

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 Rate¹

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 Colorado²

¹Included 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.

²Niche (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 Colorado¹

28%
Continued to Advanced
Education²

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.

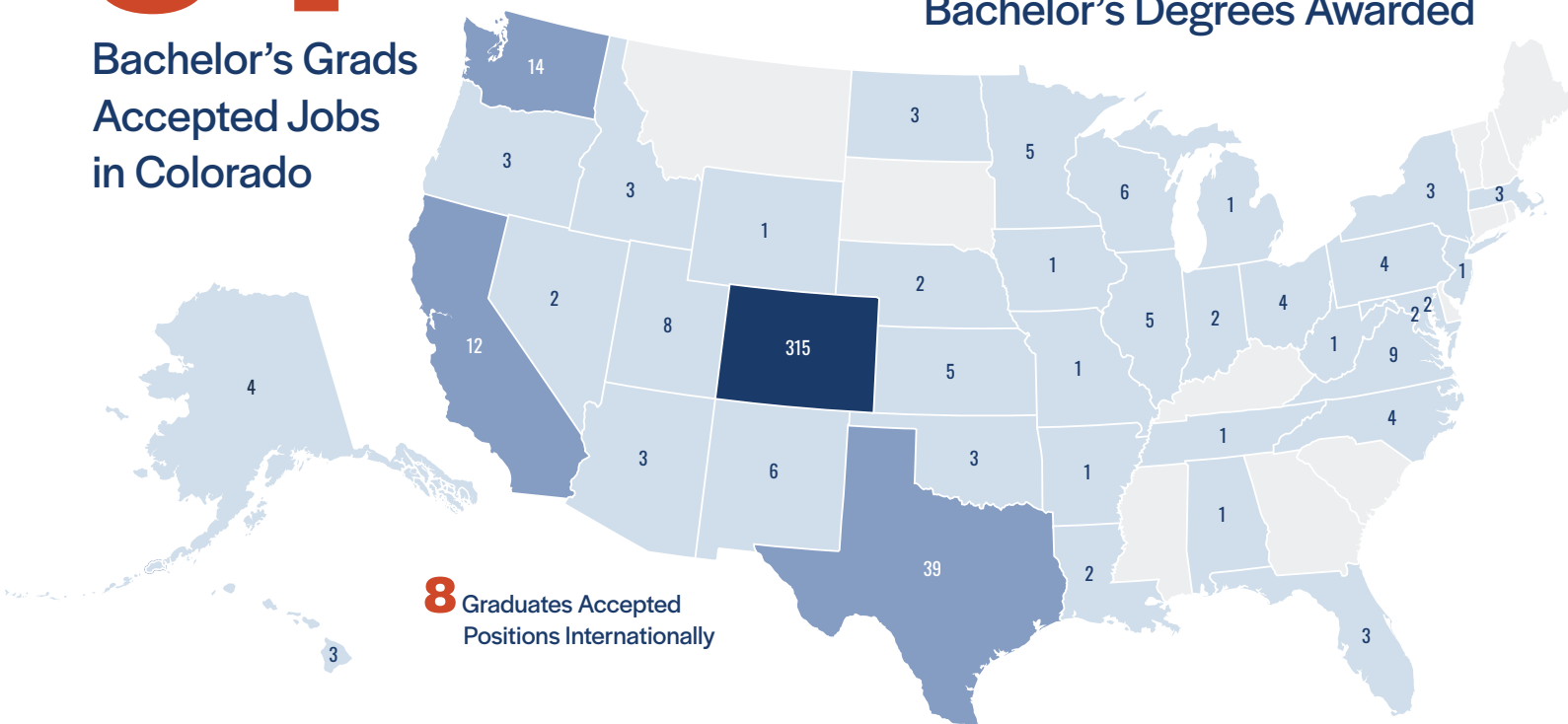
2,100
Total Graduates

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.

Academic Year	Total BS Graduates
2019-20	1050
2020-21	1070
2021-22	1180
2022-23	1200
2023-24	1200
2024-25	1360

