MINES CAREER AND PROFESSIONAL DEVELOPMENT

ANNUAL REPORT 2024-2025

COLORADO SCHOOL OF MINES

Beyond our 150th anniversary, Mines continues to produce the talent, knowledge and innovations needed by industry and society. Mines graduates demonstrate durable success, riding the waves of economic fluctuations and labor market shifts. As Colorado's premier engineering and applied science university, Mines' distinctive graduates work nationally and internationally to advance science and engineering solutions.

87%
Positive Outcomes Rate[1]
94% Data Collection Rate

1,290
Organizations Recruited and Hired at Mines

3,061
Jobs and Internships Posted in DiggerNet

6,111
Students and Recent Graduates Used Career Services an Average of Three Times

#1 Top College in Colorado[2]

[1] Included in "positive outcomes" are BS, MS, PhD graduates committed to their first destination: employed in industry, government, military, or international students returning to their home countries, and those continuing education. Data is collected for six months following the academic year.

[2] Niche (2026), Wall Street Journal (2025) www.mines.edu/about/rankings

DRIVEN TO EXCEL

"I chose Mines because I wanted to get an education that would make it easy to find a job. Between the rigor of classes and the options presented at career fair, I knew I'd save a lot of stress during the job search, and I did! I'm so grateful for the education I received at Mines and all the friends I made along the way. The community was so uplifting, and I was both supported and driven to excel by my peers. The workforce operates very similarly to the electrical engineering labs I had at Mines; you get a little direction from someone more advanced than you, but for the most part, you're on your own in making design decisions and troubleshooting issues. Having that hands-on lab experience really prepared me to make engineering decisions and defend the decisions I make."

STUDENT PROFILE

Name:
Caitlin Lilly

Degrees:
BS Electrical Engineering, MS Robotics, 2025

Current role:
Electrical Engineer, Honeybee Robotics

Internships:
CORE Consultants, Burns & McDonnell

Hometown:
Longmont, CO

GRADUATING STUDENT OUTCOMES

Much has changed for the Class of 2025, with the rise in AI, shifting markets and new opportunities to address the world's greatest challenges, and we know Mines graduates are up to the test. They will make their mark in areas such as critical minerals, energy, biosciences, quantum and beyond.

61%
Accepted Employment in Colorado[1]

28%
Continued to Advanced Education[2]

[1] Of the positive outcomes for BS, Graduate Certificates, ME, MP, MS and PhD.
[2] Of the positive outcomes for BS and MS graduates.

REPORT METHODOLOGY

The First Destination Survey collects information from Mines graduates about their post-graduation plans. The survey follows collection and reporting guidelines provided by the National Association of Colleges and Employers (NACE) and collects additional information identified as relevant to Mines. Graduates are invited to complete the survey the semester they graduate through six months following the May graduating class, and the survey encompasses August, December and May graduates of all degree levels. The electronic survey instrument is voluntary but strongly encouraged. The Career Center manages a standardized data collection process and reporting timeline to ensure consistency year-to-year and coordinates with Mines Institutional Research and Strategic Assessment to manage collected data and ensure accuracy of student information utilizing additional sources such as institutional enrollment data.

“Positive outcomes” are defined by NACE as graduates committed to their first destination post-graduation including jobs in industry, government, military, service, those going to graduate or professional school, as well as international students returning to their home countries. Non-responsive or self-reported “not looking” graduates are removed from reported data.

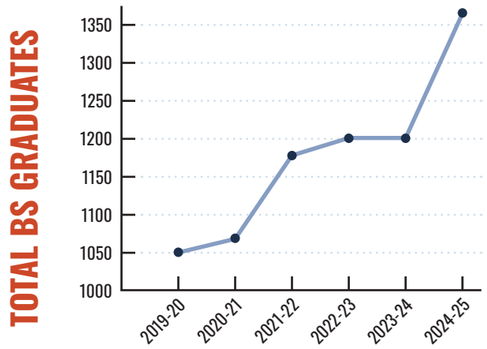
Salary statistics are coded as Not Available (N/A) when there is not enough data to report an average to maintain confidentiality of graduates. Data collected from these graduates is still incorporated into overall calculations and aggregated salary data reporting. In alignment with NACE guidance, salary data is not collected when graduates are pursuing pathways other than full-time employment and/or respondents did not voluntarily report salary data. Salaries listed are self-reported annual base salaries—not including bonuses or other forms of compensation—for accepted full-time employment offers in industry only, excluding positive outcomes of graduate school, military, service and international.

2,100
Total Graduates

UNDERGRADUATE OUTCOMES

The following includes data for undergraduate students who graduated August 2024, December 2024 and May 2025. The Mines Career Center is pleased to provide outreach and support to all students both prior to graduation and for two years following graduation.

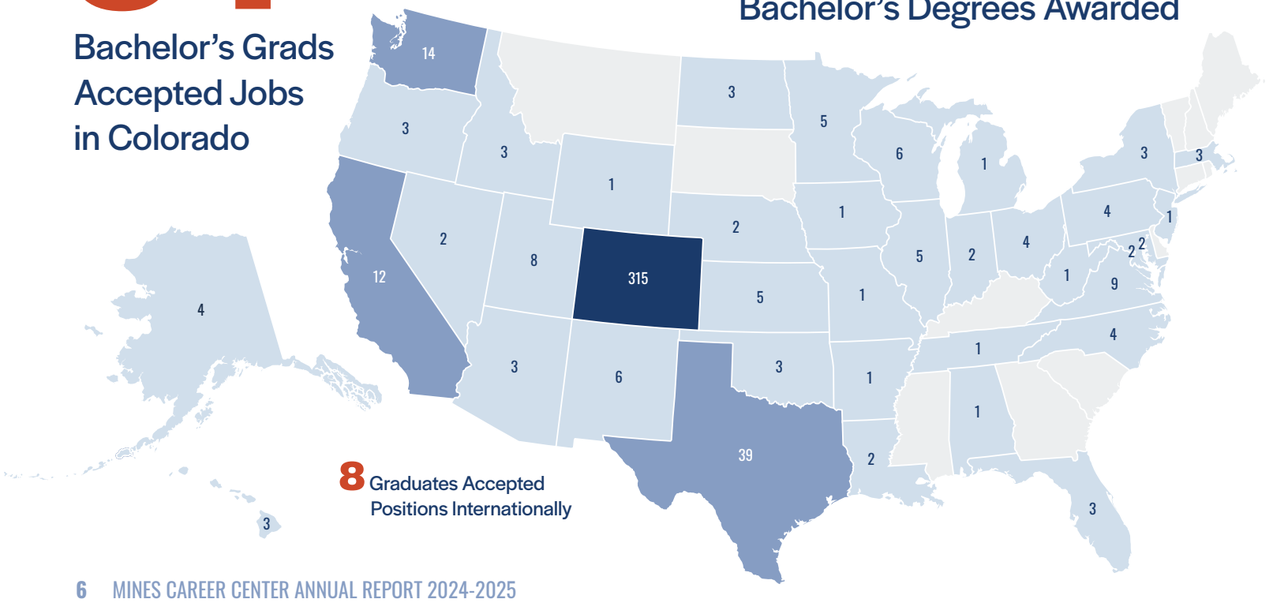
87%
Positive Bachelor's Outcomes



JOBS ACCEPTED BY LOCATION

64%
Bachelor's Grads Accepted Jobs in Colorado

1,372
Bachelor's Degrees Awarded



8 Graduates Accepted Positions Internationally

UNDERGRADUATE OUTCOMES BY MAJOR[1]

DEPARTMENT	GRADUATES[2]	POSITIVE OUTCOMES	AVERAGE SALARY[3]	PERCENTAGE PURSUING GRAD SCHOOL[4]
Applied Mathematics & Statistics	46	90%	$87,700	59%
Biochemistry	19	75%	N/A	47%
Business Engineering & Management Science	17	75%	$81,800	29%
Ceramic Engineering	3	100%	N/A	67%
Chemical Engineering	116	84%	$86,600	23%
Chemistry	12	100%	N/A	75%
Civil Engineering	82	89%	$81,700	23%
Computer Science	289	85%	$89,900	29%
Design Engineering	19	76%	$78,600	11%
Economics	5	75%	N/A	0%
Electrical Engineering	130	90%	$87,500	18%
Engineering Physics	51	94%	$97,800	65%
Environmental Engineering	42	92%	$75,100	21%
Geological Engineering	30	96%	$69,900	23%
Geophysical Engineering	18	94%	$60,500	50%
Mechanical Engineering	355	84%	$81,700	27%
Metallurgical & Materials Engineering	36	91%	$86,500	39%
Mining Engineering	17	93%	$85,500	24%
Petroleum Engineering	33	85%	$80,900	3%
Quantitative Biosciences & Engineering	66	89%	$75,900	45%
Undergraduate Overall	**1,372**	**87%**	**$84,000**	**29%**

[1] See Page 5 for Report Methodology. N/A indicates salary information not available to be reported.

