



CENTER FOR CAREER DEVELOPMENT

# INNOVATION IN CAREER DEVELOPMENT FOR STUDENT SUCCESS



# Vision

---

A university-wide career readiness culture that prepares all students for post-graduation success.



# Career Champions

## PROGRAM IMPACT

### CAREER CHAMPIONS ARE:

**35% MORE FAMILIAR**

with NACE Career Readiness Competencies than non-Career Champions

**30% MORE OFTEN**

referring students to the Career Center for services than non-Career Champions

**48% MORE FAMILIAR**

with the career resources offered to faculty and staff than non-Career Champions

788



CAREER CHAMPIONS

278 262 107 244

STAFF

FACULTY

EMPLOYERS

ALUM



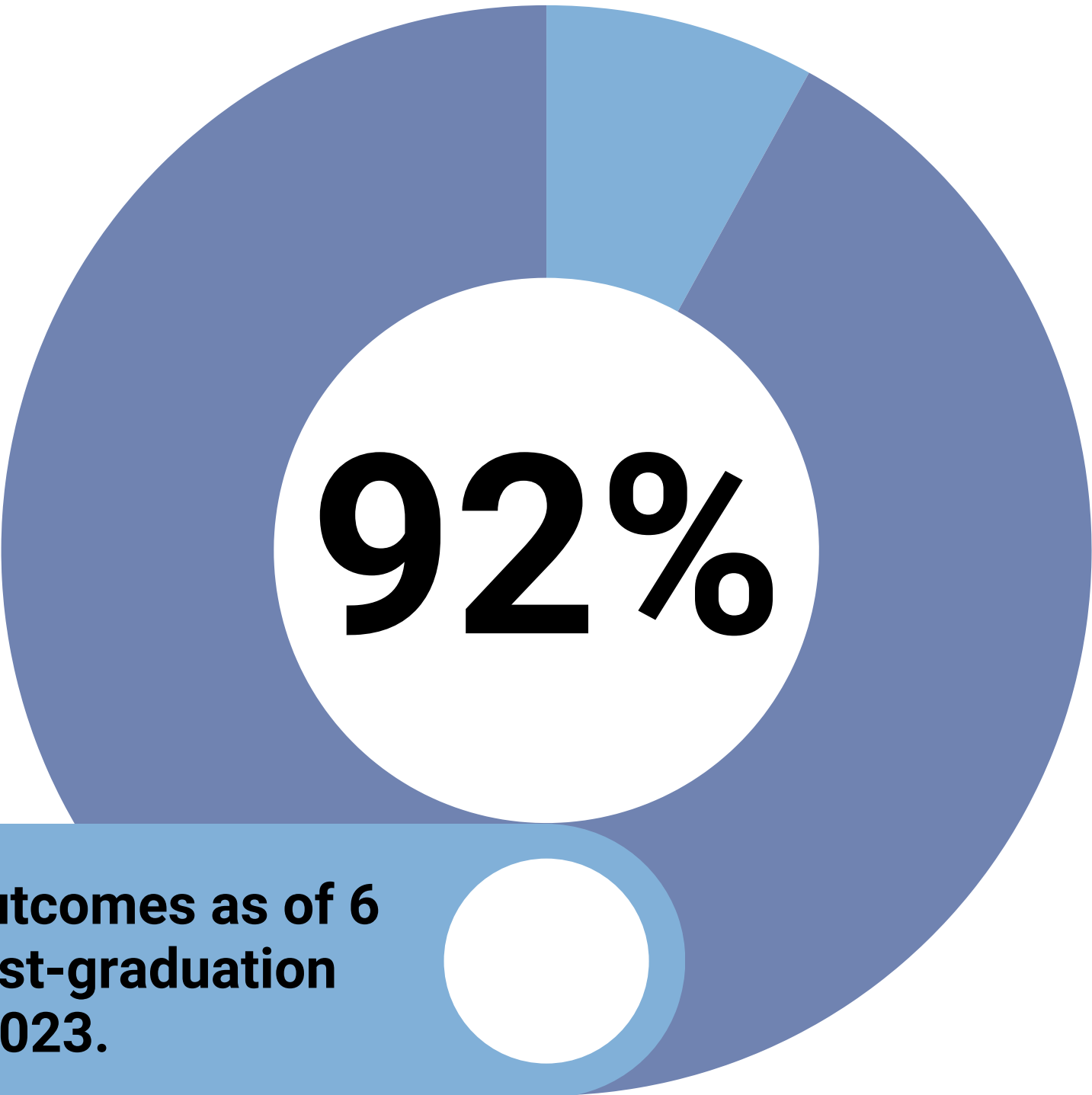
Request from faculty for in-class presentations have **doubled** over the past two years

