



UNIVERSITY of
HOUSTON
UNIVERSITY CAREER SERVICES

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Presentation for FY 2019 – 2020
October 26, 2018

UH.EDU/UCS

UNIVERSITY of
HOUSTON
UNIVERSITY CAREER SERVICES

Student Fees Advisory Committee (SFAC)
Presentation for FY 2019 – 2020
October 26, 2018



OUR MISSION

University Career Services provides customized resources to our constituencies through **intentional programming** and **collaborative relationships** built on a foundation of integrity. UCS constituencies include students, faculty, staff, alumni and employers.





OUR SERVICES

- Career Counseling
- Alumni Career Services
- Student Employment
- Employer Development and Relations
- Career Fairs & Grad School Prep Events
- Professional Development

UCS LEADERSHIP TEAM



Monica
Thompson
Executive Director



Tiffany
Bitting
*Associate
Director
Career
Counseling*



Anne
Hopton-Jones
*Associate Director
of Employer
Development and
Relations*



Cynthia
Olmedo
*Assistant Director
Alumni Career
Services*

CAREER COUNSELING TEAM



**Tiffany
Bitting**
*Associate
Director
Career
Counseling*



**Priyanka
Raut**
*UH Sugar
Land Career
Counselor*



**Caitlin
Deis**
*STEM
Career
Counselor*



**Megan
Akogyeram**
*CLASS
Career
Counselor*



**Lauren
Hermann**
*CoAD/HRM
Exploratory
Career
Counselor*



**Donah
Justice**
*EDU/GCSW
Career
Counselor*



**Adalia
Espinosa**
*CLASS
Career
Counselor*

ALUMNI COUNSELING TEAM



Cynthia Olmedo

Assistant Director



Ayo Ogunye

Alumni Career Counselor



EMPLOYER DEVELOPMENT AND RELATIONS



Anne
Hopton-Jones

*Associate
Director*



Dawnelle
Prince

*Recruiting
Manager*

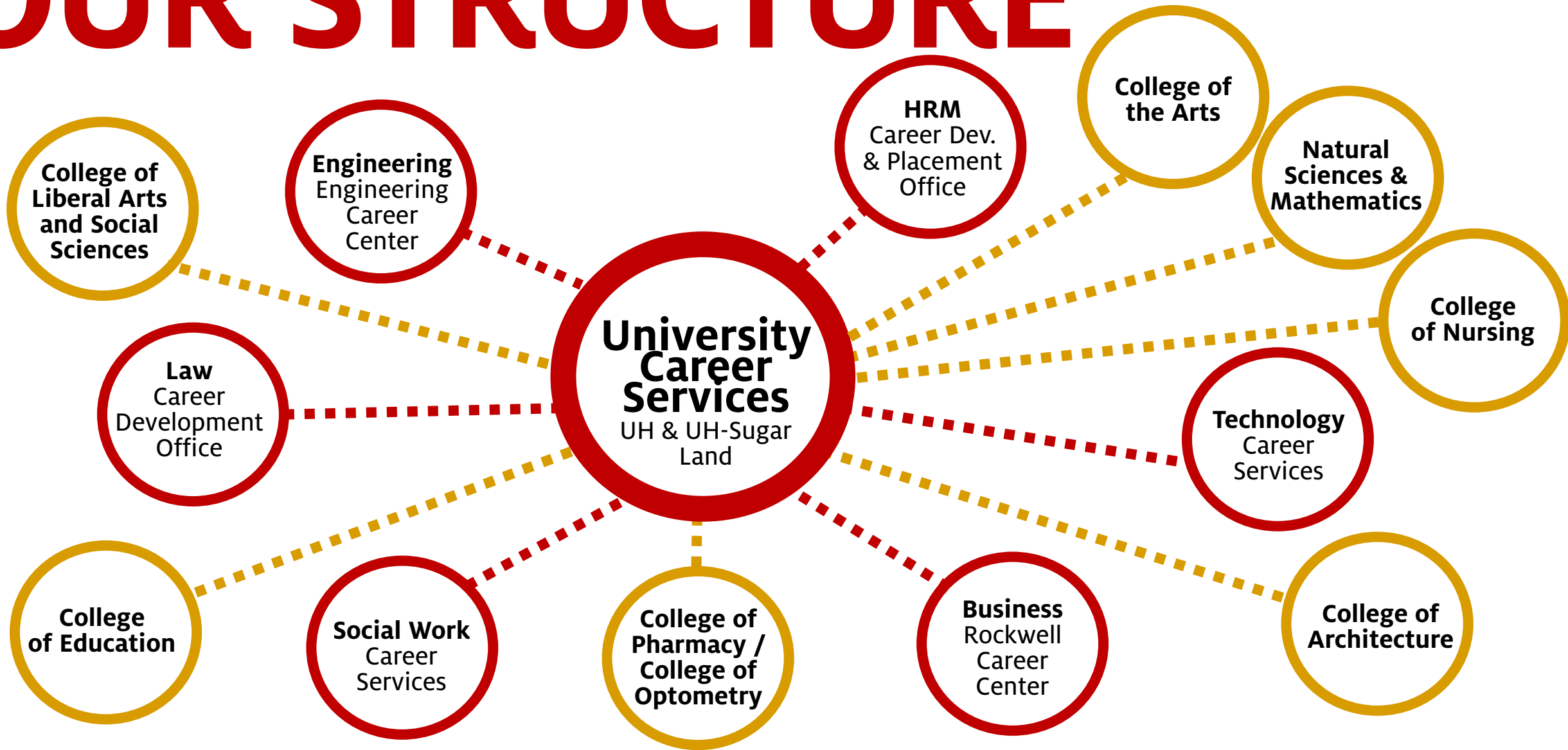


Asha
Sowell

*Employer Relations
Coordinator*



OUR STRUCTURE



UH HAS SERVED....

