

The Intersections of Identity & Career Development, a Longitudinal Study

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Session Description

Learn about the results of UConn Center for Career Development's Identity & Career Development Study, a longitudinal research study assessing the unique career-related needs of diverse student populations, and how you can apply the takeaways to your own career services work.



Agenda



OVERVIEW OF THE
STUDY



KEY RESULTS



NEXT STEPS

Study Details

Goal: Explore the intersection of identity and career development among UConn students and determine how the Career Center can better meet diverse students' career-related needs

Details:

- 22-35 question survey
- Fully anonymous, voluntary, and sent to all UConn students in both spring 2021 and spring 2024
- 1,538 responses in 2021
- 1,489 responses in 2024



Important Notes

- For all identity-related questions, students were given choices and allowed to select all that apply and/or write in a self-identifier
- I will be sharing responses from 10 affinity communities today, the 10 we had statistically significant responses from in 2021
 - White (732)
 - International (92)
 - Asian/Asian American (328)
 - Black/African American (101)
 - First-Generation (473)
 - Latine/Hispanic (197)
 - LGBTQ+ (331)
 - Religiously Affiliated (107)
 - Students with Disabilities (125)
 - Women (895)
- We did do intersectional analysis, but it's not included in this presentation

Do you feel you need career guidance?

Percentage of students who responded "Yes"

Community	2021	2024
OVERALL	74%	72%
White	68%	66%
International	91%	89%
Asian/Asian American	86%	79%
Black/African American	80%	85%
First-Generation	75%	74%
Latine/Hispanic	84%	83%
LGBTQ+	78%	75%
Religiously Affiliated	73%	67%
Students with Disabilities	73%	70%
Women	75%	72%

Do you feel there are aspects of your identity that have made you susceptible to negative experiences when seeking career guidance?

Percentage of students who responded "Yes"

Community	2021	2024
OVERALL	25%	10%
White	21%	7%
International	27%	19%
Asian/Asian American	26%	10%
Black/African American	33%	25%
First-Generation	27%	10%
Latine/Hispanic	30%	13%
LGBTQ+	35%	15%
Religiously Affiliated	23%	17%
Students with Disabilities	37%	20%
Women	23%	10%

Quotes: Negative Career Guidance Experiences

- "I'm disabled and neurodivergent, so sometimes I feel like some advice or guidance might not apply to me or work as well as it might for neurotypical or those who aren't disabled."
- "As a DACAmented student, many were unfamiliar with what this means so they could not offer much guidances especially in how this can impact company sponsorship and recruiting."
- "Most typical folk do not comprehend the extra concerns that are necessary to consider, being transgender"



Top 3 Sources of Career Guidance

2024

Community	Received Guidance @ UConn	#1	#2	#3
OVERALL	52%	Academic advisor 69%	Faculty member 60%	Classmate 38%
White	49%	Academic advisor 70%	Faculty member 62%	Career services 38%
International	58%	Academic advisor 55%	Faculty member 48%	Career services 48%
Asian/Asian American	59%	Academic advisor 69%	Faculty member 55%	Classmate 47%
Black/African American	53%	Faculty member 63%	Academic advisor 53%	Career services 37%
First-Generation	55%	Academic advisor 70%	Faculty member 58%	Career services 38%
Latine/Hispanic	52%	Academic advisor 79%	Faculty member 54%	Career services 37%
LGBTQ+	50%	Academic advisor 74%	Faculty member 60%	Career services 38%
Religiously Affiliated	53%	Faculty member 72%	Academic advisor 60%	Career services 47%
Students with Disabilities	50%	Faculty member 72%	Academic advisor 64%	Career services 40%
Women	55%	Academic advisor 72%	Faculty member 61%	Classmate 39%

Reasons for **NOT** Receiving Career Guidance (2024)

*48% of students have **NOT** received career guidance*

1. I'm not sure who to ask for career advice (44%)
2. I haven't needed career guidance yet (37%)
3. I haven't had time to seek out career guidance (34%)
4. Seeking career guidance is intimidating (33%)
5. I haven't thought about my career yet (12%)
6. I'm not sure (5%)

Comfortable Seeking Guidance from the Career Center

*Percentage of students who
responded very comfortable,
somewhat comfortable, or
slightly comfortable*

Community	2021	2024
OVERALL	95%	93%
White	95%	93%
International	96%	100%
Asian/Asian American	98%	95%
Black/African American	92%	94%
First-Generation	94%	93%
Latine/Hispanic	88%	94%
LGBTQ+	91%	87%
Religiously Affiliated	98%	92%
Students with Disabilities	89%	83%
Women	95%	94%

Interactions with the Career Center

*Interactions include
one-on-one appointments, class
presentations, in-person and
virtual workshops, and career fairs*

2024

Community	Interacted with Career Center	Career Coaching Appointment
OVERALL	66%	17%
White	60%	13%
International	69%	25%
Asian/Asian American	74%	19%
Black/African American	78%	20%
First-Generation	68%	19%
Latine/Hispanic	72%	24%
LGBTQ+	64%	13%
Religiously Affiliated	65%	19%
Students with Disabilities	66%	18%
Women	69%	17%

Quotes: What the Career Center Can Do

- "make it **mandatory** to have a meeting at some point within the semesters"
- "Educate **professors** more about different careers, and tell professors to help students as part of their classes"
- "Providing more guidance for **freshman** about when and how they should start looking for internships."
- "Be able to offer **specific** career advice."
- "I think that sending out a **news letter** type of thing would be helpful."
- "Provide more seminars for how to use their **digital tools/websites**."



Next Step: Explore Additional Communities

- Campus change student*
- Commuter student*
- DACAmented student*
- Gender diversity (agender, gender fluid, non-binary, transgender)
- Middle Eastern or North African*
- Multiracial student
- Native American or Indigenous
- Neurodivergent student*
- Transfer student*
- Undocumented student
- Veteran or service member

* = New identities
asked about in the
2024 survey

The others did not
produce statistically
significant results in
2021

Next Step: Action Planning

- Some actions we took in 2021:
 - Established a [DE&I Career Ambassador Program](#)
 - Wrote new and more relatable [staff bios](#) on our website
 - Addressed some of the qualitative responses from the survey directly in blog posts on our website
 - Increased marketing of resources for specific affinity communities
 - Produced video introductions for each [affinity community webpage](#)
 - Intentionally partnered with student organizations to host events and resources
 - Implemented monthly training sessions for staff on DE&I-related topics
 - Added at least one DE&I-focused session to the [training schedule](#) for career champions each semester
- This year...
 - Each affinity community lead and intern will examine the data for their community and determine data-informed action items
 - We will share relevant data with campus partners (Ex. Cultural centers)

Next Step: Survey Continuation

- Continue...
 - Running the survey every 3 years
 - Evolving the survey to assess new resources and topics central to our work (for example, we asked about the NACE Career Readiness Competencies for the first time in 2024)
 - Making longitudinal comparisons with the data
 - Identifying areas of success and areas for growth
- We are happy to share a list of survey questions with anyone who is interested!

Thank you!

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