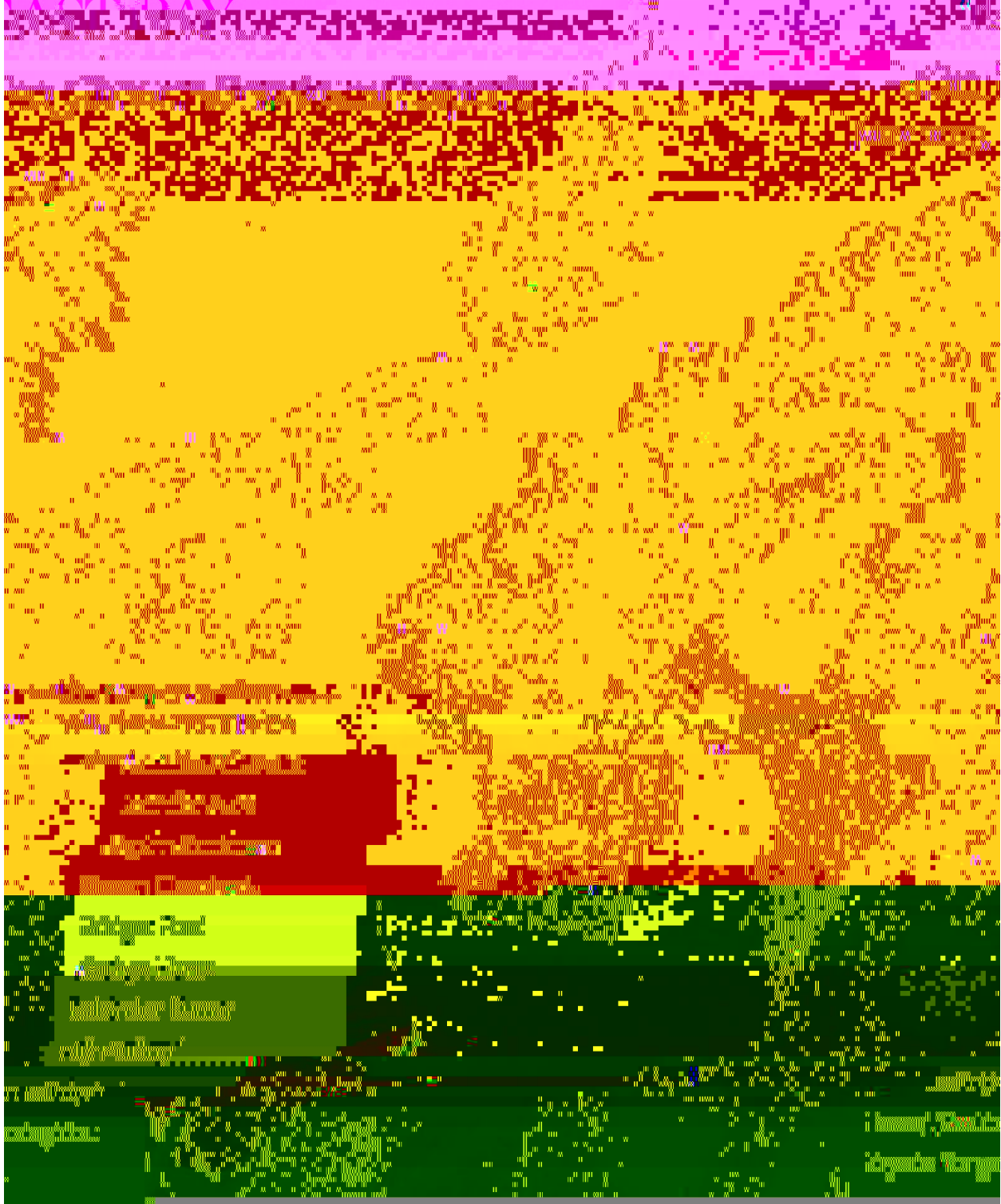


CAL STATE



SACRAMENTO AREA

San Francisco Bay Area
Central Valley
San Diego Area

Los Angeles Area
Sacramento Area
San Francisco Bay Area

Los Angeles Area
Sacramento Area
San Francisco Bay Area
Central Valley
San Diego Area

The Scaling Career Services Task Force was convened on January 26th, 2023 and regular meetings were held throughout the spring semester. The [charge](#) was reviewed and reiterated during the course of this process to ensure that our work remained in concert

Embed career development support and services into major degree requirements and/or 1-unit career “labs” to prepare students for internship placements especially (this would be in addition to GS 101 for first-year students)

Identify key services to be offered in our career services unit throughout the student lifecycle

For sophomores or juniors, we need 1-unit internship preparation/career development classes or modules in major requirements classes

Develop Career Learning Outcomes and embed into curriculum

Develop career pathway maps

“The Career Success Hub should become the nexus of career related activities which impact all students, Cal State East Bay faculty and staff, and the broader community. Career preparation

Collect first destination survey [data](#)

Conduct alumni outcomes survey at 5 and 10 years post-graduation

Consider accreditation standards and requirements

Consider a career data task force to assess, explore and maintain effective data practices across the campus

A coherent and coordinated strategy for external partnerships was recommended to enable our campus to provide broader career development experiences for our students. Doing so also ensures that employers can easily engage with the university at multiple levels.

Create “Employer Engagement Council” (see report)

Identify successful partnerships and programs existing within the Colleges and departments

Survey students

alumni and employers to promote career readiness. Regardless of the reporting structure and where the office is placed on the organization chart, here are some key considerations:

To make career education attainable, we must be intentional about making it part of the curriculum by partnering with faculty champions

To substantially increase the number of internship opportunities and career opportunities after graduation, we must build strong, lasting relationships with employers

To offer mentoring, guidance, and networking opportunities for students, we need to recruit and organize partnerships with alumni and friends of the university

Given the above, the campus might consider elevating both Career Services and Academic Advising separately so that a focus on career education, internship, job opportunities and building social capital through relationships with alumni and friends is prioritized. In order to scale our career education so that every student has access, we must move beyond the 1:1 advising model that is more appropriate for academic advising. We envision career office staff being responsible for T

Student, staff and faculty focus groups were established to develop survey questions
Survey links were shared with staff and faculty via email and were also posted on
Canvas/Blackboard to maximize participation

Student Survey (291 participants with 65% with senior standing) results indicated
62% of respondents said they used LinkedIn to seek job opportunities
59.4% use Indeed
16.4% use AACE
45% of students report that the best time to seek a job is before their senior
year

Staff/Faculty Survey (93 participants with 51% faculty and 49% staff) show:
64% reported that they refer students to AACE
67% reported that they provide some level of career development support
to students
Most respondents would welcome career services information to share
with students

Though we see that survey results are indicative that our campus community is aware of services
offered, there is a clear opportunity to maximize even more synergy between the services
offered, communication about those services and divisions across campus. Utilizing our
PR/Marketing and community engagement strategies would be helpful in this regard.

(revised 2019)

(revised 2020)

Career & Self Development
Communication
Critical

CalStateS4

We currently use CalStateS4 (version 1) for internship compliance processing (per EO 1064). A new version is being developed at the Chancellor's Office.

Canvas

Career Village - nonprofit crowdsourced advice to students

EAB Navigate (BayAdvisor) - platform used by faculty, advisors, career counselors and students for advising meeting notes, notifications, campaigns, early alerts, etc.

Handshake - platform for job, internship, and career event postings

We currently use [Handshake](#) for