10,633

Presentations (orgs,
class, orientation) and
campus collaborations

1,579

Workshop participants

4,098

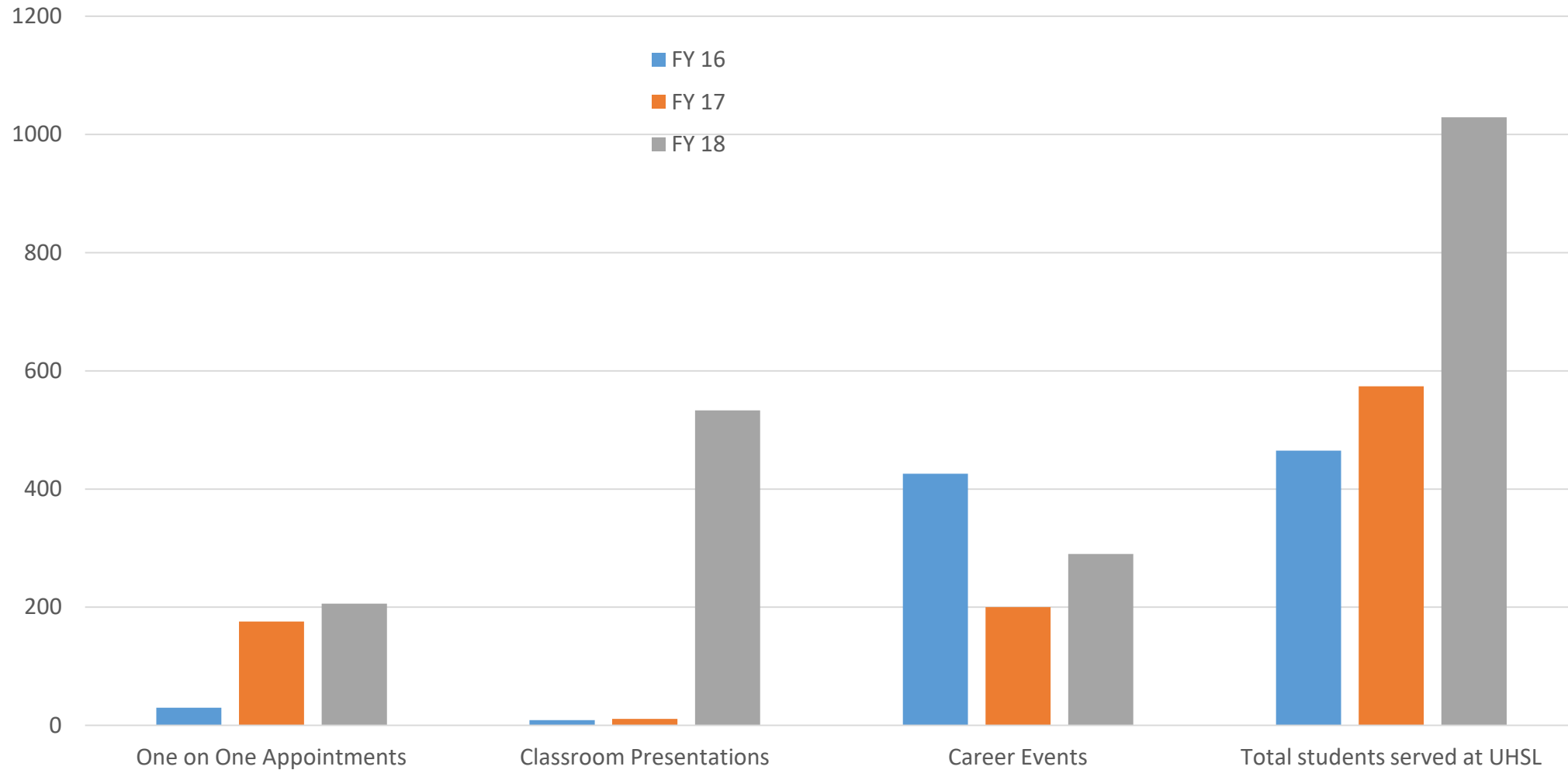
Kiosk Appointments

3,541

Career Fair Attendance

19,851

UH SUGAR LAND SERVED....



MAJORS AT SUGAR LAND CAMPUS

COLLEGE OF TECHNOLOGY

Biotechnology B.S.

Construction Management B.S.

Digital Media B.S.

Organizational Leadership & Supervision B.S.

Retailing & Consumer Science B.S.

Supply Chain and Logistics Technology B.S.

Human Resource Development M.S.

Executive Human Resource Development M.S.

Technology Project Management M.S.

COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES

Political Science Minor - Pre-law concentration

Speech Language Pathology Assistant (Certification)

