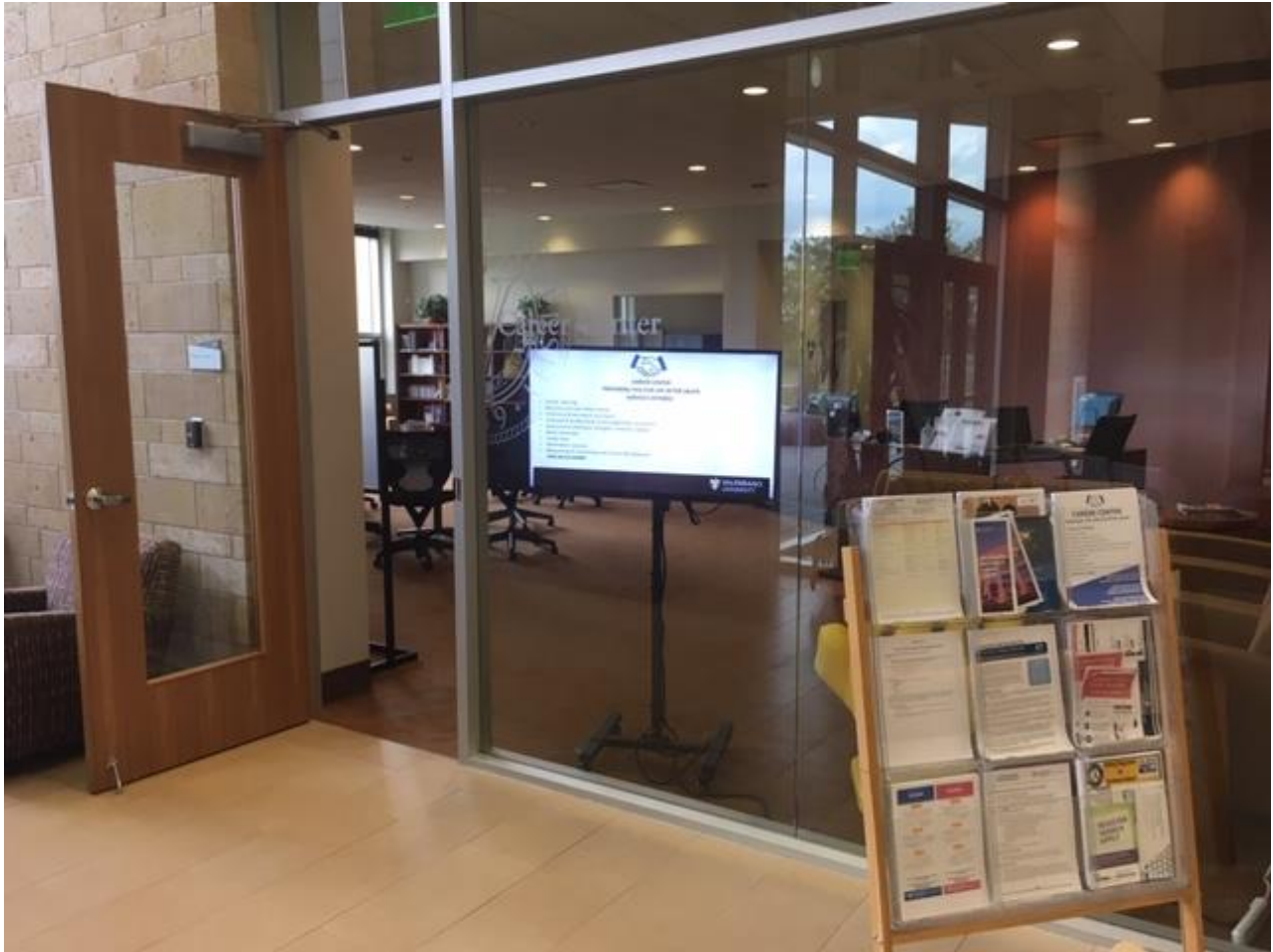




VALPARAISO  
UNIVERSITY

Career Center



# ANNUAL REPORT 2019-20

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# Letter from the Director

August 2020

On behalf of the staff at the Valparaiso University Career Center, I am pleased to share with you our 2019-20 Annual Report. As you know, the 2019-20 school year ending up to be a challenging one. Fortunately, we were able to host many outstanding events and activities beginning in August 2019 and continuing into early March 2020, at which time we moved to a virtual/remote format. This report highlights these programs and activities.

