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## Welcome

Thanks for **joining us** today!

Being a partner means **encouraging career readiness** it does NOT require a counseling degree or being an expert.

Rather, it calls on us to promote:

- **Confidence:** through learning (class) & doing (exp)
- **Curiosity:** through exploration & discovery (IGs +)

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## Shiny new toys

### Promoting Confidence & Curiosity

- **Employer Partner Program** - helping students get **CURIOS** about how their interests intersect with opportunities here in VT.
- **Interest Group Updates** - expanding **CURIOSITY** with alum connections: seeing what's possible and getting inspired by those doing it.
- **Career Badges in Brightspace** - fostering **CONFIDENCE** development by keeping students on track with the Path to Career Success.
- **Data Visualization Tool** - engendering **CONFIDENCE** that UVM grads are successful, the ROI is there (for your time & money); and fostering curiosity about others...

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## Employer Partner Program

Amanda Van Vranken, Assistant Director External Relations

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# Announcing EPP

## UVM's Employer Partnership Program

Working together to connect talent to opportunity

- Expand & diversify portfolio of employers
  - Vermont & nationwide
- Address diversity of students' career goals
  - Values, Financial aspirations, Identity
- Increase support & collaboration for engagement
  - New staff position, sustained thru program revenue

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# Value Prop for Employers

Maximize your success: connecting with campus; increasing brand recognition; developing an effective & equitable talent pipeline

CAT COMBO \$1000	GREEN PARTNER \$3500	GOLD PARTNER \$7500
<p>An easy and efficient way to plan, pay &amp; participate in annual recruiting events.</p> <p>This bundle includes 2 fairs (with extra recruiters, on-campus interview rooms), 2 tabling sessions and targeted promotion across our social media channels.</p> <p><b>Cat Special</b> – half price for nonprofits, government agencies, women-owned, BIPOC-owned</p>	<p>A dynamic package that goes beyond the standard.</p> <p>In addition Cat Combo offerings, Green Partners get connected directly with our Career Interest Groups and student clubs, as well as direct consultation with our Internship Coordinator to launch, or expand, your internship program.</p> <p>Plus, 10% discount on PACE programs for employees.</p>	<p>Concierge services to amplify your brand.</p> <p>Full access to our events (with prime placement). Invitations to participate in programs and classes. Targeted recruiting day on campus with your logo in high-profile locations.</p> <p>Plus, 20% discount on PACE programs for employees.</p>

[www.uvm.edu/career/employer-partner-program](http://www.uvm.edu/career/employer-partner-program)

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## July 1 Launch & Build...

### Hire/Onboard EPP Manager

### Convert Current Employers

- 100 – Cat Combo/Special (300+ prospects)
- 12 – Green Partners (81 prospects)
- 5 – Gold Partners (19 prospects)

Can still choose  
*à la carte*

### Engage Employer Partners

- Personalized Recruiting Strategy Session (goals)
- Campus collaborations

### Evolve EPP & Career Center offerings

- Program evaluation from employer AND campus partners

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## A campus-wide program

You can still bring alum/employers to class /event...

### Ask ask yourself / them:

- Are they getting the most they could out of their engagement?  
(*Would their employer be interested in more?*)
- Are your students getting the best access they could to experiential learning and post-grad opportunities?
- Are we working together as efficiently or effectively as we could?

### EPP engagement serves all.

- Please help us promote the program & send us prospects
- Let's collaborate to engage employer partners

\*Recruiting Guidelines: [go.uvm.edu/employerguidelines](https://go.uvm.edu/employerguidelines)

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# Career Interest Group

Updates from Sarah & Adam

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## IG Updates

Students on UVM Connect  
1400 students Aug 2022  
**3700 students April 2023**  
95% joined 1+ Interest Group

Partnership with Alum Association

*"UVM Connect is and will continue to be the primary vehicle through which we support alumni and student engagement in the career space.  
...a majority of the growth [this year] is thanks to our partners at the Career Center for incorporating UVM Connect [as part of] joining a Career Interest Group."*