GRADUATE COLLEGE OF SOCIAL WORK

Social Work, M.S.W.

COLLEGE OF NURSING

Nursing- RN-BSN B.S.

Nursing- Second Degree Nursing B.S.

Nurse Administration M.S.N.

Nursing Education M.S.N.

Nursing: Family Nurse Practitioner M.S.N.

COLLEGE OF EDUCATION

Teaching & Learning B.S. (elementary education)

Administration & Supervision M.Ed. (w/ Principal Certification)

Curriculum & Instruction - Learning, Design & Technology M.Ed.

Counseling M.Ed.

Professional Leadership - K-12 Ed.D.

UH SUGAR LAND EVENTS

FALL 2017 EVENTS

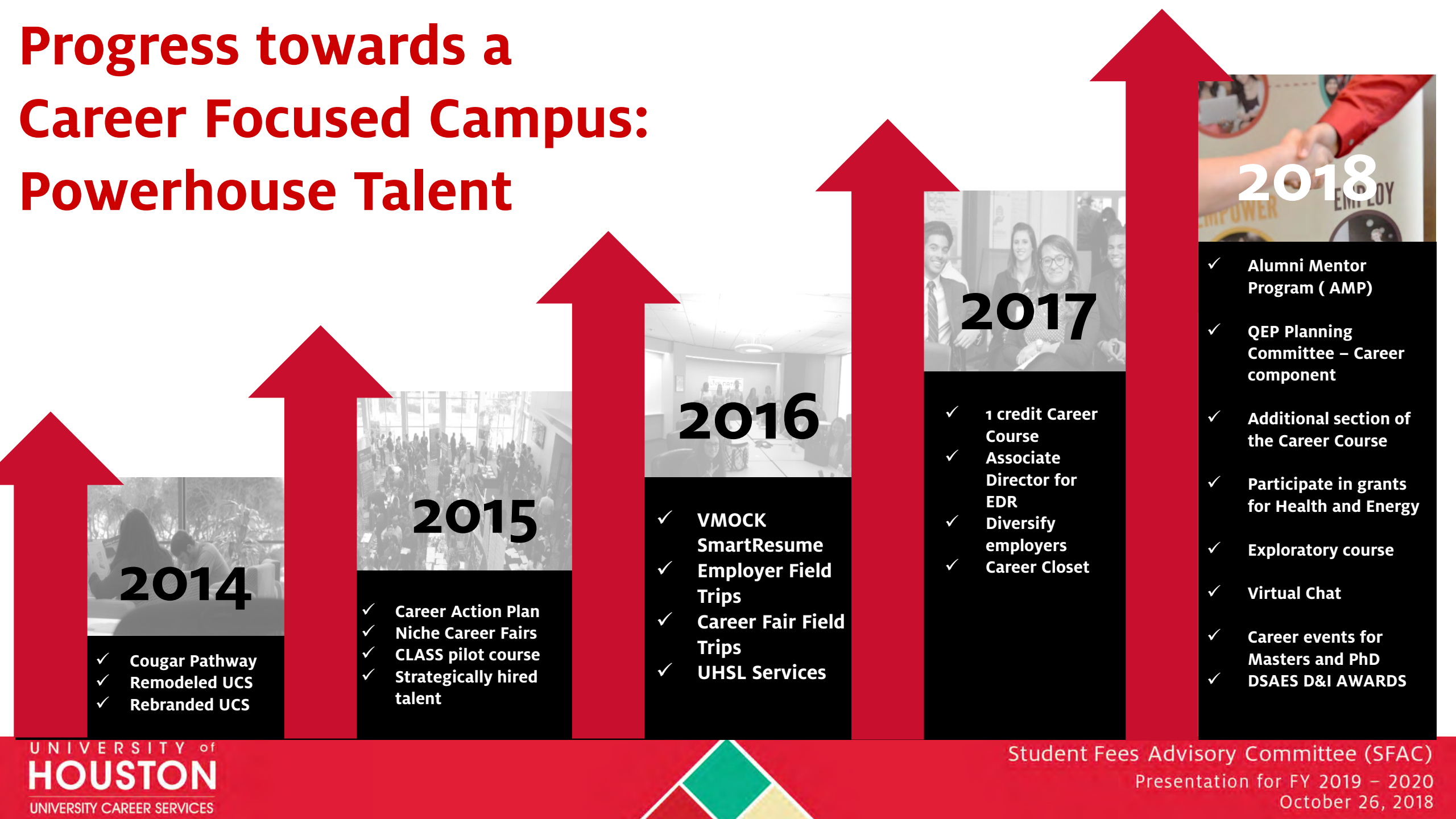
- Nursing Brown Bags
- (Memorial Hermann, Harris Health, Hospital Corp. of America)
- Digital Media Showcase
- Interview Workshop for College of Education

