center
Mohawk Ambulance Service
Nashville Rowing
National Grid
National Institutes of Health
Ora
Oracle Corporation+
Overland+
Peace Corps*
Quadrangle
Ramsey Engler Ltd
Schuler Scholar Program
Silenus Winery & Artisan Vintners
Silicon Valley Bank*
SunBlue Energy
Teach For America*
The History Channel
Telling Room
Timber & Frame
Turbonomic**
U.S. Army
U.S. Attorney’s Office
U.S. House of Representatives
United Technologies
Viacom/Nickelodeon
Wayfair*
Wildlife Conservation Society
Youth With A Mission

* Employers recruited on campus
** Employers participated in other BCDC programs (road shows, job shadows, internships)

“I’ve gotten a glimpse into a world where you have to make connections, because that’s really what makes a difference, especially in the field of politics. I’ve learned to do that. I love it.” —Emily

“Discovering what you don’t like about a job is just as important as knowing what aspects of it you do enjoy. Reflecting on my internships with BCDC staff allowed me to realize the value and skill in that, and I’m certain this knowledge will aid me throughout my career.”

—William
“Internships are so valuable; all students should engage in at least one before they graduate. I wouldn’t have been able to accept [my internship with 1776] without the financial help [from the Purposeful Work Internship Program].”

Bates supports students in finding the most valuable opportunities that provide the best individual fit at each step in their education.

Forty-eight members of the Class of 2016 are continuing their studies in graduate school.

**Boston College Law School, JD**

**Brown University**, Master of Public Health in Epidemiology

**California Institute of Technology**, Ph.D. in Applied Physics

**Columbia University**, Master’s of Social Work (MSW)

**Cornell University**, Doctor of Veterinary Medicine

**Dartmouth College**, Master of Engineering

**Duke University**, Ph.D. in Chemistry

**Georgetown University, Walsh School of Foreign Service**, MA in International Relations

**Harvard University**, Ph.D. in Virology

**Iowa State University**, Ph.D. in Mathematics

**Massachusetts College of Pharmacy and Health Services**, Doctor of Pharmacy

**Tufts University School of Medicine**, MD

**University of Texas at Austin**, Ph.D. in Government and JD

**University of Pennsylvania, School of Social Policy and Practice**, Master of Social Work

**Yale University**, MBA

**Yale School of Nursing**, NP

In 2016, Bates alumni matriculated at Dartmouth Geisel School of Medicine, OHSU School of Medicine, George Washington School of Medicine, Tulane University School of Medicine, Tufts University School of Medicine, University of Connecticut School of Dental Medicine, Cornell University College of Veterinary Medicine, and more.

**LAW SCHOOL**

- **86%** of seniors applying from the Class of 2015 were accepted to law school*

**FELLOWSHIPS**

- **Fulbright Fellowships**: 1 research; 11 teaching
- **Kathryn W. Davis Foundation Project For Peace Fellowship**
- **Thomas J. Watson Foundation Fellowship**
- **Princeton in Asia**

In 2015, alumni matriculated at the following law schools: The University of Chicago, Columbia University, Cornell, Duke, Boston College, William & Mary and more.

*Not all applicants worked with the prelaw advisor. Final data on the applicants from 2015–16 will be available from the Law School Admission Council later in 2017.
Our graduates find success in many fields and industries, supported always by the education and experience they received at Bates.

<table>
<thead>
<tr>
<th>TOP 10 COMPANIES ON LINKEDIN FOR BATES GRADUATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Fidelity Investments</td>
</tr>
<tr>
<td>2. Liberty Mutual Insurance</td>
</tr>
<tr>
<td>4. Massachusetts General Hospital</td>
</tr>
<tr>
<td>5. State Street</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOP 10 FIELDS ON LINKEDIN FOR BATES GRADUATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Development</td>
</tr>
<tr>
<td>Education</td>
</tr>
<tr>
<td>Community and Social Services</td>
</tr>
<tr>
<td>Entrepreneurship</td>
</tr>
<tr>
<td>Research</td>
</tr>
<tr>
<td>Sales</td>
</tr>
<tr>
<td>Healthcare Services</td>
</tr>
<tr>
<td>Operations</td>
</tr>
<tr>
<td>Finance</td>
</tr>
<tr>
<td>Media and Communications</td>
</tr>
<tr>
<td>Arts and Design</td>
</tr>
<tr>
<td>Information Technology</td>
</tr>
</tbody>
</table>

Testimonials

“I can’t say enough about Bates and what his experience at Bates has done for him academically, intellectually, socially, and just to widen his perspective and outlook on the world and his place in the world. I am very pleased not just that he “has a job” but that he is going out in to the world in a way that will help kids try to achieve what he has been able to achieve.”

