ASSESSABLE OUTCOME
Student employees are able to understand how ASI employment furthers their preparedness for work in their chosen field.

OUTCOME SUPPORTS
☑ University: __Goal 1____
☑ Division: __Goal 2____
☑ Department: __Goal 1____
☐ Other: __________________

ASSESSMENT APPROACH
☐ Direct assessment
☑ Indirect assessment
☐ Both direct and indirect assessment

DATA COLLECTION TIMEFRAME
July 1, 2014 – June 30, 2015

OUTCOME TYPE
☐ Performance Outcome
☑ Student Learning Outcome

DATA COLLECTION METHODS
Iowa GROW Survey

METHODS AND MEASURES
Associated Students Inc. utilized an on-line platform to distribute the Iowa GROW survey to student employees, including specific questions for this outcome.

Iowa GROW Questions:
(1) My job has helped me learn more about career options.
(2) My job has helped prepare me for the world of full-time employment.
(3) My job has helped me better understand what it means to be responsible in the workplace.

CRITERIA OF SUCCESS
75% of student employees respond in agree or strongly agree to related questions on Iowa GROW survey.

DATA COLLECTION AND ANALYSIS
- 57.6% of respondents agree or strongly agree that their job has helped them learn more about career options.
- 66.7% of respondents agree or strongly agree that their job has helped prepare them for the world of full-time employment.
- 86.8% of respondents agree or strongly agree that their job has helped them better understand what it means to be responsible in the workplace.
IMPROVEMENT ACTIONS
For the 2014-2015 academic year, the Career Preparation outcome was not met. However, we believe that part of the approach to improving in this area includes what we have set as a talent development plan to address this goal. Further, we are planning to consult with the career center to deepen our knowledge of how we can connect students experience with us to their career goals and to be "career-ready".

Below is a plan for our ASK. KNOW. ENCOURAGE. Talent Development Program for the fall 2015 semester.

September 25th, 9am to 1030am
- Presenter: Mary Becerra, Director WoMen’s and Adult Reentry Center
- Topics: Harassment, abuse, Title IX

October 15th, 1030am to 12noon
- Presenter: Amy Mattern, Interim Executive Director of Retention Initiatives
- Topics: Assistant Deans of Student Affairs, Student Success Teams

November 19, 1030am to 12noon
- Presenter: Tom Thompson and Doug Liverpool, Disability Support Services
- Topics: Students with Disabilities

January 12, 930am to 1130am
- Presenter: Dr. Joy Hoffman, Director of Diversity
- Topics: Building Our Cultural Competencies

Our aim with this developmental program is to make it informational and interactive, where participants leave with not only knowledge but skills to provide interventions.