SPRING 2018 EVENTS

- Digital Media Showcase
- School District Panel
- Scholarship Application Workshop for Nursing (in collaboration with Integrated Enrollment Services)
- **First UHSL Employer Open House on August 23rd attended by 20 recruiters representing 15 organizations within the Fort Bend County.**



Progress towards a Career Focused Campus: Powerhouse Talent



2014

- ✓ Cougar Pathway
- ✓ Remodeled UCS
- ✓ Rebranded UCS



2015

- ✓ Career Action Plan
- ✓ Niche Career Fairs
- ✓ CLASS pilot course
- ✓ Strategically hired talent



2016

- ✓ VMOCK
- ✓ SmartResume
- ✓ Employer Field Trips
- ✓ Career Fair Field Trips
- ✓ UHSL Services



2017

- ✓ 1 credit Career Course
- ✓ Associate Director for EDR
- ✓ Diversify employers
- ✓ Career Closet



2018

- ✓ Alumni Mentor Program (AMP)
- ✓ QEP Planning Committee – Career component
- ✓ Additional section of the Career Course
- ✓ Participate in grants for Health and Energy
- ✓ Exploratory course
- ✓ Virtual Chat
- ✓ Career events for Masters and PhD
- ✓ DSAES D&I AWARDS

ACCESS

STUDENT SUCCESS AND RESOURCES

- Opportunities
- Career Closet
- Technology Resources
- Build Marketable Skills
- Career Development Education



EQUITY

STUDENT SUCCESS AND RESOURCES

- Increase the number of career resources across campus
- Increase networking opportunities to obtain internships and jobs



COLLABORATIVE PARTNERSHIPS

STUDENT SUCCESS, DIVISION COHESION RESOURCES, PARTNERSHIPS

- **DSAES:** Intentional Programming –Accessibility, Out for Work
- **UH Energy, Energy Coalition:** Energy Career Fair
- **CSI:** Scarlet Seals of Excellence, LeadUH Careers
- **Faculty/Advising:** CLASS Career Course, CLASS Career Fair (SGA, Ambassadors) and Health-HDFS Career Fair
- **Houston community:** PROS (Data Science) Open House
- **Athletics:** Football Development Program
- **UH Graduate School:** Career and Graduate School Fairs



COMPANIES ATTENDING CAREER FAIRS

CAREER FAIRS (Fall 2017-Spring 2018)

Energy



Health and HDFS



CLASS



STEM



DIVERSITY & OUTREACH

- Attract and educate diverse employers
- UCS Employer Board
- Educate employers
- Educate students (interview training)
- List of employers who support diversity



The UCS team won **2**
Division of Student
Affairs and Enrollment
Services (DSAES)
Diversity and Inclusion
Programming Awards