**NACE Career Services Excellence Award - Honorable Mention**

*National Conference Presentations for NACE & Career Leadership Collective*

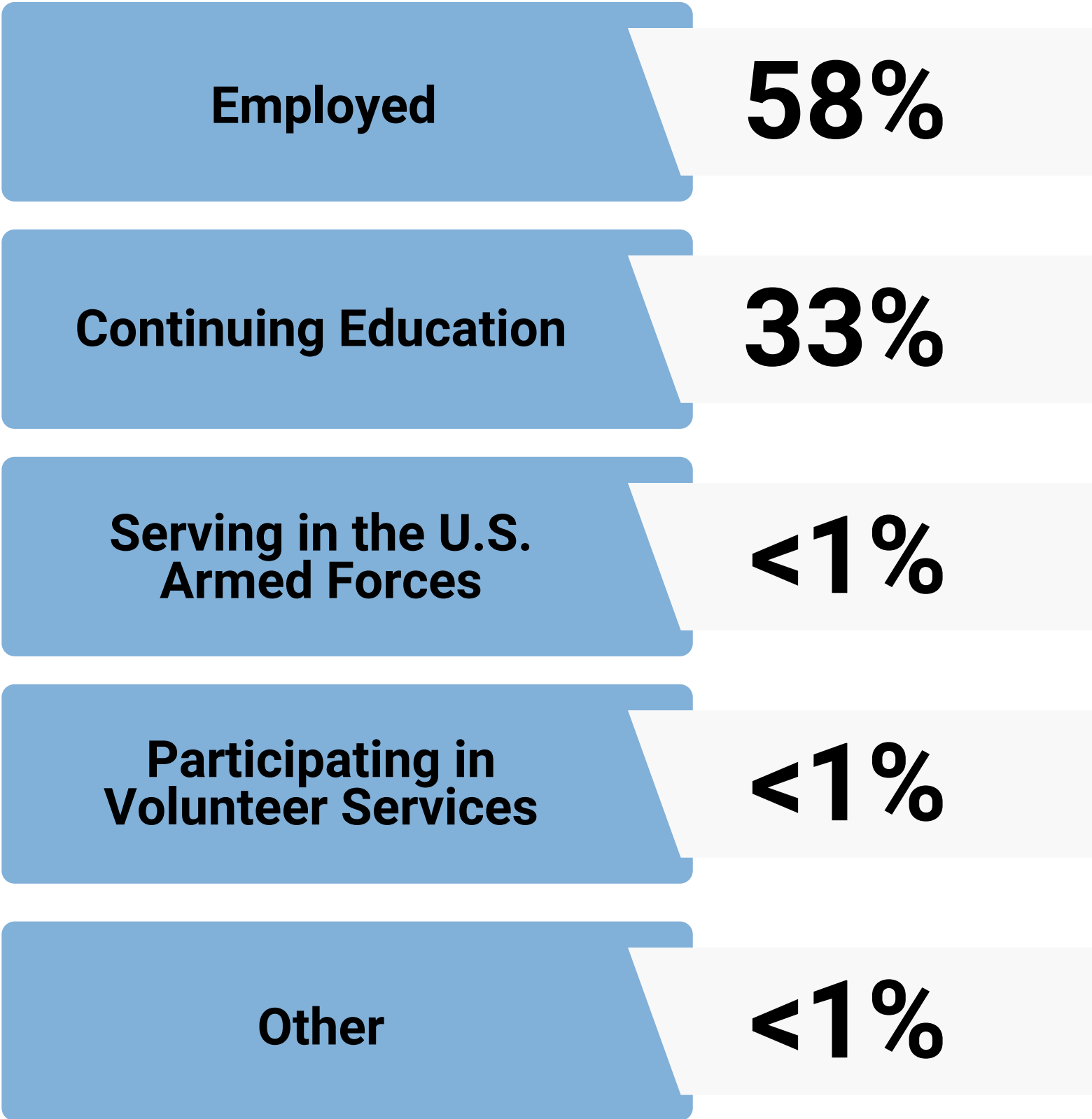
# First Destination Data

**UNDERGRADUATE**  
Positive Outcome Rate



Positive outcomes as of 6 months post-graduation for 2022-2023.

## CATEGORIES OF POSITIVE OUTCOMES



# First Destination Data

CONNECTICUT