Bachelor's Grads Accepted Jobs in Colorado

1,372
Bachelor's Degrees Awarded



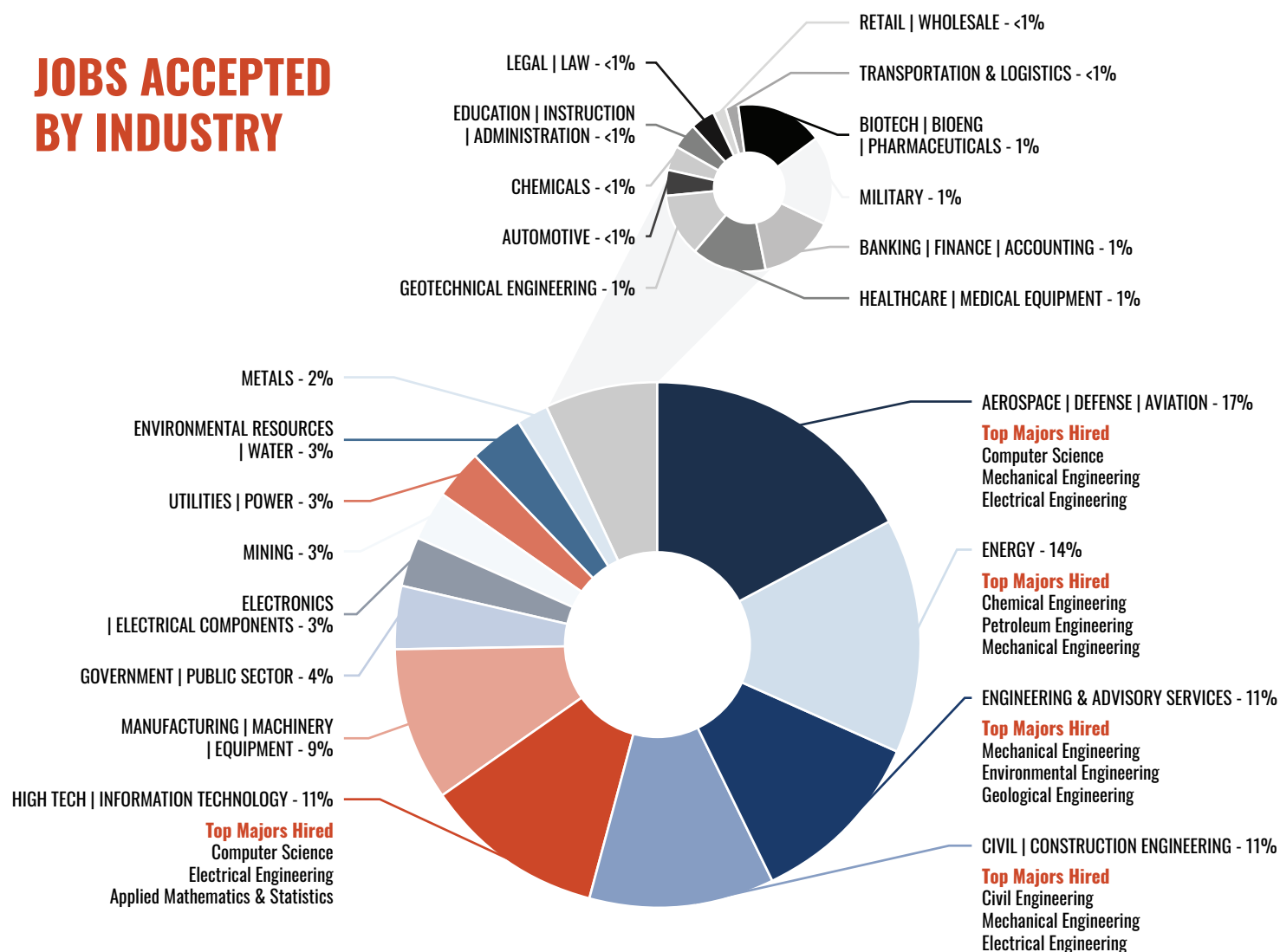
DEPARTMENT	GRADUATES ²	POSITIVE OUTCOMES	AVERAGE SALARY ³	PERCENTAGE PURSUING GRAD SCHOOL ⁴
Applied Mathematics & Statistics	46	90%	\$87,700	59%
Biochemistry	19	75%	N/A	47%
Business Engineering & Management Science	17	75%	\$81,800	29%
Ceramic Engineering	3	100%	N/A	67%
Chemical Engineering	116	84%	\$86,600	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%

⁴These 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

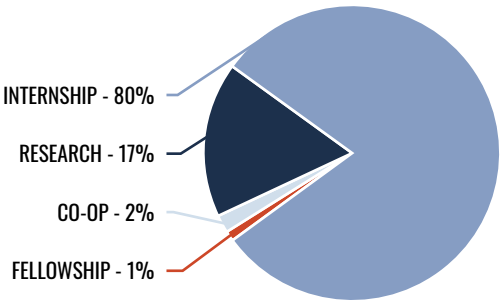
77% BS Graduates Who
Pursued Graduate
Studies Did So at Mines

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.

