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Letter from the Director

July 2019

On behalf of the staff at the Valparaiso University Career Center, I am pleased to share with you our 2018-19 Annual Report. The University recently updated its Strategic Plan, which underscored several opportunities for the Career Center to serve broader institutional mandates - in particular its role in engaging all freshmen in the career development process.

The Career Center's mission is to help all students navigate their way and transition from being a student to a more directed and prepared professional, whatever their academic and occupational interests may be. We help students become self-sufficient with regards to their career development and professional growth. Career Center staff play a critical role in empowering students to reflect, explore and take action to achieve their personal, professional and academic goals. To accomplish this in the future, the Center will rely on meaningful collaboration with multiple campus partners across rank and discipline.

To help students prepare for the dynamic workplace, it is helpful to look at data. The Bureau of Labor Statistics followed baby boomers through their careers and found that between the ages of 18 and 48 they held an average of 12 different jobs. LinkedIn recently surveyed its users and found that number has risen to 15 job changes over a lifetime. Colleges and universities must continue to prepare students for their professional journeys - a journey with multiple job changes that could lead to different industries and careers.

The Valpo Career Center supports students on this journey from the day they are accepted into the University, to the day they retire. We are their partner for life.

Every student has a story - our team helps them share it in their resumes and interviews. We help them identify the unique skills they acquire through academic, personal and professional experiences. We also give them opportunities to explore careers that match their interests.

Thank you for your interest and support. We look forward to continuing to impact and prepare students for their lives after Valpo.

Sincerely,

Tom Cath
Director
Career Center
Our Staff

- Tom Cath, Director
- Kelly Anthony, Assistant Director
- Lori Miltenberger, Assistant Director
- Katie Sirko, Career Services Specialist
- Janet Styf, Administrative Assistant

Our Student Ambassadors

- Maria Broecker (May ’20)
- Miranda Dunn (May ’20)
- Abigail Krischke (May ’20)
- Devin Powell (December ’18)
- Alyssa Trinko (May ’20)
- Anna von Seggern (May ’21)

Overview of Services

- Career/occupational advising, coaching and counseling
- Resume & cover letter instruction and review
- Internship & job search assistance
- Graduate & professional school application assistance
- Assessments (strengths, interests, values)
- Interview preparation (mock interviews and more)
- Career fairs
- Career exploration
- Networking & mentorship with alumni & employers
The Career Center conducted 158 workshops, presentations, panel discussions and employer info sessions attended by 2,017 students during the 2018-19 school year. The Career Center collaborated with academic departments, the Colleges of Engineering, Business, Nursing & Health Professions, Residence Life, Athletics, the Institute for Leadership & Service, Office of International Programs, the Alumni Engagement Office, student clubs and organizations (such as Delta Sigma Pi), and many others.

- 72% of first generation students interacted with the Career Center
- 1,143 Career Fair attendees
- 689 appointments with students and alumni
- 1,685 online resume and cover letter reviews
- 6,178 total contacts during 2018-2019 academic year
- 397 JobZology and Focus 2 assessments taken
- 2,017 Attendees at workshops, info sessions, presentations, and panel discussions
- 247 On-Campus and Mock Interviews conducted by employers
- 2,253 students and 62 alumni interacted with the Career Center

72% of first generation students interacted with the Career Center
Appointments

689
Advising interactions with students & alumni during the 2018-2019 academic year

329
Drop-In Advising Appointments

Students drop in and schedule appointments for a variety of reasons:

- Resume/cover letter construction and review
- Career advising, counseling and coaching
- Occupational/career exploration
- Job search/networking assistance
- Internship search
- Interview preparation
- Graduate school guidance

Appointments by Class Year

- Senior 37%
- Junior 22%
- Sophomore 15%
- Freshman 11%
- Alumini 4%
- Graduate 11%

Appointments by College

- Arts & Sciences 59%
- Nursing & Health Professions 13%
- Engineering 13%
- Business 13%
- Unknown 2%
What students are saying after meeting with the Career Center:

