

Why Is Career Education Essential to Student Success?

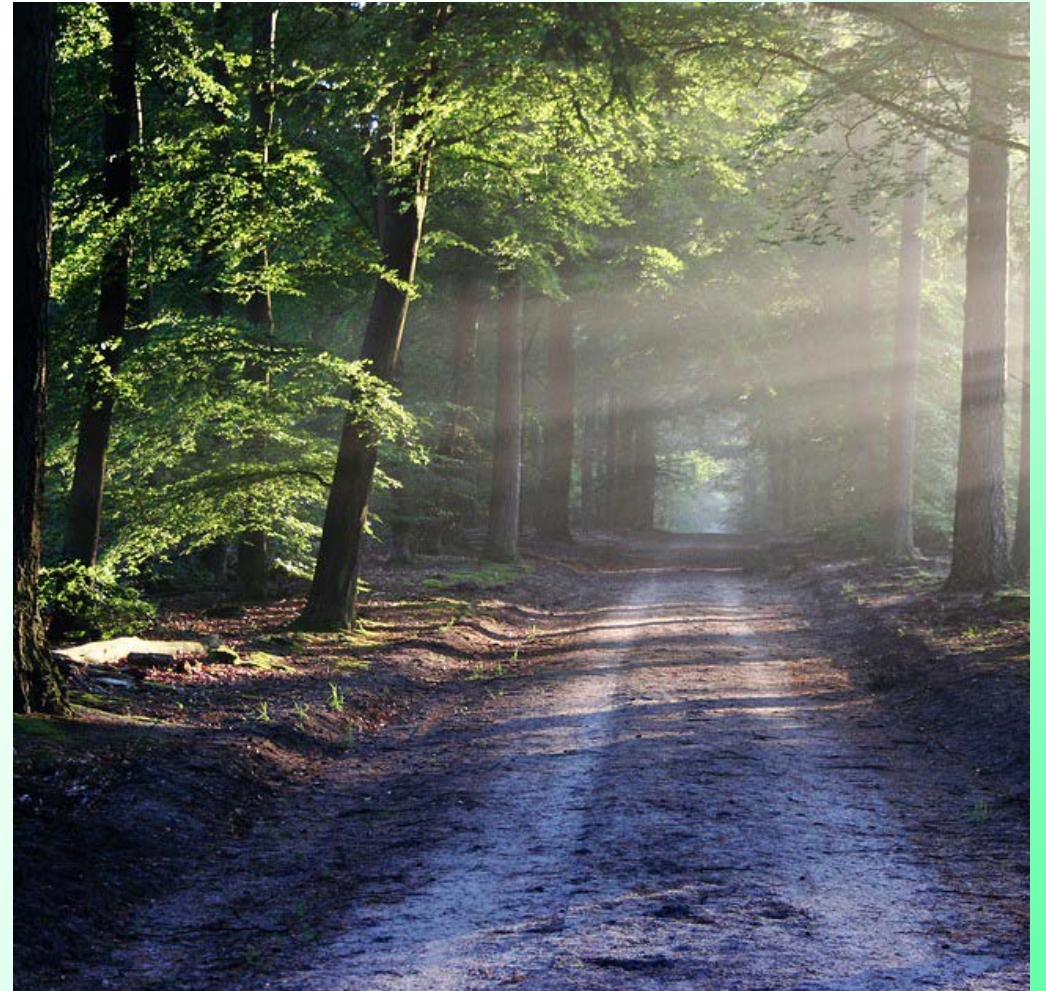
- 1. Creates Equity in Education:** “Recent research has found that helpful career advising is one of the most likely practices to increase college student career mobility in the first ten years after graduation... successful higher education institutions must envision a new future and reimagine how the curricular and co-curricular practically connect to career relevance, and most critically, institute practices that support students, including low-income, first-generation, Black, Hispanic/Latinx, and Indigenous students toward better college and career outcomes. (American Association of State Colleges and Universities, “Integrating Career Advising for Equitable Student Success,” p. 5-7, 2021)
- 2. Increases Retention:** “There is evidence showing how career learning can greatly influence retention among low-income students, and that nearly **50 percent of students who do not complete leave due to a lack of course relevance to their lives and career aspirations.**” (Bridgeland, Dilulio, Jr., 2006)
- 3. Increases Alumni Satisfaction with Their Degree:** “Just half of college alumni feel it was worth it to take out loans to attend college, with even lower levels of satisfaction from Black and Latino alumni about their loans. But **borrowers who feel their college gave them resources and support to get a good job were eight times more likely to feel that their student loans were worth it.** (Gallup Education Consumer Survey, 2021)
- 4. Increases Placement Outcomes:** **What makes a student a compelling and hireable candidate, according to employers, is not GPA, it’s internships and leadership experience.** Career development helps students realize these opportunities. (NACE Outlook 2021 Spring Update).
- 5. Fulfills the #1 Reason Students Attend College:** Surveys of incoming freshmen consistently show that “to get a better job” is their **number one motivator** for attending college. (Cooperative Institutional Research Program)
- 6. The First Post-Graduation Job Matters.** The first job is critical in setting the pace for careers. **More than four in 10 college graduates (43 percent) in the sample were underemployed in their first job,** and two-thirds of workers who were underemployed as new graduates were still underemployed five years later. (*The Permanent Detour: Underemployment’s Long-Term Effects on the Careers of College Grads*, Strada Institute for the Future of Work, 2018)

Brainstorm:

What is your department already doing well
regarding career prep
AND
what are ideas for what we could do better?