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

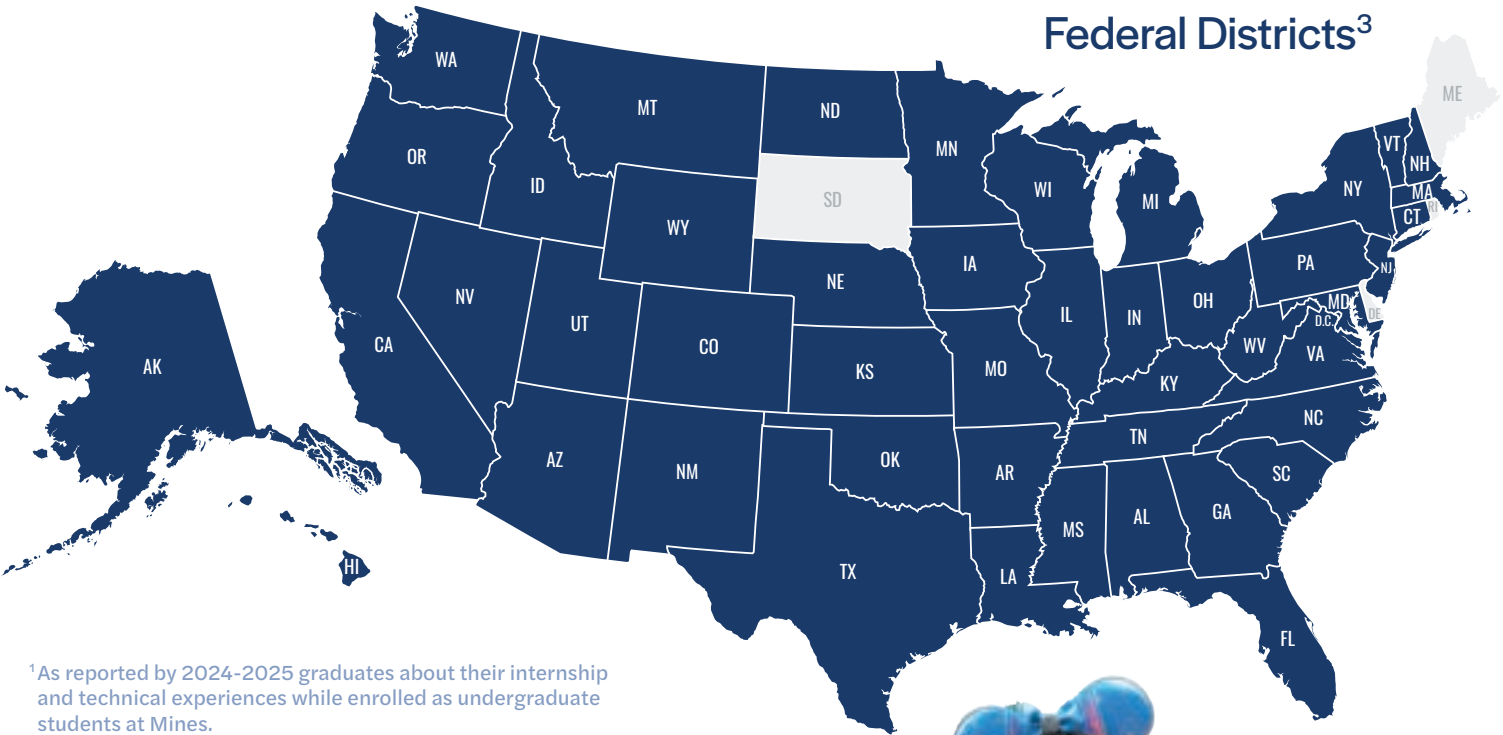
75%
Bachelor's Students Graduated With Technical Work Experience¹

651
Partnering Organizations

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

UNDERGRADUATE TECHNICAL EXPERIENCE BY LOCATION¹

7 Countries² **46** States **3** US Territories/ Federal Districts³



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

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

³Washington 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

INVEST IN YOURSELF

“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.”

“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:
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



STUDENT PROFILE

Name:
Madilyn (Gracie) Holm

Degrees:
BS Chemical and Biological Engineering, 2025

Current role:
Linkan Engineering, Field Engineer

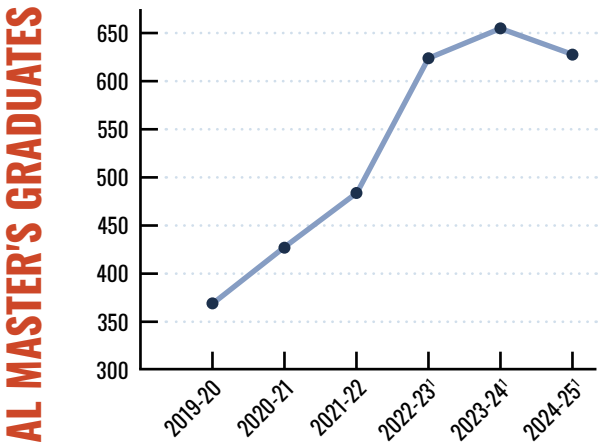
Internships:
Undergraduate Research at University of Maryland and Colorado School of Mines

