



2024 - 2025

ANNUAL REPORT

**OFFICE OF
CAREER SERVICES**



A MESSAGE FROM THE DIRECTOR

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I am pleased to share highlights from the past year. From expanding employer partnerships to enhancing cadet engagement, our team remained focused on creating opportunities for our cadets and assist them in achieving their career goals.



In AY 2024-2025, in partnership with Handshake, over 5500 internships and over 44,800 jobs were posted and were made available for our cadets nationwide. Our team facilitated over 273 individual one-on-one career advising appointments, resume reviews, and mock interviews. Furthermore, we facilitated 2 major career fairs and 25 industry-specific networking events, drawing participation from over 150 unique employers. We also launched Big Interview (web-based program that utilizes AI and combines training and practice to help improve their resume interview techniques). Over 120 cadets utilized the program to prepare for internships and job interviews.

Employment outcomes continue to trend upward, with 97% of our Class of 2024 graduates reporting full-time employment, graduate school enrollment, or military service within six months of graduation. Notably, 92% of students who completed internships reported a direct link between their internship experience and their post-graduate employment. These outcomes reflect both the dedication of our staff and the strength of our employer and alumni partnerships. Whether helping cadets articulate their stories, navigate uncertainties, or celebrate offers, we see firsthand the remarkable outcomes of career education.

I would like to thank VMI leadership in Smith Hall, our incredible alumni, our faculty, and employer community for supporting our mission to prepare our cadets not just for their first job, but for a lifetime of meaningful career education.

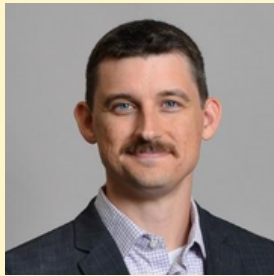
LTC Sheikh, Ed.D.

MEET THE TEAM

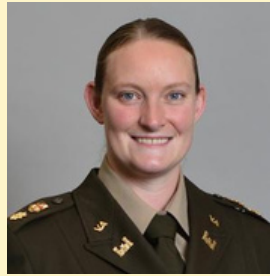
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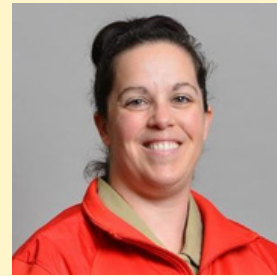
Lt. Col. Ammad Sheikh
Director



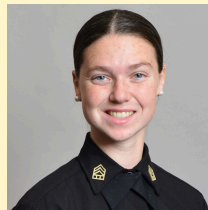
Maj. Brendan Harris
Assistant Director



Maj. Natalie Slone
Assistant Director of Experiential
Learning & Employer Relations



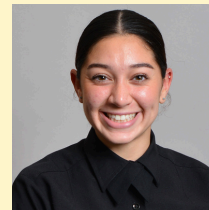
Hannah Blouin
Office Manager



Alexa Avery '25
Computer Science



John Paul Adams '26
English



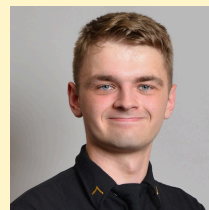
Katy Layman '26
International Studies



Edward Menton '26
Economics & Business



Adrianna Sanders '26
Psychology



Dylan O'Brien '27
International Studies



Kate Patrick '27
Psychology

TECHNOLOGY & SOCIAL MEDIA

The Office of Career Services offers many platforms and services to cadets.



Big Interview



120+

Cadets have utilized
BigInterview

An online tool using AI to help you improve your interview technique and build confidence through challenging, virtual mock interview for dozens of industries.

Handshake

Handshake is the #1 way college students find jobs. It allows students to explore career options, find jobs and internships and connect with employers.

5,500+ internships were posted
on Handshake

44,800+ jobs were posted on
Handshake



MAJOR SELECTION AND CAREER DECISION MAKING STARTS HERE

An online, self-guided program that identifies your work values, skills, personality preferences, and natural strengths to help you make decisions about your future career goals.

