The Classroom Connection to Career and Professional Success:
UNH's 2016 First Destination Survey Results and Inspiring Lifelong Learners to Pursue Successful Careers
First Destination Survey Results

- Post-graduation data was collected for 60% of graduates (1752/2944).

- Ninety-one percent of graduates were either employed (72%) or enrolled in a program of further education (19%).

- Among those seeking further education, 49% (161/330) chose to continue their studies at UNH.

- When considering only graduates who sought to enter the labor force immediately, 92% (1260/1367) were working full or part-time.

- But...need data on quality of employment (not coffee shop, etc.)
First Destination Survey Results: Internships

• Most UNH graduates leave campus with direct work experience in the form of an internship.

• More than two-thirds of graduates report that they had at least one internship during their time at UNH.

• Paul College and the College of Health and Human Services graduates were most likely to report completing an internship.
First Destination Survey Results:
Hired four or more 2016 graduates
First Destination Survey Results: Further education
Outcomes matter

Short-Medium Term:

Institutional Enrollments:
• Demand for ROI Transparency
• Recruiting Differentiator

Program Enrollments:
• Influence of Career Outcomes
• Liberal Arts vs Engineering

Public policy:
• Funding - Compelling Case to Lawmakers

Medium–Long Term:

Alumni affinity:
• Alumni Engagement – Mentoring, Internships/Jobs

Philanthropy:
• Alumni Giving
Career and Professional Success (CaPS)

Mission
Imbue career preparedness across the entire UNH community to equip our students with the experiences, knowledge, and skills to thrive in an ever-changing future.

Strategic Objectives
1. Partner with faculty and staff to integrate career and professional success into the UNH experience.
2. Consider the broad spectrum of students to effectively deliver the highest level of impact.
3. Actively engage a variety of employers to increase access to high quality jobs and internships.
4. Prepare students to proactively engage in their post graduate success.
Accomplishments

• Career Directors and Advisors embedded in each college
• Record-breaking participation at Spring 2017 career fair: 1,601
  • 30% increase year over year
• Student engagement-Fall 2016: 7,474
  • 1:1 Counseling
  • Walk-In Counseling
  • Presentations
  • Workshops
  • Employer Events

• New employer relations model: Salesforce
Faculty are core to career and professional success

• Play key role in career and employability learning

• Faculty promotion of enriched learning experiences critical to student outcomes:
  • Self-awareness and confidence
  • Professional skill development
  • Linking theory to practice (Real world applications)
  • More successful in job/graduate school placement within 6 months of UNH
Faculty are core to career and professional success (continued)

Faculty Engagement:
Collaborating to integrate career preparedness across the curriculum

- Partnered with the Computer Science Department to coordinate a networking event (employers, alumni, students, faculty, and staff) during their 35th celebration.

- Organized career panel for Education 400: Careers in Education. Panel focused on education-related career opportunities in technology, start-ups, and on-line course delivery. This is the foundation course at UNH for all students interested in pursuing a career in teaching.

- Collaborated with the Languages, Literature, and Cultures Department to present to all intermediate-level 503 language courses. Content focused on positive career impact of knowledge of a second language.

- Presented to all COLSA freshman seminar courses for early engagement.
Faculty roles in career and employability learning

**Teaching**
- Subject Matter/Content Expert

**Advising**
- Career Conversations

**Professional**
- Connect/Promote Opportunities to Students
Classroom experiences develop career competencies

Classroom Experiences

• Writing
  • Term papers and essays
  • Article summaries
  • Case reports
  • Literature reviews
  • Research projects
  • Briefing memos

• Communication
  • Class discussions
  • Theater performances
  • Group presentations

• Critical Thinking
  • Reviewing and analyzing journal articles
  • Debates
  • Critiques of arguments and documents

• Research and Quantitative Skills
  • Research papers
  • Lab reports
  • Data interpretation
  • Statistical data

NACE Career Competencies

• Critical Thinking/Problem Solving
• Oral/Written Communications
• Teamwork/Collaboration
• Digital Technology
• Leadership
• Professionalism/Work Ethic
• Career Management
• Global/Intercultural Fluency
## Examples of integrating career competencies into curriculum

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<th>Critical Thinking/Problem Solving</th>
<th>Oral/Written Communications</th>
<th>Teamwork/Collaboration</th>
<th>Digital Technology</th>
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UNH examples

• **Interdisciplinary Cognates:**
  • Skills and Perspectives for the Digital World
  • Technical Writing and Public Speaking

• **Social Work 614:** Resume reviews and mock interviews with Social Work alumni to practice oral and written communication skills.

• **Kinesiology 786/886:** Plans and facilitates the Outdoor Jobs Fair as a course requirement.

• **Justice Studies:** Required internship experience.

• **Theatre and Dance:** Requires practicum for each semester a student is a declared major.

• **Paul College:** MBA Corporate Consulting project.
## Faculty partnership model

### Teaching
- Project-based assignments
- Syllabus mapping
- CaPS ‘Fly-bys’
- Extra credit to attend career events
- Don’t cancel class
- Collaboration with department Internship coordinators

### Advising
- Two way communication in student advising
- Identify graduating seniors still looking for positions

### Professional
- Promoting Co-Op and internship experiences
- Self-sustaining talent pipeline
- MOUs with employers for access to student talent

### New Ideas...

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**CaPS and Faculty Collaboration**
Brainstorming Activity

Incorporating career competencies into learning
If your name is not on a list, please fill in at any table, but please make sure to balance out the numbers! 😊
Activity

Brainstorm

• How can CaPS collaborate?
• How can career topics be incorporated into class?
• *Think about university wide, as well as your specific area*

Roadblocks

• What prevents us from doing the ideas we brainstormed?
• Don’t just give me a problem!
  • Problem
  • Possible Solutions
Recap and sharing
Thank you!