INTRODUCTIONS

Danny Pape
Director

High Level Organization Updates

- Charge from the Chancellor
  (3 goals)

- Recent Consultant Work

- Work on the new model
  the last 6 months

Career Ecosystem and Expertise

01

Services to Lifelong Career Management

02

Siloed approached to a connected approach

03

Inconsistency to consistency

04

Exclusive to inclusive

05

Reactive to proactive early engagement and often

4 Functions of the Center for Career Engagement

Career Communities & Coaching   Operations

4 Functions of the Center for Career Engagement

Academic & Campus Partnerships   Employer Engagement

Career Communities & Coaching

- Career Communities

- Career Coaching
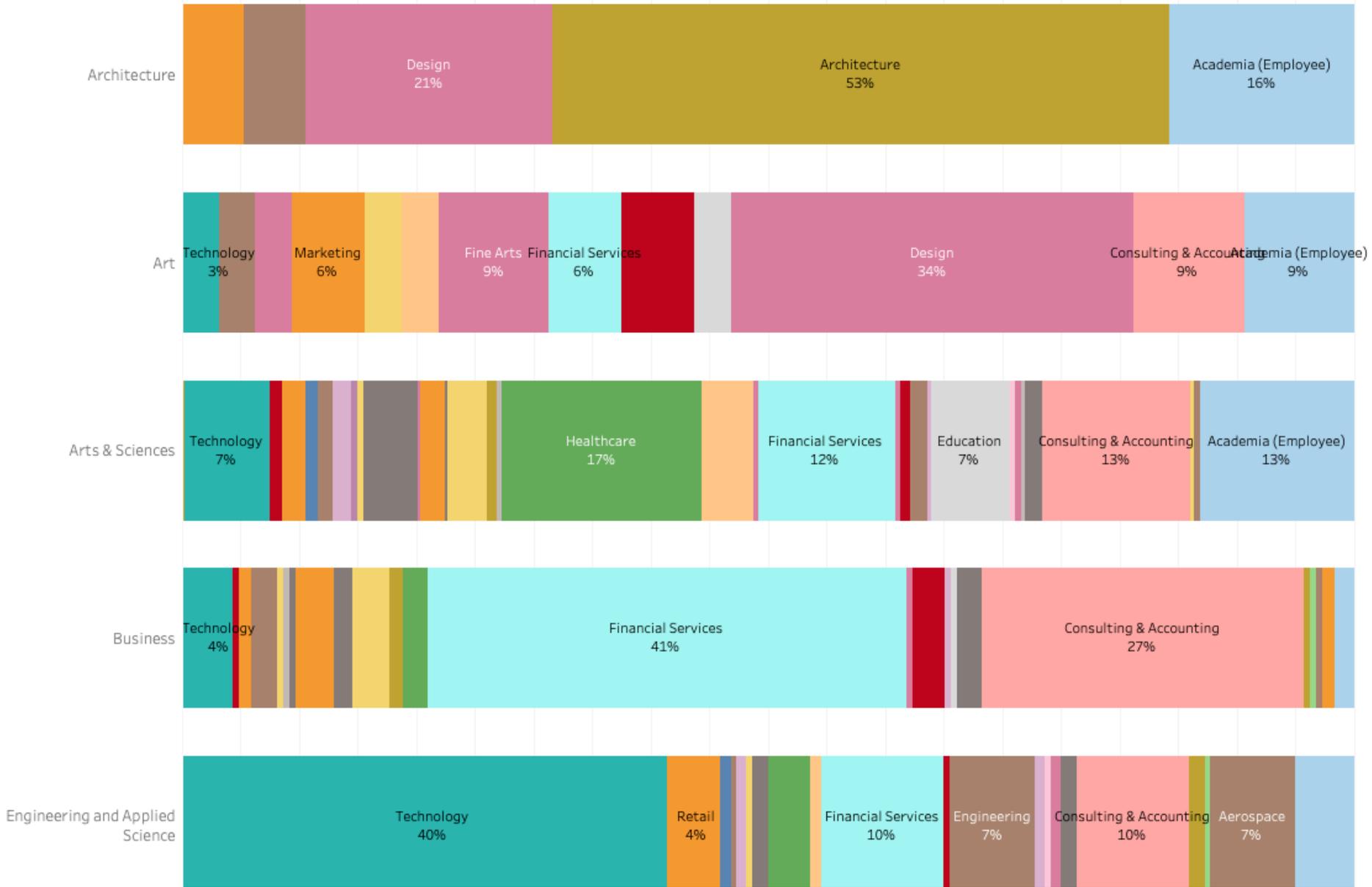
- Jen Whitten - consultant