SAVE THE DATE

FALL 2018 EVENTS

AUGUST 7 Campus Jobs for Coogs (CJC)

SEPTEMBER 9 JC Penney Suit Up Event

SEPTEMBER 10-14 Professional Development Week (PDW)

SEPTEMBER 12 Energy Career Fair

SEPTEMBER 19 CLASS (All Majors) Career Fair

SEPTEMBER 27 Etiquette Dinner

OCTOBER 8-10 Graduate School Prep Week

OCTOBER 12 Health and HDFS Career Fair

OCTOBER 15-18 Major and Career Exploration Week

UNIVERSITY of **HOUSTON**

DIVISION of STUDENT AFFAIRS and ENROLLMENT SERVICES

STAYING CONNECTED

- New social media platform: **Instagram @CoogCareers**
- Fall 2017: 610 followers
- Fall 2018: 1,018 followers
- Most liked posts focus on internship opportunities



MEET **MICHAEL**

- **May 2018 Graduate, Economics**
- **Spring 2017 CF:** *First Internship* with PLS Logistic Services
- **Fall 2017 CF:** *Developed relationships* that led to current position at Argus Media as *Business Journalism Intern*
- “The CLASS Career Fair deserves 100% credit for getting me into the professional world.”



MEET **BOLIVAR**

- Senior majoring in **Mechanical Engineering Technology**
- Alumni Mentor: José Bolaños, 2013 *Quality Engineer*
- First participants in the Alumni Mentoring Program (AMP) through UCS and UEP



ON CAMPUS CAREER FAIR UPDATES

LEARNING OUTCOMES

77.8% gained knowledge of a new opportunity

56.2% gained a connection/job lead

50.4% gained practice marketing themselves to employers



CAREER FAIR SUCCESS

As a result of attending a Career fair:

82 students received an INTERVIEW for a job or internship

23 students received an OFFER for a job or internship

EMPLOYERS: AMANNAH, Chevron, Exxon, and Phillips 66, JW Marriot, ConocoPhillips, AIG, Writing Center, Admissions Office, Houston Public Media, HP, JP Morgan, Registrar Services, Office of the Provost Faculty Engagement and Development, Bone & Joint Clinic of Houston – Methodist Hospital, Stoller Foundation, Aon, UH Rec

**Response rate was 34%



EMPLOYER FEEDBACK



“The students were great! We love that they were all prepared with their resumes.”

-CLASS

“Great event! It was well organized and very good diverse and impressive representation students.”

“Research, research, research. Also be open to careers outside of your major.”

-All Majors

“Students exemplified professionalism and grace. Very impressed.”

-Health & HDFS

“Being professionally dressed and bringing a copy of your resume or CV is immensely helpful in getting noticed.”

-Health & HDFS

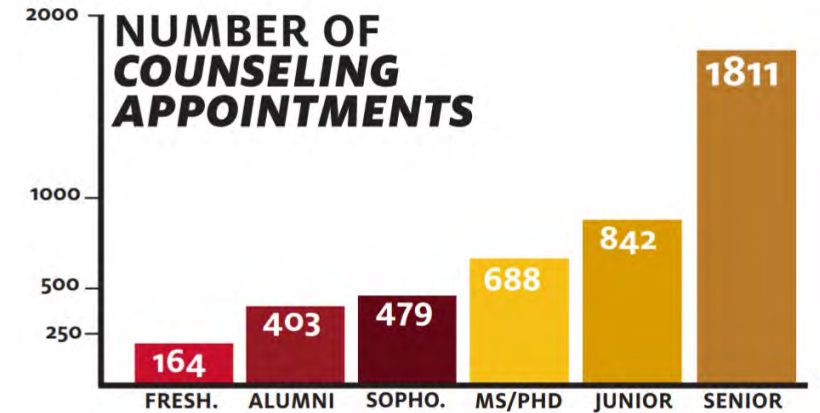
KEY ATTRIBUTES

EMPLOYERS SEEK (NACE, 2017)

1. **Has completed an internship with your organization**
2. **Has internship experience in your industry**
3. **Major**
4. **Has held a leadership position**
5. **Has general work experience**