↑ 11%

in active users compared to
previous academic year

Social Media



157 followers

New business profile
created in November 2024

1,200+ members in group



200 posts

81 Lifetime Followers

125% increase in reach



100+ posts

995 Lifetime Followers

96% increase in reach

YEAR IN NUMBERS



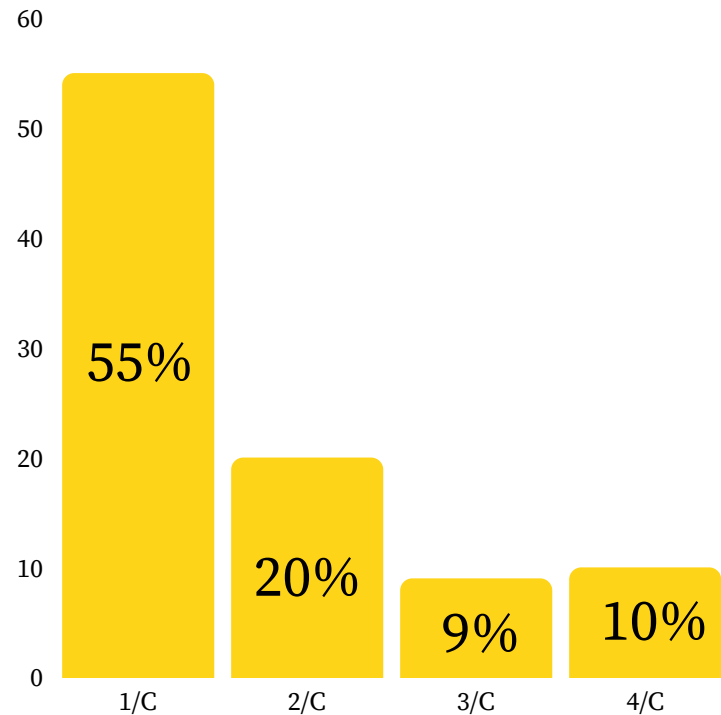
Reached out to all
graduating cadets
requesting an appointment
to determine post-
graduation plans



Led January Academic Saturday
session to highlight OCS resources &
services to 4/C cadets to encourage
early engagement.



Percentage of Appointments by
Class Year



CAREER FAIRS & EMPLOYER EVENTS

The Office of Career Services hosted two career fairs along with twenty-five Workforce Wednesdays this academic year.

CAREER & INTERNSHIP FAIRS

FALL 2024

**51 Companies
in attendance**

171 Cadet Check Ins



SPRING 2025

**47 Companies in
attendance**

141 Cadet Check Ins

NETWORKING EVENTS

28 employers participated in two networking dinners held in association with the career fairs.

Over 50 cadets rehearsed elevator pitches, common interview questions, and strategies for approaching employers.

In collaboration with Building BRIDGES, Sigma Delta Pi (Hispanic Honor Society) & Omicron Delta Epsilon (Economics Honor Society)

WORKFORCE WEDNESDAYS

25 Companies held an on post recruiting visit over the academic year

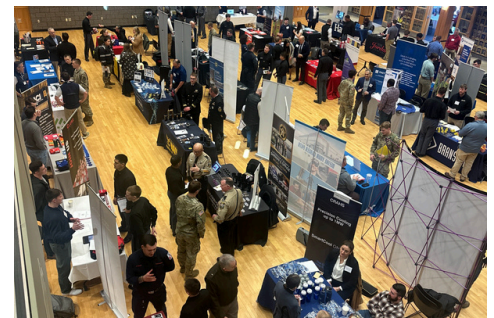
ETIQUETTE DINNERS

200+ cadets participated in three etiquette dinners in the Fall learning about dining etiquette while networking with alumni and prominent members of the community.

VIRTUAL INFO SESSIONS

700+ virtual sessions on Handshake

Hosted in-person viewings for multi-institutional info sessions with the FBI & DEA



SPRING FTX EMPLOYER STAFF RIDES

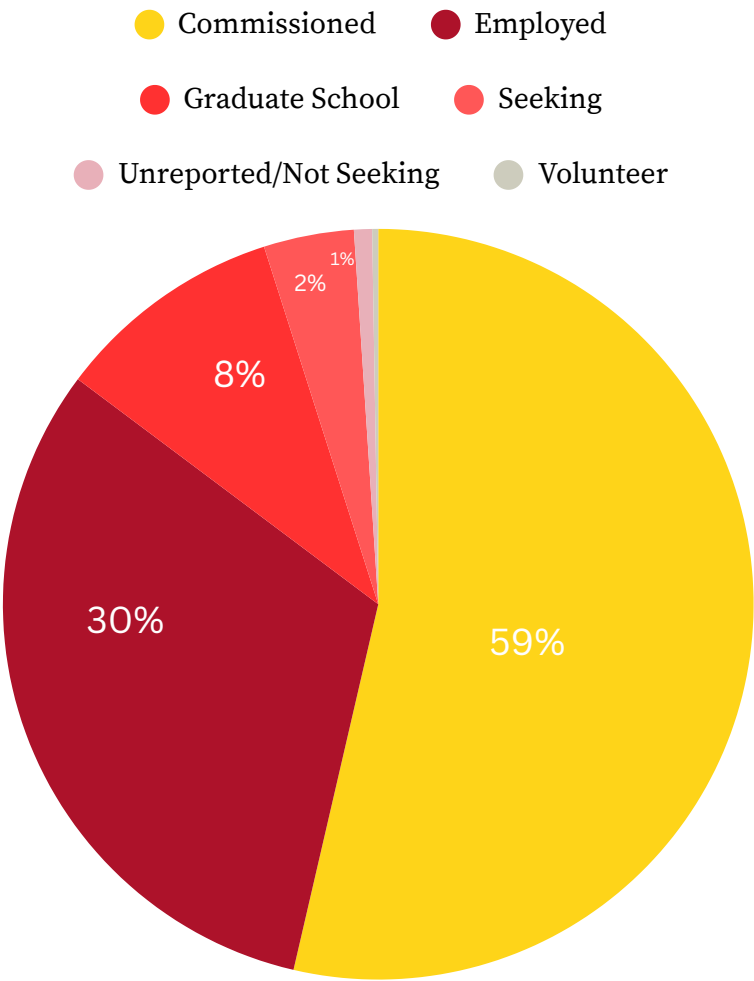
**92 3/C non-commissioning
cadets visited the
Richmond area to spend
the day with 9 employers
for career exploration**

