

# Career Development at W&M:

## *An Update on Career Readiness Initiatives*

*Kathleen Powell*

*Associate Vice President for Career Development*

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WILLIAM & MARY

CHARTERED 1693

# Career Success Report



## 2015-16 ACADEMIC YEAR CAREER SUCCESS REPORT

### Class of 2015 Undergraduates

#### First Destination Report

94% of the Class of 2015 reported that they had gained career-related employment or are attending graduate school in an area of their choosing.

\*Other includes play-act, service projects or non-employment by choice

\*\*75.28% Response & Knowledge Rate



#### Top Employers

|                     |                               |                        |
|---------------------|-------------------------------|------------------------|
| Americorps          | Epic Systems Corporation      | PricewaterhouseCoopers |
| Booz Allen Hamilton | Grant Thornton                | Scribe America         |
| Deloitte            | IBM                           | Teach For America      |
| Disney              | National Institutes of Health | U.S. Army              |
| Ernst & Young       | Peace Corps                   | William & Mary         |

\*Survey respondents report being hired by 608 different employers

#### Top Industries

| Industry   | Average Income | Industry     | Average Income | Industry   | Average Income |
|------------|----------------|--------------|----------------|------------|----------------|
| Consulting | \$60,782       | Education    | \$36,020       | Government | \$38,852       |
| Healthcare | \$32,265       | High-Tech/IT | \$71,300       | Non-Profit | \$33,696       |
| Financial  | \$67,158       |              |                |            |                |

### Employment Geographic Distribution



### Graduate School Enrollment

27% of the Class of 2015 matriculated to graduate school. Students enrolled in a wide variety of programs, including (but not limited to): Medicine, Accounting, Psychology, Public Policy, Education, Law, Government, Counseling, Mathematics, Geological and Biological Sciences, and International Development.

#### Top Grad Schools

|                                       |                                |                              |
|---------------------------------------|--------------------------------|------------------------------|
| William & Mary (90)                   | Columbia University (8)        | Virginia Tech (3)            |
| University of Virginia (14)           | Georgetown University (7)      | UNC - Chapel Hill (3)        |
| Virginia Commonwealth University (11) | University of Pennsylvania (6) | University of Maryland (3)   |
| Eastern VA Medical School (8)         | George Mason University (5)    | Johns Hopkins University (3) |
|                                       | University of Minnesota (4)    |                              |

\*Survey respondents report attending 146 different graduate schools

### Student Engagement



#### Student-Centered

The Cohen Career Center has created an engaging learning environment in which individual career development is strengthened and self-efficacy is realized.

The Cohen Career Center served 2,735 students through Quick-Advising and Scheduled Appointments in the 2015-16 Academic Year.



One of the keys to successfully planning your career is an early start. The Cohen Career Center is here to assist students with programs and opportunities open to all years, majors, and areas of interest, that will help students take charge of their career readiness process.

The graphic to the right illustrates the percentage of students (by academic year) that utilized Quick-Advising and Scheduled Appointments during the 2015-16 Academic Year.

### TribeCareers

1,520

# of Unique Employers in TribeCareers

13,026

Internships Posted in TribeCareers & UCAN

4,565

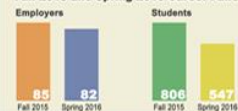
# of Positions Posted in TribeCareers

TribeCareers is the job and internship hub for William & Mary Students. Our Employer Development Team works hard to introduce students to a wide variety of opportunities both in Virginia and around the world.

\*UCAN (University Career Action Network) is a consortium of 21 top liberal arts colleges in America

### Employer Engagement

#### Fall 2015 and Spring 2016 Career Fairs



Each year the Career Center hosts two Career Fairs, which give students of all class years and majors the opportunity to speak with employers about internships and full-time positions.

These events encourage employers of all industries to attend.