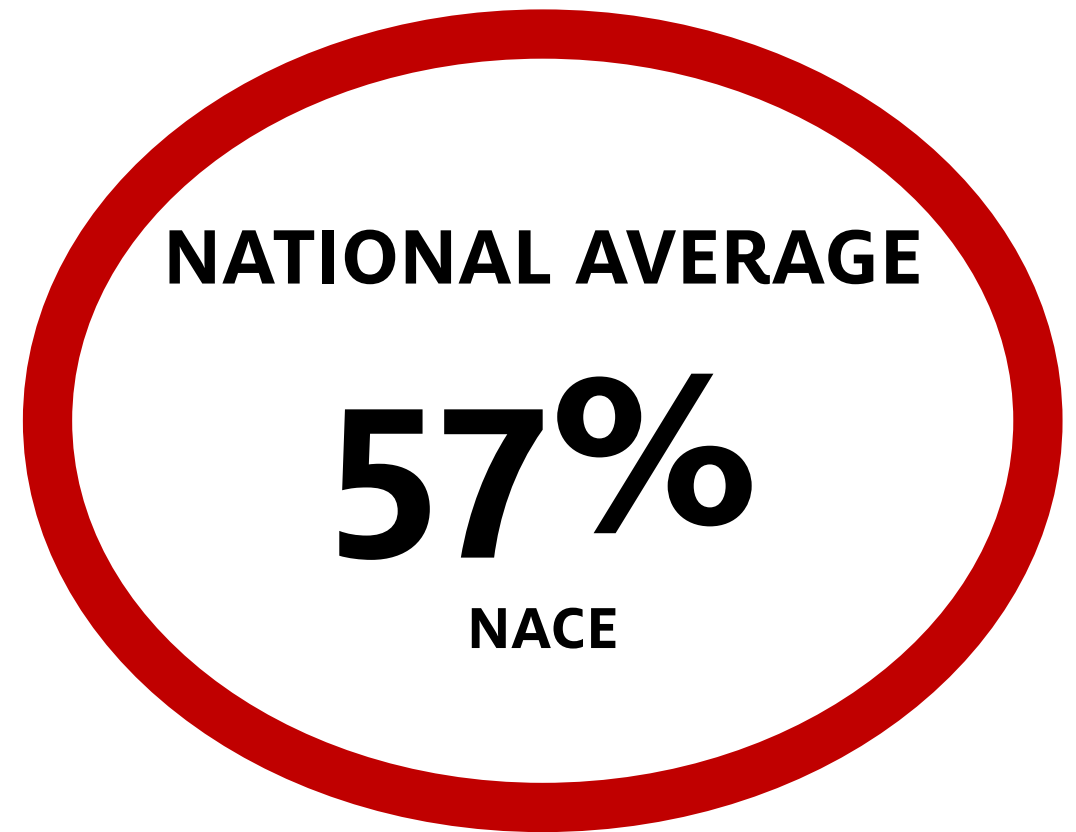
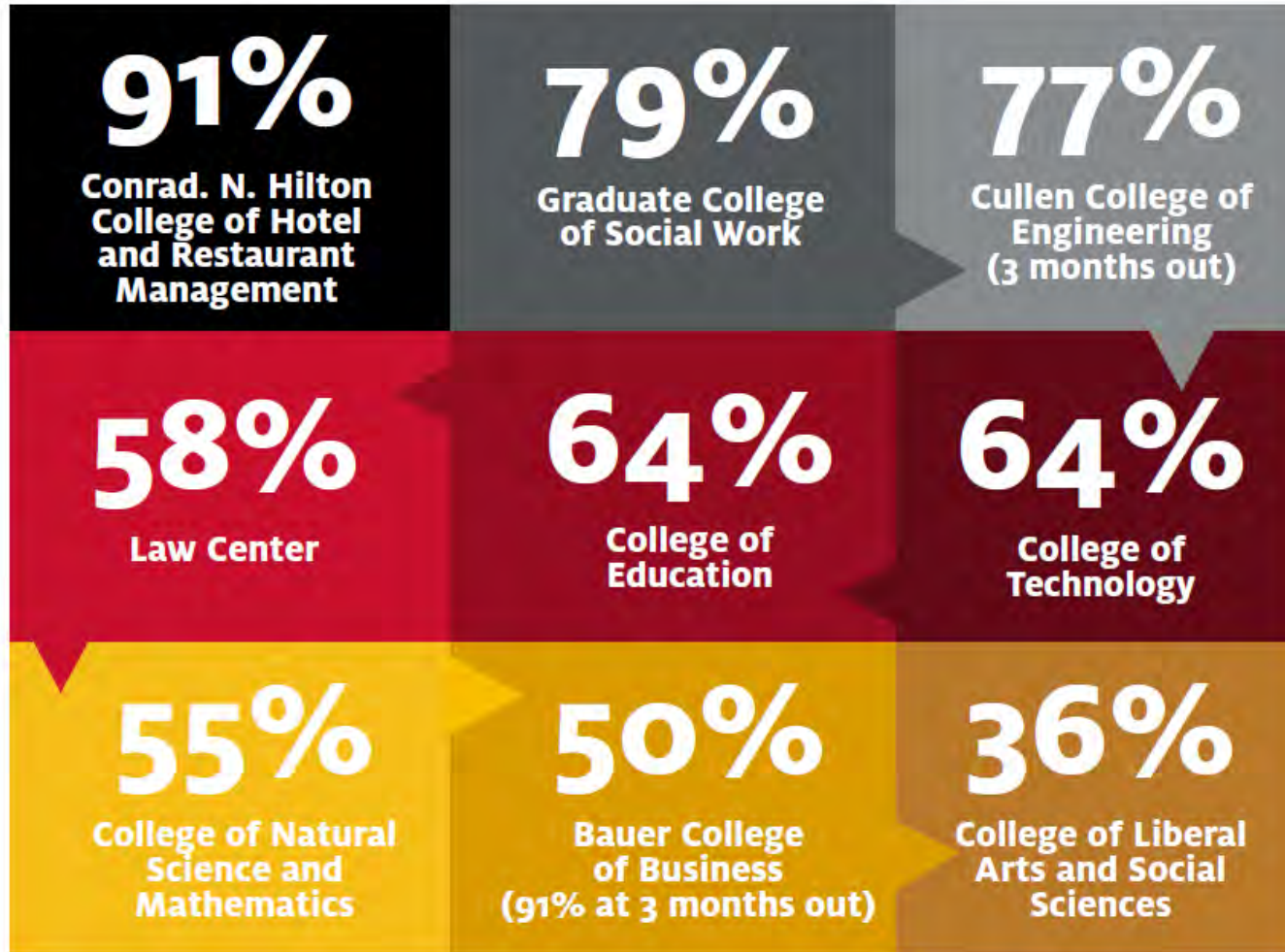


