

# University of Washington Career & Internship Center

**Mission:** We equip Huskies to integrate their holistic UW experience and create boundless futures.

**Vision:** Every Husky will graduate with the skills, experience, professional connections, and academic knowledge to pursue careers that lead to personal fulfillment, financial wellness, positive contributions to workplaces and communities, and continued engagement with the UW family.

## Core Drivers of Our Work

| Ecosystem  | Equity   | Experience   | Employment Outcomes  |
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| <p>Our mission is big! Accomplishing it requires buy-in and involvement from a wide range of stakeholders inside and outside the university, and attention to the evolving climate and culture of the UW experience.</p> | <p>We strive to provide equitable access to career-building experiences and inclusive post-graduate opportunities, thereby helping dismantle inequitable career and earnings trajectories.</p> | <p>We create career-building experiences for students and teach them how to build the experience, skills and relationships that will propel them towards future success.</p> | <p>We demonstrate the impact of the UW experience through individual student career outcomes and a campus culture that supports personal discovery and career-readiness.</p> |

## What We Do With & For Students & Recent Graduates

| Guide  | Serve  | Empower  |
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| <p>We help students &amp; new graduates:</p> <ul style="list-style-type: none"> <li>• Find Purpose</li> <li>• Build Skills</li> <li>• Get Experience</li> <li>• Build Relationships/Social Capital</li> <li>• Integrate &amp; Tell Their Story</li> <li>• Find Success (in jobs, service programs, &amp; graduate school)</li> </ul> | <p>Through these services:</p> <ul style="list-style-type: none"> <li>• 1:1 Coaching</li> <li>• Educational Webinars &amp; Events</li> <li>• Academic Courses</li> <li>• Recruiting Events</li> <li>• Web Resources (general &amp; targeted)</li> <li>• Connection Opportunities (with employers, alumni, &amp; mentors)</li> <li>• Outreach (general &amp; targeted)</li> </ul> | <p>While striving to:</p> <ul style="list-style-type: none"> <li>• Provide a welcoming, safe, inclusive space</li> <li>• Meet students where they are</li> <li>• Accommodate different learning styles and identities</li> <li>• View “career” in the broader context of identity &amp; wellness</li> <li>• Cultivate self-efficacy</li> <li>• Gently challenge students’ assumptions</li> </ul> |

## What We Do With & For Our Partners

| Career-Readiness Partners  | Cross-Functional Partners   | Promotional Partners   | External Partners   |
|--|---|--|---|
| <p>We provide consultation &amp; professional development for UW partners invested in helping their students become career-ready.</p> <p>Sample Partners:</p> <ul style="list-style-type: none"> <li>• Career development colleagues on each campus</li> <li>• Academic advisers</li> <li>• Faculty</li> <li>• Managers of UW student employees</li> </ul> | <p>We share information &amp; resources to help UW partners engage their constituents &amp; fulfill their mission.</p> <p>Sample Partners:</p> <ul style="list-style-type: none"> <li>• Admissions</li> <li>• First Year Programs</li> <li>• Departments &amp; colleges</li> <li>• Student organizations</li> <li>• Alumni Association</li> </ul> | <p>To reach a broad range of students, we engage a wide array of units throughout campus to promote career development opportunities.</p> <p>Sample Partners:</p> <ul style="list-style-type: none"> <li>• Student Life, Academic Affairs, &amp; Graduate School</li> <li>• UWIT</li> <li>• Marketing &amp; Comm.</li> <li>• Offices serving students with diverse identities</li> </ul> | <p>We enlist external partners with diverse expertise and backgrounds to educate, mentor, inspire, &amp; hire UW students &amp; recent graduates.</p> <p>Sample Partners:</p> <ul style="list-style-type: none"> <li>• Employers</li> <li>• Alumni</li> <li>• Parents of Huskies</li> </ul> |

## How We Do Our Work

| People  | Process   |
|---|---|
| <p>In our relationships we commit to being:</p> <ul style="list-style-type: none"> <li>• Authentic &amp; vulnerable</li> <li>• Curious &amp; humble</li> <li>• Compassionate &amp; caring</li> <li>• Inclusive &amp; trusting</li> <li>• Dependable &amp; trustworthy</li> <li>• Willing to give &amp; receive feedback</li> <li>• Excited to learn &amp; evolve</li> <li>• Adaptable &amp; responsive</li> <li>• Positive &amp; energy-giving</li> <li>• Communicative &amp; transparent</li> <li>• Attentive &amp; appreciative</li> <li>• Self-reflective &amp; accountable</li> <li>• Proactively helpful &amp; solution-focused</li> </ul> | <p>We can best achieve our goals if we:</p> <ul style="list-style-type: none"> <li>• Focus on intentional relationship-building</li> <li>• Experiment and take risks</li> <li>• Assess the quality and impact of our work</li> <li>• Use data to inform practice</li> <li>• Scale our efforts through technology</li> <li>• Operate efficiently</li> <li>• Stay committed to the long game</li> <li>• Tend to our own wellness</li> <li>• Generate revenue to support initiatives</li> <li>• Stay accountable for expanding knowledge about, and advocacy for, diverse students</li> <li>• Stay attuned to the evolving UW ecosystem</li> </ul> |

**Our work is guided by research on high-impact educational practices and efficacious career-interventions, which prompts us to:**

- Empower students to build/maximize relationships
- Expose students to industries, careers, employers, workplaces, and “successful” near peers
- Encourage students to test skills and get feedback through internships and other co-curricular activities
- Teach students the concrete skills necessary to make decisions, search for jobs, and professionally but authentically present oneself
- Provide students with tools to intentionally reflect on their core selves and their activities
- Help students plan next steps using written exercises

**References**

- Brown, S. D., & Ryan Krane, N. E. (2000) Four (or five) sessions and a cloud of dust: Old assumptions and new observations about career counseling. In S. D. Brown & R. W. Lent (Eds.), *Handbook of counseling psychology* (3<sup>rd</sup> ed., pp 740-766). New York: Wiley.
- Kuh, G. (2008). *High impact educational practices: What they are, who has access to them, and why they matter*. Washington, DC: Association of American Colleges & Universities.
- Liu, S., Huang, J. L., & Wang, M. (2014) Effectiveness of job search interventions: A meta-analytic review. *Psychological Bulletin*, 140 (4), 1009-1041.
- Whiston, S. C., Li, Y., Mitts, N G., & Wright, L. (2017). Effectiveness of career choice interventions: A meta-analytic replication and extension. *Journal of Vocational Behavior* (100), 175-184.