#### Annual Events

|                                     |  |
|-------------------------------------|--|
| Diversity Networking Brunch         | 116 Students / 17 Employers              |
| Meet the Firms                      | 349 Students / 34 Firms                  |
| Graduate & Professional School Fair | 118 Organizations                        |
| Education Interview Day             | 62 Students / 45 Employers               |
| Information Sessions                | 1,906 Students / 134 Employers           |
| Mock Interviews                     | 629 Students / 45 Employers & Volunteers |

#### On-Campus Recruiting

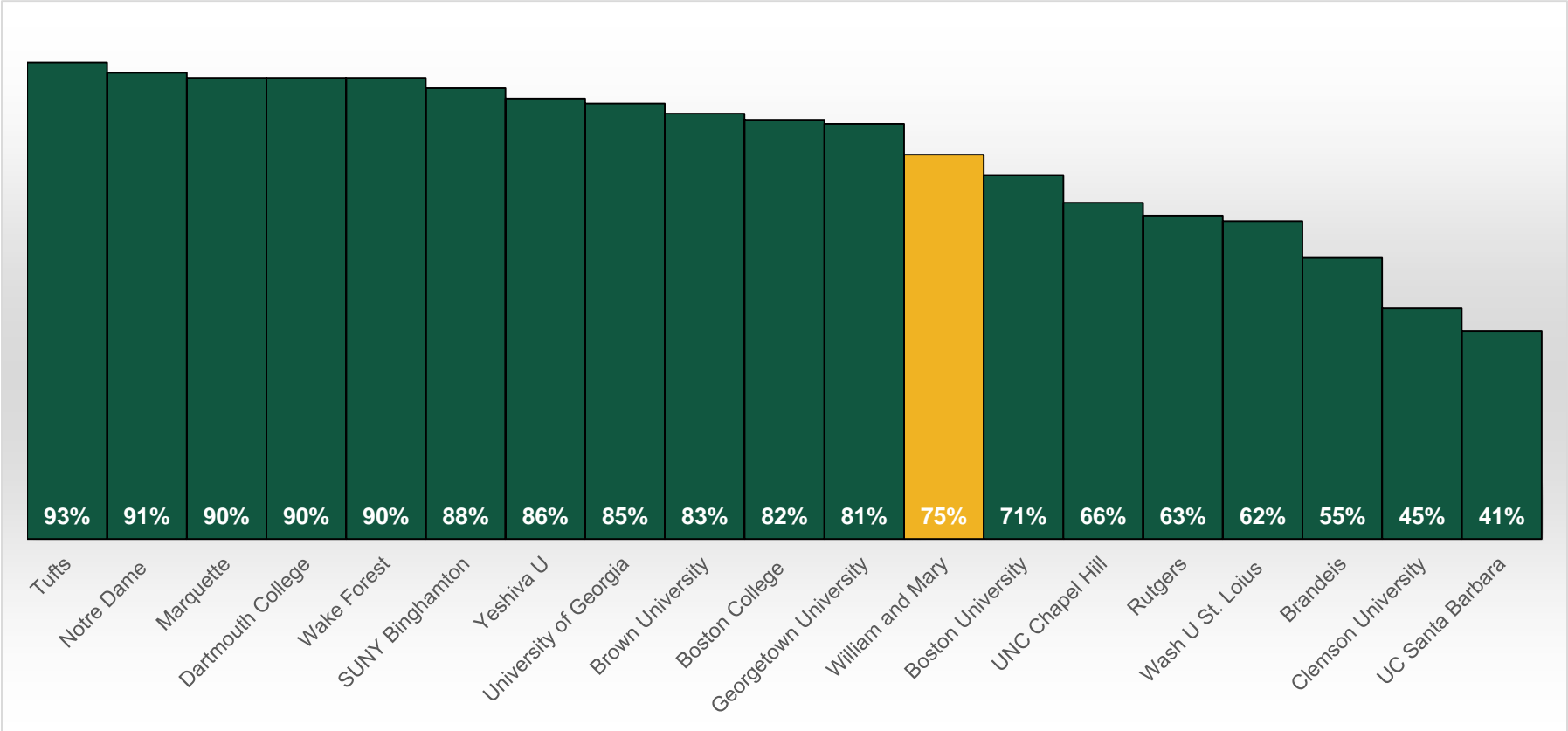
|                                     |                                       |                            |
|-------------------------------------|---------------------------------------|----------------------------|
| 75 Employers Interviewing On-Campus | 253 On-Campus Recruiting Job Postings | 1,717 On-Campus Interviews |
|-------------------------------------|---------------------------------------|----------------------------|