[2] Represents distinct count of graduates factoring out double majors and degrees.

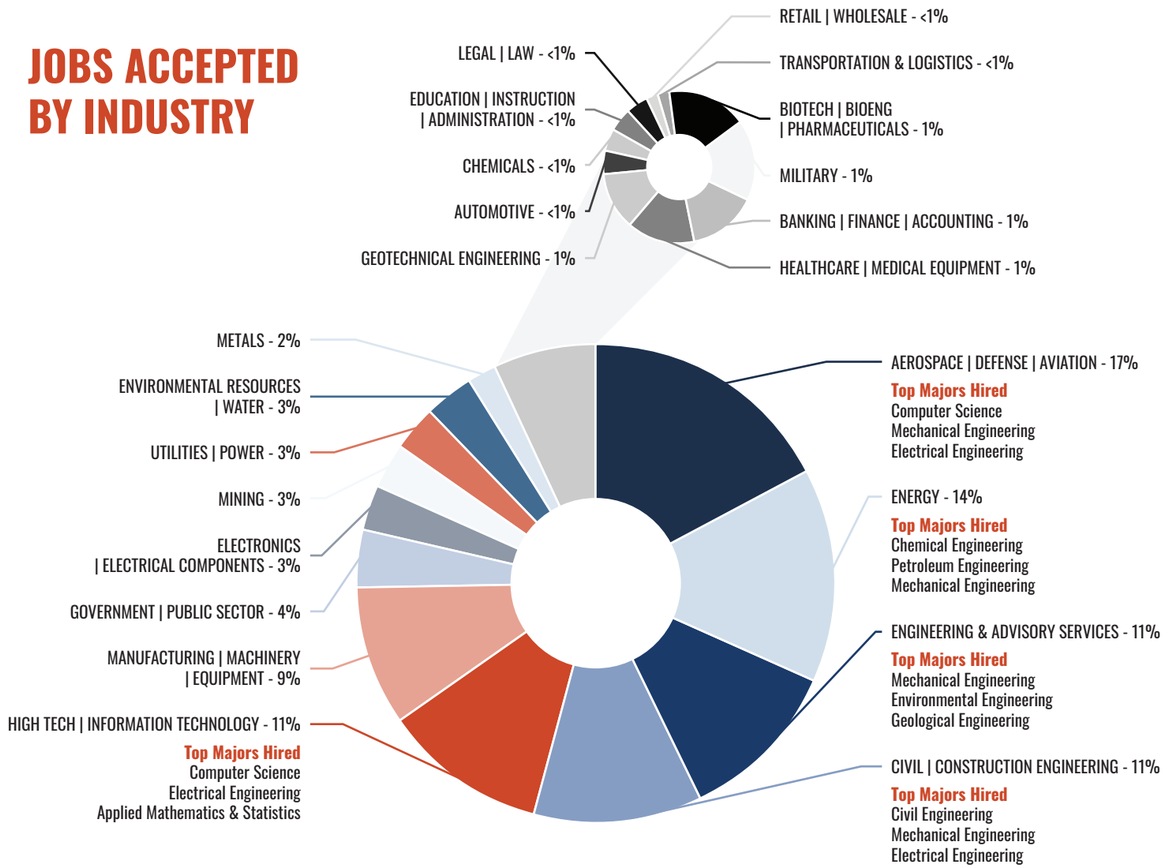
[3] Average Salaries are voluntarily self-reported when graduates accepted full-time positions in industry.

[4] These percentages are incorporated into overall positive outcome data.

95%
Data Collection Rate

UNDERGRADUATE OUTCOMES

JOBS ACCEPTED BY INDUSTRY



UPDATE FOR UNDERGRADUATE CLASS OF 2023-2024

The Career Center tracks employment attainment for graduates from the prior year and provides services for up to two years after graduation.

- While standard reporting is six months after graduation, often 12 to 18 months after graduation tells a more complete story of students' success.
- Mines consistently sees an average of a 3% increase in positive outcomes at the one-year mark, demonstrating the enduring benefit of earning a Mines degree.
- Some graduates need more time to select and secure their first destination, and the follow-up survey reminds them of their continued access to Mines career services.

95%
Positive Outcomes for Bachelors Graduates

Up From
92%
at Time of Graduation

GRADUATION YEAR	ORIGINAL POSITIVE OUTCOMES	UPDATED POSITIVE OUTCOMES
2022-2023	94%	97%
2021-2022	92%	95%
2020-2021	92%	95%
2019-2020	95%	98%

OREDIGGERS ARE PURSUING CONTINUED EDUCATION AT THESE GRADUATE SCHOOLS

Baylor College of Medicine
Brigham Young University
Cabrini University
Carnegie Mellon University
Colorado School of Mines
Colorado State University
Columbia University
Duke University
Harvard University
Johns Hopkins University
Louisiana State University
Northeastern University
Northwestern University
Oregon State University
Otis College of Art and Design
Purdue University
Reinhardt University
Rockhurst University
Rutgers University
Texas A & M University
The University of Alabama
The University of Tennessee
The University of Texas
University of Alaska
University of Arizona
University of California-San Diego
University of California-Santa Barbara
University of California-Santa Cruz
University of Central Florida
University of Chicago
University of Colorado Boulder
University of Colorado Denver/Anschutz
University of Illinois
University of Massachusetts
University of Memphis
University of Michigan
University of Minnesota
University of North Carolina
University of Oregon
University of Rochester
University of Washington

77%
BS Graduates Who Pursued Graduate Studies Did So at Mines

UNDERGRADUATE EXPERIENTIAL LEARNING

INTERNSHIP AND TECHNICAL EXPERIENCE FOR 2024-2025 GRADUATES

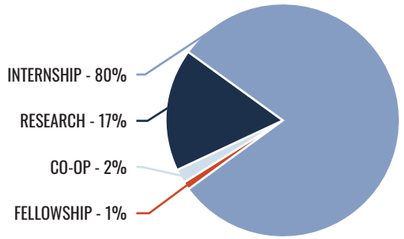
Mines is dedicated to the practice of hands-on learning and real-world experiences that prepare students to contribute immediately upon entry into the workforce. Students explore a variety of experiential learning settings through research, cooperative education and internships. These opportunities provide professional development and hands-on experience to complement their Mines education.

75%
Bachelor's Students Graduated With Technical Work Experience[1]

651
Partnering Organizations

[1]Reported figures reflect data submitted by students through the First Destination Survey.

TYPE OF TECHNICAL EXPERIENCES



SUMMER 2025 INTERNSHIP EXPERIENCES

Students reported exciting internship opportunities for the summer of 2025. Internships have a strong correlation to future full-time opportunities. The Career Center staff worked proactively with employers and students to connect these opportunities with qualified applicants.

Average hourly salaries reported ranged from $15 to $52 per hour. More details can be found at **mines.edu/careers.**

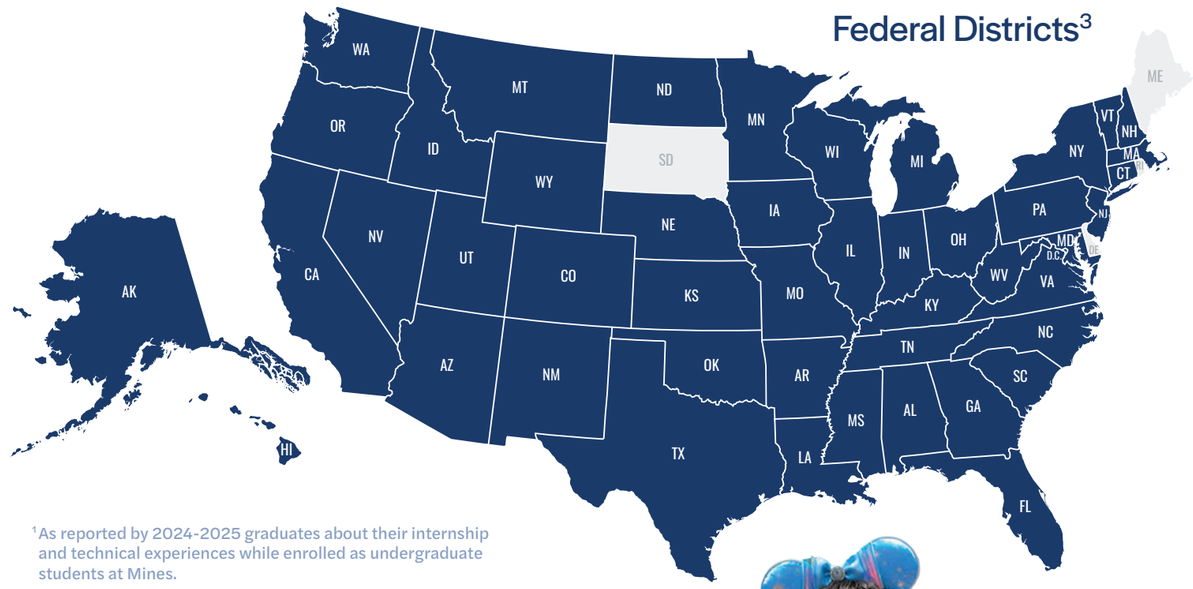
$26/hr
Average Internship Salary

UNDERGRADUATE TECHNICAL EXPERIENCE BY LOCATION[1]