- The Career Center was very friendly and welcoming.
- Anna was extremely helpful and kind, as was Tom. They both provided much help and support.
- Tom was very helpful in assisting me with the interview process and making the proper adjustments to my resume for professional use.
- Kelly was so friendly and helpful. I would definitely recommend her and the Career Center!
- Very helpful and insightful, looking forward to meeting again and getting my resume finalized!
- Very helpful!
- Very helpful! Will come back for a cover letting review.
- Lori was super helpful and very nice!
- The Career Center was extremely helpful and welcoming.
- Kelly has been super great to work with and she really knows what she is doing, super helpful!
- They were super nice, helpful and inviting. Great feedback and in a very timely manner. I appreciate the time and effort put into editing my resume.
Handshake, our job and employer database and career management system, continues to be used heavily by students. All student on-campus employment positions are advertised through Handshake, which allows students to gain familiarity with the system as early as the summer before their first year.

Handshake Total Logins by Class Year

Handshake offers flexible tools to assess student interests. This year we tracked student interests by career cluster.

Student interest by “career cluster” from Handshake
Valpo students are interested in living all over the world (although most admittedly are drawn to the Midwest). The chart below shows some of the top geographic interests of current students; the map illustrates the global reach of our job and internship postings on Handshake.

**Student Interest by Location**

<table>
<thead>
<tr>
<th>Location</th>
<th>Jobs and Internships Posted by Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana</td>
<td>1255</td>
</tr>
<tr>
<td>Illinois</td>
<td>1010</td>
</tr>
<tr>
<td>California</td>
<td>312</td>
</tr>
<tr>
<td>New York</td>
<td>251</td>
</tr>
<tr>
<td>District of Columbia</td>
<td>168</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>153</td>
</tr>
<tr>
<td>Colorado</td>
<td>144</td>
</tr>
<tr>
<td>Washington</td>
<td>130</td>
</tr>
<tr>
<td>Texas</td>
<td>126</td>
</tr>
<tr>
<td>Georgia</td>
<td>117</td>
</tr>
<tr>
<td>Ohio</td>
<td>107</td>
</tr>
<tr>
<td>Tennessee</td>
<td>99</td>
</tr>
<tr>
<td>Minnesota</td>
<td>99</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>95</td>
</tr>
<tr>
<td>Michigan</td>
<td>78</td>
</tr>
</tbody>
</table>

**Jobs and Internships Posted by Location**
Programming

The Career Center provides programming that includes workshops, info sessions and presentations in classrooms and to living units, student clubs/organizations, and stand-alone groups. Topics are wide-ranging and include effective interviewing, networking, job & internship search strategies, resume/cover letter writing, vocational discernment, and career exploration. Groups to whom we presented this year included but were not limited to classes in the College of Nursing and Health Professions and the College of Business; Delta Sigma Pi; residence halls; athletic teams and team leaders; Office of International Programs; all sections of GS100 and GS150 classes; and stand-alone groups in the Career Center.

Employers also frequently visit campus to assist with presentations and to conduct information sessions on their company. This year those included Edward Jones; Eli Lilly; Caterpillar; Walgreens; Modern Woodmen of America; and Teach For America.

“Careers in ....” alumni panels

Recognizing how important it is for students to hear from and speak with Valpo alumni and other professionals, we expanded our industry panels program and this year they included:

- Careers in Advertising, Public Relations & Marketing
- Careers in Sports
- Careers in Sales, Marketing & Business Development
- Careers in Finance, Banking, Consulting & Real Estate
- Careers in Law and Business

A total of 115 students attended these panels. This program will be further expanded in 2019 – 20 to include more panels across diverse industries and occupations.

Career Treks

Thanks to a grant from the Lilly Endowment we are able to take up to 25 students twice a year on Career Treks to Indianapolis to visit employers, meet alumni and explore the city. During fall break (October 11 – 12) twenty students visited with and toured the following employers: Infosys, Lessonly, Hiron, and Indianapolis Children’s Museum.

During spring break (March 4 – 5) twenty-two students visited with and toured the following employers: Subaru of Indiana, Indianapolis Motor Speedway, Emmis Communications, and Espanzi Health.