Every semester employers come to campus to interview W&M students for jobs and internships. All majors are recruited, and a variety of employers are represented. Recruiting on-campus represents a small portion of the jobs and internships available to students.

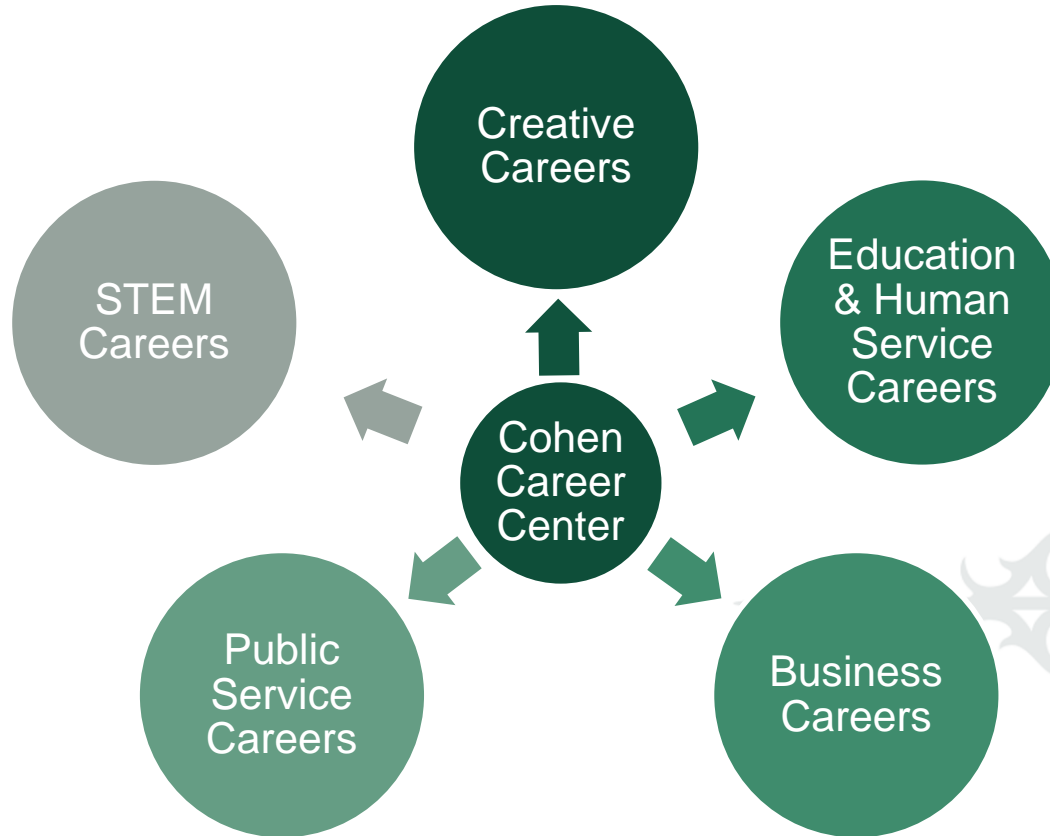


COHEN CAREER CENTER  
180 STADIUM DRIVE, PO BOX 8793 WILLIAMSBURG, VA 23187-8793  
PHONE: 757-221-3331 | FAX: 757-221-3329 | WWW.WM.EDU/OFFICES/CAREER

