OUTCOME
Students will develop career transferable skills.

OUTCOME SUPPORTS
- University: Goal 1
- Division: Goal 2
- Department: 
- Other:

OUTCOME TYPE
- Performance Outcome
- Student Learning Outcome

DATA COLLECTION METHODS
- Student self-assessment, Survey

ASSESSMENT APPROACH
- Direct assessment
- Indirect assessment

METHODS AND MEASURES
The mission of the Career Center and all of its initiatives and programs are to ensure that each student is prepared to take the next steps in their careers. A survey will be sent to students and alumni who utilized Career Center services sometime during the academic year, with the focus on collecting information on the student experience and the development of career transferable skills. The Career Center utilizes this survey annually and is sent out to students at the end of the academic year. An incentive is used as a way to encourage students to participate in the survey.

CRITERIA OF SUCCESS
- 85% of students agreed the career center helped in their career related skills and abilities.
- 85% of students agreed that they will be able to apply what they learned about careers in the future.
- 85% of students agreed that as a result of using career services, they are more career ready.

DATA COLLECTION AND ANALYSIS
An online survey was sent to 3,299 students and yielded a total of 1,335 responses. This is a survey response rate of almost 21%. The survey documented the following:

PERCENT OF STUDENTS THAT AGREE THAT THE CAREER CENTER HELPED IN THEIR ABILITY TO...

- Develop an effective resume: 95.22%
- Develop an effective cover letter: 87.83%
- Conduct an internship search: 88.03%
- Conduct a job search: 85.94%
- Prepare for an interview: 81.32%
- Explain how their major is related to their career: 91.45%
• 88.3% of students agreed the Career Center helped in their career related skills and abilities.
• 92% of students agreed that they will be able to apply what they learned about careers in the future.
• 86.27% of students agreed that as a result of using career services, they are more career ready.

**IMPROVEMENT ACTIONS**

In sum, all of the criteria of success were met and surpassed and the amount of responses provided a good sample size. However, the data is limited to indirect data only. The Career Center will explore ways to capture direct data from students and enhance the data collection process for this student learning outcome. The Career Center plans to start working with its staff on assessment during the summer.

Other areas of improvement include analyzing the data by class year and by interest in type of career. It seems that students who are interested in full time careers or graduate students, may have not had the opportunity to share their experience as compared to undergraduate students. Further examining these populations would be useful in providing career services and development to all students. Also, although not analyzed for this assessment report, the survey collected qualitative data which revealed areas of improvement with regards to inclusivity. Although the survey revealed that 95% of students agreed that the Career Center provided them with a valuable learning experience, almost 89% agreed that their expectations were met, and 96.5% agreed that they would recommend other students to take advantage of the Career services, student satisfaction and inclusivity is a top priority for the Career Center. The Career Center will explore the development of a customer satisfaction centered outcome and how to enhance the current practices with regards to this.