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



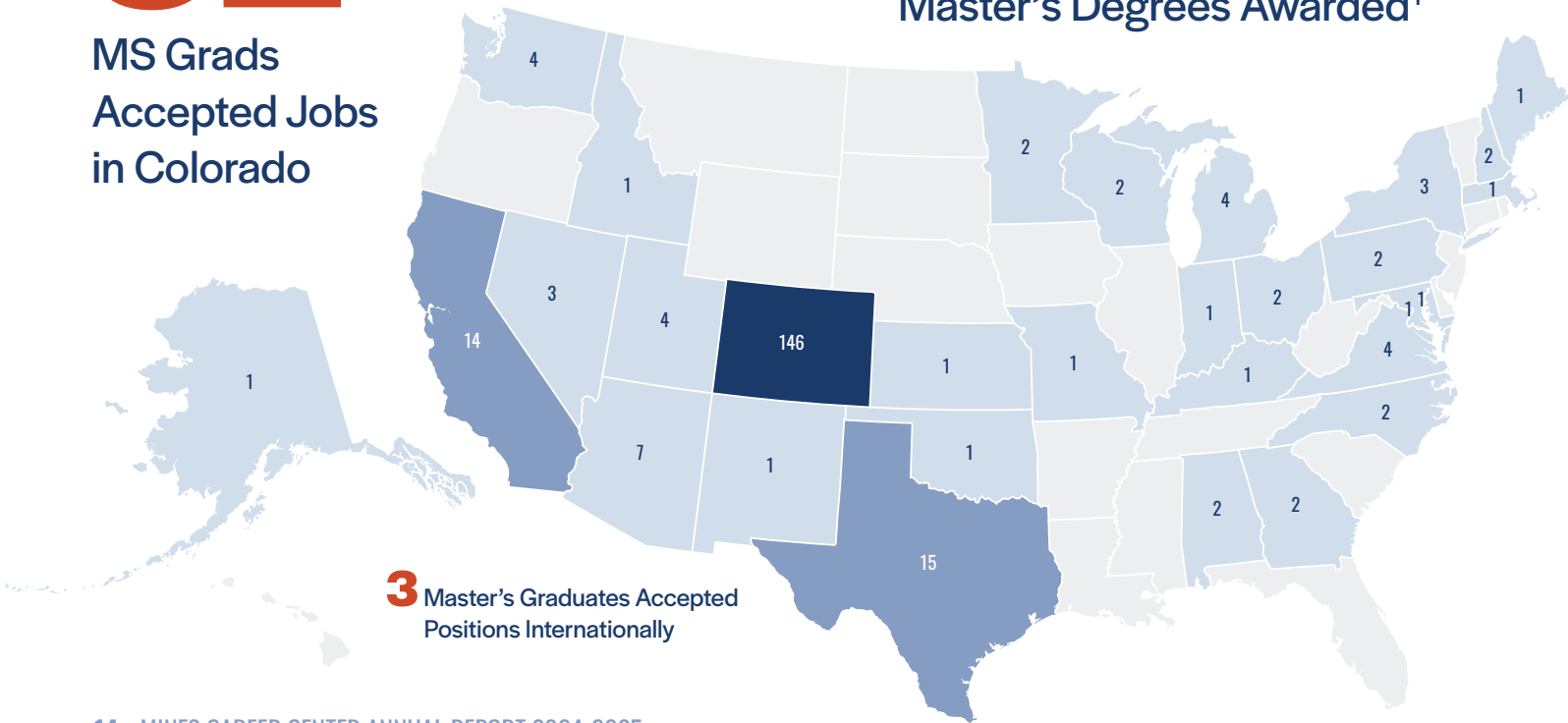
¹Includes Graduate Certificates, Master of Engineering, Master of Science and Professional Master's.

