

SPECIALIZING CAREER SERVICES

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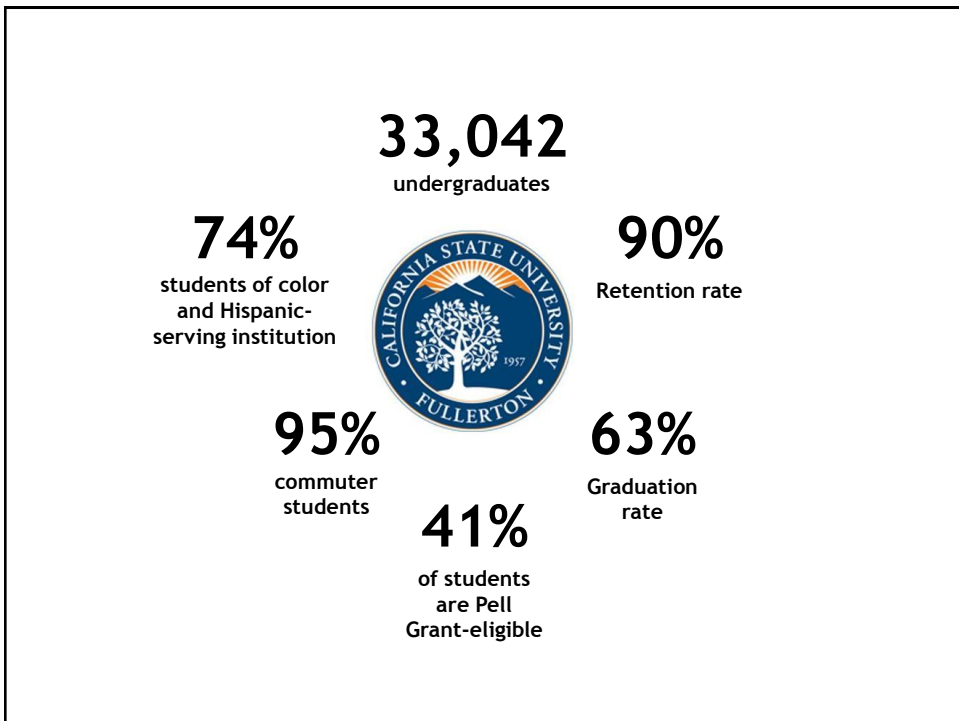
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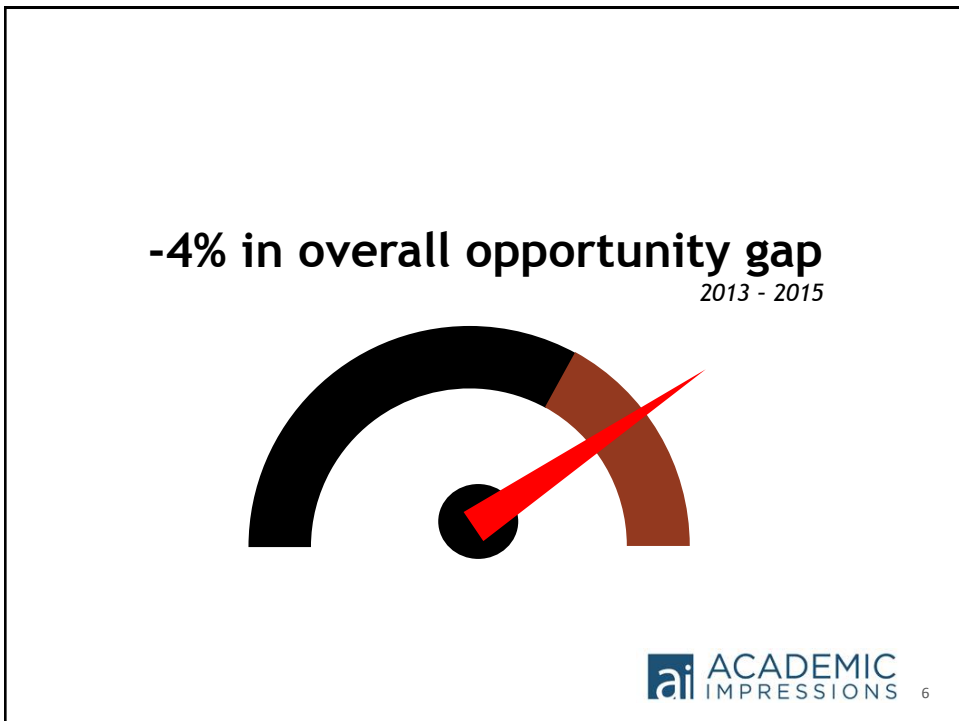
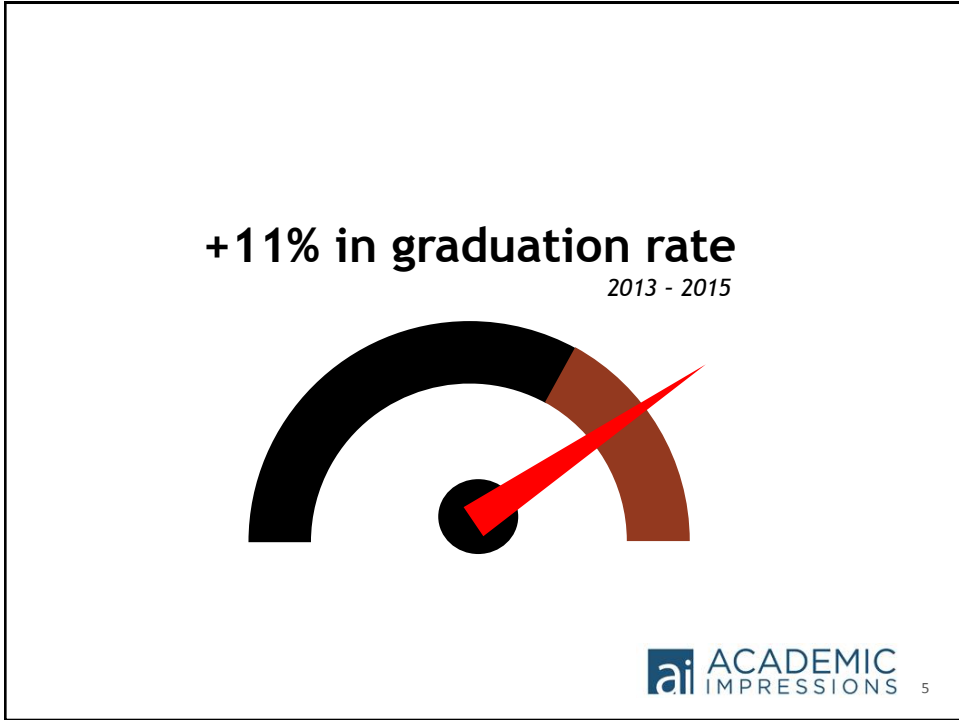