Who is the Wash U student?

65%

Earn a major and a minor or more than one major

33%

Earn two majors; some from different Wash U schools

Source WashU Career Center Data

Career Community Model

Business

Creative Arts, Architecture, Media & Entertainment

Healthcare & Sciences

Government, Policy, & Social Impact

Technology, Data, & Engineering

Career Exploration

Discipline

Peer Coaches

Alumni, Parent, & Friends Engagement

Coaching

Key Faculty and Staff

Employers

Events and Programs

24/7 On Demand Content

Student Clubs
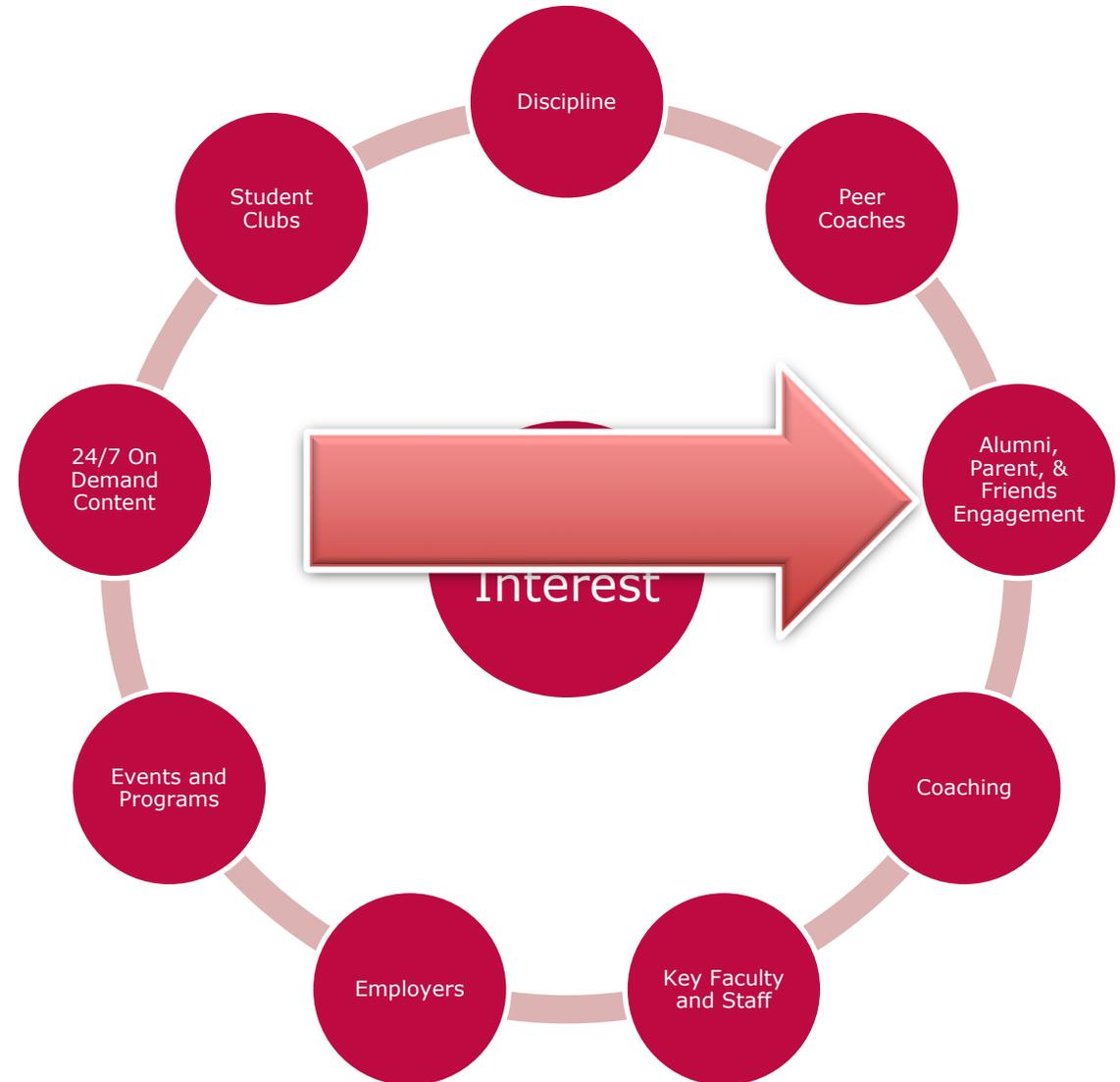
Career Interest

Career Community Model

Business

Creative Arts, Architecture, Media & Entertainment

Healthcare & Sciences

Government, Policy, & Social Impact

Technology, Data, & Engineering

Career Exploration

Communication Design Bear Trek

- 25 students from Arts & Sciences, Sam Fox, and Engineering
  - 16 juniors; 7 seniors, 2 graduate students
- 55 alumni attended the Networking Reception
- $3,750 given to students based on their financial aid status

- Companies visited:
  - FCB Chicago
  - Greater Good Design
  - Span
  - Simple Truth
  - Museum of Contemporary Art
  - Chicago Museum of Design
  - Energy BBDO

Operations

- Event planning for 15+ career fairs, networking summits, and other annual signature career events

- Funding awards for Bear Treks, unpaid summer internships, and Chancellor's Career Fellows

- Marketing the Center for Career Engagement resources and events to Wash U students

- Collecting and reporting student internship and job outcomes data

Handshake

- Adopted Spring 2023 replacing an outdated model
- Employers can connect with all students via jobs, internships, events, etc.
  - More than 1,400 higher education institutions use Handshake
  - More than 750,000 employers recruit on Handshake (fortune 500 to nonprofits, startups, and more
  - Increase in number of job postings, student engagement and satisfaction

Washington University in St. Louis
STUDENT AFFAIRS

Handshake: Student and Employer Engagement

13,383 Students Active on Handshake

12,077 Open Job & Internship Postings on Handshake