JOBS ACCEPTED BY LOCATION

62%

MS Grads Accepted Jobs in Colorado

627 Master's Degrees Awarded¹



MS OUTCOMES BY PROGRAM¹

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%

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

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

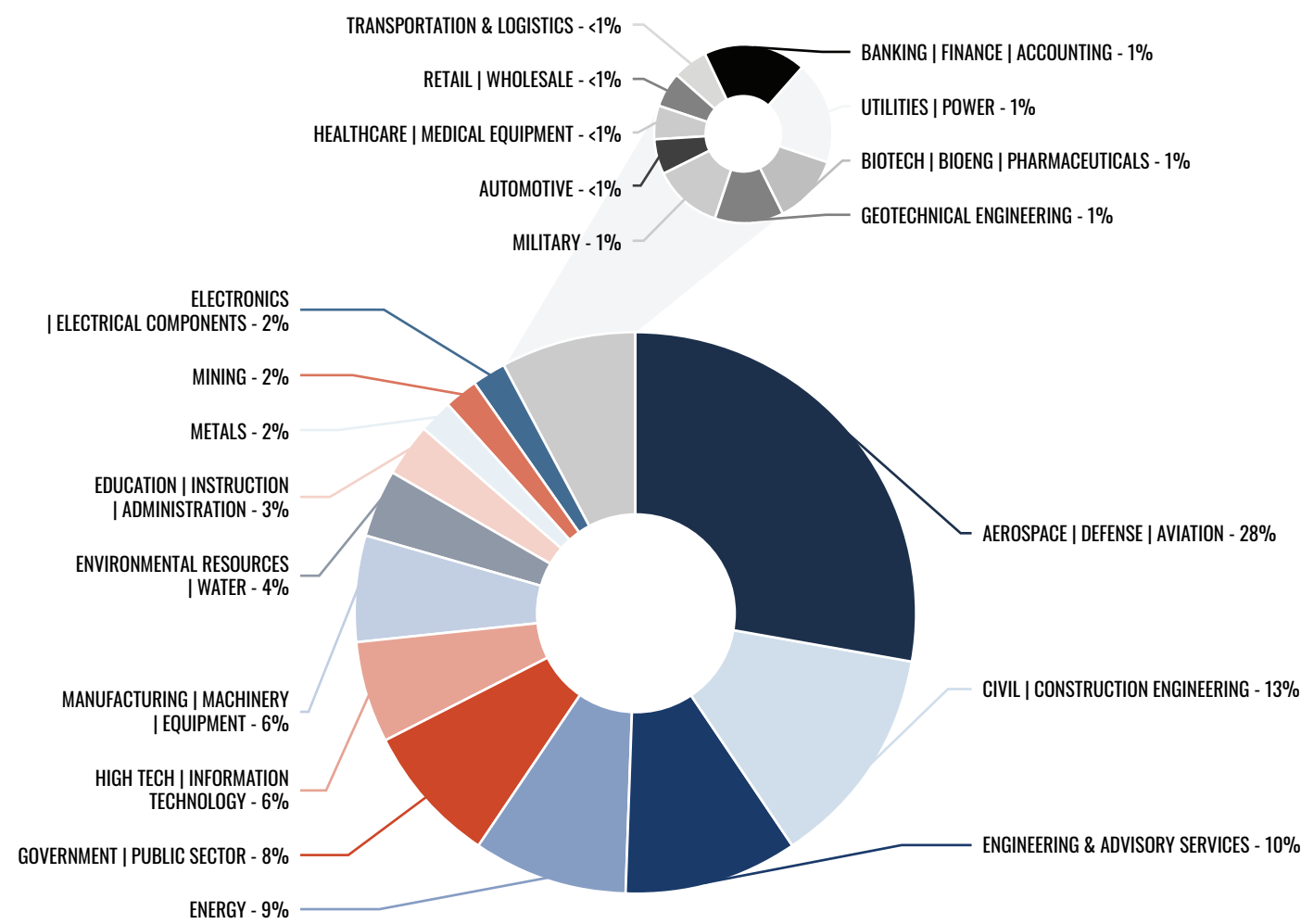
³Average Salaries are voluntarily self-reported when graduates accepted full-time positions in industry.

⁴These percentages are incorporated into overall positive outcome data.

92% Data Collection Rate

MASTER'S OUTCOMES

JOBS ACCEPTED BY INDUSTRY



OTHER OUTCOMES¹

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

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

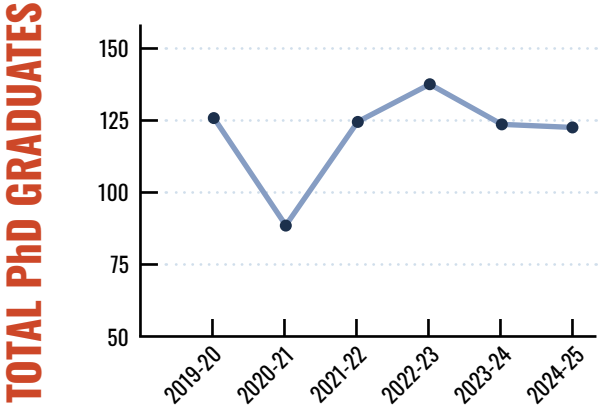
74%
Master's Graduates
That Pursued
Advanced Education
Did So at Mines

¹Data is reported for all degree types in Tableau.