PARTICIPATING EMPLOYERS

- Army Medical Careers
- Carter Machinery
- City of Richmond Sheriff's Office
- FBI
- KBS Inc.
- Providence Hill Real Estate
- Raymond James
- Virginia Asset Manager LLC
- VDOT



2023-24 FIRST DESTINATION



ABOUT THIS REPORT

First Destination Surveys cover the previous academic year’s graduates. This report covers graduates from September 2023 through May 2024. Data collection is based on information as of October 31, 2024.

HIGHLIGHTED COMPANIES

- Amazon
- BWX Technologies
- Defense Intelligence Agency
- Dominion Energy
- Federal Reserve Bank of Richmond
- Kimley-Horn
- Luck Stone
- National Security Agency
- Northrop Grumman Corporation
- Systecon North America
- U.S. Secret Service
- Virginia State Police

HIGHLIGHTED GRADUATE SCHOOLS

- Eastern Kentucky University
- Florida Institute of Technology
- Purdue University
- Rutgers University
- University of California - San Francisco
- University of Notre Dame
- University of Nottingham
- University of Virginia - Law
- University of Wyoming
- Virginia Commonwealth University
- Virginia Tech
- William & Mary - Law

PROFESSIONAL CLOSET

NEW CADET RESOURCE!

CAREER SERVICES PROFESSIONAL CLOSET AVAILABLE TO CADETS



Beginning 9 April 2025, our professional closet is available for cadets needing outfits for job interviews, networking events, and other career-related events.

- Borrow a complete outfit each semester free of charge, with an option to keep one professional outfit if needed for financial reasons.
- Auxiliary Services will offer dry cleaning for borrowed outfits and cadets keeping the outfit may get it tailored once by Auxiliary Services.

Looking to borrow from the closet?

Set an appointment with Career Services, browse the closet, & see what we might have available in your size.

Plan ahead & leave enough time to source alternatives in the event you need something tailored or if our options are limited in your size.

Doing a Zoom interview? Borrow just shirt, tie, and jacket!

Traveling? We have garment bags you may borrow!



LOOKING TO THE FUTURE

TRACKING INTERNSHIP OUTCOMES

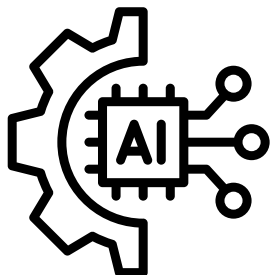
The Office of Career Services collected 1,068 responses to a survey in May of 2025 about cadet internships experiences and perceptions. This data will be analyzed to better understand when and where cadets are sourcing internships relative to their academic goals and career aspirations. Additionally, our team grew to include an Assistant Director of Experiential Learning & Employer Relations tasked with sourcing and sharing more internship opportunities with the Corps.

65% AVERAGE RATE FOR
EMPLOYER OFFERS OF
FULL-TIME JOBS OFFERS TO
THEIR INTERNS

70% OF EMPLOYERS EXPECT
TO INCREASE OR MAINTAIN
INTERN HIRING IN THE
NEXT YEAR

*Reporting from NACE 2025
Internship & Co-op Report*

EXPLORING THE ROLE OF AI WITHIN CAREER SERVICES



The Office of Career Services republished our custom handouts to add relevance to artificial intelligence. This includes guidance on including personal information on uploaded resumes, interview skill feedback using BigInterview's interactive programming, and more emphasis on the use of LinkedIn & Handshake for building networks and researching prospective employers. The office will continue to update resources and workshops to add AI relevant elements, such as interview and networking event preparation, resume building, and labor market indicators for targeted internship and job searches.

New Challenges

- Employers increase use of AI for applicant review
- Job seekers increase use of AI for tailoring application materials
- Employers see increase in number of job applicants

New Solutions

- Expressing AI literacy in resumes and cover letters
- Awareness on best practices for using AI in job applications
- Re-focus on interpersonal relations & networking

CONTINUE TO DEVELOP PARTNERSHIPS

The Office of Career Services strategically partnered with many on-post clubs, organizations and academic departments during the 2024-2025 academic year. We are looking to enhance this growing list to help reach more cadets and are extremely grateful to VMI faculty and leadership, alumni, and community partners for their continuous support.