CHALLENGES



- **Growth Pains**
- **Tailored Career Development Education:**
Gen Z, non-traditional and second career students
- **Increase engagement of freshmen & sophomores**
- **International Students and Undocumented Students**
- **Employment Outcomes & Update from 2017**

EMPLOYED AT GRADUATION



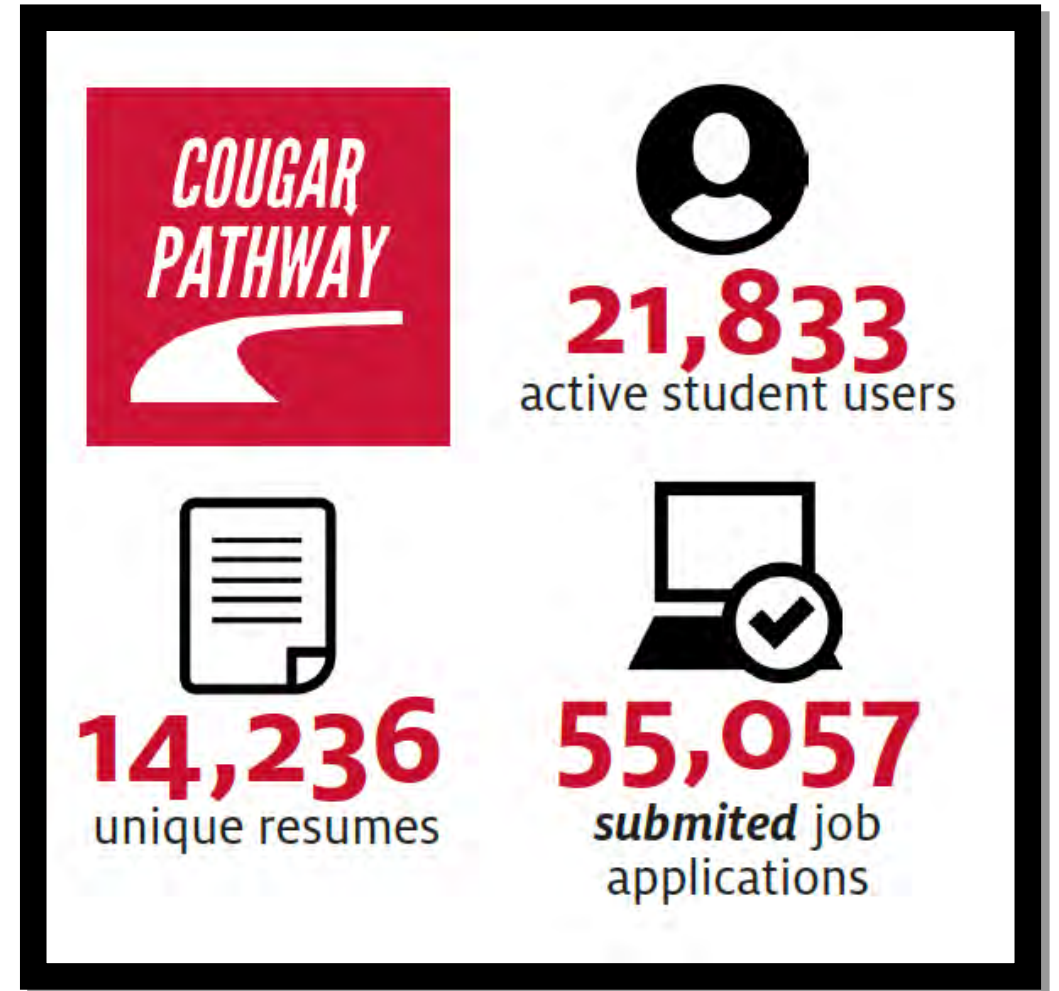
WHAT'S NEXT...

