

CAREER CENTER

CHICO STATE

Division of Student Affairs

Departmental Annual Report

2021/2022

I. Departmental Mission Statement

The Chico State Career Center assists students and alumni through all phases of career development to bridge the gap between the academic environment and the world of work.

Department Goals:

- **Assist the University in attracting, retaining and matriculating students through** (*University Strategic Priority #1 & #6 and Student Affairs Goals #1 & #2*)
 - Providing career assessments and career counseling early in their college career
 - One-on-one appointments to identify career goals and to help build confidence and understanding in how to achieve their goals
 - Assisting with graduate school application processes
 - Meet with the Admissions team to share student success stories and useful placement statistics
 - Assist students with finding part time employment to support their educational and living expenses while they are in school
- **Promote and provide extraordinary professional accessibility and highly effective services to students and alumni through** (*University Strategic Priority #1 and Student Affairs Goals #1 & #2*)
 - Individual career counseling and advising services
 - Class, club, and community presentations
 - On-campus recruiting for full-time and internship positions
 - Career fairs for part time, full time and internship positions
 - Seminars and webinars
 - Drop in advising
 - Job and internship listing services
 - Comprehensive career selection assessment programs
- **Serve the hiring needs of employers by providing outstanding internship and career services through** (*University Strategic Priority #4 and Student Affairs Goal #2*)
 - Well-organized and effective on-campus recruiting
 - Affordable and well-attended career fairs
 - Free job listing services
 - Excellent customer service
 - Promotion of campus academic programs and departments
 - Provide access to campus clubs, organizations, and interested faculty

- Targeted outreach to local employers to recruit students and grads for part time, internship and career positions
- **Provide leadership to the University in the area of career development, internships, and placement by partnering with faculty, support services, and other university programs.** (*University Strategic Priority #1 #2 & #7 and Student Affairs Goals #1 & #2*)
 - Represented on a variety of campus committees
 - Bring subject matter experts to campus to present to students, faculty and staff
- **Stay current on professional hiring practices by researching and adopting appropriate solutions.** (*University Strategic Priority #1 & #3 and Student Affairs Goal #1*)
 - Attend national, regional and local trainings
- **Administer an active and assertive program of financial development as an avenue to encourage corporate donations.** (*University Strategic Priority #5*)
 - Promote our Premier Partnership Program to employers recruiting on campus and work hard to put on numerous revenue generating career fairs each semester.
- **Continually evaluate current services for relevance and effectiveness.** (*University Strategic Priority #1 and Student Affairs Goals #1, #2 & #3*)
 - Utilize online and in-person surveys throughout the year to assess programs and needs.

The Chico State Career Center and Student Employment Office were last reviewed in July 2020.

II. Career Center Accomplishments

Highlights:

- **As staff and students started to return to campus, June 2021, the Career Center made intentional efforts on how we could continue to fully support and serve all students, both in-person and virtually. The following are a few examples of these efforts:**
 - Promoted Hot Jobs and other exciting new Career Center resources during two outdoor events to engage and interact with students:
 - Hot Jobs, Hot Chocolate (fall semester) – gave away 600 donuts to students over a 2-day time span. Worked to create a positive view of the Career Center and break down barriers for students that may be apprehensive to schedule an appointment. We also gave out 20 dozen donuts to student-facing departments on campus the day before to help market our event and educate staff on our services.
 - Hot Jobs, Cold Treats (spring semester) – gave away 283 ice cream bars and engaged with LOTS of students as well as the campus community.
 - Created two new career fairs
 - **Software, IT & Electronics Job Fair**
 - The Software, IT and Electronics Job Fair was open to students and alumni from Computer Science, Computer Information Systems, Computer Engineering, Electrical Engineering and Business Information Systems majors seeking internships and career positions. Employers that attended represented business, government, non-profit, technical, agriculture, healthcare, and local Chico sectors. This fair was a great opportunity for students to explore career interests/options and make

valuable contacts for the future. Students were also encouraged to attend one of the Career Fair Prep Seminars prior to the fair.

- **Health & Human Services Fair**

- The Health & Human Services Career Fair was open to students and alumni from all majors seeking part-time, internship, and career opportunities. Employers representing business, government, non-profit, technical, healthcare, social service, and local Chico sectors were in attendance. This fair was a great opportunity for students to explore career interests/options and make valuable contacts for the future. All students were encouraged to attend one of the Career Fair Prep Seminars before the fair.