7
Countries[2]

46
States

3
US Territories/ Federal Districts[3]



[1]As reported by 2024-2025 graduates about their internship and technical experiences while enrolled as undergraduate students at Mines.

[2]Argentina, Chile, Nicaragua, Saudi Arabia, United Kingdom, Uzbekistan and Zambia.

[3]Washington D.C., Guam and Puerto Rico.

STUDENT PROFILE

Name:
Elizabeth Youssef

Degree:
BS Mechanical Engineering, 2025

Current role:
Pursuing MS in Mechanical Engineering at Mines

Internships:
Universal Creative,
Walt Disney Imagineering

Hometown:
Spring, TX

INTERNSHIPS TO INDUSTRY

"I chose to come to Mines to pursue my three passions: a STEM degree, playing college football and living in the mountains. What stands out the most is that I found all of my internships through the Mines career fair; the school does an incredible job highlighting job opportunities from the civil engineering industry. My plans for the future are to work within the structural engineering industry. I plan on going into either structural design, structural forensics or bridge inspections. My dream job would be to travel the world as a bridge inspector, repelling off the sides of bridges spanning massive heights and hopefully helping save lives through proper structural analysis."

STUDENT PROFILE

Name:
Brock Ewing

Degree:
BS Civil Engineering, 2025

Current role:
Pursuing MS in Civil Engineering at Mines

Internships:
Western Builders, Shaw Construction, Lerch Bates and KG Corporation in Okinawa, Japan

Hometown:
Amarillo, Texas

INVEST IN YOURSELF

"Deciding where to go to school is a tough choice; however, everything I read and knew about Mines made the decision a lot easier. I am happy I chose Mines; it's an investment for yourself that does pay off. I enjoyed witnessing the development within myself and my peers every day. Mines pushes you out of your comfort zone and encourages growth which has helped me in my full-time job and with my everyday experiences. I found my full-time job at the Spring Career Fair. I did a lot of research into companies hiring within my major, and I utilized the Career Center to prepare myself for my elevator pitch and interviews which helped me successfully get hired."

STUDENT PROFILE

Name:
Madilyn (Gracie) Holm

Degrees:
BS Chemical and Biological Engineering, 2025

Current role:
Linkan Engineering, Field Engineer

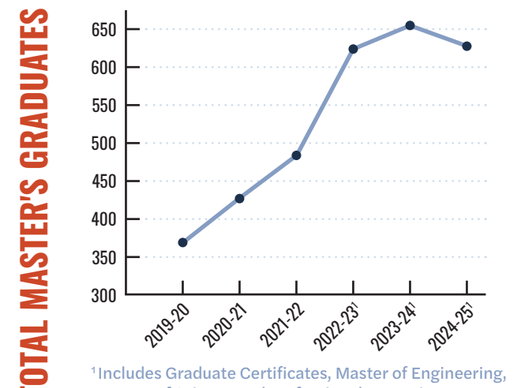
Internships:
Undergraduate Research at University of Maryland and Colorado School of Mines

Hometown:
Elizabeth, CO

MASTER'S OUTCOMES

The following includes data for master's-level students who graduated August 2024, December 2024 and May 2025. The Mines Career Center is pleased to provide outreach and support to all students both prior to graduation and for two years following graduation.

88%
Positive MS Outcomes

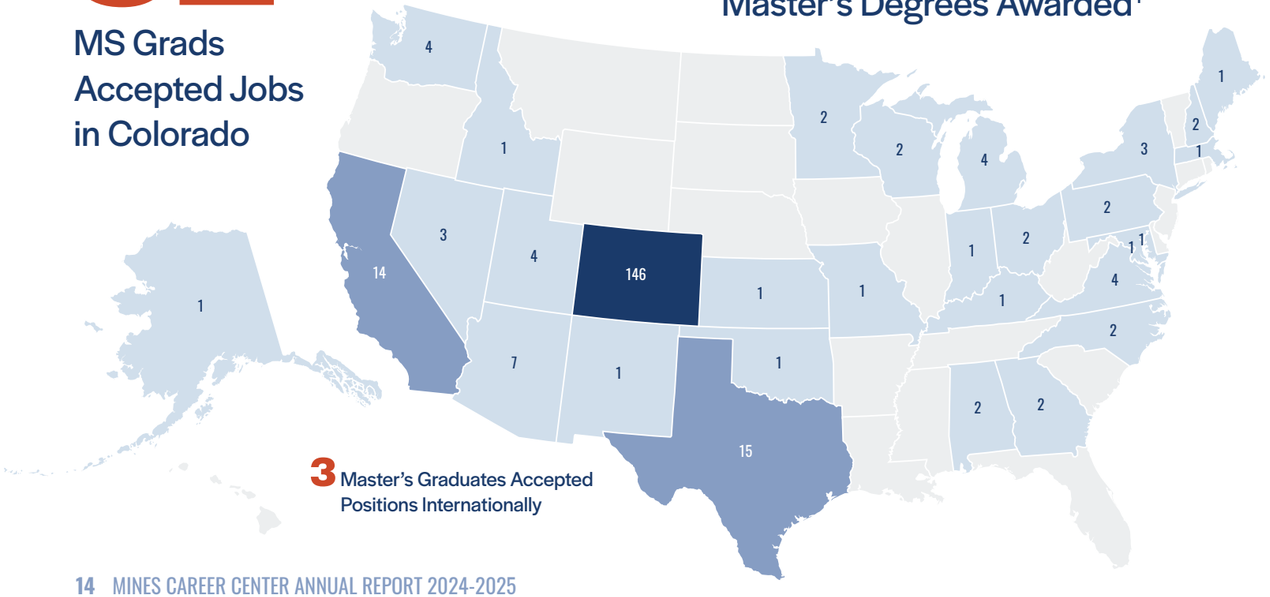


[1] Includes Graduate Certificates, Master of Engineering, Master of Science and Professional Master's.

JOBS ACCEPTED BY LOCATION

62%
MS Grads Accepted Jobs in Colorado

627
Master's Degrees Awarded[1]



3 Master's Graduates Accepted Positions Internationally

MS OUTCOMES BY PROGRAM[1]

DEPARTMENT	GRADUATES[2]	POSITIVE OUTCOMES	AVERAGE SALARY[3]	PERCENTAGE PURSUING GRAD SCHOOL[4]
Additive Manufacturing	11	73%	$108,900	0%
Advanced Energy Systems	14	77%	N/A	14%
Applied Mathematics & Statistics	14	64%	N/A	50%
Applied Physics	6	83%	N/A	33%
Chemical Engineering	9	86%	N/A	22%
Chemistry	5	100%	N/A	20%
Civil & Environmental Engineering	31	93%	$77,900	13%
Computer Science	86	81%	$104,100	6%
Data Science	27	83%	$95,100	11%
Electrical Engineering	30	100%	$98,800	23%
Engineering & Technology Management	53	92%	$94,700	8%
Environmental Engineering Science	6	100%	N/A	33%
Geological Engineering	3	100%	N/A	0%
Geology	14	100%	$93,800	21%
Geophysical Engineering	2	100%	N/A	50%
Geophysics	3	67%	N/A	0%
GIS & Geoinformatics	5	100%	N/A	0%
Humanitarian Engineering & Science	7	100%	N/A	14%
Hydrology	20	94%	$88,100	5%
Materials Science	13	85%	$88,000	31%
Mechanical Engineering	72	83%	$88,200	8%
Metallurgical & Materials Engineering	9	100%	$95,700	44%
Mineral & Energy Economics	33	83%	$104,700	6%
Mining & Earth Systems Engineering	7	100%	N/A	29%
Natural Resources & Energy Policy	7	100%	N/A	14%
Operations Research with Engineering	5	100%	N/A	40%
Petroleum Engineering	3	100%	N/A	0%
Quantitative Biosciences & Engineering	12	89%	N/A	33%
Quantum Engineering	14	100%	$104,000	21%
Robotics	19	93%	$86,100	26%
Space Resources	25	96%	$121,600	4%
STEM Education	9	86%	N/A	0%
Underground Construction & Tunnel Engineering	3	100%	N/A	0%
MS Overall	**575**	**88%**	**$95,300**	**13%**

[1] See Page 5 for Report Methodology. N/A indicates salary information not available to be reported.