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



“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 PROGRAM¹

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

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

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

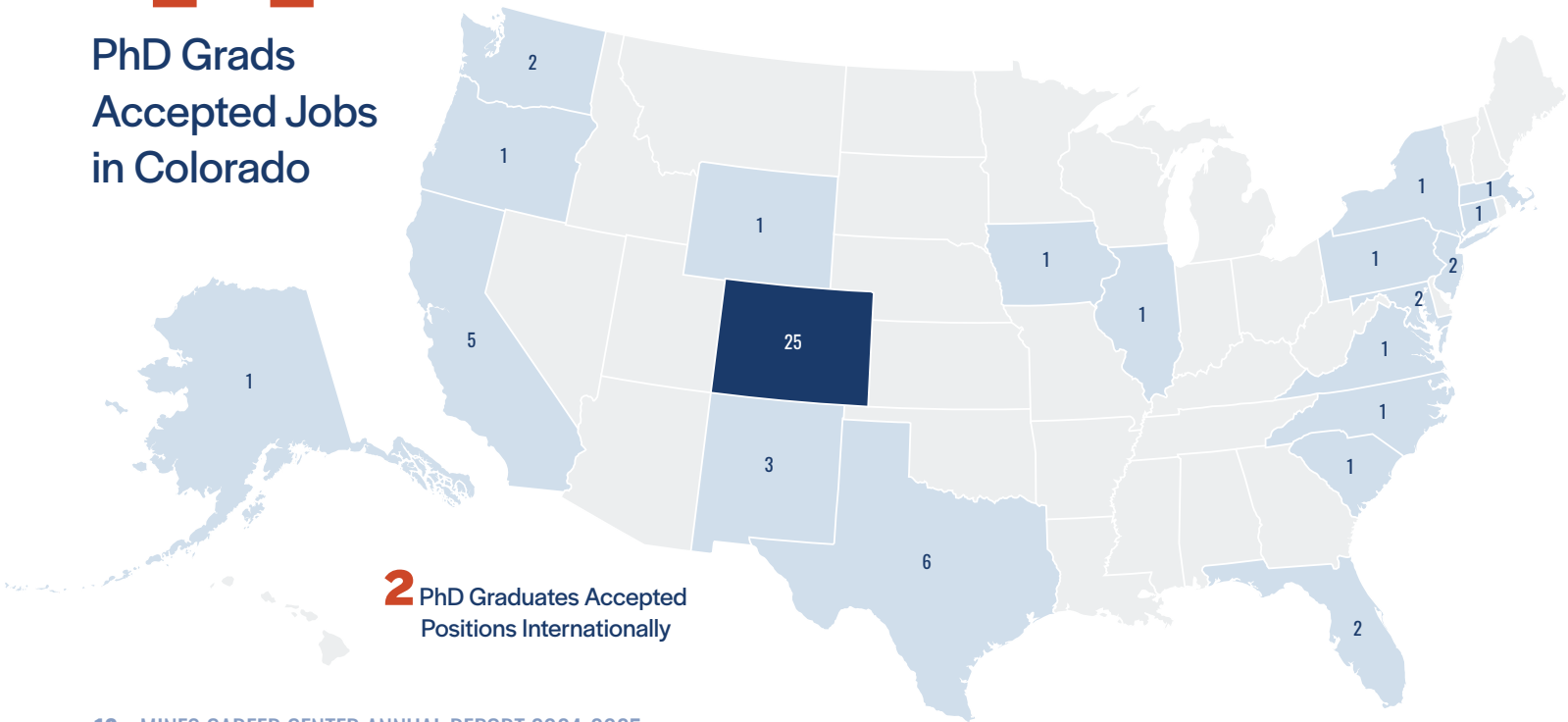
³Average Salaries are voluntarily self-reported when graduates accepted full-time positions in industry.