- **Intentional outreach to faculty** to get into classrooms to present.

- Our staff of four advisors, five as of February 2022, completed over 250 presentations to clubs, organizations, classes.

- **On-campus recruiting efforts**

- Companies attending career fairs – 385
- Companies interviewing on campus – 78
- Number of individual interview schedules - 187

- **LinkedIn Report**

- **Connections** (1,303)
- **Posts reaching over 900+ impressions:**



Chico State Career Center • You
We're Hiring! Providing career advice to students & alumni for FREE for LIFE!
3mo • 🌐

May the fourth be with you during your time of job searching. Here's some advice in the language of Star Wars: ...see more



May the 4th be with YOU!

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International Education California State University, Chico and 16 others • 3 shares

Like Comment Share Send

1,003 impressions View analytics

Chico State Career Center • You
We're Hiring! Providing career advice to students & alumni for FREE for LIFE!
3mo • 🌐

Are you looking for a paid internship? Learn about tips and tricks to all the opportunities available. This info session is TOMORROW, in-person, in our Career Center (Student Service Center, Room 270). Hope to see you there! ...see more



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Finding a Paid Internship

MARCH 29, 2022, 3-4 P.M.
STUDENT SERVICES CENTER
ROOM 270

Megan Gdom and 13 others • 3 shares

Like Comment Share Send

909 impressions View analytics

Chico State Career Center • You
We're Hiring! Providing career advice to students & alumni for FREE for LIFE!
4mo • 🌐

Employers are getting ready for the Career & Internship Fair for 11am-3pm. See you [California State University, Chico Wildcats](#) soon! ...see more



Career & Internship Fair

We are Hiring!

InsightGlobal

Susan Turner and 29 others • 2 comments • 3 shares

Like Comment Share Send

1,542 impressions View analytics

Chico State Career Center • You
We're Hiring! Providing career advice to students & alumni for FREE for LIFE!
4mo • 🌐

The Career Center staff had fun seeing all the Wildcats getting ready to graduate at Grad Fest! Look forward to day 2. ...see more



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PART-TIME JOBS
INTERNSHIPS
CAREERS

Oliver Taback and 39 others • 1 comment • 1 share

Like Comment Share Send

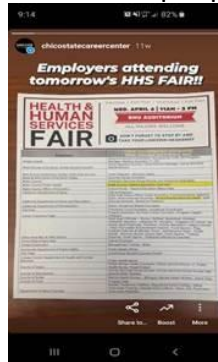
1,577 impressions View analytics

- **Instagram Report**

- Current number of Followers June 2022: 1,843
- Number of Followers June 2021: 1,600

Top Story: List of employers attending the HHS Fair

- 347 people viewed the story



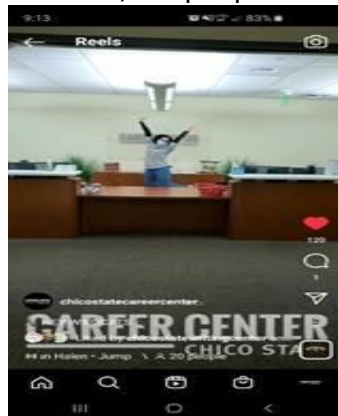
Top Post: Promo for Hot Jobs and Hot Chocolate

- 99 people liked the post
- 972 people viewed the post



Top Reel: Promo for First Day of Spring 2022

- 120 people liked the post
- 5,377 people viewed the reel



SEMINARS

- Graduated? Now What?! Preparing for an Interview (Career Center)
- Revamp Your Resume and Get that Job (Admission)
- Focus2 – WellCat Prevention
- What to Expect & How to Prep (Q&A) for Grad Fair Week
- Graduate School Exploration & Search for Grad Fair Week
- Personal Statements for Grad Fair Week
- Target Your Career and Explore Opportunities, College of NS
- Mapping Your Career Path and Exploring HFA Opportunities, College of HFA
- Moderated & organized the NFSC Alumni Panel (collaboration with NFSC faculty Maria Giovanni, Kathryn Silliman, & Joan Giampaoli)
- Revamp Your Resume/Cover with Transferrable Skills They'll Remember, College of NS
- How to include Creativity, Online Portfolios, and Transferrable Skills on a Resume/Cover Letter, College of HFA
- Let's Talk About: Communication – ARC CASE Program
- Moderated Career Panel for Denim Day (Collaboration with Safe Place)
- How to Find a Paid Internship
- Revamp Your Resume
- Interviewing-Seminar Series

