

SANFORD CAREER SERVICES ANNUAL REPORT 2024 -2025



Duke
SANFORD

CAREER
SERVICES

STUDENTS SERVED

501 Undergraduate

194 Masters of Public Policy¹

46 Masters of International Development Policy²

29 Master of National Security Policy

SPECIAL PROGRAMS

- Carlucci fellows: **9**
- Charles B. Rangel fellow: **1**
- Clarke Diplomatic Security fellow: **1**
- Donald M. Payne fellows: **2**
- Fulbright scholars: **4**
- Helen F. Ladd fellows: **2**
- Rosenthal fellow: **1**
- Sanford Scholars fellows: **2**
- Thomas R. Pickering fellows: **2**
- Truman scholars: **1**
- US Army's Advanced Civil Schooling Program: **1**

6 Sanford Paul D. Coverdell Peace Corps Fellows served in:

- Cameroon
- Colombia
- Costa Rica
- Ghana
- Moldova
- Philippines

APPOINTMENTS³

448 Undergraduate

813 Masters of Public Policy

37 Masters of International Development Policy

25 Master of National Security Policy

92 Graduate Alumni

APPOINTMENT MODALITY

In-Person : 53.4%

Virtual: 46.6%

SANFORD MASTER'S STUDENT PROFESSIONAL DEVELOPMENT FUND

\$11,500

awarded to **37** students

Select Activities Funded:

- Black Policy Conference
- Congressional Black Caucus Foundation
- Rotary Peace Center Conference
- State Politics and Policy Conference
- Youth, Peace, and Security Workshop

PANELS

11 Panels

159 Student Attendees ⁵

INFO SESSIONS

20 Info Sessions

172 Student Attendees ⁵

FAIRS ⁴

6 Career Fairs

402 Student Attendees ⁵

294 Organizations

EVENTS BY TOP POLICY AREAS

Public Sector Consulting	11	Environment/Natural Resources	3
Public Affairs/Media/Community Engagement	6	Strategic Planning	3
Urban planning/Housing/Transportation	5	Science & Technology	3
Budget/Taxation	4	Peacebuilding & Conflict Resolution	2
Economic & Financial	4	Education	2

EVENTS BY TOP SECTORS

Public Sector Consulting	9
Nonprofit/ Non-Governmental Organizations	5
U.S. State Government	5
U.S. Federal Government	5
Think tanks/ Research Institutions	3

JOBS & INTERNSHIPS SHARED WITH STUDENTS

Internships:

- Opportunities posted to all Duke students - **5,717**
- Opportunities posted internally to Sanford students - **298**

Jobs:

- Opportunities posted to all Duke students - **42,328**
- Opportunities posted internally to Sanford students - **309**

SANFORD EMPLOYEE PARTNERS

- **58** employer partners actively recruited
- **32** new partnerships developed
- **59** students hired by partners for internships

COLLABORATION WITH STUDENT ORGANIZATION

- Regular meetings with MIDP Student Council, MPP Student Council, and MPP Student Council Career Services Committee and PubPol Majors Union
- Black Policy Student Association
- Sanford Urban Policy
- Sanford Tech Policy Club

OTHER EVENTS

- Events with student groups : **3**
- Events with alumni: **9**
- Networking events: **4**
 - Student attendees : **96**
- Alumni receptions & networking event: **1**
 - Alumni attendees : **22**
 - Students : **82**
- Classroom presentations: **4**
- Workshops: **19**
 - Student Attendees : **152**

30 events for **internship** recruitment

24 events for **job** recruitment

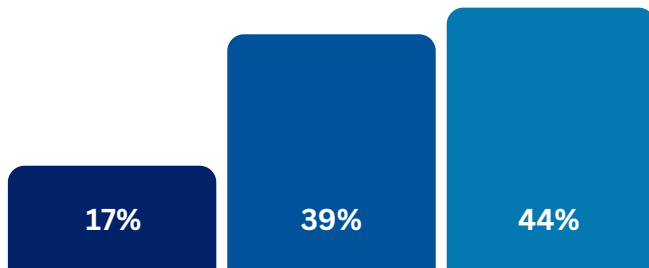
MPP SUMMER 2025 INTERNSHIP DATA

TOP LOCATIONS ⁶

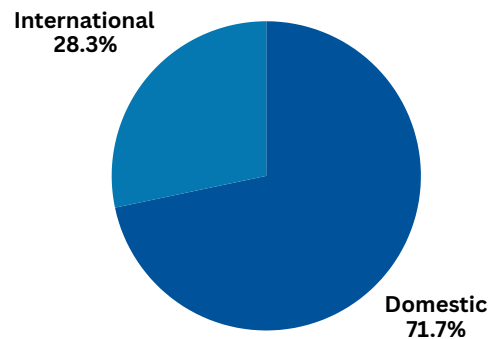


INTERNSHIP MODALITY ⁷

● Virtual ● In-Person ● Hybrid



INTERNATIONAL VS DOMESTIC



TOP DOMESTIC POLICY SECTORS

- Budget/Fiscal/Taxation/Finance
- Child & Family
- Civil Rights/Social Justice/ Social Responsibility
- Environment/Natural Resources/Conservation
- Politics & Lobbying