# First Destination Knowledge Rate Benchmarks



# Career Communities



# Career Competencies

## Do **YOU** KNOW WHAT EMPLOYERS ARE LOOKING FOR?

### Career Management

- Articulate skills, strengths, knowledge and experiences relevant to the position desired
- Identify and explore career goals
- Recognize areas necessary for professional growth

### Professionalism

- Demonstrate personal accountability and effective work habits
- Demonstrate integrity and ethical behavior
- Acts responsibly with the interests of the larger community in mind
- Able to learn from mistakes

### Leadership

- Leverage the strengths of others to achieve common goals
- Use interpersonal skills to coach and develop others
- Able to assess and manage emotions
- Use empathetic skills to guide, motivate, organize, prioritize, and delegate work

### Critical Thinking

- Exercise sound reasoning to analyze issues
- Make decisions, and overcome problems
- Obtain, interpret, and use knowledge, facts, and data

### Oral/Written Communications

- Articulate thoughts and ideas clearly
- Effectively communicate to persons inside and outside of the organization
- Demonstrates public speaking skills
- Can write and edit written pieces

### Teamwork & Collaboration

- Ability to work with diverse cultures, races, ages, genders, religions, lifestyles & viewpoints.
- Build collaborative relationships with colleagues and customers
- Negotiate and manage conflict

### IT Application

- Select and use appropriate technology to accomplish a given task
- Apply computing skills to solve problems



# Punch Card



## CAREER READINESS **PUNCHCARD**

MEET WITH A CAREER ADVISOR TO  
LEARN MORE ABOUT ENGAGING  
EXPERIENCES TO EXPLORE AND  
DEVELOP YOUR CAREER

**WALK-IN HOURS**  
MONDAY & THURSDAY 1PM - 4PM  
TUESDAY & WEDNESDAY 3PM - 5PM  
FRIDAY 9AM - 12PM

**MYCAREER.WM.EDU**  
(757) 221 - 3231

**WILLIAM & MARY**  
COHEN CAREER CENTER



MEET WITH AN ADVISOR

UPDATE TRIBE CAREERS PROFILE

EXPLORE & RESEARCH  
WITH FOCUS2

RESUME/LINKEDIN PROFILE  
REVIEWED

COMPLETE MOCK INTERVIEW

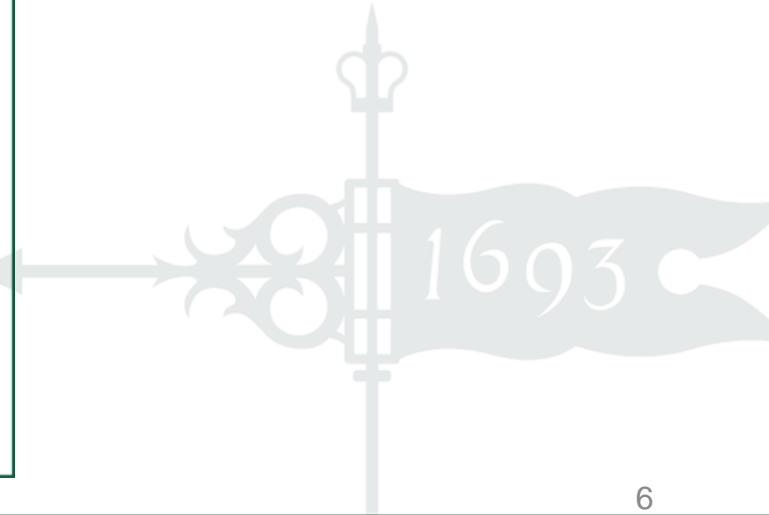
CONDUCT INFORMATIONAL  
INTERVIEW

ATTEND A NETWORKING  
EVENT/FAIR

ATTEND AN EMPLOYER  
INFO SESSION/INDUSTRY  
SYMPOSIUM

HAVE EXTRACURRICULARS  
& INTERNSHIPS

ATTEND A WORKSHOP



# 2016 Fall Events *by the Numbers*

## Diversity Networking Brunch

- 17 Employers in attendance
- 63 Students in attendance
- Students had the opportunity to network with and explore diversity programs at some of the businesses recruiting on campus