COLLABORATIONS

Additional efforts made by the Career Center team to collaborate with faculty and other departments and programs follows:

- On-site advising, College of Behavioral and Social Sciences
- Embedded Partner's program with FYE (First Year Experience)
- Health & Human Services Fair with Health & Human Services Taskforce
- Collaborated with the College of Business to present to all students in BCOMM 300. This was a total of 9 in-person and 7 online courses. Brought in employers to help prep students for upcoming job fair.
- Worked with the College of Engineering, Computer Science, and Construction Management and the departments of Computer Science, Electrical Engineering and Computer Engineering to put on a Software, IT, & Electronics Fair.
- Summer Orientation Seminar
- TRIO, Junior Success Seminar
- Study Abroad & Exchange Interns - "Focus 2 Career Assessment"
- Graduate Studies Research Week - Capitalizing on your Student Research and Creative Project Experiences
- ARC ASD "CASE" Program
- Welcome Back Event - Study Abroad "Career Services"
- Study Abroad & Exchange Interns - "Focus 2 Career Assessment"
- HFA Networking Night (College of HFA, Alumni Association)
- Yocket/ISAF presentation on Career Services (collaboration with IEGE)
- School of Social Work: Title IV-E Employment Seminar
- Social Work Field Fair

- International Relations Alumni Panel & Job Search Tools/Resume
- Center for Healthy Communities – “Internship on a Resume”
- PSYCH 301: Navigating Psychology workshops (series of 5)
- MCGS Career Workshop: Job Search and Resumes
- College of BSS Collab Meeting

CLASS PRESENTATIONS

- AGRI 180, The University Experience, Garrett Lilles
- AGRI 380, Agricultural Leadership Alyssa Schager
- MADT 198, Special Topics Jenifer Meadows
- KINE 320, Foundations of Exercise & Sport Psychology, Joc Clark
- REC, Cassie Faith
- KINE 105, Introduction to Kinesiology, Jolene Barry
- JOUR 130W, Professional Writing for Public Audiences, Michael Griffin
- MGMT 304, Human Resource Management, David Agoff
- CMSD 220, Introduction to Communication Disorders, David McCoy
- CHEM 401W - Communicating Chemistry w/Jinsong
- MADT 104 - Media Arts Symposium w/Dan Carter
- GEOS 165 - Principles of Environmental Science w/Kristin Kaczynski
- UNVI 199-01, REACH Career Center Presentation (5 sections)
- NFSC 155 - Introduction to Nutrition and Food Sciences w/ Katie Silliman - "Exploring career options"
- NFSC 155 - Introduction to Nutrition and Food Sciences w/ Katie Silliman - "Focus2 Interpretation"
- INST 110W - Introduction to International Engagement w/ William Dantona - "International Paths"
- INST 110 - Introduction to International Engagement w/ William Dantona - "International Paths"
- BIOL 109-01 - The Biological University Experience w/David Keller
- BIOL 109-02 - The Biological University Experience w/David Keller
- ARTE 494 Development of Youth Art w/Nancy Meyer "Resumes & Electronic Portfolios"
- INED 312 - Intercultural Contexts: A Search for Meaning
- NFSC 455 - Futures in Nutrition and Food Science w/Maria Giovanni "finding a job"
- EARTH 475 – Environmental Science Senior Seminar w/John Knowle "USA Jobs"
- NFSC 155 - Introduction to Nutrition and Food Sciences w/ Katie Silliman - "Exploring career options"
- NFSC 155 - Introduction to Nutrition and Food Sciences w/ Katie Silliman - "Focus2 Interpretation"
- EARTH 475 – Environmental Science Senior Seminar w/John Knowle "Resumes/Cover Letters/Interviewing"
- INST 110W - Introduction to International Engagement w/ William Dantona - "International Paths"
- RELS 482 - Career Exploration in Religious Studies w/Daniel Veidlinger - "Religious Studies in the Workplace"
- UNIV 189 – FYE - Career Exploration talk
- NFSC 489 – Externship w/Angela Alger - "Internship on a Resume"
- BCOMM 300 - 02: Communication in Business w/ Kathryn Oseau
- BCOMM 300 - 03: Communication in Business w/ Kathryn Oseau
- BCOMM 300 – 16: Communication in Business w/ Michael Griffin
- BCOMM 300 – 16: Communication in Business w/ Michael Griffin
- BCOMM 300 – 11: Communication in Business w/ Courtney Farrell
- BCOMM 300 – 06: Communication in Business w/ April Howell
- BCOMM 300 – 07: Communication in Business w/ April Howell
- BCOMM 300 – 12: Communication in Business w/ Elizabeth Armstrong