[2] Represents distinct count of graduates factoring out double majors and degrees.

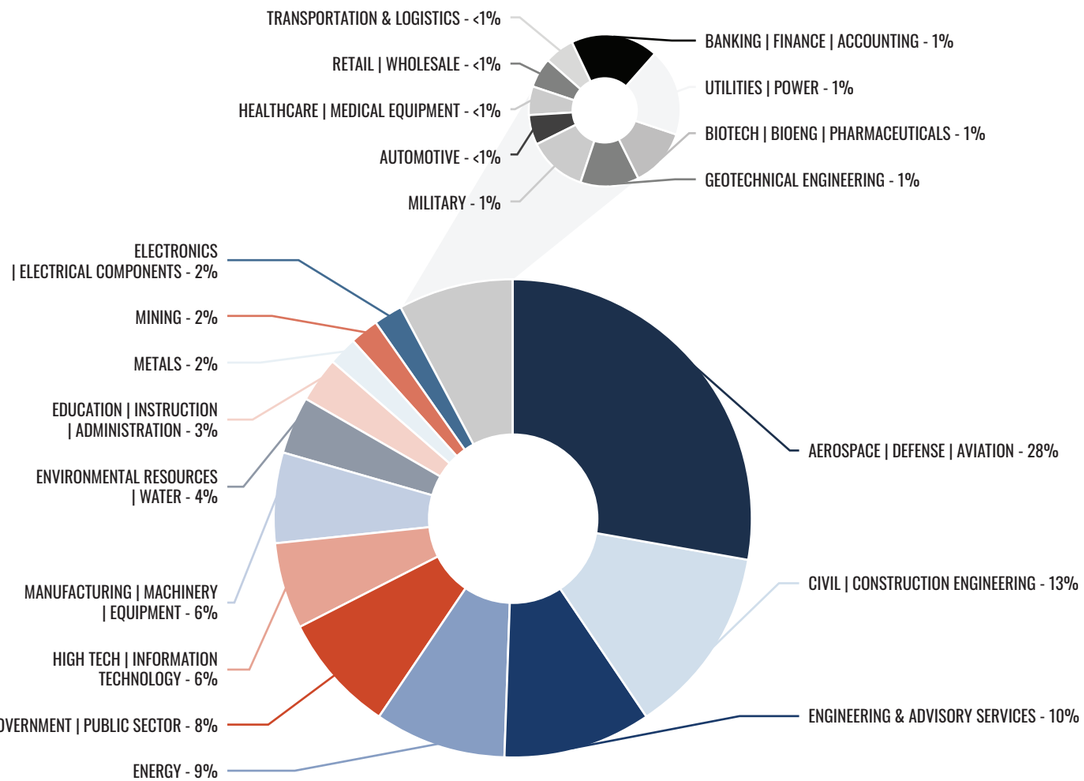
[3] Average Salaries are voluntarily self-reported when graduates accepted full-time positions in industry.

[4] These percentages are incorporated into overall positive outcome data.

92%
Data Collection Rate

MASTER'S OUTCOMES

JOBS ACCEPTED BY INDUSTRY



OTHER OUTCOMES[1]

DEGREES	POSITIVE OUTCOMES	GRADUATES
Graduate Certificate	92%	86
Master of Engineering	74%	26
Professional Master's	80%	26

[1] Data is reported for all degree types in Tableau.

UPDATE FOR MS CLASS OF 2023-2024

The Career Center tracks employment attainment for graduates from the prior year and provides services for up to two years after graduation.

- While standard reporting is six months after graduation, often 12 to 18 months after graduation tells a more complete story of students' success.
- Mines consistently sees an average of a 3% increase in positive outcomes at the one-year mark, demonstrating the enduring benefit of earning a Mines degree.
- Some graduates need more time to select and secure their first destination, and the follow-up survey reminds them of their continued access to Mines career services.

95%
Positive Outcomes for Master's Graduates

Up From **92%** at Time of Graduation

GRADUATION YEAR	ORIGINAL POSITIVE OUTCOMES	UPDATED POSITIVE OUTCOMES
2022-2023	97%	98%
2021-2022	92%	95%
2020-2021	92%	94%
2019-2020	96%	98%

MINES MASTER'S GRADUATES ARE PURSUING ADVANCED EDUCATION AT THE FOLLOWING

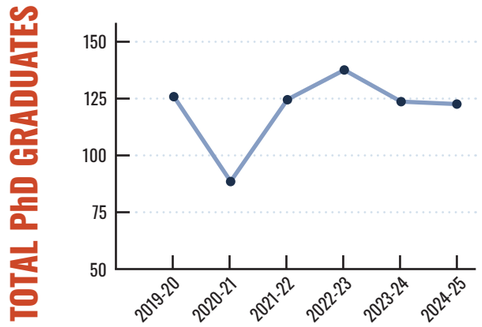
Cleveland State University
Colorado School of Mines
Otis College of Art and Design
Southern Methodist University
Stony Brook University
Texas A & M University
University of California-Merced
University of Chicago
University of Colorado Boulder
University of Colorado Denver/ Anschutz
Wright State University

74%
Master's Graduates That Pursued Advanced Education Did So at Mines

PhD OUTCOMES

The following includes data for PhD students who graduated August 2024, December 2024 and May 2025. The Mines Career Center is pleased to provide outreach and support to all students both prior to graduation and for two years following graduation.

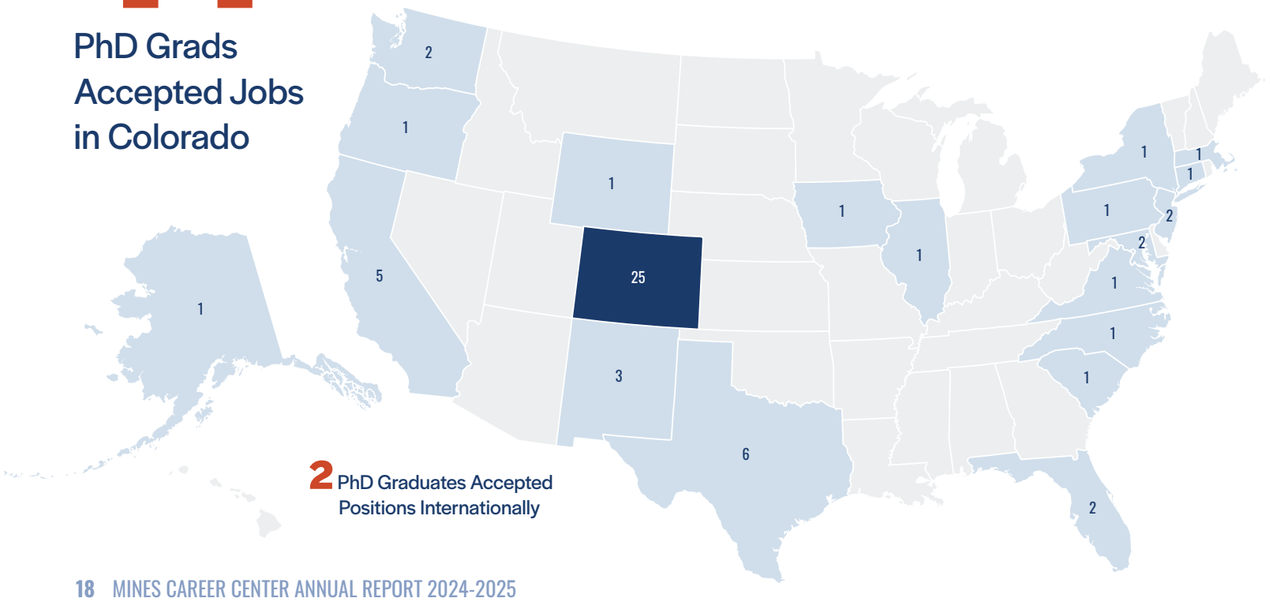
88% Positive PhD Outcomes



JOBS ACCEPTED BY LOCATION

41% PhD Grads Accepted Jobs in Colorado

120 PhD Degrees Awarded



2 PhD Graduates Accepted Positions Internationally

> "We recruit at Mines because the students are high quality, research-ready, local to our company, prepared for a professional opportunity, and motivated to make an impact in energy research."
>
> **— National Laboratory of the Rockies**

