

Career Center Assessment Report 2023-24

Who We Are

Through a collaborative career development approach, we engage, educate and empower our students and alumni to thrive and successfully contribute to our community, economy and future workforce. We develop employer and community partnerships to recruit, collaborate with and inform our talented students and alumni. ***"Helping Dreams Become Reality Through Career and Community"***.

Services & Activities

Student & Alumni 1:1 Meetings

(Career counseling topics include career exploration, interview coaching, internship/job search, resume development, and others.)

- 2021-22: 2,292 meetings
- 2022-23 (Fall & Spring): 1,800 meetings
- 2023- 2024 (Fall - Spring): 1,985 Meetings

Career Center Fairs, Events, & Programs

- 2021-22: 2,763 attendees
- 2022-23 (Fall & Spring): 3,911 attendees
- 2023-24 (Fall & Spring): 3,541 Attendees

Students Served Through Outreach & Tabling

- 2021-22: 2,240
- 2022-23 (Fall & Spring): 3,019
- 2023-24 (Fall & Spring): 3,816

Workshops & Presentations

- 2021-22: 101 workshops serving 3,074 participants
- 2022-23 (Fall & Spring): 162 workshops serving 4,800 participants
- 2023-24 (Fall & Spring): 135 workshops serving 3,770 Participants

Paid Internship Programs

- 2021-22:
 - Impact Fellows: 15 students for a total of \$45,000
 - Experiment Federal Work Study (FWS): 300 students for a total of \$350,000
 - Associated Students, Inc. (ASI) – Career Tracks: 5 students for a total of \$20,669

- Gaining Access to Internships (GAIN) Scholarship: 21 students
- City of Sacramento Economic Gardening Fellows: 7 students for a total of \$10,500
- 2022-23:
 - Impact Fellows: 17 students projected for a total of \$60,000
 - Experiment Federal Work Study (FWS): 350 students for a total of \$600,000
 - ASI – Career Tracks: 5 students for a total of \$12,826
 - College Corps: 115 students (\$7,000 living allowance/year each)
 - GAIN Scholarship: 75 students
- 2023-24:
 - IMPACT Fellows: 10 fellows projected for a total of \$20,000
 - LAEP Work Study: 88 students funded by LAEP (\$2,250/semester each)
 - ASI – Career Tracks: 5 students funded by ASI Grant for a total of \$7,683
 - College Corps: 96 students placed for cohort 2; recruiting 180 for cohort 3 (\$7,000 living allowance each)

Jobs/Internships Posted on Handshake

- 2021-22: 180,706 (16.45% internships)
- 2022-23: 98,210 (17.42% internships)
- 2023-24: 111,443 jobs posted (6.5% paid internships)

First Destination Survey

Respondents by Colleges

| College | 2021-22 | 2022-23 | 2023-24* |
|--|-------------|-------------|-------------|
| Arts & Letters | 203 | 196 | 201 |
| Business | 160 | 166 | 168 |
| Education | 166 | 207 | 208 |
| Engineering & Computer Science | 577 | 493 | 556 |
| Health & Human Services | 372 | 412 | 417 |
| Natural Science & Math | 104 | 74 | 74 |
| Social Science & Interdisciplinary Studies | 328 | 357 | 363 |
| Total Respondents | 1910 | 1905 | 1987 |

Post-Graduation Status

| Category | 2021-22 | 2022-23 | 2023-24* |
|---|---------|---------|----------|
| Employed in a field related to career goal | 716 | 733 | 761 |
| Employed in a field NOT related to career goal | 210 | 183 | 195 |
| Seeking Employment | 373 | 513 | 550 |
| Employed and enrolled in a continuing education program | 156 | 114 | 115 |
| Enrolled in a continuing education program | 188 | 163 | 164 |
| Plan to continue education/not yet enrolled | 191 | 157 | 157 |

| | | | |
|---|-------------|-------------|-------------|
| Not seeking employment or continuing education at this time | 26 | 16 | 18 |
| Military | 38 | 9 | 9 |
| Volunteering | 11 | 11 | 18 |
| Total Respondents | 1909 | 1899 | 1987 |

*Note: Still collecting data for 2023-24

Employers Perspectives on Student Preparation and Hiring Potential

On a scale of 1-5, 1 being low and 5 being high, please rate students' preparation in the following areas:

| Areas | 1 | 2 | 3 | 4 | 5 |
|----------------------|---|---|----|----|---|
| Communication Skills | 2 | 1 | 4 | 7 | 5 |
| Professionalism | 1 | 5 | 6 | 5 | 6 |
| Hiring Potential | 0 | 5 | 14 | 14 | 6 |

Employer Feedback:

- Most of the kids we talked to had no clue as to what their chosen degree would lead to as far as an actual career/job. However, for teaching, all would pretty much qualify and be able to become a teacher with us. Students really need to be counseled on what their degree leads to, what the pay would be, what the job outlook is, and what their skills could possibly be used for. It seems that a lot of these students went into "interesting" degree paths, but did not link those to an actual real career down the line...
- Many students said, yes I want a job...but they were wearing very bc casual clothes, beanies, carrying skateboards. And when I asked, what do you want to do, 9/10 Candidates said, "I don't know" while shrugging their shoulders. I spent time helping them to reframe their introduction after getting to know them.
- It's a great experience for students to feel the work force interviews and how to ask employment questions.

Assessment Plan Results

Assessment Question #1: To what extent do students who utilize Career Center services achieve their career goals?

- **Method of Assessment:** First Destination Survey (FDS)
- **Results:** Per FDS, 54% of students who graduated had "positive outcomes" defined by National Association of Colleges and Employers NACE as graduates whose first destination included jobs (38%) & continuing education (14%).
- **Continuous Improvement Plan:** Plan to partner with Office of Institutional Research, Effectiveness and Planning, Alumni Association, and Colleges to increase response rates and positive outcomes and leverage Grad Fest to collect data. Emphasize early career

education to students, especially first generation students who may need connections and practice with professional interactions to help identify and secure a fulfilling career.

Assessment Question #2: What are employers' perceptions of career readiness competencies of our students?

- **Method of Assessment:** Career Fair employer survey in Qualtrics
- **Results:** See "Employers Perspectives on Student Preparation and Hiring Potential" section.
- **Continuous Improvement Plan:** Plan to survey employers in more depth on career competencies and increase attendees at professional development workshops.

Assessment Question #3: How can we increase the number of students who access opportunities, career and labor market information and job trends related to career goals?

- **Method of Assessment:** Labor Market Insights website analytics; Handshake reports on usage, numbers of jobs and internships
- **Results:** 3,682+ Labor Market Insights and 45,848 Handshake users; 3,482+ Instagram followers; over 111,000 jobs posted; need more paid internships
- **Continuous Improvement Plan:** Plan to showcase Labor Market Insights, Handshake via various social media as well as at outreach events; increase focus on internships, especially in demand fields by promoting internships through newsletters; partner with faculty to promote opportunities.

Assessment Question #4: How can our space best support our objectives and vision of Helping Dreams Become Reality Through Career and Community?

- **Method of Assessment:** Focus groups based on assessment questions; research and interviews done by LAEP intern on space
- **Results:** Focus group and interview results suggest need for a more modern open space, clear distinction of department & student stories; include a community lounge
- **Continuous Improvement Plan:** Working with Lassen Hall first floor space work group; creating a College Corps corridor; creating graphics for a Hive of Excellence