- BCOMM 300 – 09: Communication in Business w/ Michael Griffin
- BCOMM 300 – 10: Communication in Business w/ Michael Griffin
- ACCT 202 – 02: Managerial Accounting w/ Amy Griffin
- ACCT 202 – 03: Managerial Accounting w/ Amy Griffin
- ACCT 202 – 04: Managerial Accounting w/ Amy Griffin
- NSFC 155 - Introduction to Nutrition and Food Sciences w/ Katie Silliman
- NSFC 155 - Introduction to Nutrition and Food Sciences w/ Katie Silliman
- TRIO Presentation – Resumes
- Dream Center Presentation
- MBA Presentation
- CCLC Presentation
- Public Health and Health Services Class presentation w/ Patti Horsley
- Lauren Wilson class- 2x- Sociology- 30 students
- Danielle Hidalgo class- 2x- Sociology – 24 students
- Recreation Therapy club- 10 students
- Lindsey Nenadal class- 2x- Child Dev.- 38 students
- Sup. Instruction- SI Leaders- 15 students
- Kristina Carter- Public Health- 15 students
- Health Professionals Association- 8 students
- MCGS, Brianna Ellis
- TRIO
- Child Development, Shrija Dirghangi
- Psychology, Steven Hall
- Criminal Justice, Amy Magnus
- Sociology, Vernon Andrews
- Public Health, Patti Horsley
- Sociology, Michell Armeanu
- Sociology, Danielle Hidalgo
- Criminal Justice, Amy Magnus
- Political Science, Diana Dwyre
- Geography, Nori Sato
- Public Health, Amy Castellucio
- Child Development, Lindsey Nenadal
- Public Health, Kristina Carter
- Child Development, Jennifer Swisher
- Social Science, Heather Werner
- MCGS, Molly Heck
- MGMT, David Agoff
- AGRI 482, Tresoldi
- CMSD 220, David McCoy
- MGMT 300, Christine Sharrio
- RHPM 584, Cassandra Faith
- BADM 299, Billy Harkness
- KINE 105, Jolene Barry
- KINE 320, Joc Clark
- AGRI 180, Garrett Lile
- AGRI 180, Celina Phillips
- CMSD, David McCoy
- AGED 210, Dr. Toombs

- EECE 490 W (Resume & Career Fair Prep)
- EECE 490 W
- Senior Capstone (CompSci Presentations)
- CSCI 300
- CIVL 495 Professional Issues in Engineering
- CIVL 495 Professional Issues in Engineering
- MEP TECH 101 (Resume & Cover Letter)
- MKTG 470
- MKTG 305
- Career Center + ESSC Workshop #1
- MEP-TECH 101 (Interviewing)
- Career Center + ESSC Workshop #2
- EECE 101
- SSP-Resume/Interview Prep
- BADM 199
- MECH 440 AW
- Guest Presentation Civil 101
- BSIS 301
- BSIS 400
- SSP-Resume Presentation
- Drake Brown's Class
- Alexander's Capstone Class

CLUBS/ORGANIZATIONS PRESENTATIONS

- California Nursing Student Association (CNSA) - "Resumes"
- Association of Geology & Environmental Students Club - "Resumes"
- California Nursing Student Association (CNSA) - "Resumes"
- One Psych Club
- Recreation Therapy Club
- Health Professionals Association
- Women's Circle
- Economics Club
- Health Admin Club
- CLIC: Legal Studies
- Women's Circle
- Delta Sigma Theta Sorority
- Men of Chico
- University Housing
- Panhellenic Council
- Student Learning Center
- CAVE
- RHPS – RHPM Club
- TRiO
- College of Ag Career Fair Prep
- AWiB
- Supplemental Instruction Leader Training
- How to find a job (resumes, cover letters, job search)
- Management Club
- IEEE Club (Resume Workshop)

- FLO Presentation
- ECON 483
- SSP - Resume/Interview Prep Presentation
- Patti Horsley - Interviewing