> "The graduates we have hired full-time have demonstrated exceptional performance in their respective engineering disciplines. They arrive equipped with extensive knowledge that thoroughly prepares them for their roles. In most instances, their aptitude surpasses our expectations. Given the positive outcomes we have experienced with these graduates, we are committed to participating in recruiting events to attract more talented individuals in the future."
>
> **— Mewbourne Oil Company**

PhD OUTCOMES BY PROGRAM[1]

DEPARTMENT	GRADUATES[2]	POSITIVE OUTCOMES	AVERAGE SALARY[3]
Advanced Energy Systems	3	100%	N/A
Applied Chemistry	11	70%	$83,500
Applied Mathematics & Statistics	9	100%	$83,700
Applied Physics	2	100%	N/A
Chemical Engineering	13	69%	$86,800
Civil & Environmental Engineering	11	91%	$94,200
Computer Science	4	100%	N/A
Electrical Engineering	3	100%	N/A
Geochemistry	3	100%	N/A
Geology	3	50%	N/A
Geophysics	3	100%	N/A
Materials Science	10	100%	$105,400
Mechanical Engineering	8	100%	$123,600
Metallurgical & Materials Engineering	6	100%	$95,700
Mineral & Energy Economics	3	100%	N/A
Mining	5	100%	N/A
Petroleum Engineering	5	100%	N/A
Physics	6	67%	N/A
Space Resources	5	50%	N/A
PhD Overall	**120**	**88%**	**$100,000**

[1] See Page 5 for Report Methodology. N/A indicates salary information not available to be reported.

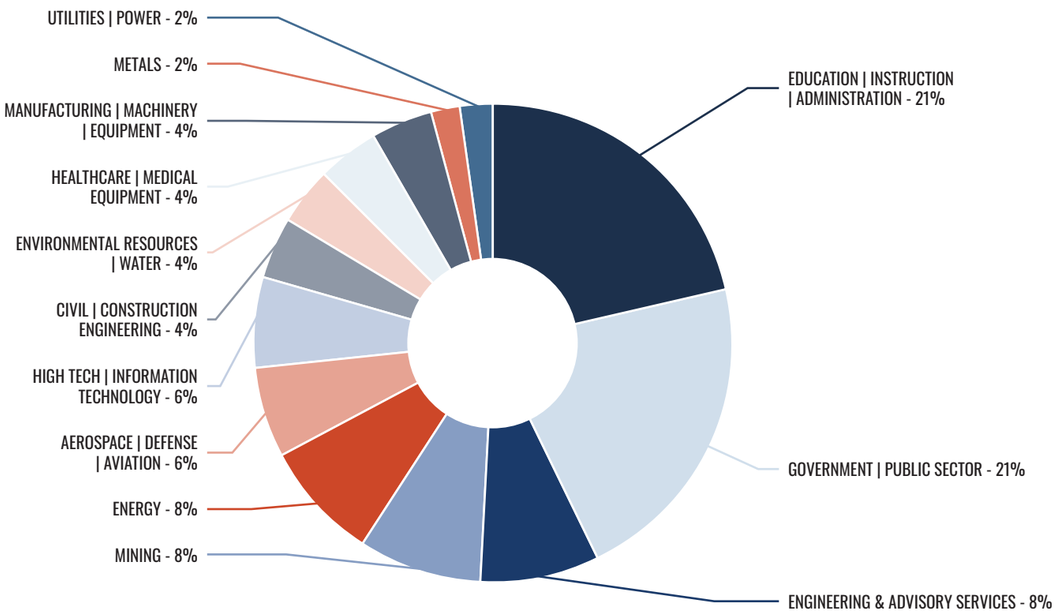
[2] Represents distinct count of graduates factoring out double majors and degrees.

[3] Average Salaries are voluntarily self-reported when graduates accepted full-time positions in industry.

96% Data Collection Rate

PhD OUTCOMES

JOBS ACCEPTED BY INDUSTRY



UPDATE FOR PhD CLASS OF 2023-2024

The Career Center tracks employment attainment for graduates from the prior year and provides services for up to two years after graduation.

- While standard reporting is six months after graduation, often 12 to 18 months after graduation tells a more complete story of students' success.
- Mines consistently sees a slight increase in positive outcomes at the one-year mark, demonstrating the enduring benefit of earning a Mines degree.
- Some graduates need more time to select and secure their first destination, and the follow-up survey reminds them of their continued access to Mines career services.

98%
Positive Outcomes for PhD Graduates

Up From
97%
at Time of Graduation

GRADUATION YEAR	ORIGINAL POSITIVE OUTCOMES	UPDATED POSITIVE OUTCOMES
2022-2023	98%	98%
2021-2022	98%	98%
2020-2021	96%	98%
2019-2020	99%	100%

STUDENT PROFILE

Name:
Asmaa Romia

Degree:
PhD Electrical Engineering, 2025

Current role:
U.S. Department of Energy's Energy Innovator Fellow (EIF)

Internships:
Eaton Corporation, National Renewable Energy Laboratory (NREL)

Hometown:
Arvada, CO

REWARDING JOURNEY

"I chose Colorado School of Mines because of its reputation as a leader in energy research and innovation. Mines offered the opportunity to work on real-world problems in renewable energy, forecasting and optimization, which aligned perfectly with my research goals. I was also drawn to the supportive faculty, collaborative environment and strong connections to national labs like NREL, where I later had the chance to intern.

What I've enjoyed most at Mines is the sense of community and the encouragement to pursue meaningful, impactful research. Beyond academics, Mines has been a place where my family and I have felt supported and included, making this journey even more rewarding."

INVITING NETWORK

STUDENT PROFILE

Name:
Isaac Pope

Degree:
BS Geological Engineering, MS GIS, 2025

Current role:
Research Assistant and PhD student at Missouri University of Science and Technology

Internships: US Geological Survey Earthquake Hazards Program

Hometown:
Onalaska, WA

"I grew up in a small town close to nature, and I loved the idea of going to a campus nestled in the mountains. The professors are world-class and so inviting. Networking is probably the most important theme to my work experience. I met my PhD advisor through a conference, I landed my first consulting job through a department email, and I got the opportunity to work at US Geological Survey because they found a niche for me to thrive in even though the job I got wasn't the one I originally applied to."

CHAMPIONS TO CHEER

"I fell in love initially with Golden and living in the mountains and then discovered a quaint, yet powerful university tucked into the hills. I wanted to go somewhere where I could constantly follow my curiosity, challenge myself and leave inspired to change the world. Building a reliable network at Mines is so important, where you have mentors and champions cheering you on."

STUDENT PROFILE

Name:
Colleen McCulloch

Degrees:
BS Design Engineering, 2024, MS Humanitarian Engineering, 2025

Current role:
Intern, Freeport McMoRan

Internships:
Research Assistant at Mines

Hometown:
Cimarron, NM

RECRUITING AT MINES

1,290

Organizations Recruited and Hired at Mines

75%

Bachelors Students Graduated With Internship and/or Research Experience[1]

1,552

Full-Time Jobs Posted on DiggerNet

[1] Reported figures reflect data submitted by students through the First Destination Survey

1,509

Internships/Co-ops Posted on DiggerNet

The 2024–2025 academic year was characterized by strong activity and meaningful engagement between students and employers. Career Days reached record-breaking attendance, reflecting the enduring interest from both students seeking opportunities and employers eager to connect with top talent. Throughout the year, on-campus interviews, information sessions and industry panels continued to draw impressive participation, fostering valuable networking and career exploration.

In addition, the launch of a new Employer Partnership Program further strengthened these connections by providing organizations with enhanced opportunities to engage with students across campus. This initiative has already begun to create deeper, more strategic relationships between employers and the university community, ensuring that students have access to a wide range of career pathways and industry insights.