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, job search 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, the Center relies 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 occasionally surveys 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 through 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
- Janet Lajcin, Administrative Assistant

# Our Student Ambassadors

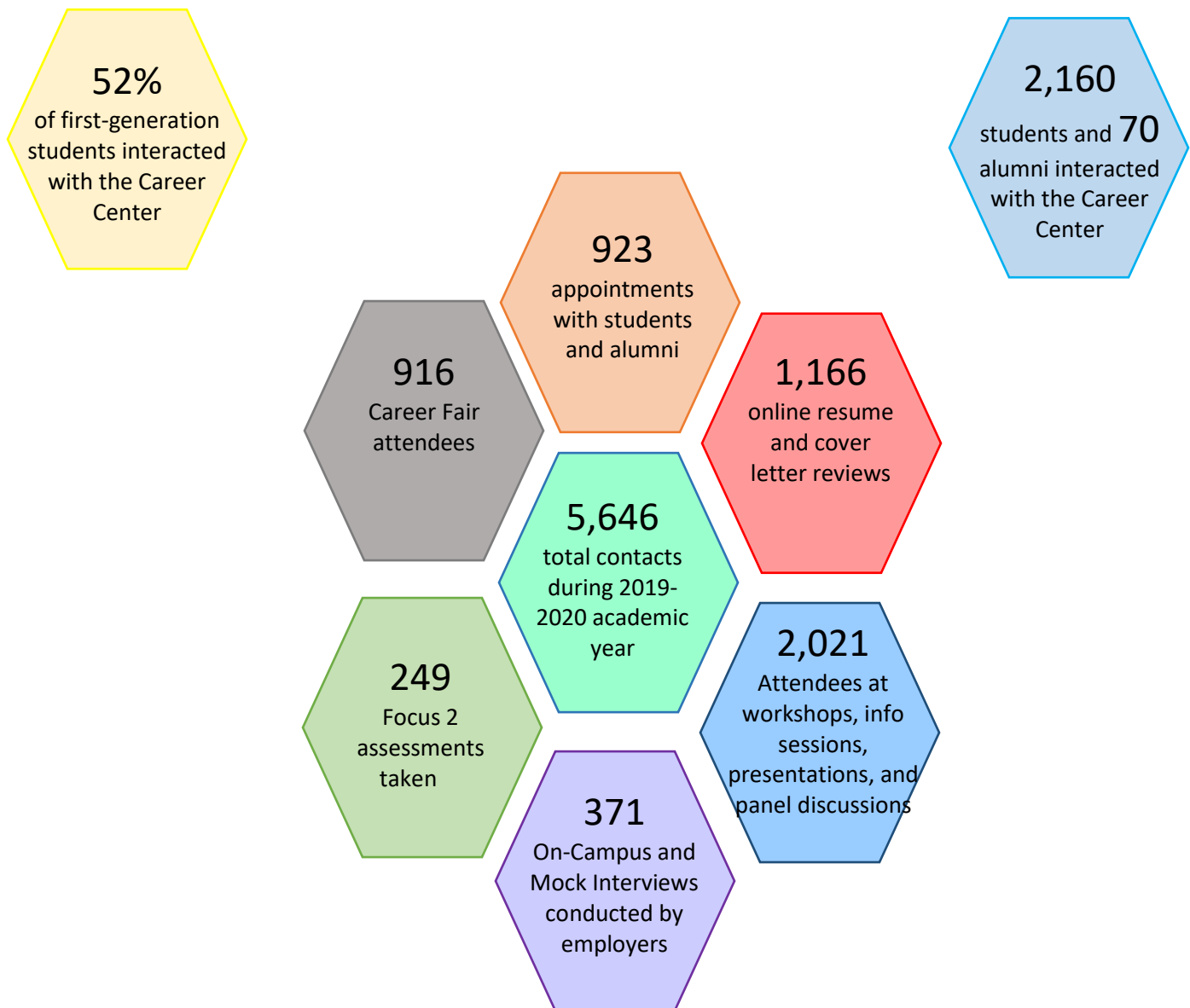
- Abigail Krischke (December '20)
- Mark Lorenz (May '22)
- Anna von Seggern (May '21)

# Overview of Services

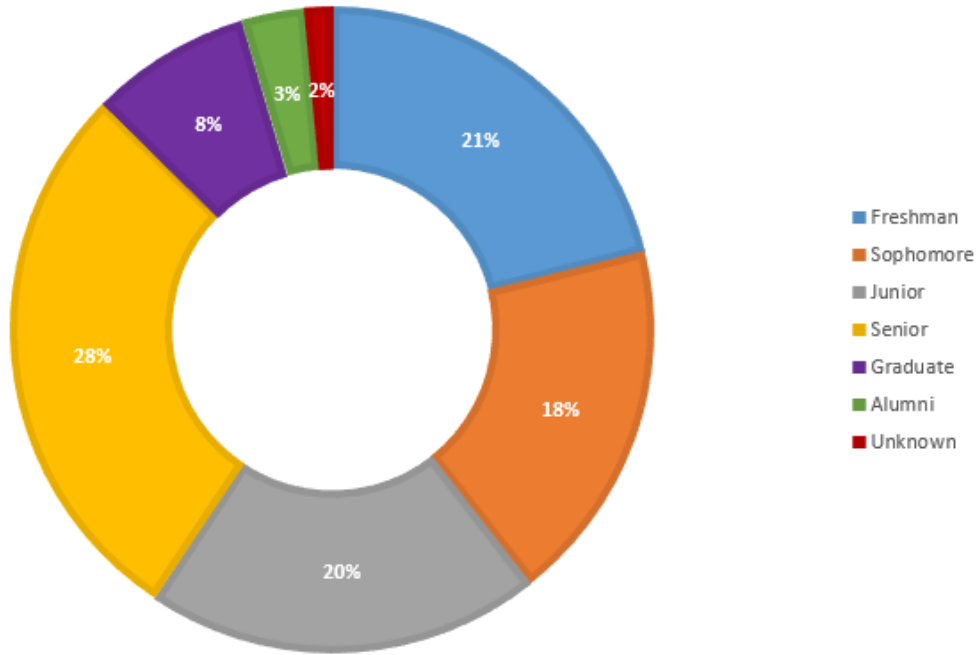
- Career/occupational advising, coaching and counseling
- Assessments (strengths, interests, values)
- Resume & cover letter instruction and review
- Internship & job search assistance
- Graduate & professional school application assistance
- Interview preparation (mock interviews and more)
- Career fairs
- Career exploration
- Networking & mentorship with alumni & employers