EDI/DIVERSITY PRESENTATIONS & COLLABORATIONS

- Delta Sigma Theta: Interviewing – How to Navigate Western Culture as a Person of Color
- Safe Place: Gender Affirming Clothing presentation
- PATH Scholars: How to Find a Job (resumes, cover letters, job search)
- CADEC: Inclusive Practices for Public Speaking
- Dream Center
- CCLC
- TRIO
- Men of Chico
- Northern California Autism Symposium – “Building a Better Workforce for Autistic Individuals”

Additional Highlights:

- Utilizing our job database system, Handshake, we were able to increase the number of jobs posted from 50,339 in 20/21 to 106, 816 in 21/22. This is a 112% increase from last year.
- Received 56,773 visits to our Handshake database for the 21/22 year
- Maintained the Premier Partnership Program securing seven sponsors for a total of \$22,000
- 250 presentations were made by our team of advisors to classes, clubs, and organizations.
- Held 37 bi-weekly seminars on career-related topics during the fall and spring semesters.
- Led approval process for the student employee minimum wage increase on campus
- Held our inaugural Grad School Week. Organized and collaborated with CSU, Chico Graduate Coordinators, External Graduate Coordinators, Office of Graduate Studies, and Financial Aid to put on 12+ workshops and 75+ school info. Sessions. Below is a sample of the 8 am – 12 noon programming each week. We had again as much scheduled for each afternoon

<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;"> <p>GRADUATE & PROFESSIONAL SCHOOL WEEK SEPTEMBER 13-17</p> </div> <div style="text-align: right;"> </div> </div>				
Pre-Workshops		Click on hyperlinks for Zoom links & details		
9/8 @ 4pm What to Expect & How to Prep (Q&A)		Virtual Events		
9/9 @ 11am Graduate School Exploration & Search		WORKSHOPS & SCHOOL INFO SESSIONS		
Monday, Sept. 13th	Tuesday, Sept. 14th	Wednesday, Sept. 15th	Thursday, Sept. 16th	Friday, Sept. 17th
Morning - Info Sessions & Workshops				
<p>8am-10am</p> <ul style="list-style-type: none"> Brandon University (Master's in Psychology, MEd and EdD) Northern Arizona University, Grad Programs <p>10am-11am</p> <ul style="list-style-type: none"> Brandon University (Master's in Psychology, MEd and EdD) Cal Northern School of Law [10-1030] CSU, Chico, School of Social Work Northern Arizona University, Grad Programs Pacific University Grad Programs (multi-program) Santa Clara University (Master of Arts in Teaching - Teaching Credential (MATTC)) UAGS School of Medicine, The International Choice (Over-view) University of San Diego School of Law <p>11am - Noon</p> <p>WORKSHOP: Why grad school is for you. Reasons for going to grad school & overview of mha.</p> <ul style="list-style-type: none"> [11-1012] Cal Northern School of Law [11-1130] CSU, Chico, School of Social Work California Pre-Doctoral Program Notre Dame de Namur University (Business Admin & Public Admin) Pacific University Grad Programs (multi-program) University of San Diego School of Law University of the Pacific (Clinical Nutrition) 	<p>8am-9am</p> <ul style="list-style-type: none"> Pacific University Graduate Programs (multi-program) <p>9am-10am</p> <ul style="list-style-type: none"> FDM/Fashion Institute of Design & Merchandising California Pre-Doctoral Program Pacific University Grad Programs (multi-program) Northern Arizona University, Grad Programs <p>10am - 11am</p> <ul style="list-style-type: none"> Chancellor's Doctoral Incentive Program Cal Northern School of Law [10-1030] CSU, Chico Social Work CSU, Chico Online MBA Program MLU Georgia Law School Northern Arizona University, Grad Programs Notre Dame de Namur University, Education Admin Single/Amb-Rate(Ed) UAGS School of Medicine, The International Choice University of San Diego School of Law University of the Pacific (Social Work) <p>11am - Noon</p> <p>WORKSHOP: Grad School Expense Aid Basics</p> <ul style="list-style-type: none"> [11-1030] Cal Northern School of Law [11-1130] CSU, Chico Social Work University of San Diego School of Law University of the Pacific (Athletic Training) 	<p>8am-9am</p> <ul style="list-style-type: none"> PSU Pacific University Graduate Programs (multi-program) <p>9am-10am</p> <ul style="list-style-type: none"> Lincoln Law School of Sacramento Northern Arizona University, Grad Programs Pacific University Graduate Programs (multi-program) Saint Mary's College of California (Teacher Education, Counseling, Leadership) <p>10am - 11am</p> <ul style="list-style-type: none"> Cal Northern School of Law CSU, Chico Online MBA Program [10-1030] CSU, Chico, School of Social Work-Info session Northern Arizona University, Grad Programs Saint Mary's College of California (Teacher Education, Counseling, Leadership) Santa Clara University (Master of Arts in Teaching - Teaching Credential (MATTC)) UAGS School of Medicine, The International Choice University of San Diego School of Law University of the Pacific (Physical Therapy) <p>11am - Noon</p> <p>WORKSHOP: Degree Costs and Coverdell Fellow opportunities</p> <ul style="list-style-type: none"> [11-1130] CSU, Chico Social Work University of San Diego School of Law Notre Dame de Namur University (Business Admin & Public Admin) University of the Pacific (Occupational Therapy) [11-130-12] CSU, Chico, M.A. in Teaching International Languages [11-130-13] Cal Northern School of Law 	<p>8am-9am</p> <ul style="list-style-type: none"> California Pre-Doctoral Program Northern Arizona University, Grad Programs <p>9am-10am</p> <ul style="list-style-type: none"> Northern Arizona University, Grad Programs <p>10am - 11am</p> <ul style="list-style-type: none"> Cal Northern School of Law Chancellor's Doctoral Incentive Program Sack Pack Institute - Academic Programs & Internships Northern Arizona University, Grad Programs San Jose State University University of San Diego School of Law <p>11am - Noon</p> <p>WORKSHOP: Cal State Grad Applications</p> <ul style="list-style-type: none"> [11-130-12] Cal Northern School of Law University of San Diego School of Law University of the Pacific (Accounting & Finance) 	<p>8am-10am</p> <ul style="list-style-type: none"> Northern Arizona University, Grad Programs Pacific University Graduate Programs (multi-program) <p>10am - 11am</p> <ul style="list-style-type: none"> Cal Northern School of Law Northern Arizona University, Grad Programs Notre Dame de Namur University (Business Admin & Public Admin) Pacific University Graduate Programs (multi-program) UAGS School of Medicine, The International Choice University of the Pacific (Computer Science & Engineering) University of San Diego School of Law <p>11am - Noon</p> <ul style="list-style-type: none"> California Pre-Doctoral Program Santa Clara University (School of Education & Counseling Psychology Program) University of San Diego School of Law University of the Pacific (Data Science & Business Analytics)