75%

of employed in-state graduates work in CT vs. 69% last year



18%

of employed out-of-state graduates work in CT



80%

of in-state graduates continuing their education are enrolled at CT institutions



38%

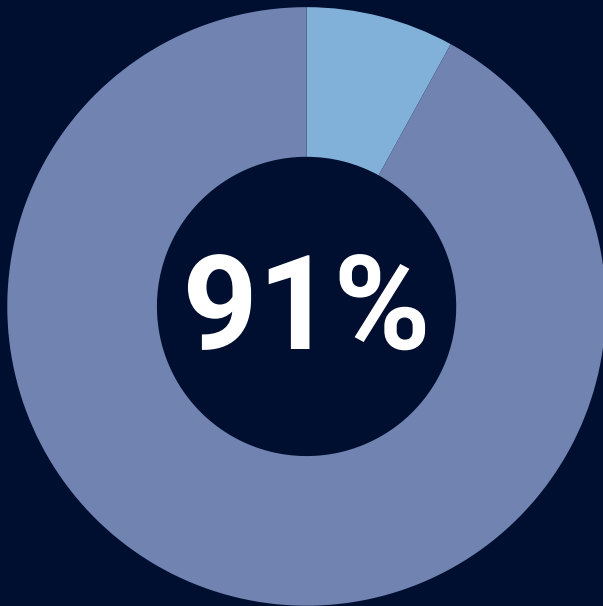
of out-of-state graduates continuing their education are enrolled at CT institutions



