

**CAREER SERVICES YEAR IN REVIEW
DIVISION OF STUDENT SERVICES
UTAH STATE UNIVERSITY
2005-2006**

Career Services supports the mission and goals of Utah State University by assisting students and alumni in exploring and pursuing meaningful careers over a lifetime. This is accomplished by providing a broad range of developmental programs, services, and events which are delivered in a state-of-the-art, student-centered environment. This mission is met through:

- Career exploration and counseling
- Co-op/internship opportunities
- Career employment/recruitment
- Testing and assessments

The combination of highly trained staff and extensive online systems and programs allow Career Services to serve the needs of our on-campus and regional campus students and alumni. In order to develop lifelong career search skills in students and alumni, Career Services provides one-on-one career coaching appointments; customized workshops and panels; alumni contacts; virtual mock interviews; on-campus recruiting; fairs/expos; “satellite” advising locations; teacher credential files; and a computer lab in the career café/library. Additionally, a variety of on-line career exploration and search tools include:

- **Discover.** Career planning program that assesses an individual’s interests, abilities, and values as relates to specific occupations.
- **Career AGGIE.** Online job posting and networking system used to apply for job openings, access on-campus interview schedules, connect with employers and network with alumni.
- **H1-B Visas.** An online database for international students seeking permanent employment in the U.S.
- **HireVue.** Virtual mock interview system.

The staff at Career Services is a group of highly trained advisors, counselors, support staff, and student career peers. Specific college assignments allow career coaches to facilitate the career development of students by maintaining relationships with faculty, employers, and alumni for co-op/internship and permanent career positions.

A total of 113 customized presentations were made to approximately 4,374 attendees.

Career Exploration

Career Exploration programming includes: assessment instruments, one-on-one interpretations with specially trained career counselors, workshops in small and large class settings, and a career exploration course. A total of 179 students enrolled in the Psychology 1220 course, Career and Life Planning, during the 2005-2006 academic year.

Outreach and training to academic advisors facilitates referrals of students needing help in selecting majors and exploring careers. During the 2005-2006 academic year, 1,786 assessments were given using the following assessment instruments:

Strong Interest Inventory:	289
Myers-Briggs	587
Skill Scan	234
Career Lift-Off	40
DISCOVER	<u>596</u>
	1,746

Co-op/Internship Programs

Formal co-op/internship programs exist in all seven colleges on campus representing 40 academic departments and over 50 faculty co-op/internship coordinators working to support the academic and “real-world” experiences of students. USU’s co-op/internship process consists of goal setting, on-site visit, final report and evaluation. Approximately 1/3 of students participate in experiential activities over the course of their education. During the 2005-2006 academic year, 2,244 students participated in co-op/internship experiences generating over 7,429 credit hours.

Career Employment

On-Campus Recruiting: During the 2005-2006 recruiting year, 165 employers conducted 1,462 interviews, which represent a 16.4% increase in campus recruiting over the previous year.

Fairs/Expos: Career Services continues to host the state’s largest Career Fair, in addition to four other targeted events. These events include:

Expo/Fair	Organizations Attending
Career Fair	175
Graduate School Fair	45
Tech Expo	53
MBA Fair **	16
Teacher Fair **	<u>147</u>
Total:	4,360 total organizations

**Event sponsored in collaboration with other academic institutions in Utah.

Career AGGIE: During the 2005-2006 academic year, 10,212 students/alumni career changers, 5849 employer contacts, and 945 alumni mentors actively used Career AGGIE. Additionally, over 3,382 co-op/internship and career opportunities were posted.

Testing

Testing is administered in a secure area and during 2005-2006 over 3848 testing instruments were given including:

ACT:	625	GRE General:	650
GED:	69	MCAT:	55
MAT:	129	FE:	204
LSAT:	81	Praxis II:	808
Math Placement:	461	TOEFL:	35
ACT National:	487	CLEP:	44
GRE Subject:	30	GMAT:	147
TSE:	4	Others:	19

Assessment and Evaluation

To continue improving the services offered to the various audiences, a comprehensive program of assessment and evaluation is undertaken throughout the year. Each major program/event is evaluated by attendees, and an overall satisfaction survey is conducted each semester. Results show that overall, 69.6% of students were very satisfied or satisfied, 17.6% were somewhat satisfied, and 4.5% were unsatisfied (8.3% of those surveyed did not provide a satisfaction rating). Annually, this and other data is reviewed by the staff to create specific goals for making improvements to programming.

Additionally, Career Services staff is involved in regional/national associations and user groups and spend time benchmarking with other centers to assess programming trends and issues. Career Services continuously fosters positive partnerships with students, alumni, faculty, staff, administrators, employers, and the greater community. These partnerships are critical in helping students and alumni discover their career potential.

Career Services is the link between students and successful career employment.

Top 10 Places Employers Find New Hires

1. On-Campus Recruiting*
2. Organization's Co-op/Internship Program*
3. Employee Referrals
4. Career Fairs*
5. Faculty Contacts*
6. Job Postings on Career Services Websites*
7. Job Postings on Organization's Website
8. Internet Job Postings (commercial website)
9. Resume Requests from Career Services*
10. Job Postings to Career Services*

***All coordinated through Career Services at USU**

Source: Job Outlook 2006, National Association of Colleges & Employers