California State University, Chico

Division of Student Affairs
Career Center & Student Employment
Annual Report 2025-2026

I. Mission Statement

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

II. Accomplishments - A highlight

- Proudly Owning Who We Are
    - **Ai Career Center agent**
        1. Through a year-long process, partnered with DoIT to create an Ai Agent to help students navigate career resources. The Career & Major Exploration agent is set to launch Fall 2026
- Advancing Our Influence by How We Do Our Work
    - **Partnership with Faculty Development**
        1. The Director of Faculty Development and The Director of the Career Center & Student Employment Office co-presented to all seven college leadership teams (deans and chairs) to introduce the career ecosystem concept
        2. Held a joint working session to encourage faculty to apply for the CSU LIFT grant (*2 Chico State teams were awarded grants!)*
    - **Empowering Faculty & Staff to Support Career Readiness**

      Held presentations to further develop F/S capacity to support career readiness through holding the following workshops:
        1. Guiding Students in a Changing Labor Market (Fall 2025)
        2. Career Outcomes & Labor Market Insights of Chico State Grads (Spring 2026)
        3. Mastering LinkedIn and Networking – brought in an industry expert to present via zoom (Spring 2026)

Picture of our Kailee Schoeder presenting Labor Market Trends to faculty and staff.

- **EDI progress**

  Outreach and partnership across campus

Advisors worked to reach out to groups across campus with students in underserved populations. With the understanding that these students may have less support, advisors created presentations customized to each group of students.

Department of Rehabilitation
Established relationship with the Department of Rehabilitation to provide continuous space in the Career Center to meet with students with disabilities to explore additional employment and educational supports.

ThriftShop
Due to increased demand, we held three ThriftShop events where we collaborated with the Salvation Army downtown to create a shopping event to create equity in the area of professional clothing access for our students. We offered an additional 50% professional wear and had over 100 students attend each event!

III. Program Statistics and Assessment for Past Year

- **Highlights of usage and/or outcome data**
  - Students attending Career Center class/club presentations = 5,435
  - Students appointments/drop-ins = 3,078
  - Students attending career fairs = 2,557
  - Employers attending Career Center sponsored career fairs = 341

25/26 Usage Statistics

- **Career Center – Retention Data**
  i. Worked with the HELP team and IRSA to pull retention data for career center users.

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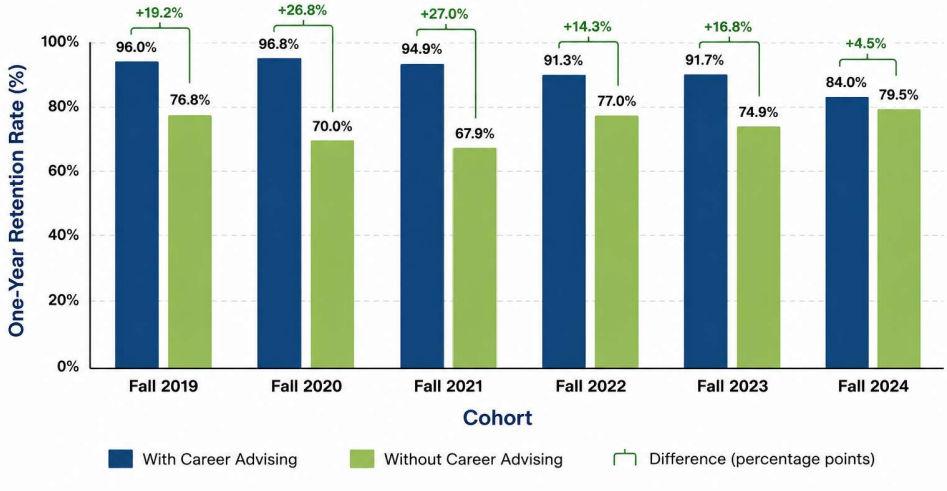
First-Time Freshmen

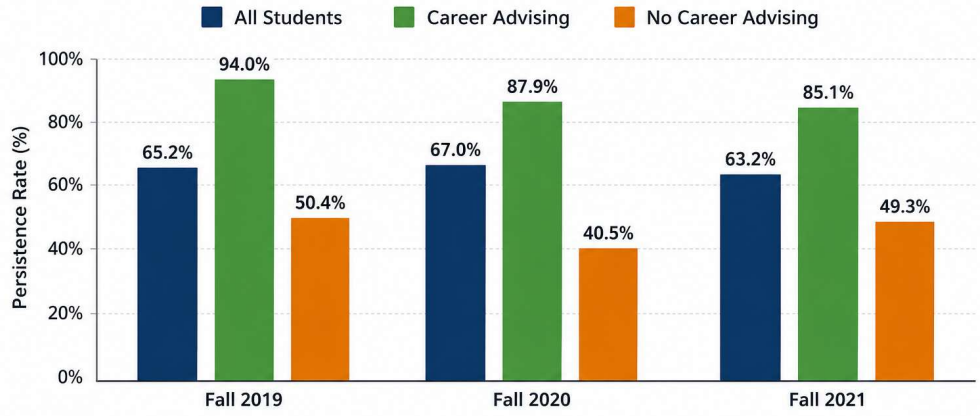
One-Year Retention

Consistent with the previous analysis, students who participated in Career Advising experienced higher first-year retention than students who did not participate.



Four-Year Persistence

Persistence shows perhaps the largest differences.



Career Advising participants consistently remained enrolled or graduated by the fourth year at rates approximately **35–47 percentage points** higher than students without Career Advising.