The Trek experience, whatever the industry, helps students move toward several milestones as they prepare for their next life stage after Valpo:

- Clarify career focus through greater understanding of an industry/occupation.
- Make connections with alumni and friends of the University.
- Gain exposure to key trends, issues, challenges and opportunities in an industry.
- Increase marketability to employers through acquisition of industry knowledge.
- Learn about the wide variety of internships, jobs and careers open to them.
- Further develop professional skills, including networking and interviewing.
Recruiting and Employer Relations

More than 336 employers visited Valpo during the 2018 - 19 academic year to recruit our students and graduates. As shown below, many came to one of our career fairs:

<table>
<thead>
<tr>
<th>Event</th>
<th># of Organizations</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-Time Jobs Fair</td>
<td>44</td>
<td>159</td>
</tr>
<tr>
<td>Engineering &amp; Computing Career Fair</td>
<td>61</td>
<td>420</td>
</tr>
<tr>
<td>Fall Career Fair</td>
<td>107</td>
<td>301</td>
</tr>
<tr>
<td>Job and Internship Expo</td>
<td>121</td>
<td>263</td>
</tr>
<tr>
<td>Total</td>
<td>333</td>
<td>1143</td>
</tr>
</tbody>
</table>

Postings on Handshake

Job and internship postings available this past academic year in Handshake show the range of positions available to students.

Note: some jobs have more than one job function.

55,053 Jobs and Internships posted
Employers

New employers approved on Handshake this past academic year show the volume and variety of employers available to students.

4,081
New employers approved to post positions

340
Average # of new employers approved each month

Employers Approved by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>311</td>
</tr>
<tr>
<td>K-12 Education</td>
<td>286</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>275</td>
</tr>
<tr>
<td>Internet &amp; Software</td>
<td>252</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>226</td>
</tr>
<tr>
<td>Government - Local, State &amp; Federal</td>
<td>161</td>
</tr>
<tr>
<td>Other Industries</td>
<td>147</td>
</tr>
<tr>
<td>Advertising, PR &amp; Marketing</td>
<td>133</td>
</tr>
<tr>
<td>Higher Education</td>
<td>126</td>
</tr>
<tr>
<td>Sports &amp; Leisure</td>
<td>110</td>
</tr>
<tr>
<td>Other Education</td>
<td>105</td>
</tr>
<tr>
<td>Religious Work</td>
<td>90</td>
</tr>
<tr>
<td>Construction</td>
<td>90</td>
</tr>
<tr>
<td>Transportation &amp; Logistics</td>
<td>82</td>
</tr>
<tr>
<td>Legal &amp; Law Enforcement</td>
<td>78</td>
</tr>
<tr>
<td>Human Resources</td>
<td>78</td>
</tr>
</tbody>
</table>
Outcomes (What Happens to Valpo Graduates?)

Preliminary findings for the Class of 2019 (as of June 30, 2019) indicate:

- Of the 271 respondents, 153 are employed, 45 will attend graduate/professional school, 63 are still seeking a full-time job, 8 are in service-related work (Peace Corps, City Year, Lutheran Volunteer Corps, etc.), and 1 is in the military.
- "What were your most successful job search strategies?" is a question we ask in the Survey. Not surprisingly, 162 indicated that individual/face-to-face contacts were the most productive job search strategy (alumni, family, friends, faculty, advisors, coaches, etc.). Students need to meet face-to-face with a variety of individuals and tap into them relative to their career and professional development. Our programming will continue to reflect that.
- 64 of the respondents accepted a job with and are going to work for a previous employer (someone for whom they interned or worked prior to graduation). This confirms what employers tell us, they prefer to take students for a "test drive" before hiring them.
- 235 of respondents completed at least one internship, co-op, clinical, field experience, research projects/experience or other type of meaningful work experience during their undergraduate years. 51 received a job offer from that experience but turned it down. 47 received a job offer from that experience and accepted the offer.
- 131 are working or attending graduate/professional school in a field related to their career goals. 94 are not.
- 212 are in a job or field of study closely or somewhat related to their academic field of study.
- 209 are satisfied (68) or very satisfied (141) with their first job or graduate school program.