JOBS ACCEPTED BY LOCATION

41%

PhD Grads Accepted Jobs in Colorado

120 PhD Degrees Awarded

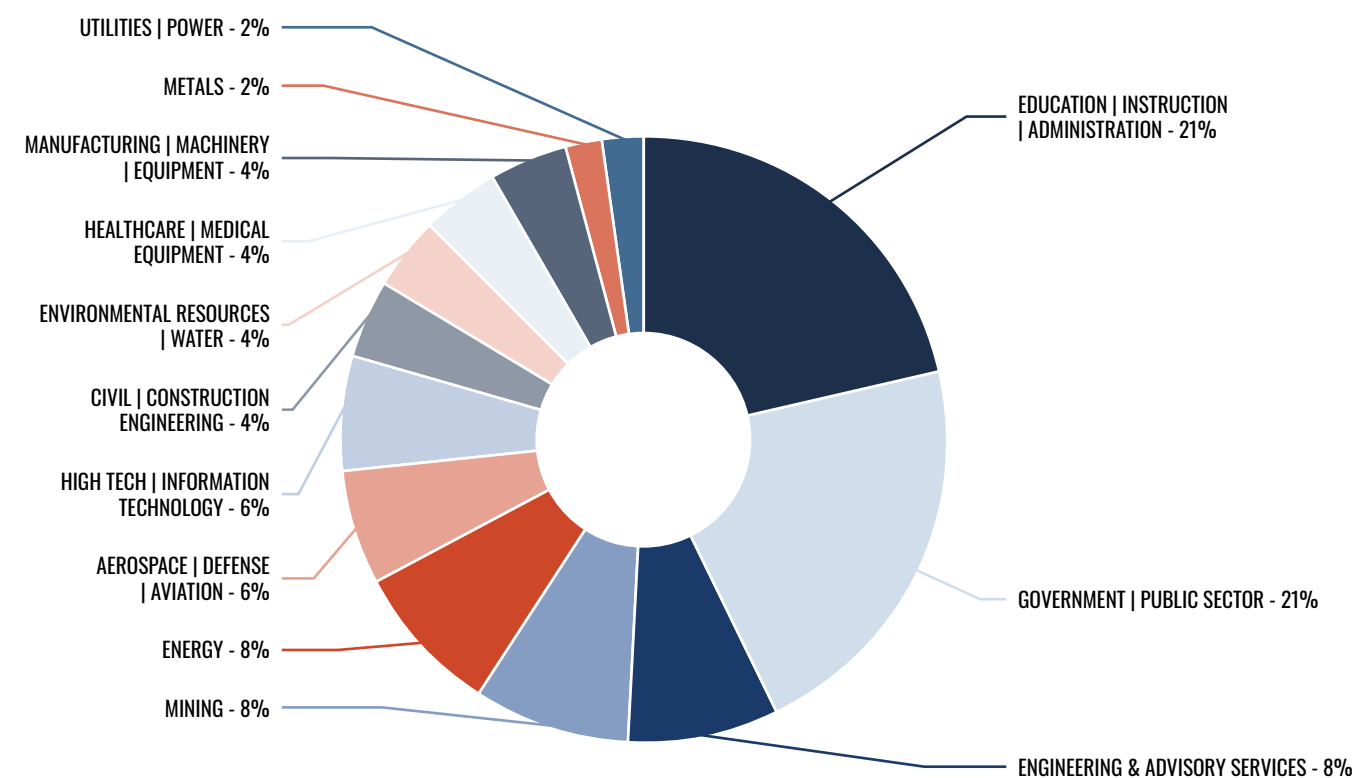


2 PhD Graduates Accepted Positions Internationally

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

1,509

Internships/Co-ops
Posted on DiggerNet

75%

Bachelors Students Graduated
With Internship and/or Research
Experience¹

1,552

Full-Time Jobs Posted
on DiggerNet

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

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.

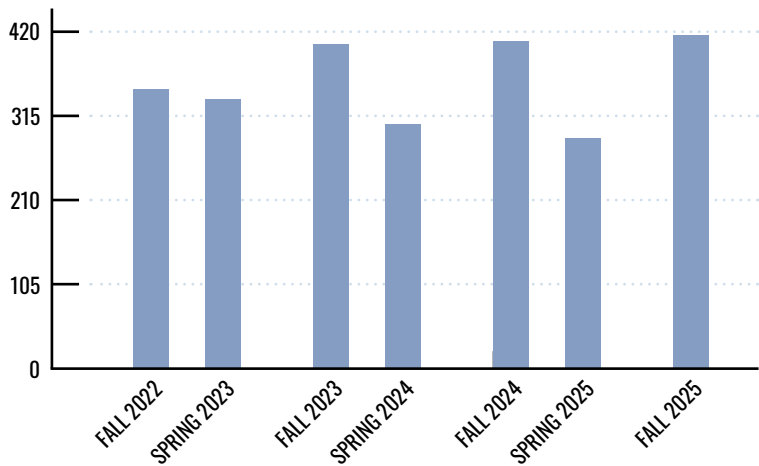
SIGNATURE CAREER EVENTS

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 Employers¹

¹Includes 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 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

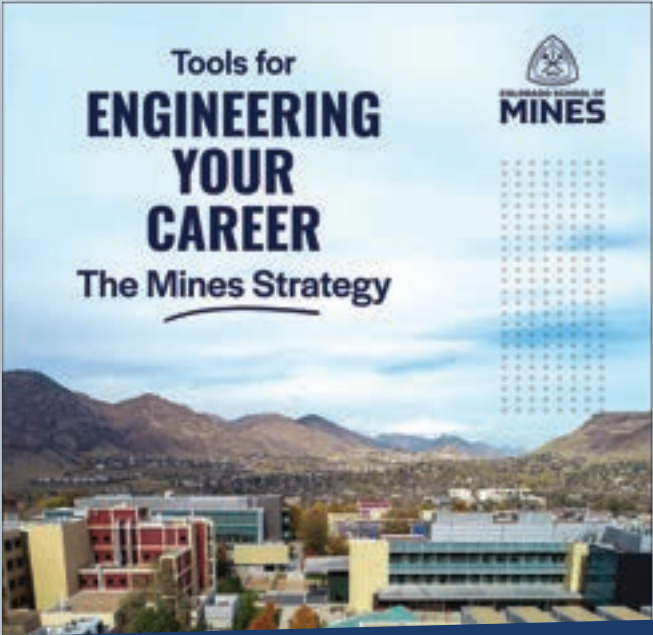
During the 2024–2025 year, DiggerNet experienced significant growth in student engagement, with 6,119 students logging in—a 16 percent increase from the previous year. While the average logins per student decreased slightly from 6 to 5, total activity rose to **32,848** logins, an 8.4 percent increase 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 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 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 Felling, 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