-Alumni Association Board President

62%  
growth

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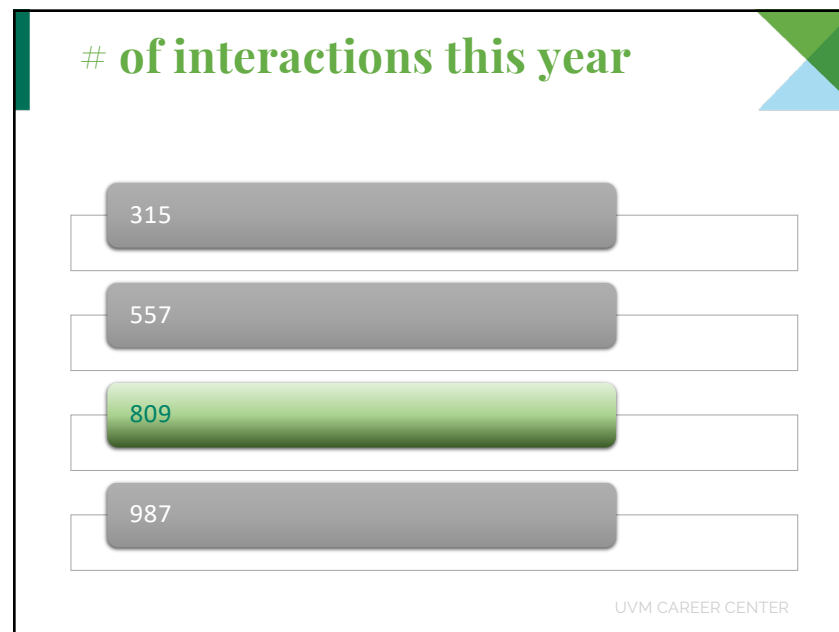
## www.UVMConnect.org

Log in –OR– create your account, confirm your email & get started

The screenshot displays the UVMConnect website interface. On the left, there is a 'Create a new account' form with fields for 'First name', 'Last name', 'Email', 'Password', and 'Confirm password'. Below the form is a 'CONTINUE' button and a checkbox for terms and conditions. On the right, an email confirmation window is shown with the UVMCONNECT logo and the text: 'Verify your attempt to register on UVM Connect. Hi Sarah, You are receiving this email to verify your attempt to register on UVM Connect. In order to verify your email address, please click on the following link.' At the bottom of the email window, contact information for the UVM Career Center is provided: '888-458-8891' and 'Alumni Association: alumni@uvm.edu'.

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## Relevant help

Find 1 person on the platform who is...



- an alum
- willing to "discuss industry/career path/profession"
- with a shared interest
- 5-7 years out (*graduated 2018, 2017, 2016*)

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## Career Badges Brightspace

Adam Boothe, Assistant Director for Integration

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## Career Badges

*Pilot coming fall 2023...*

- Reps from each school/college working with CTL
- Series of 4 **badges** that will roll up to the “Career Starter” **certificate** in Brightspace
- First in a set of 3 certificates which will encourage student progression along the **Path to Career Success**.
- Not externally facing credentials
- Building with an eye toward growth & may develop employer-facing badges in the future

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## Space for each Certificate

Course Home Content Activities Grades & Feedback Course Tools Course Admin Help & Resources More



Content Browser

Bookmarks Recently Visited

- Career Foundations >
- Career Exploration >
- Campus Engagement >
- S.M.A.R.T Goals >

Announcements

There are no announcements to display. [Create an announcement](#)

Bookmarks

No bookmarks have been added

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## Certificate: 3-5 badges

Connect students to resources & into the notion of career prep

BADGES that roll up to certificate	SPECIFIC ACTIVITIES required to earn the badge:	Learning Outcome for each activity
<b>Career Foundations</b>	Join IG	Students become familiar with IG & find a network of folks with some common interests
	Complete Career Interest Survey	Students activate account and provide some basic info to drive content curation
	Start your HS profile	Students begin to reflect on / present their professional experiences (profile can be private)
	Start college resume	Students learn about the basics of resumes (purpose, formatting, and strong bullet points)
<b>Career Exploration</b>	Interests & skills module	Students reflect on their personal interests and skills (as they may inform potential careers)
	Values module	Student identify and rank their values (to inform career choices)
	Learn What's Possible) Professional Cyberstalking	Students explore the pathways of alums in their IG to expand their horizons re: possible paths
<b>Campus Engagement</b>	Get to Know a Career	Students explore data on career fields, training and potential compensation using O*NET
	Find Clubs / Orgs	Students explore the clubs and organizations at UVM
	Join a Club / Org	Students pursue information about clubs/orgs of interest (e.g., attend Activities Fest)
	Meet FOUR	Students are introduced to research and fellowships as potential options
	Meet SEO	Students learn how effective on-campus employment can be in developing transferable skills.