# Regional Campuses

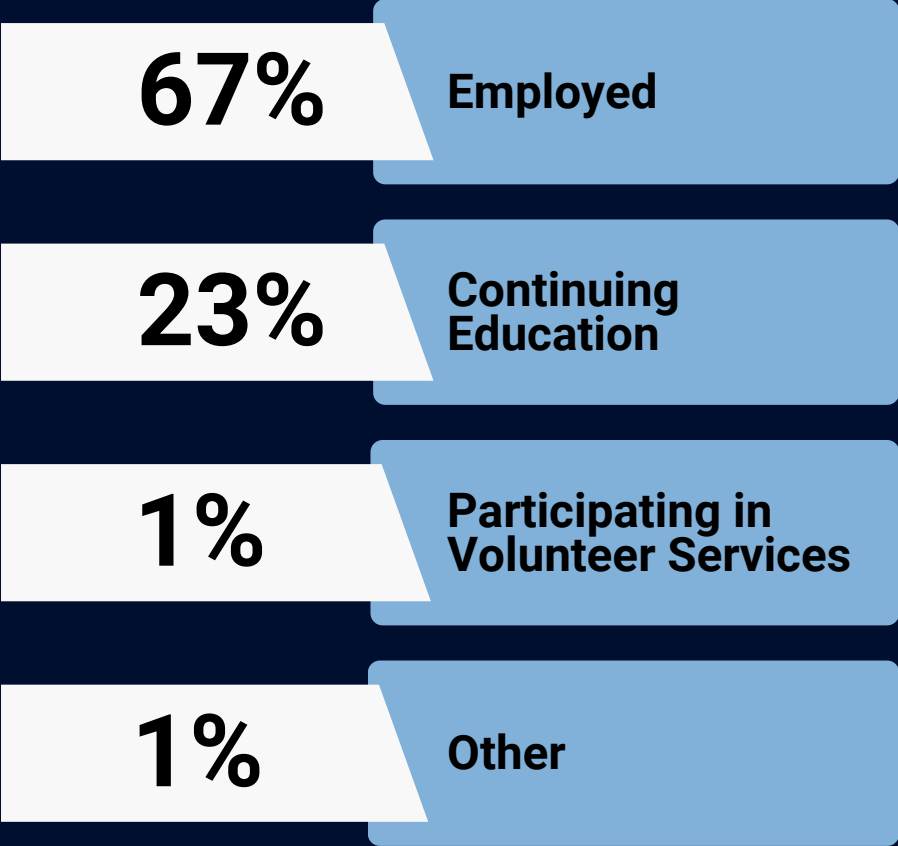
## First Destination Data

UNDERGRADUATE  
Positive Outcome Rate



Positive outcomes as of 6 months post-graduation for 2022-2023.

### CATEGORIES OF POSITIVE OUTCOMES



70%