TOP INTERNATIONAL POLICY SECTORS

- Agriculture & Food
- Cultural Affairs
- Democracy & Governance
- Economic Development & Livelihoods
- Energy & Infrastructure
- Environment & Climate Change

MPP MAY 2024 GRADUATION OUTCOMES ⁸

● Compensated Full-time Position ● Compensated Part-time Position ● Not in a Compensated Position ● Other



LEADING EMPLOYERS ⁹

- Deloitte
- Duke University
- U.S. Environmental Protection Agency
- Rios Partners

LEADING EMPLOYER TYPES

- Nonprofit organization (Domestic) - 17
- Private Sector - research/consulting - 10
- U.S. Federal Government - 9
- Private sector but not research/consulting - 7
- City, county, or other local government in the United States - 6

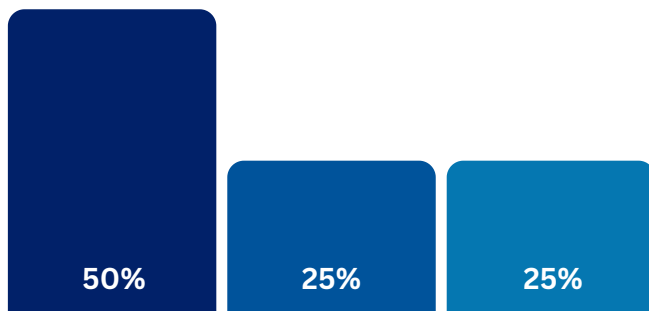
MIDP SUMMER 2025 INTERNSHIP DATA

TOP LOCATIONS ¹⁰

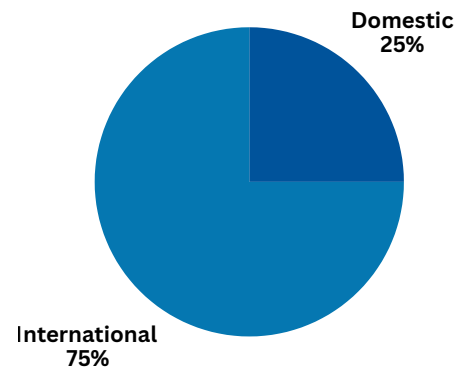


INTERNSHIP MODALITY ¹¹

● Virtual ● In-Person ● Hybrid



INTERNATIONAL VS DOMESTIC



TOP INTERNATIONAL POLICY SECTORS

- Agriculture & Food
- Cultural Affairs
- Democracy & Governance
- Economic Development & Livelihoods
- Energy & Infrastructure
- Environment & Climate Change

MIDP MAY 2024 GRADUATION OUTCOMES ¹²

● Compensated Full-time Position ● Compensated Part-time Position ● Not in a Compensated Position ● Other

MIDP Outcomes



LEADING EMPLOYERS ¹³

- Duke University
- Republic of Indonesia
- World Bank

LEADING EMPLOYER TYPES

- Government entity outside of the United States - 8
- Private Sector - But not research/consulting - 2

MIDP TOP LOCATIONS FOR EMPLOYMENT

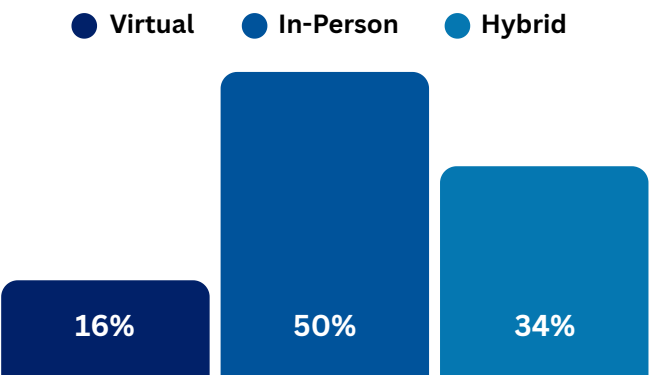


UNDERGRADUATE SUMMER 2025 INTERNSHIP DATA

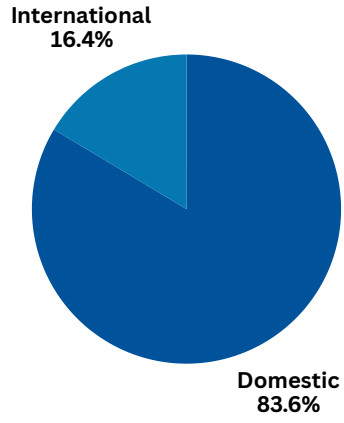
TOP LOCATIONS¹⁵



INTERNSHIP MODALITY



INTERNATIONAL VS DOMESTIC



TOP DOMESTIC POLICY SECTORS¹⁶

- Civil Rights/Social Justice/ Social Responsibility
- Health
- Environment/Natural Resources
- Politics & Lobbying
- Public Affairs/Media/Communication