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## Each badge: 3-5 tasks

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  - ☰ Start Your Handshake Profile 3
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- ☰ Career Exploration 7
- ☰ Campus Engagement 2
- ☰ S.M.A.R.T Goals 2

☰ Join a Career Interest Group



**Did you know that up to 85% of jobs/internships are found through networking? Career Interest Groups make networking easy!**

**Career Interest Groups are...**


- ready-made virtual networks of peers, alums, faculty & staff eager to help

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## Each task: 3-5 steps

**Learn What's Possible**



You might have a clear sense of what you want to do after university, or maybe you're still in the exploring stage.

Regardless of where you are on your own journey, the best way to find out more about a potential career is to talk to people who are doing it.

[Download](#)

50 % 1 of 2 topics complete

- [How to Find People on UVM Connect and LinkedIn](#) ✓  
Web Page
- [Who Did You Find on UVM Connect?](#) •  
Survey  
 Browse UVM Connect to find alums. Then answer the following questions.

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## Tasks are assessed

To track knowledge and/or engagement, we'll use a variety of assessment techniques, e.g.

- Take a quiz on what makes a resume effective
- Upload a screenshot of your Handshake profile
- Reflect on 3 alums you found and why their jobs are interesting

### Example:

**Resume Descriptions**

Read each resume description. Decide whether it is a strong description or if it needs work.

**Question 7** 0 / 1 point

I helped out with an animal shelter.

Strong  
 Needs work

[Hide question 7 feedback](#)

- Skip the "I" and get straight to the point with an action verb that will catch the readers attention.
- "Helped out" is too vague, highlight the specific & general skills you used to fulfill your duties and contribute to overall success.

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## Prompt reflection & exploration

### Communication

It is not only the ability to organize your thoughts in a clear and concise way but also to seek out guidance and ask appropriate questions.

Think about how well each of the following statements describe you. (1=not well; 5=very well)

#	Statement	1	2	3	4	5
1	I have strong verbal, written, and non-verbal/body language abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	I employ active listening, persuasion, and influencing skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	I frame communication with respect for a diversity of styles, abilities, and cultural differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	I ask appropriate questions of supervisors, specialists, and others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Brightspace Badging will...

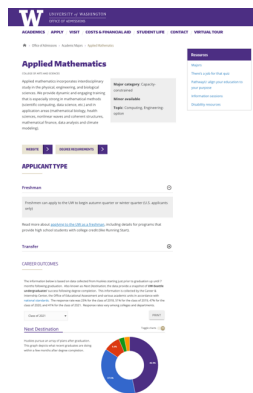
- Guide students through clear, achievable steps on the **Path to Career Success**
- Allow instructors to easily add career prep to a courses – as badges or certificates
- Give advisors another tool
- Scale Career Center reach
- Collect useful feedback / data to better inform our services & outreach

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## Data lives on Career site, and...



- School/program specific outcomes can be embedded in your webpage too...
- Be in touch if you're interested!

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## Class of '23 Survey is live...

### Got plans?

Awesome!  
We'd love to hear  
where you're headed -  
please complete the  
[Outcomes Survey](#)

*(it provides great inspiration  
for future grads)*

### No plans yet...

You're not alone.

The UVM network is a  
great resource to you  
now and for life!