4,364 Employers Have Posted Jobs & Internships to WashU Students via Handshake

61% of Students Attending the Fall 2023 Career Fair Heard About the Fair via Handshake

Academic and Campus Partnerships

- Career Everywhere

- Career Curriculum

- Online content

- Campus partnerships - Orientation

Employer Engagement

- Cultivate and expand relationships through a streamlined approach

- Recruitment strategy

- Run key engagement opportunities

- Collaborate across campus

All Campus Career Fair

- Total employers: 115
- Total students: 2,228 (RECORD!!)
  – All schools represented!
- Graduate students and international students came!

Quotes from our employers

"Overall impressed with their ability to communicate clearly and present their talents in meaningful ways. They also asked great questions on what to expect for a typical day with our organization. Another aspect of their impression on me was the excitement they had in their potential prospects in working with our organization."

"Students were prepared, have more students to interview than can fit in one day, campus is beautiful, loved the employer gift..."WashU is in a league of its own."

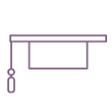"Students seem to have a high awareness of emerging technology. Many have the skills that we need in our organization."

Competencies for a Career-Ready Workforce **Overview**

Competencies

There are eight career readiness competencies, each of which can be demonstrated in a variety of ways.

Career & Self Development

Equity & Inclusion

Teamwork

Communication

Leadership

Technology

Critical Thinking

Professionalism

What is Career Readiness?

Career readiness is a foundation from which to demonstrate requisite core competencies that broadly prepare the college educated for success in the workplace and lifelong career management.

naceweb.org/ career-readiness- competencies

NACE
NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS

Competencies for a Career-Ready Workforce Definitions
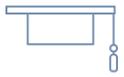
Career & Self Development
Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.