EDI /Diversity Trainings

- Conferences/webinars/seminars staff participated in:
- How to Navigate Salary’s and Contracts for URM staff/faculty
- Responding to Student Crisis in Real Time
- Confronting the Traditional Learning Space: Anchoring Your Course in an Antiracist, Inclusive, and Culturally Sustaining Framework
- Webinar: Shut Out: The Need to Increase Access to the UC and CSU
- ARC/DOR: Discussion on how to best support disabled students with employment resources
- Avoiding Bias in Hiring
- Discrimination Harassment Prevention for non-Supervisors
- Gender Equity and Title IX
- Resources for Undocumented Students
- International Student Employment – how to support students through the process

Gender and diversity of students using the Career Center

	Ethnicity		Gender per Ethnicity		
	Total	Percentage	Female (58%)	Male (41%)	Nonbinary (<1%)
Asian/Asian American	1207	9.38%	673	583	
Black or African American	538	4.18%	305	233	
Latinx	4759	36.99%	2941	1803	4
Middle Eastern	142	1.10%	89	53	
Native American/Alaskan Native	224	1.74%	146	76	2
Native Hawaiian/Pacific Islander	79	0.61%	53	26	
Not Specified	335	2.60%	157	167	1
Prefer Not to Answer	1	0.01%	1		
Two Or More Ethnicities/Race	35	0.27%	15	20	
White/Caucasian	5302	41.21%	3046	2243	10
Unknown	243	1.89%	85*	85*	
Total	12865		7498	5263	17

**Gender total for Unknown category is incomplete*

III. Changes in Policies and Procedures

- The minimum wage for student employees on campus increased by \$1/hours to \$15/hour. This is the final increase in a multi-year plan.