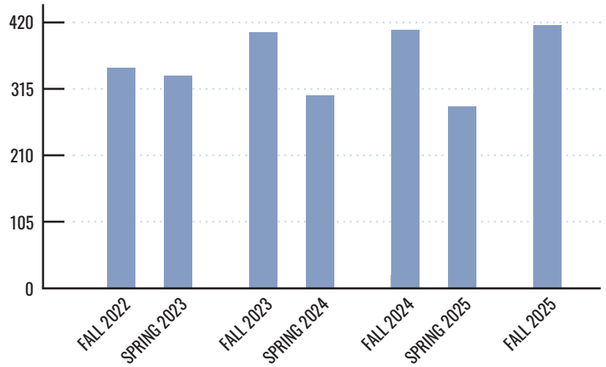
SIGNATURE CAREER EVENTS

CAREER DAYS

Career Days consistently proves to be a vital event, fostering connections between talented students and top employers. The Fall 2024 event achieved a remarkable milestone, setting a new record as the largest Career Fair in Mines' history with exceptional student and employer attendance. This engagement opened doors to meaningful conversations, interviews and potential career paths. Building on this momentum, the Spring 2025 fair also brought robust student turnout and continued high demand from employers looking to recruit on campus. By maintaining an industry-specific format, Career Days cultivates more relevant and impactful networking experiences for both students and recruiters.

5,300+
Participating Students

EMPLOYERS ATTENDING CAREER DAYS (FALL + SPRING)



721
Career Days Employers[1]

[1]Includes duplicate employers who attended both Fall 2024 and Spring 2025 Career Days.

The Career Center collaborated with student organizations and campus partners to support a wide range of networking events surrounding Career Days. This coordinated, concierge-style approach enhanced employer engagement and improved the overall experience of visiting Mines. Supported organizations included: American Institute of Aeronautics and Astronautics (AIAA), American Institute of Chemical Engineers (AIChE), American Society of Civil Engineers (ASCE), Heavy Construction Studio, Institute of Electrical and Electronics Engineers (IEEE), Multicultural Engineering Program (MEP), Mines Athletics, Mines Foundation, Colorado School of Mines Material Advantage Chapter (CSMMAC), Mines National Organization for Business and Engineering (NOBE), Society for Mining, Metallurgy and Exploration (SME), Society of Petroleum Engineers (SPE), Society of Women Engineers (SWE) and Mines Veterans Alliance (MVA).

Prep with Reps

Prep with Reps is a signature pre-Career Days event that connects company representatives with Mines students to support their professional development. Representatives provide one-on-one resume reviews, interview tips and elevator pitch practice. Students also have the opportunity to take professional photos and engage with a variety of campus partners. This year's events were great successes, drawing **45** company registrants and more than **700** student attendees.

ON-CAMPUS RECRUITING

The 2024–2025 academic year saw exceptional momentum in employer engagement, with continued expansion of the depth and quality of opportunities available to students. From streamlined interview experiences to high-impact networking and learning events, the Career Center played a central role in connecting students with industry partners.

Next Day Interviewing (NDI) is a distinctive feature of the services offered. By enabling employers to hold interviews on campus the day after Career Days, NDI's streamline the recruitment process and strengthen connections made during the career fairs. This approach allows employers to engage efficiently with top-tier students and provides students with timely opportunities to showcase their skills and further explore potential career paths.

- **1,507** interviews conducted
- **1,043** students interviewed
- **109** companies participated

Employer Information Sessions offer employers a dynamic platform to engage with Mines students, showcase their recruitment initiatives and provide insight into various industries and career pathways. These events also enable students to expand their professional networks while exploring potential career opportunities. The Career Center provided comprehensive support in coordinating campus logistics, ensuring an exceptional experience for both employers and students.

- **63** Employer Information Sessions
- **886** students attended

REACH EVERY STUDENT, EVERYWHERE

The Mines Career Center supports Mines students and recent graduates in reaching their career path goals by serving as the bridge between employers and students. All students have the opportunity to access quality career support, including free access to tools and resources, allowing them to develop their career wherever they are in the world or in their academic journey.

DIGGERNET: ONLINE CAREER MANAGEMENT SYSTEM

DiggerNet is the Mines career and job management tool, allowing students and employers a place to engage, whether through posting/applying to jobs, scheduling career advising or learning about upcoming events.

6,119

Students Logged into DiggerNet an Average of Five Times

Job and Internship Postings

During the 2024–2025 year, 666 employers posted a total of 3,061 job opportunities on DiggerNet. Of these, 1,552 were non-internship roles, including full-time, part-time and fellowship positions—while 1,509 were internship and co-op opportunities, marking an impressive 22 percent increase compared to the previous year.

Student Activity

During the 2024–2025 year, DiggerNet experienced significant growth in student engagement, with 6,119 students logging in—a 16 percent increase from the previous year. While the average logins per student decreased slightly from 6 to 5, total activity rose to **32,848** logins, an 8.4 percent increase overall. This trend suggests students are using the platform more intentionally as they schedule career advising appointments, register for events and apply for jobs and internships. The continued rise in both participation and activity underscores DiggerNet's importance as a central resource in students' career development.

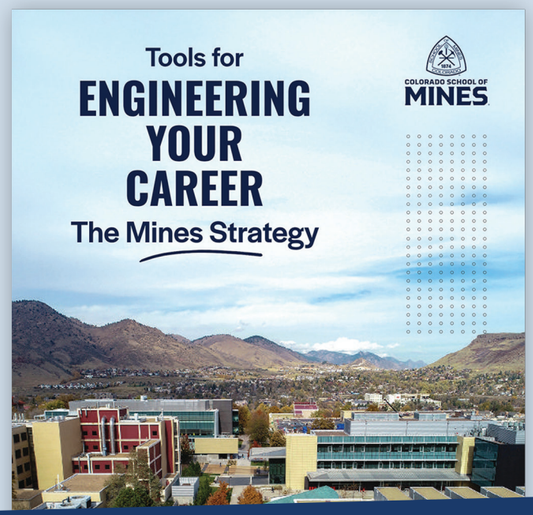
Interstride

Interstride is an online platform that supports international students with finding employers in the US willing to sponsor H-1B visas, and domestic students looking for opportunities abroad. **1,669** students representing 85 nationalities utilized the tool in their job search.

Focus 2

MAJOR SELECTION AND CAREER DECISION MAKING STARTS HERE

FOCUS 2 guides students through a reliable, intuitive career and education decision making model to help select a major, explore occupations, make informed career decisions and take action in their career development. **2,143** students utilized the tool for career exploration.



TOOLS FOR ENGINEERING YOUR CAREER: THE MINES STRATEGY

is a signature campus publication providing students with comprehensive and tailored career information and resources, such as resume samples, interviewing advice and more. Over **3,000** copies were distributed this year, and it is available online at **careers.mines.edu.**

PROGRAM HIGHLIGHTS

- The Career Center partnered with the *Indeed Job Search Academy,* providing students, faculty and staff access to career development resources, trainings and videos online.
- The Career Center worked with the non-profit CodePath to provide students' access to a variety of free online careers in tech programs, including an in-depth preparation program for technical interviewing.
- The Career Center continues to offer hybrid services including virtual advising hours and programs with in-person and virtual options, such as the Oredigger Career Collective and Operation Internship.

SHAPING CAREER-READY GRADUATES

EMPOWERING STUDENTS THROUGH A PERSONALIZED APPROACH

- **1,600+** career advising appointments
- Top three advising request types: Job/ Internship Support, Resume/Cover Letter Review, Career Exploration

"Mines did a fantastic job preparing me for finding a job! I felt supported throughout the interview and application process, and the Career Center was right there when I needed help making a quick decision on an offer letter."

– Cody Fellinge, BS Electrical Engineering, MS Computer Science 2025

EXPLORING THE POSSIBILITIES WHILE NETWORKING WITH ALUMNI

Over 400 students attended industry career panels and career path programs:

- Pathways in Bioscience
- Careers in Renewable Energy
- Employment Paths for International Students
- Careers in Steel
- Job Searching in Computer Science
- Government Employment Pathways
- Medical School Mixer
- Graduate School Week
- Finance Careers Panel

INTEGRATING CAREER READINESS IN THE CLASSROOM

- **309** students enrolled in 8 sections of CSM 250: Engineering Your Career Path
- Piloted a graduate-level career development course (CSM 550: Navigating the Career Search)
- Collaborated with field sessions and other classes to provide professional development curriculum

"The Career Center is a significant contributor in the Petroleum Engineering Department Professional Skills Series course. Students in this junior-level course are introduced to resume preparation, interviewing skills, salary negotiation and online branding. Students' relationship with the Career Center is impactful, not only during their undergraduate years, but also after graduation when they may seek alternative employment opportunities."