Communication
Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

Critical Thinking
Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.

Equity & Inclusion
Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.

Leadership
Recognize and capitalize on personal and team strengths to achieve organizational goals.
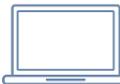
Professionalism
Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.

Teamwork
Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.

Technology
Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

naceweb.org/career-readiness-competencies

Definition and Sample Behaviors

NACE
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Critical Thinking

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.

Sample Behaviors

• Make decisions and solve problems using sound, inclusive reasoning and judgment.

• Gather and analyze information from a diverse set of sources and individuals to fully understand a problem.

• Proactively anticipate needs and prioritize action steps.

• Accurately summarize and interpret data with an awareness of personal biases that may impact outcomes.

• Effectively communicate actions and rationale, recognizing the diverse perspectives and lived experiences of stakeholders.

• Multi-task well in a fast-paced environment.

naceweb.org/career-readiness-competencies

Importance of Internships

91%
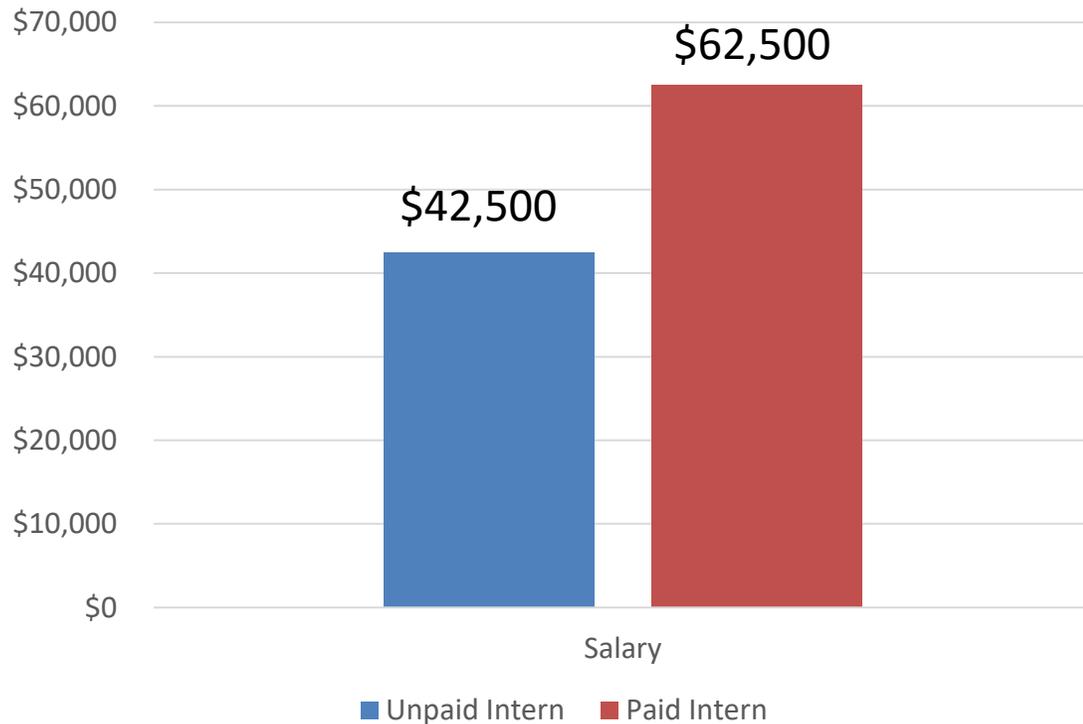Prefer candidates with some work experience