IV. Resources Summary

Resource Allocation:

State Support / General Funds

- This year we were able to balance our budget. We have again been able to continue to pay for all other OE; travel, training, and the like from our general and foundation funds. This year's balance is \$123,699.

Student Employment Fund (Job Location Development)

- We ended the year with a balance of \$1,000.

Foundation Gift Fund

- We ended the 21/22 year with an account balance of approx. \$123,246. With our Premier Partner Program, we were able to bring in \$22,000 in unrestricted funds.

Human Resources:

- Kelly Engle was hired as a Career Advisor, College of Behavioral & Social Sciences, August 2021
- April Buck was hired as the Office Coordinator in August 2021
- Jerad Prevost was hired as a Career Advisor, College of Business, February 2022
- Liliana left the Career Center in March 2022 for a promotional opportunity in the Registrar's Office. We were then able to reclassify the Events and Assessment Coordinator position from an ASC I to an AA/S I-E. Liliana got rehired into this reclassified role in May 2022.

Please see attached organizational chart.



CC Org Chart 21
22.pptx

Facilities/Equipment:

New computers were purchased for all staff.

V. Program Assessment of Past Year

Program Objectives:

1. Hire and staff office to pre-COVID staffing levels
 - a. Approved to hire 9/10 positions. Still awaiting approval to hire an Employer Relations Coordinator position.
2. Create hybrid programming to offer students both in-person and virtual service offerings
 - a. Started the year with mostly virtual offerings and ended the year with most in-person options. Advisors continue to offer appointments both in-person and virtually. We held three career fairs virtually and three in-person.
3. Send advisors on employer visits so they can get a feel for the hiring market and office cultures post-COVID
 - a. Advisors are performing site visits all summer.
4. Create a reverse career fair where employers come to meet with student officers in student clubs and organizations

- a. Because we did not have our COB Career Advisor or Events person in place in the spring, we will work to hold this event in the coming year.

Ongoing Assessment Efforts:

Demographic Reporting

Students:

- 12,830 Student/Alumni users for the 21/22 year
- 3,297 student appointments (one-on-one advising and drop-in advising) in 21/22

Service Usage Summary



Career Center stats
21-22

Outcomes

First Destination Data Outcomes

CSU, Chico

We received a 51% response rate from the 20/21 graduates. This is the highest response rate we have received to date! We emailed students a survey at graduation and six months following, sent a letter to all grads and called each graduate that did not respond to the survey.

Of these responses:

- 46% Employed full time
- 18% Continuing education
- 28% Still seeking employment
- 7% Employed part time
- 1% Other/not reported

The average starting salary for graduates from the 2020/2021 class was \$55,205.

National data

According to the National Association of Colleges and Employers – [First Destinations for the College Class of 2020](#)

- 54% Employed full time
- 21% Continuing education
- 18% Still seeking employment
- 5% Employed part time
- 2% Other/not reported

The average starting salary for graduates from the Class of 2020 was **\$56,576**.

Where our grads go

For the 2020/2021 graduates, they moved to the follow areas post-graduation

- Northern CA 43%
- Bay Area 14%
- Sacramento 14%

- Central 5%
- Southern CA 12%
- Out of State 10%
- Out of Country 1%

FOCUS2 Assessment

Approximately 3,423 students and alumni accessed our free and online career and major planning system, Focus2. Focus2 provides a career planning foundation to explore academic strengths, interests, and majors that complement preferred occupations.

VI. Analysis

First Destination Data Outcomes

We continue to make great improvements on the response rate from our graduates. Our goal this year was to achieve a 50% or better response rate for our 20/21 class, and we achieved a 51.1% response rate! Chico State fell behind the national average this year in regard to where our grads are going after graduation. 64% of our graduates that reported indicated they were employed full time or going to grad school compared to the national average of 75%. We attribute the high number of students still seeking to the pandemic effects on the labor market.

Additionally, we continue to increase the distribution of this data across campus. We consistently receive overwhelmingly positive feedback from faculty and staff and will continue to partner and share the data as needed.

VII. Program Objectives for Next Academic Year

- I. Identify new ways to support enrollment growth
 - a. Create a summer major and career exploration seminar series for incoming students and parents
 - b. Highlight recent alumni success stories and promote through Admissions
 - c. Explore and implement additional ideas throughout the semester
- II. Advisors to perform employer site visits
- III. On-site advising in college spaces
- IV. Psychology Majors Pilot Project