Regional Campus graduates utilized Career Services during their college experience.

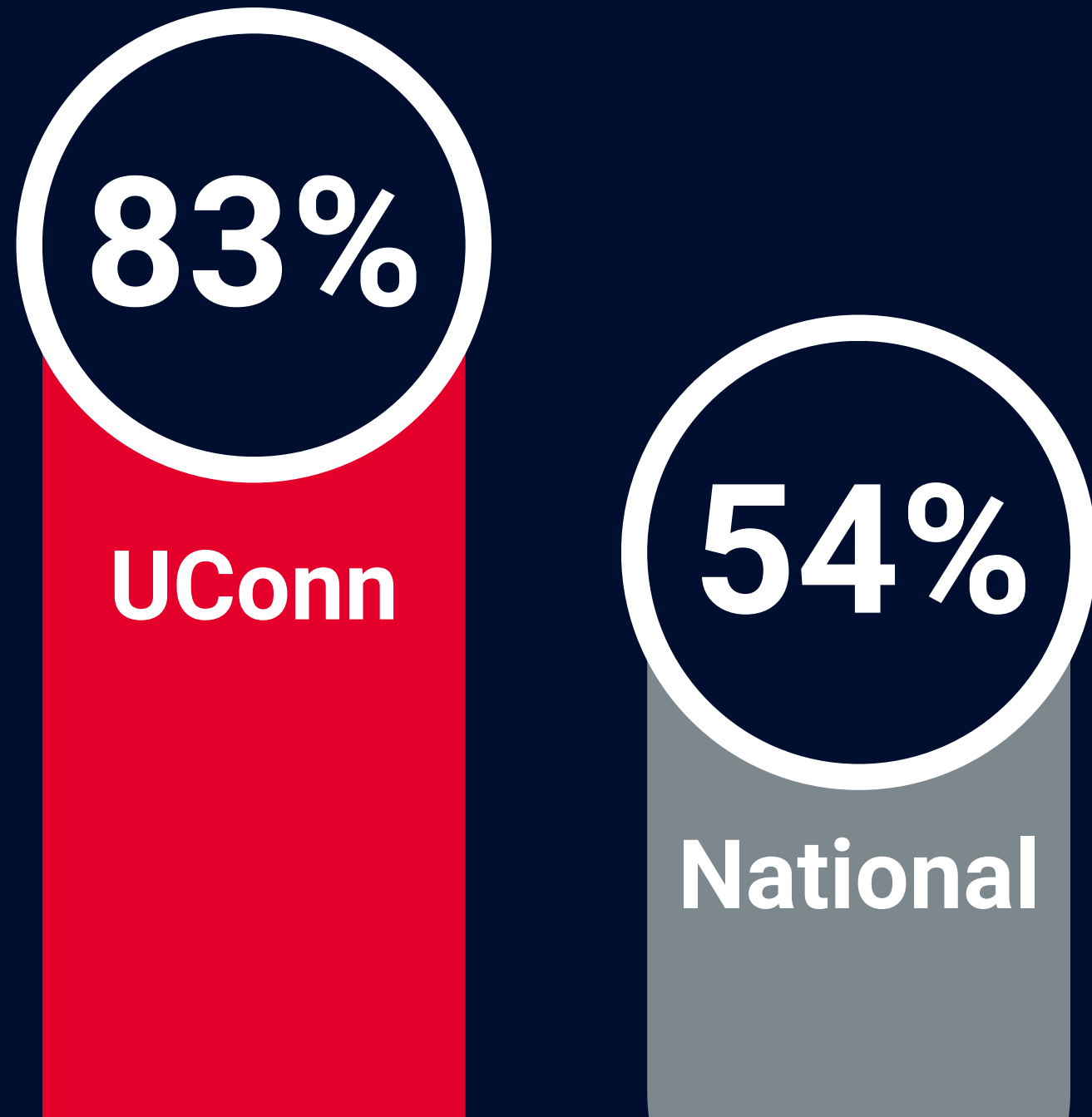
Stamford, Hartford, and Waterbury all successfully hosted sold-out Career Fairs - 200 employers; approx.1,000 students.