65%
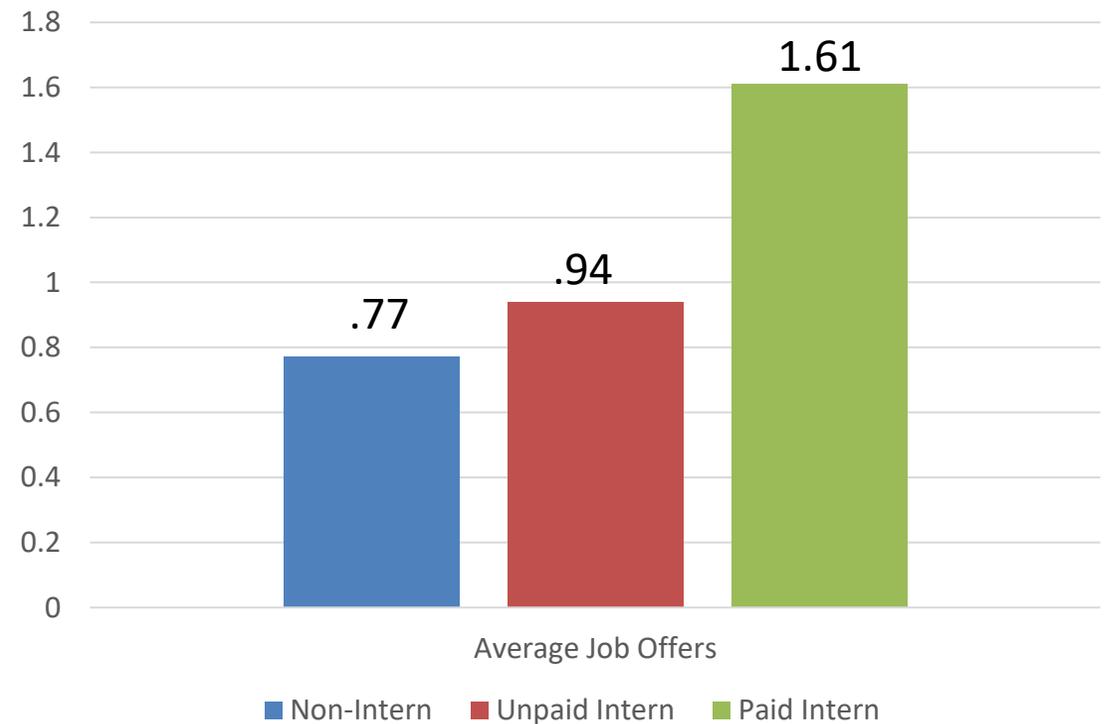Prefer candidates with relevant experience gained through an internship

Job Outlook 2018, National Association of Colleges and Employers

The Effects of Unpaid Internships

First Destination Salary based on Internship Status

$62,500
$42,500

Average Job Offers based on Internship Status

1.61
.94
.77

Source: NACE 2022 Student Survey

➢ **Student Professional Opportunities Fund**

– Annual support toward fully-funded internships, including research opportunities
– Receives Eliot Society recognition
– Counts toward the Hamilton Healthy Excellence Challenge, tripling your impact!

➢ **Career Accelerators**

– Endowment support that benefits internships for students in perpetuity, creating a lasting impact
– May be named and/or designated to a specific career community
– Opportunity to establish your own cohort

"Engaging with the Center for Career Engagement this year has been awesome! I love that all career services on campus are combined into one center. I've already been able to take advantage of offerings like mock interviews with people in industry. I've had great opportunities to engage with the resources in the new model, and I can already note a huge difference from last year to this fall in terms of the delivery of service."

- Jonah Wyett, Class of 2024

#HireWashU

https://wustl.joinhandshake.com/login

To Sign Up

1. Sign Up to create your account.

2. Once approved by our staff, you will receive an email from confirming your registration and instruction on login.

3. After login, update your **Profile**. Provide us with as much company information as possible so we can best serve you.

To Post/Update a Job

1. Login to Handshake. In order to post a job via Handshake, you'll need a confirmed user account that is connected to a company profile, and your company profile must be approved by Washington University in St. Louis.

2. Click **Post a Job** from your home dashboard. **Best Practice:** *the more fields you complete, the more well defined your job posting will be!*

3. Our staff will review your request and respond via system email. *Your position must be approved by the Career Center before it is viewable by students.*

4. If you run into issues please contact us at hiretalent@wustl.edu or visit Handshake's tutorial.