



UNIVERSITY OF  
NORTHERN  
COLORADO

# Center for Career Readiness Annual Report 2022-23



Division of Student Affairs and Enrollment Services  
University of Northern Colorado



## Section 1 – Mission, Vision, Goals

### **Mission**

In alignment with Rowing Not Drifting, the Center for Career Readiness (CCR) builds bridges between students and the world of work to ensure that UNC students make informed and empowered decisions regarding continued education and career. We provide a student-driven approach to career education that challenges systematic inequities, invites exploration embedded in identity and values, and fosters collaboration with employers and the campus community.

### **Vision**

All UNC students are career ready and empowered to pursue meaningful work.

### **Goals**

During the 2022-23 academic year, significant turnover in staff and vacancies in positions at the Center for Career Readiness, in addition to a large divisional restructuring, resulted in a focus on day-to-day operations and large-scale events and programming, including annual Career Fairs. Once the new Director of Career and Experiential Learning was hired in March 2023, a needs assessment was completed that resulted in a new set of goals being created.

## Section 2 – Points of Pride

1. UNC was selected as one of 54 institutions nationally to participate in the 2022 Curriculum-to-Career Innovations Institute, which focused on strengthening connections between college learning and workforce preparation. Through multiple key partners and stakeholders across campus, this resulted in the implementation of several items, including a large-scale mapping of academic and co-curricular activities that align with career readiness competencies; a scaffolded and embedded career readiness curriculum; and increased work-based learning and employer connections throughout the college experience.
2. The CCR Employer Engagement team partnered to bring the Parker Dewey micro-internship platform to UNC this year, enabling students to pursue alternative work-based learning opportunities that fit their schedule. One of the priorities of the center will be further integrating Parker Dewey into the co-curriculum and increasing awareness of the program on campus.
3. Hosted all five on-campus career fairs (including 540 employers and more than 1,045 students), while undergoing a divisional reorganization, gaps in personnel and installation of new leadership in the CCR. In addition, the CCR Counseling Team conducted nearly 400 appointments throughout the year covering a variety of topics, including resume review, mock interviews, career exploration and cover letter writing, and completed 56 workshops and presentations to various stakeholders throughout the institution.



## Section 3 – Assessment/Learning Outcomes, June 1, 2022 – May 31, 2023

**Note:** As a result of leadership changes and the larger divisional reorganization, the Center for Career Readiness is in the process of developing and operationalizing new student learning outcomes that will be assessed in the coming year. As such, the following student learning outcomes are going to be reworked and have not been assessed as of the time of this report.

Through engagement with the CCR, students will meet the following institutional learning outcomes:

- Apply critical thinking to analyze, integrate and evaluate information (1b)
- Express ideas through multiple means and modes of communication (1d)
- Develop the capacity to understand and interact effectively with others whose identities, beliefs, behaviors and values differ from their own (2a)
- Connect experiences in and out of the classroom (3d)
- Apply the standards and practices of their major or program of study (4b)
- Reflect critically on their own personal growth (5b)

**Outcome #1:** Students will identify three or more personal qualities related to choosing potential career goal(s).

**How is it connected to the SAES Strategic Plan Goals?** Goal Two. The division will meet the needs and interests of UNC students and staff promoting a sense of community, engagement, responsibility and co-curricular development while supporting personal health, safety and wellness.

**What are you measuring?** Students' demonstrated ability to identify personal qualities in themselves that align with careers that maximize said qualities. This aligns with two NACE career competencies: career and self-development; and critical thinking.

**What is the evidence?** 46 of the 399 appointments held during FY22-23 were specifically for career exploration, which incorporates activities. Formal assessment measures will be put in place after new SLOs have been built and implemented.

**What is the result?** Expected outcomes include increased self-development competency, increased knowledge and comfort around aligning personal qualities with career goals.