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THE IMPACT OF CAL STATE FULLERTON'S CAREER SERVICES MODEL







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BACKDROP FOR CAL STATE FULLERTON'S CAREER SERVICES MODEL



Partnership between student
affairs and academic affairs



Partnership between student affairs and academic affairs

1. Campus underwent an inclusive strategic planning process.



Partnership between student affairs and academic affairs

2. Two strategic goals from the planning process helped shape the new model:
 - (a) “Develop and maintain a curricular and co-curricular environment that prepares students for participation in a global society and is responsive to workforce needs.”
 - (b) “Improve student persistence, increase graduation rates university-wide, and narrow the achievement gap for under-represented students.”



Partnership between student affairs and academic affairs

3. A Student Success Initiative Fee was passed to help support the formation of Student Success Teams (SSTs).



QUESTIONS

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ANATOMY OF CAL STATE FULLERTON'S CAREER SERVICES MODEL

ai ACADEMIC
IMPRESSIONS 13

3 critical pieces of model:

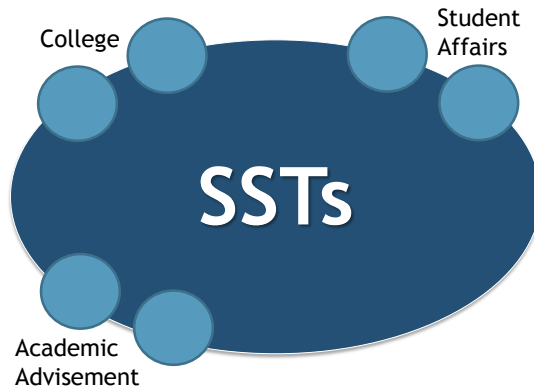
- Student Success Teams (SSTs)
- College Career Specialists
- Integration of academic and career components