2019 Graduates Living in the U.S. by Region

[Map showing percentage of graduates living in the U.S. by region, with states shaded in different colors to represent the percentage each region represents.]

Career Center Annual Report 2018-19
Alumni Career Network (Wisr)

In collaboration with Valpo's Alumni Engagement Office, we rolled out Valpo Connect (powered by Wisr), our new Alumni Career Network. As of June 30, 2019, one thousand one hundred fifty-one Valpo alumni had volunteered to be in the Network and one hundred eighty-two students were tapping into it. Alumni join this Network to assist students and other alumni in any of the following ways:

- Finding a job opportunity
- Learning about new cities
- Finding a job shadow/externship opportunity
- Finding an internship
- Developing career-related skills
- Conducting mock interviews
- Reviewing resumes
- Advising about graduate/professional school
- Advising about specific industries or careers
- Suggesting classes to take
- Speaking on a panel of in a classroom

Students are able to search for alumni by the above categories as well as by industry, academic major, geographic location, job title, and affinity group (athletics, fraternity/sorority, study abroad alumni, College of Business alumni, etc.). We will more aggressively roll out the Network to students in the fall of 2019, once more alumni have had time to join.
Appendix – Organizations at Career Fairs

Part-Time Jobs Fair Organizations – August 2018

- 1st Source Bank
- AccessAbilities, Inc.
- Adams Radio Group
- Affordable Remodelers
- AseraCare Hospice
- AutoZone, Inc.
- Bethany Evangelical Lutheran Church
- Boyd Gaming- Blue Chip Casino, Hotel and Spa
- BridgePoint Church
- BrightStar Care of Valparaiso
- Don Quijote Restaurant
- EDUStaff
- FirstLight Home Care NWI
- Hilltop Neighborhood House
- Indiana Beverage
- Indiana MENTOR
- Josh Baumgartner, State Farm Insurance Inc
- Judee's Boutique
- Life Strategies, LLC
- Little U Academy
- Marine Corps Officer Programs West Lafayette
- McAlister's Deli
- Panda Restaurant Group
- Regal Beloit Corporation
- Rising Stars' Academy, LLC
- Sand Creek Country Club
- School City of Hammond
- Schoop's Hamburgers
- Speedway, LLC
- Strack & Van Til
- Taco Bell
- The Courts of NWI
- Thermal Process Systems LLC
- United Way of Porter County
- US Army Health Care Recruiting South Bend
- Valparaiso University - CIVU
- Valparaiso University - Dining Services
- Valparaiso University - Integrated Marketing and Communications
- Valparaiso University - OneCard/Parking & Transportation Office
- Valparaiso University - Recreational Sports
- Valparaiso University - Undergraduate Admission
- Valpo Parks and Recreation
- Vera Bradley
- Wings Etc., Inc.

Engineering and Computing Career Fair Organizations - September 2018

- Abonmarche Consultants, Inc.
- ACE Technologies
- American Structurepoint, Inc.
- ArcelorMittal
- Barton-Coe-Vilamaa Architects & Engineers, Inc.
- Butler, Fairman & Seufert Inc.
- Caterpillar Inc.
- Chastain & Associates LLC
- ClarkDietrich Building Systems, LLC
- Cordogan Clark & Associates, Inc.
- Cornelius
- Cripe
- DLZ Corporation
- Dwyer Instruments, Inc.
- Eli Lilly and Company
- Emerson
- enFocus
- Franciscan Health
- Glenmount Global Solutions
- Hampton, Lenzini and Renwick, Inc.
- HealthCall, LLC
- HNTB Corporation
- Illinois Department of Transportation
- Illinois Institute of Technology - Office of Graduate Admission
- Indiana Michigan Power Company
- Indiana State Government (INDOT)
- Inductotherm Corp.
- INEOS Styrolution
- Infosys
- Innotec
- J.A. Watts
- J.W. Hicks, Inc.
- Janssen & Spaans Engineering, Inc.
- JMI Instrument Company
- Knight Engineers and Architects, Inc.
Kocsis Technologies
Michigan Department of Transportation (MDOT)
Middough
Naval Surface Warfare Center (NSWC), Crane Division
NLMK USA
Northwestern University
Orr Fellowship
Regal Beloit Corporation
RENOLIT
Rieth-Riley Construction Co., Inc.
RQAW Corporation
Sensit Technologies LLC
Southlake Automation
Springbuk
Summit Polymers, Inc.
Superior Engineering, LLC
T-E Incorporated
The W-T Group, LLC
Troyer Group
U.S. Navy Recruiting District – Chicago
V3 Companies
Valley Fire Protection Systems
Valparaiso University Graduate School
Valparaiso University MBA
W.B. Olson, Inc.