How Can FES Faculty Encourage Career Readiness?

- 1. Incentivize students to attend** career events, networking opportunities, and the College of Forestry Career Fair in Nov.
- 2. Host industry representatives** or Career Development Center workshops in their classes.
- 3. Incorporate career education** into what they are already doing (assignments, connecting the dots, field courses, hands-on projects)

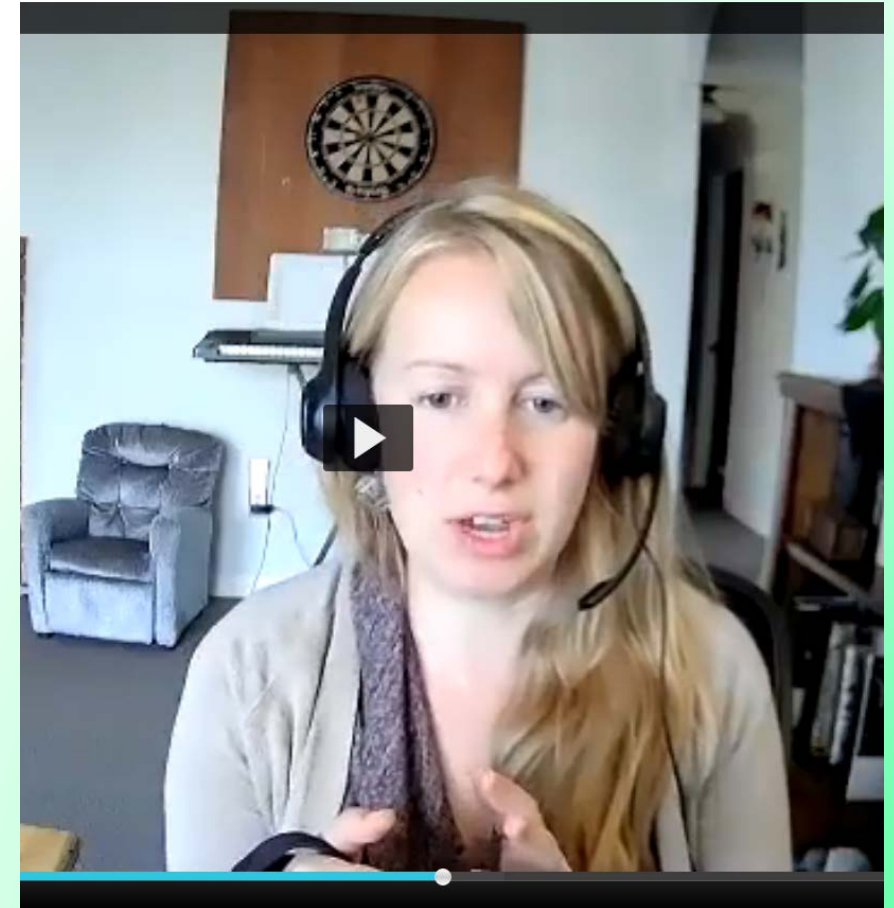


Request a career lecture or video for your class or grad student cohort/lab.

Sample Class Workshop/Lecture Topics:

- Grad student career tips
- Resumes, CVs, and/or cover letters
- OSU Career Services & Tools Overview (can be as short as 10 mins)
- Job and internship searching
- How to network
- Career exploration (can be major specific)
- Interviewing skills
- LinkedIn and professional social media
- Salary negotiation
- Applying to grad school
- Federal/government applications
- Nontraditional or transfer student tips
- Academic career path
- Preparing for career fairs

Question to the group: **Which classes would most move the needle in ensuring FES students are career ready?**



Incorporate a career assignment into your class. 5 Ideas:

1. Students upload their resumes to [Vmock](#) and turn in a screenshot of the feedback they receive.
2. Ask students to interview 2 professionals in their field and write a reflection about the conversation. The [OSU LinkedIn Alumni search](#) can be helpful.
3. Ask students to do a mock video interview through [Standout](#). You can build a custom interview as an instructor or have them use an existing interview practice.
4. Invite industry speakers to your class and ask students to write a reflection about their work.
5. Ask Britt for other worksheets/ideas/resources, like this career values reflection [worksheet](#).



OSU's Faculty Career Champions Program

- Career Champions is a way faculty can further prepare and mentor students as they work towards their unique career aspirations.
- Strong focus on career topics as related to DEI.
- Format includes synchronous training and asynchronous readings/application.
- 1 hour per week, 6 weeks, once a term, cohort model. + Develop your own assignments.
- (Sharon Shen completed it from FES.)



**Questions,
Next Steps?**