Want help? Opt into  
services you'd like with  
our [2-minute survey](#)

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**Wrapping Up**  
QR code, Partner Mtgs, Champ photo

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**2023 Nominees**

*thank you*


Abigail Hielscher	Jarlath O'Neil-Dunne	Sabrina Fiore
Anthony D'Amato	Jean Pelski	Sandy Wurthmann
Cameila Maianu	Justine Dee	Scott Clark
Charles-Louis Morand-Metivier	Luke Donforth	Sheila Boland Chira
Chris Brooks	Mareesa Miles	Steven Kostell
Christine Rohan	Mariano Rodriguez-Cabal	Susanmarie Harrington
Christine Velez	Martha Lance	Thomas DeSisto
Cory Morgan	Melissa Pespeni	Tiffanie Spencer
Dan Tobin	Mimi Sperl	
Dryver Huston	Puck Rombach	

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**Career questions in academic advising:  
Case studies for professional & faculty advisors**

Amber Anderson  
Adam Boothe  
Danielle Gallant  
Clark Sheldon



The University of Vermont

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**Let's get started**

Please take a few minutes to discuss the scenario in front of your group.

After a few minutes, we'll rotate when you hear the gentle alarm.

Feel free to jot down some notes. We will share out our ideas and relevant resources at the end.



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## Scenario 1

A second-year student comes into your office to talk about changing majors. She is especially curious about what career options are possible for different majors, and she is worried that her career options don't line up with her passions.

- How would you advise her?
- What resources are you aware of that could help this student?

### Resources to consider:

1. Exploring resources: [www.uvm.edu/career/exploring-resources](http://www.uvm.edu/career/exploring-resources)



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## Scenario 2

A first-generation first-year student comes into your office in December asking about summer internship possibilities. He wants to know how he can start getting experience as soon as possible.

- How would you advise him?
- What possibilities does this student have to get experience?

### Resources to consider:

1. Guide to Internships: [uvm.edu/career/internships](http://uvm.edu/career/internships)
2. Job Shadowing: [uvm.edu/career/job-shadowing](http://uvm.edu/career/job-shadowing)
3. Alums offer internships/job shadowing on UVM Connect: [uvmconnect.org/](http://uvmconnect.org/)



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### Scenario 3

During an advising session, a student tells you that they are nervous about networking and are unsure if it is something that is important for their career readiness.

- How would you advise them?
- How would you explain the importance of networking?
- How you help this student get started?

#### Resources to consider:

1. Guide to Networking: [go.uvm.edu/network](https://go.uvm.edu/network)
2. Clubs & Orgs are a great way to get started: [clubs.uvm.edu](https://clubs.uvm.edu)
3. UVM Connect: [uvmconnect.org](https://uvmconnect.org)
4. Guide to LinkedIn: [uvm.edu/career/your-guide-linkedin](https://uvm.edu/career/your-guide-linkedin)



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### Scenario 4

A student tells you that they are excited/nervous about an upcoming interview. This will be their first "real" interview and they're not sure how to get prepared. Also, they want to know how they can show up and be "professional". Finally, they know that they should have some questions prepared at the end of the interview, but they don't know what that looks like.

- How would you advise this student?
- How could this student prepare for an interview?
- What behaviors are appropriate before, during and after an interview?

#### Resources to consider:

1. Guide to Interviewing: [uvm.edu/career/your-guide-interviewing](https://uvm.edu/career/your-guide-interviewing)
2. Mock Interviews



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## Scenario 5

A graduating senior is not sure what they want to do after graduation. They're considering doing something other than starting work immediately. They want to know what their options are.

- How would you advise this student?
- What options would you recommend as alternatives to work?

### Resources to consider:

1. You Have Options! [go.uvm.edu/post-grad-options](https://go.uvm.edu/post-grad-options)
2. Job Search Checklist: [go.uvm.edu/jobsearch](https://go.uvm.edu/jobsearch)
3. Plan for Grad School: [go.uvm.edu/goqgrad](https://go.uvm.edu/goqgrad)



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## Scenario 6

A student reveals to you that he plans to use ChatGPT to create his resume and cover letter as he begins the job search process.

- How would you advise this student?
- How would you prompt the student to best utilize ChatGPT.

### Resources to consider:

1. Tips for Using ChatGPT in Your Job Search: <https://careersherpa.net/use-chatgpt-in-job-search/> AND <https://www.linkedin.com/pulse/6-ways-use-chatgpt-your-job-search-ifina-scarborough/>



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## Refer Students to the Career Center

Academic Year Drop-ins: Mon. - Thurs, 10am-2pm

Summer Drop-in: Mon - Thurs, 11am-1pm

Appointments made through Handshake.

Contact: [career@uvm.edu](mailto:career@uvm.edu)