TOP INTERNATIONAL POLICY SECTORS¹⁷

- Child & Family
- Civil Rights/Social Justice/ Social Responsibility
- Climate Change
- Economic & Workforce Development
- Health

LEADING ORGANIZATIONS¹⁸

- Duke University
- Environmental Working Group
- The Rachel Carson Council
- Southern Education Foundation
- U.S. House of Representatives
- U.S. Senate

PROFFESIONAL INVOLVMENT

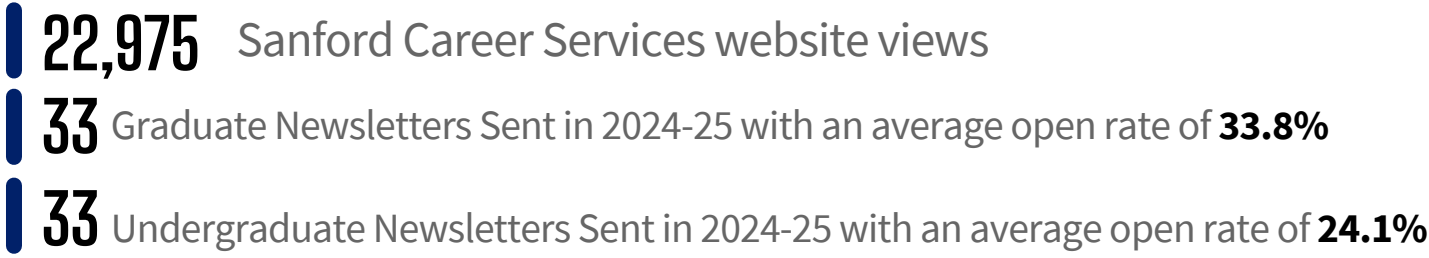
- Dean’s Circle Award Sanford, School of Public Policy 2024 recipient, Dr. Nadia Chamberlin
- NCACE Involvement 101, Panel Presentation, Dr. Nadia Chamberlin
- Mid-level managers session, Panel facilitator, Dr. Nadia Chamberlin, 2025 NCACE Annual Conference
- Thematic Lunch Breakout Session Facilitation, Dr. Nadia Chamberlin, 2025 Grad & Prof. Stdt Affairs Annual Conference
- From Spark to Sizzle: Boosting Student Engagement in Career Services, Workshop Co-Presenter, Elizabeth Hoodless, OneDuke 2025 Conference
- “ABC’s of Career Planning for International Students” – Presenter Jon Colon – APSIA

PROFESSIONAL ORGANIZATIONS MEMBERSHIP

- *Association of Professional Schools of International Affairs*
- *Career Leadership Collective*
- *Devex (International Development)*
- *National Association of Colleges and Employers*
- *Network of Schools of Public Policy, Affairs, and Administration*
- *North Carolina Association of College & Employers*
- *North Carolina Career Development Association*
- *Southern Association of Colleges and Employers*

PROFESSIONAL OPPORTUNITIES ATTENDED

- *APSIA Annual Conference*
- *NASPAA Annual Career Professionals Conference*
- *NCACE Annual Conference*
- *NCACE Director’s Summit*
- *NCACE Operations Academy*
- *NCCDA Annual Conference*
- *OneDuke Annual Conference*
- *SoACE Employer Relations Summit*



NOTES

1. Includes dual-degree students.
2. Includes dual-degree students.
3. Does not include significant non-appointment support such as document review and email correspondence.
4. Includes Sanford and other Duke fairs.
5. Includes student attendees who checked in via Handshake only.
6. Top primary student location for internship. This does not reflect the location of the organization offering the internship.
7. One internship per student regardless of the number of internships they participated in. Criteria used to select internship was based on length of time spent with employer.
8. Based on data collection through 12/31/24.
9. Listed in alphabetical order.
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13. Listed in alphabetical order.
14. One internship per student regardless of the number of internships they participated in. Criteria used to select internship was based on length of time spent with employer. This data also includes Duke in DC, and Bass Connections
15. Top primary student location for internship. This does not reflect the location of the organization offering the internship.
16. Internship could span multiple sectors.
17. Internship could span multiple sectors.
18. Listed in alphabetical order.