—JON RISKIND ’16, CDIP JOB SHADOW AND INTERNSHIP SPONSOR

“I would not have landed a summer job in Boston and a year-long fellowship with the California state government before Commencement without the BCDC’s help.”

—PHILIP DUBE ’16

“My internship gave me valuable insight into the reality of running a business and the benefits of working for a company with a creative spirit.”

—Isabel

“Isabel embodied our expectations for a Bates intern. She was an independent and critical thinker, and she quickly demonstrated her ability to work in a fast paced, dynamic workplace. She provided key insights to assist with our marketing strategy.”

—Kirsty Ellison, VP for Sales and Marketing at Seattle Chocolates
146 Wood Street
Lewiston, ME
(207) 786-6232
bcdcbates.edu
bates.edu/career

LinkedIn: Bates College Alumni
Facebook: Bates Career Development Center
Twitter: @BatesCollege
Instagram: @bates.alumni
Snapchat: batescollege
“Again (as it was last year), LACN provided us with an excellent set of résumés, and our ultimate hire came through your network. Thank you!”

— Ki, Shems Dunkiel Raubvogel & Saunders PLLC
LACN Member Schools
38 member schools 2016-2017

Spotlight on Careers*
45 topics. 3,683 total logins. 164 Bates College logins.

Advertising
Architecture
Consulting
Corporate Finance
Entrepreneurship
Environmental Policy & Advocacy
Environmental Science & Sustainability
Event Planning
Federal Government
Film & Television
Fundraising & Development
Gap Year
Health Care Administration
Health-related & Allied Health
Higher Education
Human Resources Management
Human Services
Information Technology
Insurance
International Affairs
Investment Banking
Journalism
Law & Paralegal
Library & Information Science
Life Sciences
Museums
Neuroscience
Non-Profit
Peace & Conflict Management
Performing Arts
Private Wealth Management
Psychology
Public Health
Public Policy
Public Relations
Publishing
Sales & Marketing
Social Justice
Social Media
Social Science Research
Teaching: Overseas
Teaching: Private School
Teaching: Public School
Visual Arts Administration

* Updated June 2017

Member SAVINGS

Vendor Discounts:
Member savings are determined by school size and the number of participating schools. For more information, refer to the Vendor Pricing Agreement.

Vendor Demos 2016-2017
InterviewStream • Hootsuite

Benchmarking Data 2016-2017
• Operations Survey (39/39 schools completed)
• First Destinations Survey (39/39 schools completed)
• Internships Survey (38/39 schools completed)

Cost of membership: $600
- participation on 1 committee
- 200 postings

www.liberalartscareers.org
Subscription Resources

The BCDC also offers an array of career resources and tools for students and alumni, including:

• LACN is a consortium of 39 highly selective liberal arts colleges of which Bates is a member. We contributed 287 jobs and internships to the database that is shared with students across the consortium.

• SPOTLIGHT on CAREERS is a career exploration tool maintained by LACN members that allows students to explore 45 career paths and industry insights related to liberal arts. As part of our LACN membership, we contribute content to the site, including profiles of Bates alumni working in various fields.

• SkillScanExpress helps students identify and understand the skills they have developed through their varied experiences. More than 350 assessments were completed during FY17.

• GOINGGLOBAL helps students find international employment through internships and jobs. Users viewed more than 2,745 pages of content regarding internships, job searches, H1B Searches and Country Career Guides.

• INTERVIEWSTREAM allows students to conduct practice interviews anytime and anywhere. More than 60 practice interviews were conducted during FY17.

• CareerSpots videos are a great way to learn about the internship/job search. Students viewed more than 1,000 videos during FY17, with the most popular videos being “The Elevator Pitch” and “Make Your Resume POP”.

• vault provides in-depth industry and company guides for a variety of highly competitive, high profile career fields. The most viewed guides were for Resumes and Job-Hunting Skills, Sales & Trading, Case Interview, and Top 100 Law Firms. Bates students used the guides to explore consulting, advertising, animation, media and entertainment, visual arts, commercial banking, investment management, and public relations.