Across the regional campuses, close to 240 programs were implemented with an attendance of over 4,500 students.

Regional campuses continue to see an increase in student appointments-- 1,735 regional campus students engaged in one-on-one career coaching services.

Regional campus faculty and staff account for 20% of the Career Champion program.

# Utilization of Services



According to a national Gallup Poll, UConn students utilized services provided by the Career Center 28 percentage points higher than the national average

## EXPERIENTIAL LEARNING

80%

of graduates participated in at least one experiential learning opportunity prior to graduation

16%

increase in positive outcomes rate for graduates that participated in at least one experiential learning opportunity

8%

increase in graduates participating in experiential learning when utilizing Career Services

## EMPLOYMENT RELATED CAREER GOALS

+13%

69% of employed graduates that received services from the Center said their job was directly or very related to their career goals, as opposed to only 56% that did not engage with the Career Center



# Student Engagement

## CAREER-RELATED PRESENTATIONS

650



Presentations  
conducted

6,533



Students  
attended

## CAREER COACHING

6,488



One-on-one  
sessions

## CAREER CENTER ENGAGEMENT

\$4,000



Students who  
engaged with the  
Career Center  
earned \$4,000 more

## ONLINE ENGAGEMENT

Website  
page views



754,953

Students  
active in  
Handshake



20,202

## SOCIAL MEDIA FOLLOWERS

7,906

followers on all social media platforms





# Supporting Economic Growth

## CAREER FAIRS

657

Employers Attended  
UConn Career Fairs



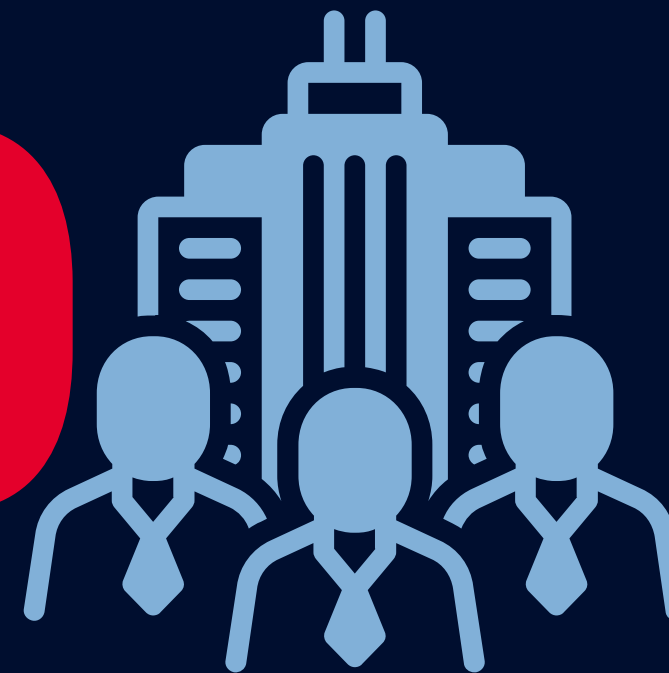
6,622



Students  
Attended

850

Meetings with  
mostly CT employers interested  
in hiring UConn students



## TOP EMPLOYERS



- Amazon
- Cigna
- Collins Aerospace
- CVS Health/Aetna
- Deloitte
- Ernst & Young LLP
- General Dynamics
- Electric Boat
- Hartford Healthcare
- KPMG
- Lockheed Martin
- Pratt & Whitney
- PriceWaterhouseCoopers
- Raytheon
- Synchrony
- The Hartford
- Travelers

*Ernst & Young Global Award for University Employer Partnership Award*

# Graduate Students

01

## GRADUATE CAREER READINESS MODULES

Four distinct modules have been created and embedded into fall 2023 courses in Literatures, Cultures and Languages, Engineering, Data Science, and Public Policy. Four course integrations are planned for spring 2024.

02

## 32 CAREER PRESENTATIONS

Were delivered specifically to meet the needs of graduate students.

## ADVANCED DEGREE OUTCOMES

77%

Positive outcomes rate

72%

Full-time employed in-state graduates are employed in CT, an increase of 6% from last year

18%

Full-time employed out-of-state graduates are employed in CT, an increase of 10% from last year

94%

Respondents agreed their academic experience will positively advance their career, an increase of 3% from last year

# Diversity, Equity & Inclusion

## Awards

- NACE Excellence in Diversity, Equity, and Inclusion Honorable Mention
- EACE Innovation in Diversity & Inclusion



**Expanded Career Center DE&I Committee, in existence for the past 7 years**



**Established a DE&I Career Ambassador Program**



**Hired a team of 12 student DE&I Career Interns and Ambassadors to strengthen relationships with student affinity groups**



**Customized 87 programs featuring the unique career-related needs of specific Affinity Communities**



**9,469 page visits to the Affinity Community online resources, a 24% increase since last year**

## Presentations

- Researching the Intersections of Identity & Career Development
- Beyond a Committee: Promoting DE&I as a Career Center Team