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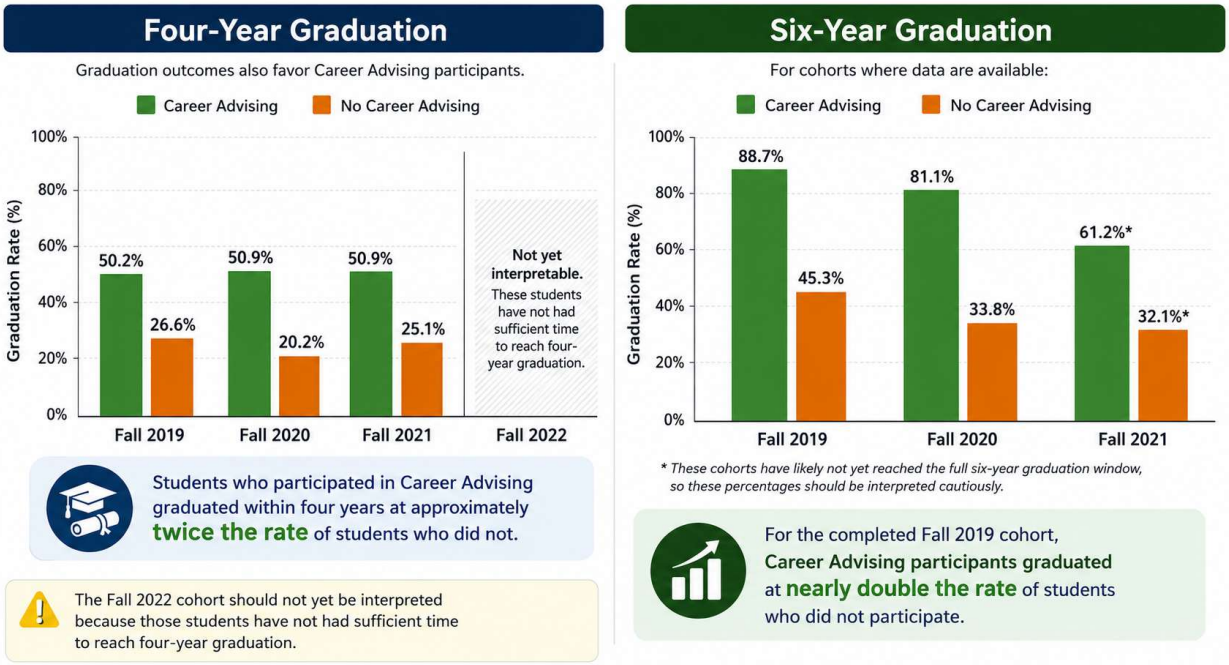

- **Faculty and Staff survey to assess career development, hiring trends, and labor market awareness.** Surveyed faculty and staff to assess deficit and interest areas as it related to career development, hiring trends and outcomes. Received 50 responses and built the following workshops to address these needs.
    i. Guiding Students in a Changing Labor Market (Fall 2025)
    ii. Career Outcomes & Labor Market Insights of Chico State Grads (Spring 2026)
    iii. Mastering LinkedIn and Networking – brought in an industry expert to present via zoom (Spring 2026)

- **First Destination Outcomes Survey**
  Surveyed all 2024/2025 graduating students up to six months post-graduation. Used a combination of surveys through Handshake, email, snail mail and collection at senior graduation-related events on campus. We received a 41.1% response rate.

Chico State FDS Outcomes 24-25	
Jobs posted on Handshake	**76,982**
Average Annual Salary	**$67,361**
Median Salary (sample: 296)	**$62,400**
Graduates	**3,774**
FDS Responses	**1,551**
Response Rate (1695/3706)	**41.1%**
Post-Graduation Plan	
Employed Full-time (849/1551)	**55%**
Continuing Education (378/1551)	**24%**
Seeking Employment (321/1551)	**21%**
Not Seeking (3/1551)	**<0.1%**

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IV. Integrate Unit Objectives with Strategic Action Plan in 2026-27

Referencing the new Student Affairs Strategic Plan, identify *one* outcome from each of the Value Propositions that your area will implement in 2026-27. The outcome must be measurable.

- **Proudly Owning Who We Are**
  - Launch new Career Center website by the first day of the fall semester. Website will include a dashboard to highlight first destination outcomes for our grads.
- **Leveraging Our Strengths in What We Do**
  - Working with three colleges to offer an incentive program to departments for increasing student outcomes reporting. We will compare data at the end of the year to see if the incentive motivated departments to increase outcomes reporting.
- **Advancing Our Influence by How We Do Our Work**
  - Launch Career Champions pilot groups for faculty, staff, students to increase awareness of career readiness resources across campus.
  - Develop structured plan to integrate career advising into CSU Undergraduate Academic Advising Framework.
- **Let's Dance!**
  - Schedule time during each staff meeting to celebrate staff wins for the month.

Identify and describe at least one topic of which your area will assess the outcomes. If needed, consult with the Assessment Champion Group for support.

- **Increase the campus community's awareness of career development, hiring trends and outcomes** through presentations to academic departments, classes/student organizations, affinity centers and in 1:1 meetings with faculty and staff. To achieve this goal, each advisor will schedule two meetings/presentations per week through the fall and spring semesters to increase outreach to our campus community.

V. Identify at least one goal/objective that support the Chico State Playbook in 2025-26

Referencing the fifth question from the Chico State Playbook, "What is most important right now," identify *at least one* goal or objective your area will implement in 2025-26.

- Work intentionally with faculty and chairs to incorporate career readiness strategically into curriculum