- Begin to develop **Individual Development Plans (IDP)** for Graduate students
- **Career Events at UH Sugar Land**
- Develop **New Strategic Plan** for Counseling and Employer Outreach
- Expanding **Accessibility** through **Virtual Career Services: Preparation**



SUPPORTING STUDENT SUCCESS

- Virtual Chat and extended hours, college drop in locations
- Cougar Pathway
- VMOCK
- **11,729 Resume Uploads**



VIRTUAL CHAT

123 students used virtual chat since its launch on June 4th

- 16 students responded to the survey
- 94% stated it was their **first time** using University Career Services
- 42% used virtual chat because it was **convenient**, while
- 26% were a **commuter**
- 100% would **recommend this service** to other students

“If it could be offered as a substitute to the in person visits, otherwise I have to drive down there which is a good drive then I have to pay to park somewhere and obviously I would have to do it a day I am not working.”



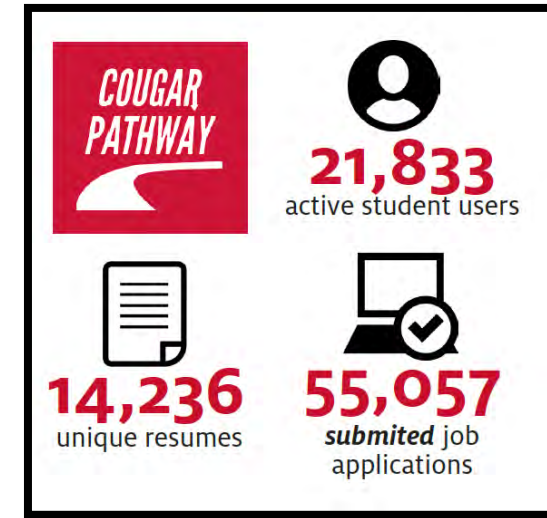
COUGAR PATHWAY EMPLOYER SURVEY

“The Career Services Department was very helpful in reaching a larger audience.”

“An invaluable resource.
I look forward to using it again!”

“Cougar Pathway is awesome. This was my first experience. I enjoyed it, would use Cougar Pathway again!”

“Posting our position was easy and we received some great candidates!”



1,271 Employer Survey Respondents
1,211 UH Hires in 2017-2018

ONE TIME REQUEST

FY20

<i>Need</i>	<i>Cost</i>
Cougar Pathway AND VMOCK (career management and resume assistance platforms)	\$ 37,100 (includes 6% admin charge)
TOTAL	\$37,100



UCS BUDGET FY18-19

Approved Funding Sources FY19 (2018-2019) THANK YOU!	
Student Services Fees	\$ 1,126,311 (SFAC, merit, open commitment)
One-time Request	\$ 35,000
Federal Grant	\$ 75,000
Generated Income	\$ 90,000
Employer Gifts	\$ 5,000
TOTAL	\$ 1,331,311



UCS BUDGET FY19-20

<i>Funding Request FY20</i>	
Student Services Fees	\$ 1, 117,763
Federal Grant	\$ 75,000
Generated Income	\$ 90,000
Employer Gifts	\$ 5,000
OT time request (Cougar Pathway and VMOCK)	\$ 37,100
TOTAL	\$ 1,324,863 {COST PER STUDENT \$28.59}



THANK YOU