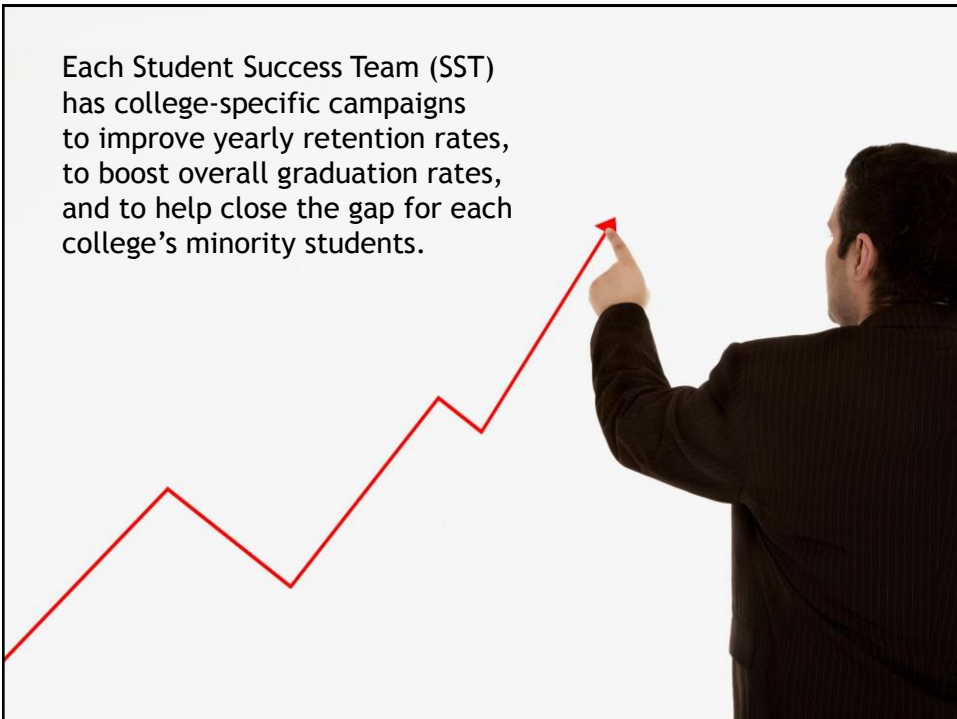
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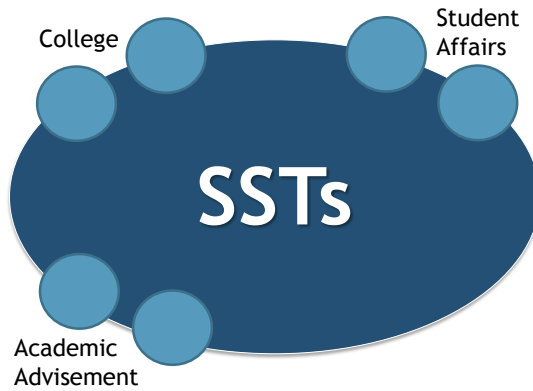


Each Student Success Team (SST) has college-specific campaigns to improve yearly retention rates, to boost overall graduation rates, and to help close the gap for each college's minority students.



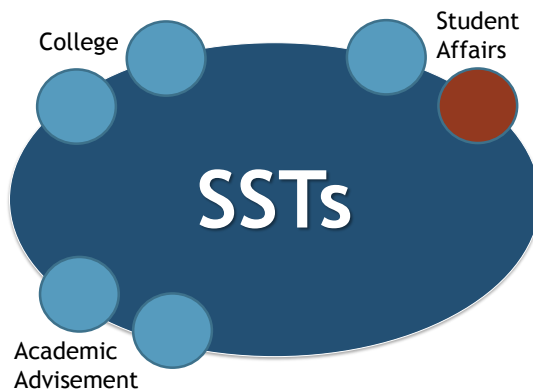
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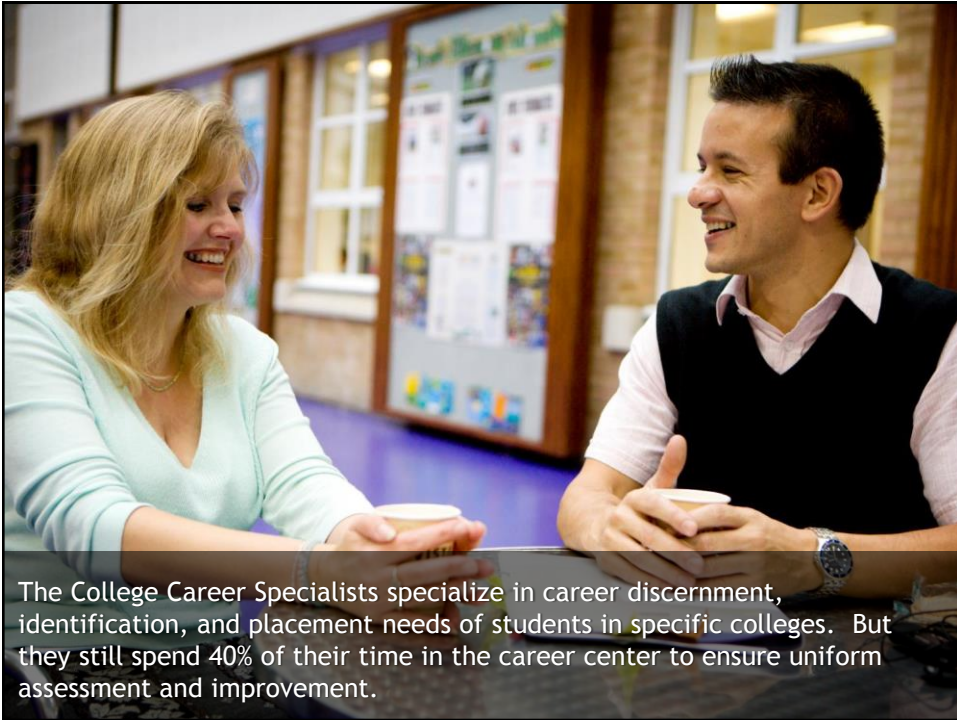
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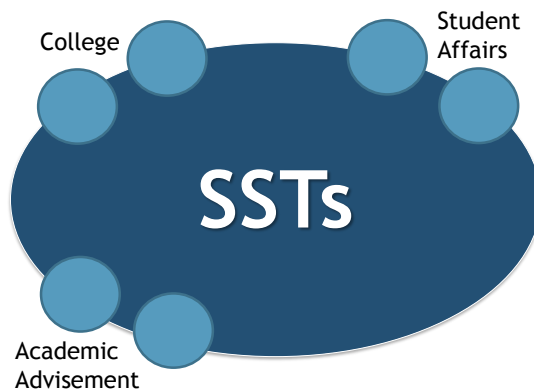
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5. ...spend 4-10 hours per week offering career counseling and advising in each College Student Success Center.