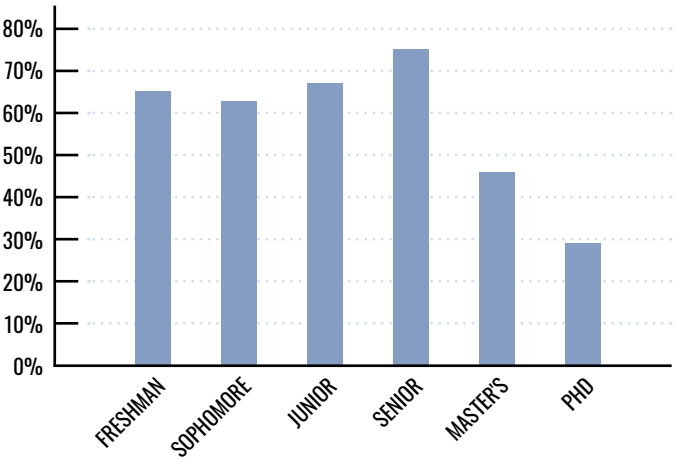
68%

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



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

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

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.



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.

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 Colorado¹

87% Positive Outcomes Rate²
94% Data Collection Rate

GRADUATE SCHOOL

28% Continued to Advanced Education³

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 Experience⁴

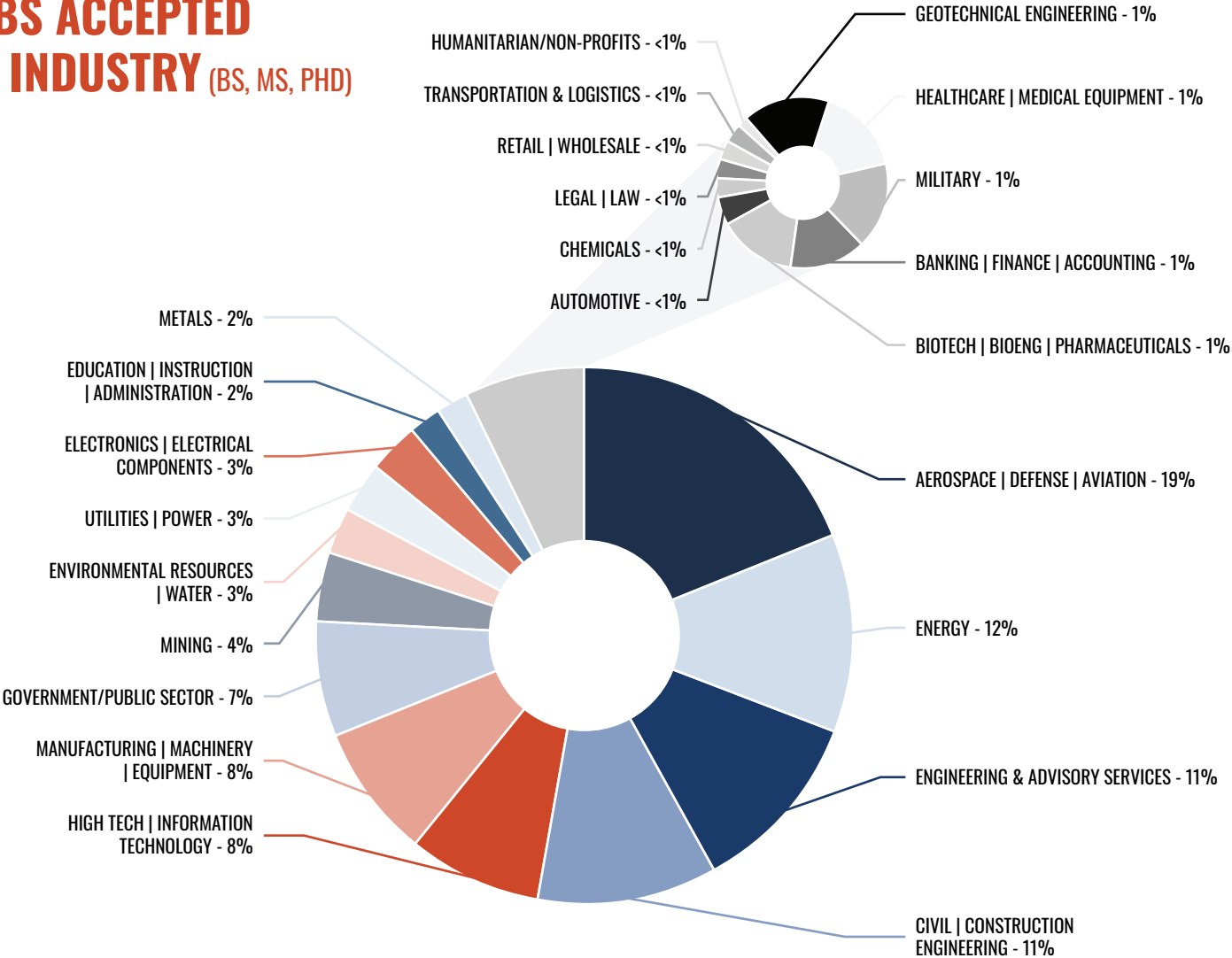
¹ BS, Graduate Certificate, ME, MP, MS, PhD.

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



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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