Fall Career Fair Organizations – October 2018

1st Source Bank
A Positive Approach to Teen Health (PATH, Inc.)
Academy for Urban School Leadership
AccessAbilities, Inc.
Adult and Child
Allstate
AmeriLodge Group
Anchor Health Systems
Anderson University - Residential MBA Program
Andrews University School of Graduate Studies
Ascension
Atkore International
Bankers Life
Becker Professional Education - Becker CPA Review
Bionic Prosthetics and Orthotics
Boyd Gaming- Blue Chip Casino, Hotel and Spa
Bulkmatic Transport Company
California Department of Tax & Fee Administration
Calumet Breweries, Inc.
Capital University Law School
Central Michigan University
Cienet Technologies
City Year
Community Hospital
Coyote Logistics
Cummins Behavioral Health System
Dauby, O’Connor, & Zaleski, LLC
Dayton Freight
DePaul University - Graduate Enrollment & Marketing
Dungarvin
Ethos Group
Family Focus Inc
Fast Enterprises, LLC
Franciscan Health - Franciscan Alliance
Franciscan Health - Northwest Indiana
Franciscan Health - Central Indiana
General Insurance Services, Inc.
Goshen College
Growing Kids Learning Center
Hamilton Center, Inc.
HealthLinc
Hilltop Neighborhood House
Illinois School of Professional Psychology at Argosy University, Chicago
Impact Networking
Indiana Farm Bureau Insurance
Indiana House of Representatives
Indiana INTERNnet
Indiana MENTOR
Indiana State Police
Indiana State Senate
Indiana University School of Social Work
Indiana Wesleyan University - On Campus Student Employment
Indiana Electric Cooperatives
Indianapolis Metropolitan Police Department
IUPUI School of Informatics and Computing
Jewel-Osco
Kids Alive International
La Porte Hospital
Lifeline Youth and Family Services
Lutheran Health Network
Lutheran High School East
Lutheran Volunteer Corps
Manchester University - College of Pharmacy, Natural and Health Sciences
Marian University with St. Vincent
Marine Officer Programs
Meridian Health Services
Merrillville Community School Corporation
Modern Woodmen Fraternal Financial
Job and Internship Expo – February 2019