– Dr. Linda Battalora, Teaching Professor, Petroleum Engineering

EQUIPPING STUDENTS WITH SKILLS FOR LIFELONG SUCCESS

55 workshops and classroom presentations

- Topics include: Career Days preparation, resume and cover letter development, interviewing skills, networking and LinkedIn, job and internship searching, communicating professional skills and more.

"The Mines Career Center plays a lifelong, pivotal role in Orediggers' academic success. Career Center staff help Mines students and alumni synergistically meet rapid challenges in our STEM workforce."

– Dr. Chuck Stone, Teaching Professor, Physics

MORE THAN CAREER DAYS

The Career Center's work goes far beyond Career Days, offering year-round programs and services that students actively use to advance their career goals and professional development.

3,650

Students Participated in Career and Professional Development Workshops and Individual Advising Appointments at Least 2 Times

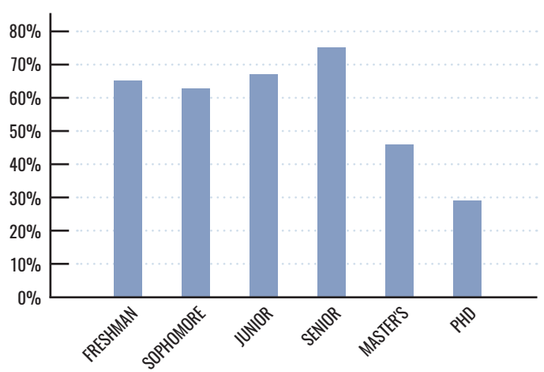
68%

Current Students Actively Engaged in Career Services

MOST UTILIZED CAREER CENTER SERVICES

- Career and Professional Development Advising
- On-Campus Interviews
- Prep with Reps
- Employer Information Sessions

CAREER CENTER ENGAGEMENT BY LEVEL



CAREER CONNECTED CAMPUS

Every Student Deserves
OPPORTUNITIES FOR
Career Success

COLORADO
Department of Higher Education

MINES IS CAREER CONNECTED

Colorado School of Mines is proud to have earned the Career Connected Campus designation from the Colorado Department of Higher Education.

Supporting students' career aspirations in higher education is imperative now more than ever. By becoming Career Connected, we are pioneering efforts to support students' career aspirations and erase equity barriers. Learn more about what it means to be a Career Connected Campus: **cdhe.colorado.gov/workforce-determinants-of-student-success.**

Mines demonstrates Career Connected engagement through many opportunities for students to experience hands-on learning. Examples of Mines Signature Experiences that all students have access to include Cornerstone, Capstone, Field Sessions, Honors and Scholars, competitions and challenges, and many maker-spaces and laboratories for research to bring the real-world into the classroom and put teamwork, design-thinking, innovation and communication skills to the test.

> "Mines builds skills in teamwork, innovation and adaptability, which I think makes Mines students valuable candidates for most roles and industries regardless of their major degree selection."
>
> **– Herzog**

ALUMNI CONNECTIONS

"I chose to come to Mines because of the size of the school and the dedication to academics. Throughout my time at Mines, I made great friendships that will continue into my professional life. Being in the chemical engineering program brought me close to so many wonderful people. At my first internship, my manager and many of my coworkers were Mines Alumni. We were able to chat about our time at Mines and had many shared experiences. Mines prepared me very well to go into the professional world."

STUDENT PROFILE

Name:
Molly Thigpen

Degree:
BS Chemical Engineering, 2025

Current role:
Hydraulic Modeler, Black & Veatch

Internships:
Tallgrass Energy and Black & Veatch

Hometown:
Cave Creek, AZ

OUTSTANDING EMPLOYER PARTNERS

Of the **1,290** employers who recruit on campus, these employer partners are recognized for their outstanding dedication to recruiting at Mines and fostering meaningful connections with our students. The organizations featured on this list have demonstrated exceptional engagement through consistently participating in Career Days and/or contributing significantly to student hiring outcomes. Their sustained involvement underscores a shared commitment to advancing career opportunities for Mines students and supporting the university's mission. We extend our sincere appreciation to these valued partners for their continued collaboration and impactful contributions to our community.

3D Systems
AECOM
AGC Biologics
Agilent Technologies
Alan Plummer Associates
Alarm.com
Alfred Benesch & Company
Amazon
AMD Advanced Micro Devices
American Bureau of Shipping
AMG Vanadium
Antero Resources
Applied Control Equipment
Applied Medical
ArcelorMittal
ARCO/Murray
ASEC
AtkinsRéalis
Atlas Technical Consultants
Atwell
BAE Systems
Baker Hughes
Barnard Construction
Barr Engineering
Bechtel
BGC Engineering
Black & Veatch
Blue Canyon Technologies
Blue Origin
Bodycote
Boeing
bp
Brinkmann Constructors
BRS Engineering
BTU Analytics
Build Group
Burns & McDonnell
CACI
CAGE Civil Engineering
Calibre Engineering
California Resources
Campos EPC
CAN/AM Technologies
Cator, Ruma and Associates
CDM Smith
CEMEX
Chemours Company
Chevron
Chevron Phillips Chemical
Cignys
Citrix
Clark-Atkinson Construction
Clean Harbors
Cleveland Cliffs
Cloud303
Colliers Engineering & Design
Colorado Department of Transportation
ConocoPhillips
Consolidated Nuclear Security
Continental Resources
CoorsTek
Corden Pharma Colorado
CORE Consultants
Coterra Energy
Credera
CTL-Thompson
Datava
Davidson Technologies
Denver Water Department
Dewberry Engineers
DISH Network
Ditesco
DMC
Eagle River Water and Sanitation District
Ecolab
Electro Magnetic Applications
Eli Lilly
Emerson
ENTRUST Solutions Group
EOG Resources
Epic
Epiroc Drilling Solutions
EVRAZ
ExxonMobil
Fast Enterprises
FCI Constructors
Felsburg Holt & Ullevig
First RF
Flatiron Dragados
Flowserve
Fluor
Ford AV
FormFactor
Freeport-McMoRan
FTI
Galloway & Company
Gaming Laboratories
Gannett Fleming
Garmin International
Gates
GBA Companies
GE Johnson
GEI Consultants
GeoStabilization International
GH Phipps
Global Shop Solutions
Gogo Business Aviation
Google
Gracon
Granite
Halliburton
Harris Kocher Smith
Hayward Baker
Hazen and Sawyer
HDR Engineering
Hecla Mining Company
Heico
Heidelberg Materials
Hensel Phelps
Hilcorp Energy
Holcim
Holland & Hart
Honeybee Robotics
Howmet Aerospace
HP
HPM Contracting
HR Green
Huffman Engineering
Hyde Renewables
ICR
Idaho National Laboratory
IMERYS

Integrated Petroleum Technologies
Intel
Jabil
Jay Dee Contractors
JHL Constructors
Jordan & Skala Engineers
JR Butler
JR Engineering
JVA
Kahuna USA
Kansas Department of Transportation
Kaseware
Kennedy Jenks
Kiewit
Kilduff Underground Engineering
Kimley Horn
Kleinfelder
Knight Piesold
Kraemer North America
Kratos Defense
Lane Construction
Langan Engineering
Lawrence Livermore National Laboratory
Lerch Bates
Lhoist North America
Liberty Energy
Lockheed Martin
Logical Systems
Los Alamos National Laboratory
Lumen Technologies
Lunar Outpost
Manhard Consulting
Manson Construction
Marathon Petroleum
Martin Marietta Materials
Martin/Martin
Matador Resources
Materion
Matrix Design Group
McKinstry
Mead & Hunt
Medtronic
Merrick & Company
Mewbourne Oil
Microchip Technology
Mikron
Millstone Weber
Milwaukee Tool
Moog
Mortenson
Nabors
National Institute of Standards and Technology
National Laboratory of the Rockies
National Security Agency
Naval Air Systems Command
Naval Nuclear Laboratory
Naval Surface Warfare Center
NEI
Nevada Gold Mines
Nevada National Security Site
Newmont Mining
Nextworld
Nicholson Construction
Northern Star Resources
Northrop Grumman
nou Systems
Novartis Gene Therapies
Nucor Steel
Oceana Gold Corporation
Odyssey Space Research
Olsson
Outside Analytics+SMX
Ovintiv
Oxy
OxyRock
P&G
Parker Hannifin
Parsons
Paterson & Cooke
Patterson-UTI
PCL Construction
Peabody Energy
Pearl Harbor Naval Shipyard
Phillips 66
Pinkard Construction
POWER Engineers
Primoris Services
Puget Sound Naval Shipyard
Ricoh
Rincon Research
Rio Tinto
RJH Consultants
RMH Group
RockSol Consulting Group
Rogers Group
RSM US
RTX
Salesforce
Samsung Austin Semiconductor
Sanborn Head & Associates
Sandia National Laboratories
Sargent & Lundy
Saudi Aramco
Schnabel Engineering
Schweitzer Engineering Laboratories
Seagate Technology
SEAKR Engineering
SGM
Shell
Shimmick Construction
Sierra Nevada Corporation
Sierra Space
Skanska
SLB
SLR Consulting
SM Energy Company
Solar Turbines
SpaceX
Spectrum
SRK Consulting
Stanley Consultants
Stantec Consulting
Steel Dynamics
Strategic Systems Programs
Structural Group
Suncor Energy
Sundyne
Swanson Rink
Swinerton Builders
Tait & Associates
Tallgrass
Terumo BCT
Tetra Tech
Texas Department of Transportation
Texas Instruments
The Trade Desk
Tinker Air Force Base
Transamerica
Traylor Bros.
Trihydro
Trimble
Tri-State Generation and Transmission
Turner Construction
Tyler Technologies
Ulteig
United Launch Alliance
US Air Force
US Army
US Army Corps of Engineers
US Dept. of Interior, Bureau of Reclamation
US Engineering
US Geological Survey
US Marine Corps
US Navy
US Steel
USG
Veolia Water Technologies
Vermeer
VINCI Construction
Vulcan Materials
Wallace Engineering
Walter P Moore
Ware Malcomb
Warrior Met Coal
Webber
Weir Group
Wells Concrete
Western Industrial Contractors
Western States Fire Protection
Westwood Professional Services
Wilson & Company
Woodward
World Wide Technology
Worley
WSP USA
Wunderlich-Malec
WW Wheeler and Associates
Xcel Energy
ZAP Engineering
Zeta Associates