**Outcome #2:** Students will use career information to inform their goals.

**How is it connected to the SAES Strategic Plan Goals?** Goal Two. The division will meet the needs and interests of UNC students and staff promoting a sense of community, engagement, responsibility and co-curricular development while supporting personal health, safety and wellness.

**What are you measuring?** Student's ability to take information gathered through research based on advice from Career Counseling Team to inform decision-making pertaining to the pursuit of their future career.



**What is the evidence?** No evidence available at this time but will need to be taken into consideration for future assessment opportunities after SLOs are reworked.

**What is the result?** The expected outcome is an increased level of confidence with regard to pursuing career opportunities.

**Outcome #3:** Students will draft meaningful career goals

**How is it connected to the SAES Strategic Plan Goals?** Goal Two. The division will meet the needs and interests of UNC students and staff promoting a sense of community, engagement, responsibility and co-curricular development while supporting personal health, safety and wellness.

**What are you measuring?** Students' ability to create their own career goals after receiving guidance from career counselors.

**What is the evidence?** Career goals drafted by students and provided to the Career Counseling Team as a result of next steps determined after meeting with their career counselor.

**What is the result?** The expected outcome is increased competencies of self-development and critical thinking.

**Outcome #4:** Students will develop career readiness skills through experiential opportunities.

**How is it connected to the SAES Strategic Plan Goals?** Goal One. The division will provide strategic leadership in facilitating efforts to recruit, enroll and retain talented students who are accomplished in extracurricular endeavors and broadly diverse.

Goal Two: The division will meet the needs and interests of UNC students and staff promoting a sense of community, engagement, responsibility and co-curricular development while supporting personal health, safety and wellness.

Goal Three. The division will foster a campus climate of acceptance and accountability by striving to prepare all members of the division and the communities we serve to thrive in an intercultural society.

**What are you measuring?** Development of NACE career competencies through opportunities such as work-based learning.

**What is the evidence?** Forthcoming. Further assessment will need to be implemented from the CCR or gathered from partners utilizing platforms such as Handshake to post work-based learning opportunities.

**What is the result?** The expected outcome is increased career competencies: career and self-development; communication; critical thinking; professionalism (work ethic); teamwork; and technology.



**Outcome #5:** Students will apply career skills to pursue opportunities

**How is it connected to the SAES Strategic Plan Goals?** Goal Two: The division will meet the needs and interests of UNC students and staff promoting a sense of community, engagement, responsibility and co-curricular development while supporting personal health, safety and wellness.

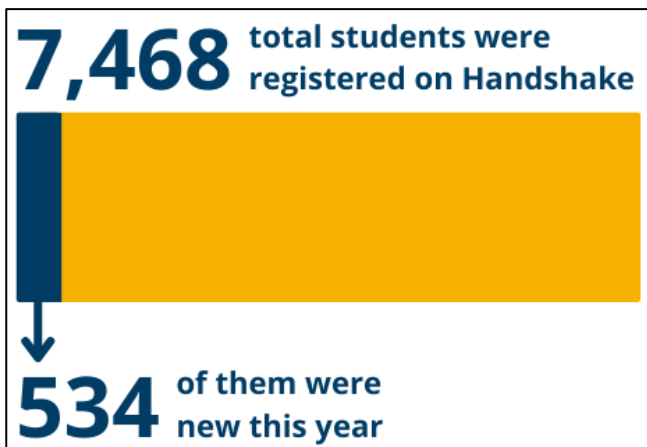
**What are you measuring?** Students utilizing career competencies to apply for and secure work-based learning opportunities, jobs or careers.

**What is the evidence?** In future assessment, the evidence will include identifying students who engaged with the CCR in some way and aggregating how many of those students pursued and/or acquired jobs, careers or work-based learning experiences.

**What is the result?** The expected outcome is an increased likelihood of students pursuing and acquiring jobs, careers or work-based learning opportunities.

## Section 4 – Unit Metrics

### Handshake Utilization



### Career Fairs

Total number of career fairs: 3	
Students attended	Employers attended
1045	541

### Counseling