- Above and Beyond Family Recovery Center
- AdvaCare Systems
- American Senior Communities
- ArcelorMittal
- Archdiocese of Chicago
- Ascension
- AseraCare Hospice
- Autism Society of Indiana
- Avid4 Adventure
- Beacon Health System
- Brandenburg Industrial Service
- Bulkmatic Transport Company
- Camp Millhouse
- Camp Tannadoonah
- Cedar Lake Ministries
- Catalyst Camps
- Cienet Technologies
- City Year
- Civil & Environmental Consultants, Inc. (CEC)
- ClarkDietrich Building Systems, LLC
- CLH, CPAs & Consultants
- Concept Alumni Network (CAN)
- Consolidated Electrical Distributors, Inc.
- Crew Carwash
- CSL Plasma
- Cummins Behavioral Health System
- CVS Health
- Dayton Freight
- Duneland School Corporation
- Dunes Learning Center
- Dungarvin
- Dwyer Instruments, Inc.
- Ethos Group
- Family Focus Inc.
- Frontline Foundations, Inc.
- Guardian Couplings
- Hand In Hand Comprehensive Therapy Specialists, Inc.
- HAP Alaska - Yukon
- Harmony Healthcare IT
- Hilltop Neighborhood House
- HomeAdvisor
- Hulman & Company | Indianapolis Motor Speedway | INDYCAR | IMS Productions
- IIT Chicago-Kent College of Law
- Illinois Department of Transportation
- Illinois Institute of Technology - Office of Graduate Admission
- Indiana Army National Guard
- Indiana Department of Financial Institutions
- Indiana Electric Cooperatives
- Indiana University School of Social Work
- Indiana Wesleyan University - On Campus Student Employment
- Indiana Wholesale Wine & Liquor (Johnson Brothers Liquor Co.)
- Indianapolis Metropolitan Police Department
- Infosys
- Jet International
- Modis Engineering
- Musiker Discovery Programs
- Northwestern Mutual - Downtown Indianapolis
- Oaklawn Psychiatric Center - School of Social Work
- Oro Grande School District
- Peace Corps
- Penske Truck Leasing
- PhysAssist Scribes, Inc.
- Porter-Starke Services
- Rabine Group
- Saint Joseph Health System
- Saint Mary's College - Graduate Programs
- Schillings
- ScribeAmerica
- Share Foundation
- SpringHill – Day Camps
- Staff Source
- Starin
- Stephen Ministries
- Strategic Financial Group LLC
- Sysco Grand Rapids, LLC
- Teach For America
- Teachers Credit Union
- The Bowen Center
- The New England Center for Children
- The Sherwin-Williams Company
- The University of Toledo College of Law Admissions
- Thrivent Financial
- TP Orthodontics, Inc.
- TRC Companies
- United Way of Porter County
- University of Chicago, School of Social Service Administration
- University of Notre Dame - IT
- Valparaiso University Graduate School
- Valparaiso University MBA
- Visiting Nurse Association of Porter County
- Walgreens
- Western Utility
- Wexford Health Sources, Inc.
• Jewel-Osco
• JPMorgan Chase & Co.
• Kids Alive International
• La Porte Hospital
• LaPorte Community School Corporation
• LaPorte County Family YMCA
• Lawson-Fisher Associates
• Legacy Professionals LLP
• Lifeline Youth and Family Services
• Lighthouse Academies Charter School Network (IN, AR, NY)
• Loyola University Chicago School of Law
• Marian University with St. Vincent
• Marine Corps Officer Programs West Lafayette
• MedPro Group
• Melrose Pyrotechnics Inc.
• Mercy Home for Boys and Girls
• Meridian Health Services
• MGA Research Corporation
• Middough
• Modern Woodmen of America
• MoLo Solutions
• MSU College of Law
• Naval Surface Warfare Center (NSWC), Crane Division
• Oaklawn Psychiatric Center
• Park Center, Inc.
• Per Mar Security Services
• Pinnacle Treatment Centers
• Porter County Education Services
• Porter-Starke Services
• Regal Beloit Corporation
• Ross University School of Medicine
• Rush University Medical Center
• ScribeAmerica
• Share Foundation
• Sherwin-Williams Company
• Simpalm (SEVEN STARS SERVICES)
• Speedway, LLC
• SpringHill
• State of Michigan Department of Health & Human Services
• Stephen Ministries
• Superior Engineering, LLC
• The Bowen Center
• The John Marshall Law School
• The Northwest Indiana Times
• Thrivent Financial
• Timberline Knolls
• Transportation One
• Troyer Group
• TZ Medical, Inc.
• Union League Boys & Girls Clubs
• United States Senator Todd Young
• United States Steel Corporation
• United Way of Porter County
• University of Nebraska College of Law
• US Army Health Care Recruiting South Bend
• V3 Companies
• Valley Oaks Health
• Valparaiso Police Department
• Valparaiso University Graduate School
• Valparaiso University MBA
• Vector Marketing
• Visiting Nurse Association of Porter County
• Walgreens
• Warsaw Community Schools
• Wexford Health Sources, Inc.
• White's Residential and Family Services
• Wisconsin Lions Camp
• Worthy Recovery Inc. dba Worthy Women Recovery Home