# Sustainability



Launched **Sustainability, Conservation & Energy** career community in Fall 2023



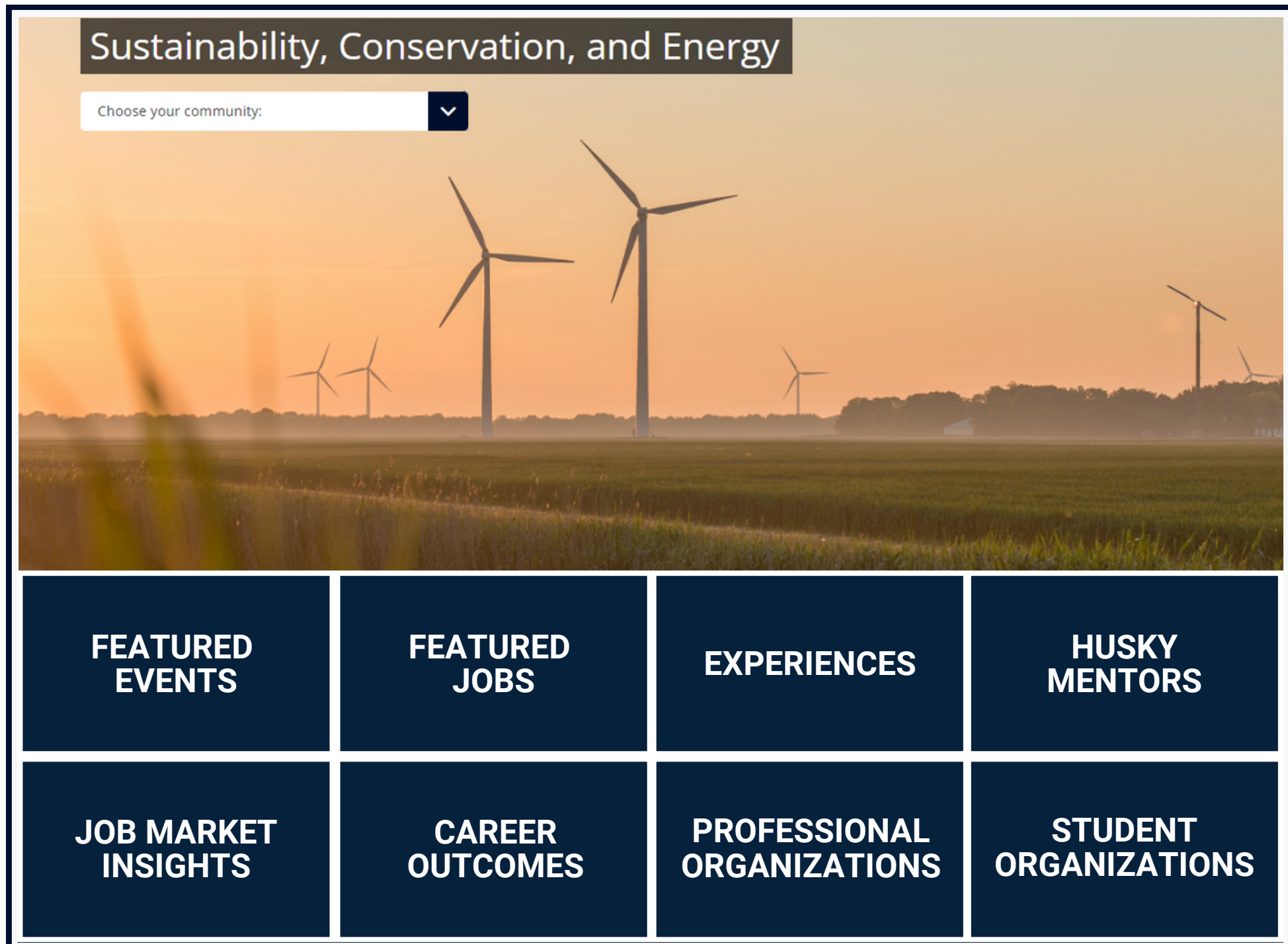
Hosted Careers in the Environment: Employer Meet & Greet Alumni Panel



Partnered with U21 on Sustainability focused micro-internships with 70 students engaged over two years



Partnered with Engineering on UConn's Sustainability Clean Energy Summit



# Working Learner Initiative

1

## STUDENT EMPLOYMENT

6,000 student employment roles at UConn each semester.

2

## THE CHALLENGE

The working learner experience is an equity issue. Working learners are more likely to experience equity, skills, and economic mobility gaps.

3

## ARIZONA STATE UNIVERSITY & STRADA PARTNERSHIP

UConn awarded \$18,000 grant through ASU and Strada to innovate student employment at UConn.

4

## UConn CAMPUS TEAM

A coalition of 15 prominent UConn departments focused on driving innovation to elevate the experiences of working learners and student supervisors within the university, placing a strong emphasis on fostering equity and inclusivity.

## STUDENT EMPLOYMENT SUPERVISOR SERIES

- 01 Strategies for Effective Supervising and Mentoring of Student Employees
- 02 Onboarding vs Orientation
- 03 Having Difficult Conversations: Turning under-performers into performers
- 04 Utilizing NACE Career Readiness Competencies to Create a Positive and Productive Work Environment
- 05 Student Employee Evaluation Cycle
- 06 Best Practices for Evaluating Student Employees
- 07 Interviewing with the NACE Career Readiness Competencies in Mind

CENTER FOR CAREER DEVELOPMENT

---

**Thank you**

[career.uconn.edu](https://career.uconn.edu)