## Career & Internship Fair

- 85 Employers in attendance
- 1,020 Students in attendance (New Record – 18% increase over 2014 and 2015)
- 842 Undergraduate Students, 174 Graduate Students, 4 Alumni
- Students from 57 different majors represented

# 2016 Fall Events *by the Numbers*

## Graduate/Professional School Fair

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- 101 Unique recruiting programs in attendance
- 178 Students in attendance (A 32% increase over 2015)
- 100 Students attended panels and workshops
- 106 Seniors, 49 Juniors, 14 Sophomores and 9 Freshmen

## Meet the Firms Friday

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- 37 Employers in attendance
- 352 Students in attendance
- Highest represented majors: Accounting, Finance, Economics & Government
- Slight increase over 2015 attendance



# 2016 Fall Events *by the Numbers*

## From DoG St. to Wall St.

- Over 40 W&M Alumni participated in panels and presentations about finance career options
- Student attendees were given the opportunity to network with professionals from a broad mix of financial firms, and explore a number of career opportunities in the financial services industry

## Wall Street Program

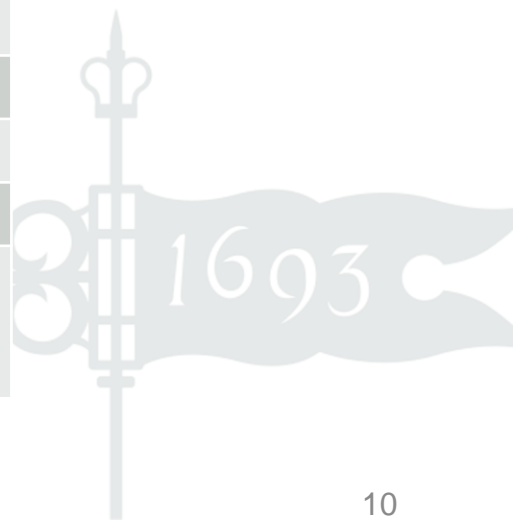
- 16 students participated in the trip to NYC
- Students had the opportunity to visit 12 investment banks over the span of 3 days – learning about IPO's, M&A, Private Banking, Investment Banking, etc.

## Fall Recruiting Consortium

- 20 employers participated, hosting interviews across the curriculum
- W&M Students participated in 44 interviews over the course of the day
- 25 Unique Students participated (with at least 1 interview)

# 2016 Advising *by the Numbers*

| Counseling Type                            | Fall 2016    | Fall 2015                   |
|--|--------------|-----------------------------|
| Appointments                               | 642          | 520                         |
| Quick-advising                             | 192          | 208                         |
| Ambassador Quick-advising                  | 149          | *Counted In Quick Advising* |
| Executive Partner Quick-advising           | 38           | 6                           |
| Mock Interview                             | 18           | 13                          |
| Phone appointment                          | 20           | 8                           |
| Other                                      | 57           | 89                          |
| <b>Total Student Advising Interactions</b> | <b>1,116</b> | <b>844</b>                  |



# On-campus Recruiting (OCR)

## Fall 2016 (8/30 - 11/8)

**56**

Unique  
Employers  
Participated

**1,180**

Interviews  
Held On-  
campus

**386**

Unique  
Students  
Participated

**3,136**

Applications  
Received for  
OCR Positions

**76**

Information  
Sessions  
Held

## Fall 2015 (Total)

**55**

Unique  
Employers  
Participated

**952**

Interviews  
Held On-  
campus

**340**

Unique  
Students  
Participated

**2,781**

Applications  
Received for  
OCR Positions

**78**

Information  
Sessions  
Held

# Parent & Family Networking Locations



# Thank You!

Questions?  
Comments?