The 2024-2025 Colorado School of Mines Career Center Annual Report was written and produced by Wendy Winter-Searcy, Director, in collaboration with Katy Armstrong, Associate Director of Career and Professional Development and Rebecca Martinez, Associate Director of Employer Engagement, with contributions from Adriana Alba, Assistant Director of Employer Engagement Events and Jerry Mason, Employer Engagement Coordinator. Mines Institutional Research and Strategic Analytics (IRSA) provided data analysis and reporting.

THANK YOU!

The Mines Career Center extends their appreciation to the organizations that provide direct contributions to support professional development activities and enhance many services for Mines students.

Your support helps Mines to build a new generation of world-class engineers, scientists, innovators and leaders!

MINES CAREER & PROFESSIONAL DEVELOPMENT: ANNUAL REPORT

EXECUTIVE SUMMARY 2024-2025

MINES CAREER ENGAGEMENT & OUTCOMES

Colorado School of Mines is a public R1 research university focused on applied science and engineering, producing the talent, knowledge and solutions to serve industry and benefit society—all to create a more prosperous future. Mines graduates consistently find themselves in high demand, sought after by employers who value their technical expertise, collaborative approach and innovative thinking. As a top-ranked school for return on investment, Mines offers a distinct advantage in the competitive market of today—and long into the future.

GRADUATING STUDENT OUTCOMES

61% Accepted Positions in Colorado[1]

87% Positive Outcomes Rate[2]

94% Data Collection Rate

GRADUATE SCHOOL

28% Continued to Advanced Education[3]

POSITIVE OUTCOMES & AVERAGE STARTING SALARIES FOR BS, MS & PHD

	BS	MS	PHD
Positive Outcomes	87%	88%	88%
Average Starting Salaries	$84,000	$95,300	$100,000

INTERNSHIPS & TECHNICAL EXPERIENCE

Technical experiences, such as internships, co-ops and research experiences are key contributors to students' positive outcomes and a hallmark of the Mines student experience, preparing them to contribute immediately upon entry into the workforce.

985 students graduated with documented, relevant internship or research experience across **46** states, **7** countries and **3** US territories/federal districts.

75% Bachelors Students Graduated With Internship and/or Research Experience[4]

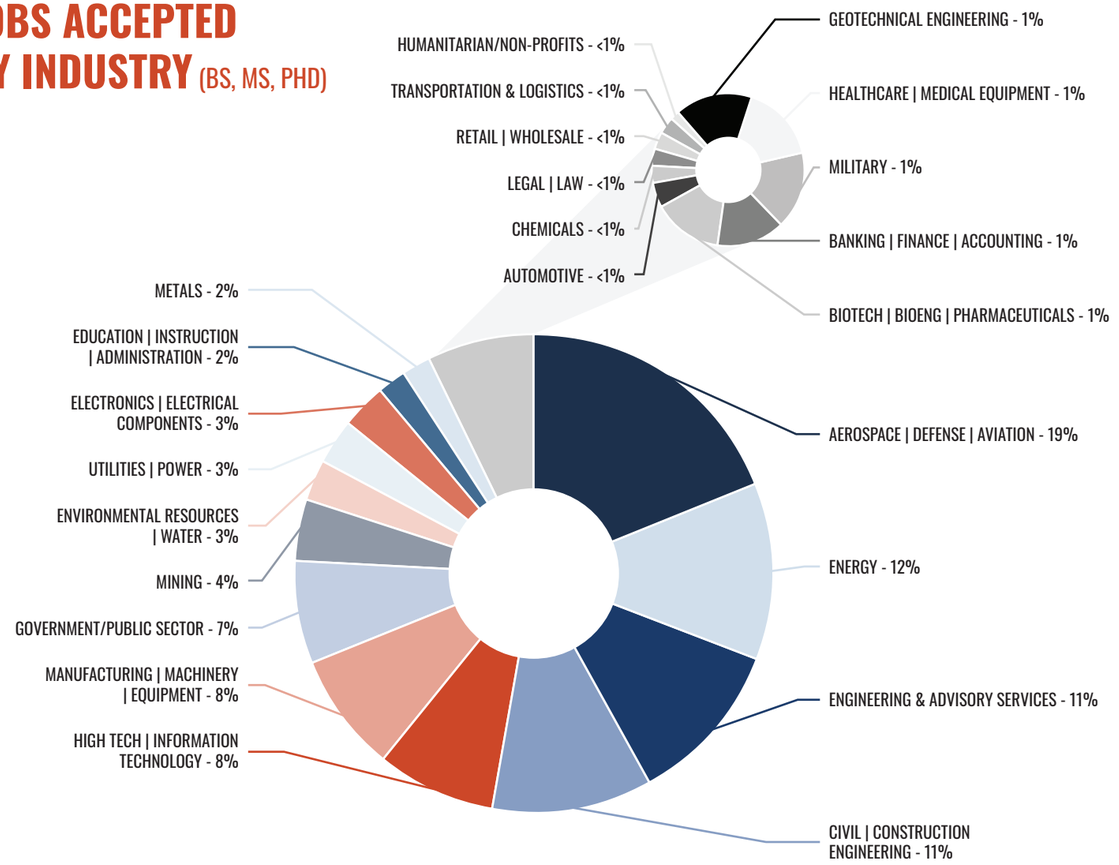
[1] BS, Graduate Certificate, ME, MP, MS, PhD.

[2] Included in "positive outcomes" numbers are BS, MS, PhD graduates committed to their first destination: jobs in industry, government, military, international students returning to their home countries, and those going to graduate school. Data is collected for six months following the academic year (November).

[3] BS and MS graduates.

[4] Reported figures reflect data submitted by students through the First Destination Survey.

JOBS ACCEPTED BY INDUSTRY (BS, MS, PHD)



EMPLOYER ENGAGEMENT

1,507 On Campus Interviews

721 Career Days Employer Registrations With **5,300+** Participating Students

3,061 Jobs and internships posted on DiggerNet—the exclusive Mines community career hub

CAREER & PROFESSIONAL DEVELOPMENT

Career readiness and professional development are embedded across Mines. Students and recent graduates access a wide range of services to develop their professional skills and competencies, including over **1,600** individual career advising appointments, **55** workshops and classroom presentations and **eight** career panels on industries such as **Renewable Energy, Semiconductor and Data Science.** The Career Center offers **CSM 250**—Engineering Your Career Path as a 1-credit course within the Success and Wellness required graduation sequence. It provides students with advanced career planning and job searching tools that are instrumental in developing their career preparation.

6,111 Students and Recent Graduates Used Career Services an Average of Three Times

COLORADO SCHOOL OF MINES | Career Center

All information provided in this annual report is available online at **careers.mines.edu.** Contact the Mines Career Center for more information, assistance or support.

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Golden, CO 80401

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careers.mines.edu