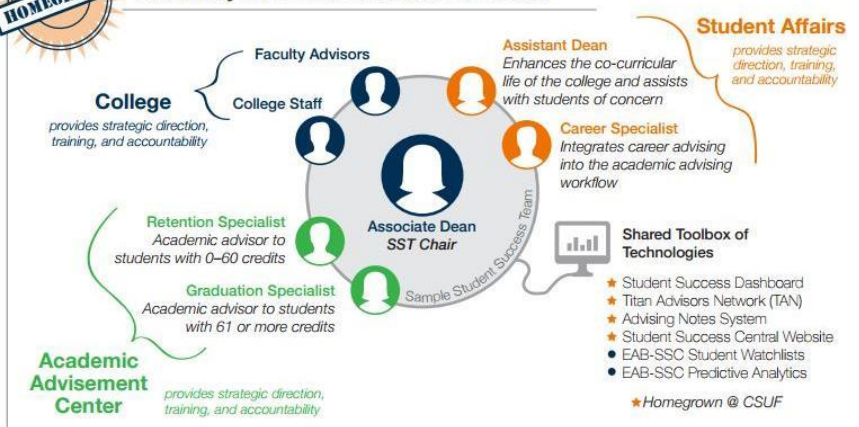
RESOURCE

College Career Specialist job description

- 30% - Direct Student Services: Career Counseling, Walk-in Advising, Workshop Delivery
- 20% - College Liaison Relationships: Development, Improvement, and Maintenance; Program Planning, Implementation and Assessment
- 40% - Assigned Employer Outreach: Development, Improvement, and Maintenance
- 10% - Administration and Coordination of Special Projects



Anatomy of a Student Success Team





QUESTIONS

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ADVICE FOR GETTING STARTED ON YOUR CAMPUS



TAKEAWAYS

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- 3) Offer programs jointly with advisors.
- 4) Try to get access to the platforms that advisors and faculty use when advising students.



TAKEAWAYS

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TAKEAWAYS

If you're lucky enough to go big...

- 1) Positions you could consider are:
 - a) 1 Career Specialist for each college
 - b) 1 Career Development Training Specialist
 - c) 1 Career Development and Academic Advising Specialist
 - d) A few graduate interns



RESOURCE

Career Development Training Specialist job description

40% ...Serve as a lead in the development of new programs and initiatives... to help students integrate career, personal and academic plans.

20% Provide training and development to new and current staff in the areas of career development and career services. Serve as a lead in the training, development and supervision of the Graduate Intern Program.

30% Provides career, job search and graduate school counseling and advisement to students and alumni

10% Other duties as assigned





TAKEAWAYS

If you're lucky enough to go big...

- 2) You might need a year or 2 to fully form SSTs:
 - a) Change mindset from generalist work to specialist work
 - b) Convert current staff to career specialists
 - c) Hire additional people to staff all colleges
 - d) Hire Career Development Training Specialist



TAKEAWAYS

No matter what...

- 1) Provide reports to keep your constituents informed of the impact of career center staff inside the colleges.



RESOURCE

1. Sample report for a specific college
2. Career Center annual report
3. Student outcome survey



QUESTIONS



EVALUATION

Thank you!

Please remember to complete the event evaluation.
Your comments will help us continually improve the
quality of our programs.

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