# Student Engagement

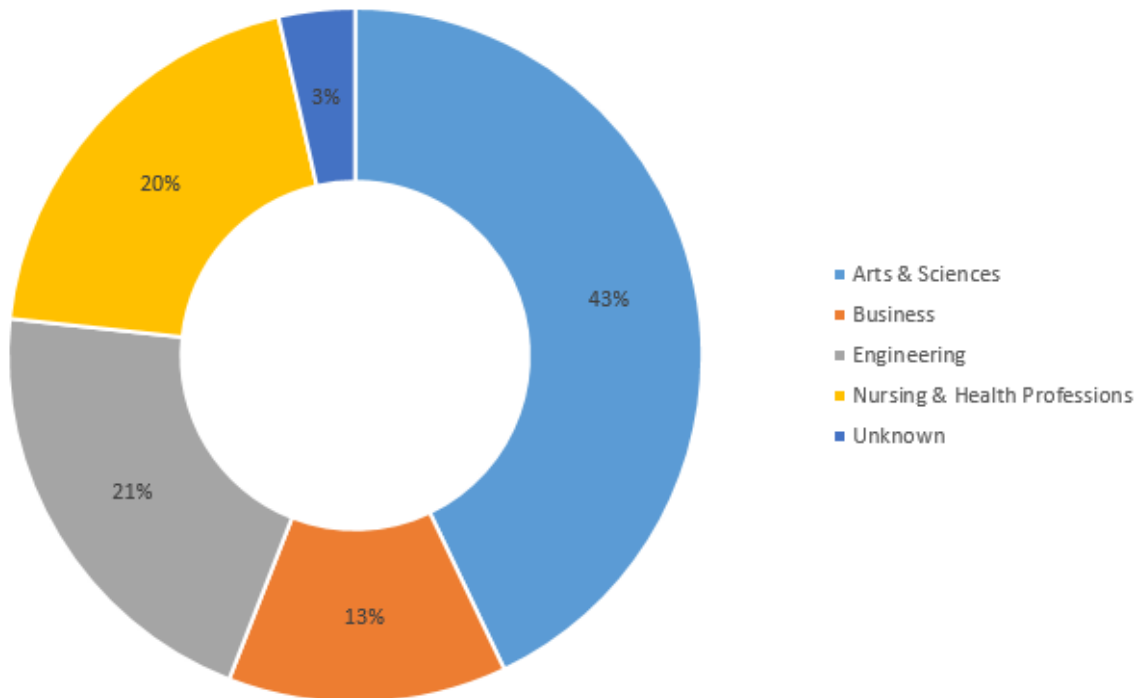
The Career Center conducted 119 workshops, presentations, panel discussions and employer info sessions attended by 2,021 students during the 2019-20 school year. This compares with 158 and 2,017 in the previous year. The Career Center collaborated with academic departments, the Colleges of Engineering, 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.



### Career Center Interactions by Class Year



### Career Center Interactions by College



# Appointments

923

Advising interactions with students & alumni during the 2019-2020 academic year

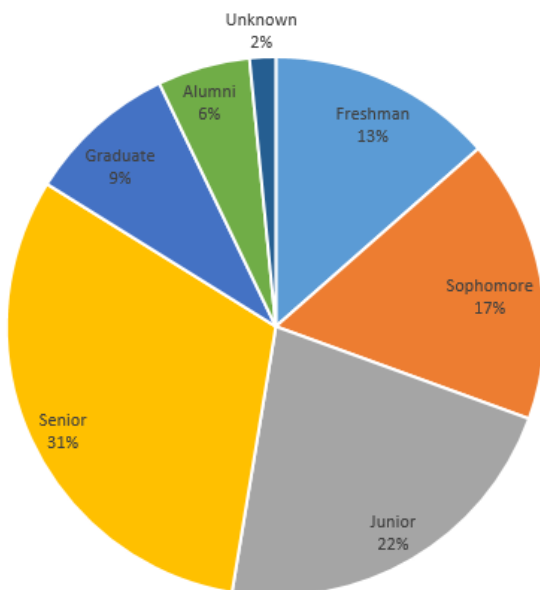
616

Drop-In Advising Appointments

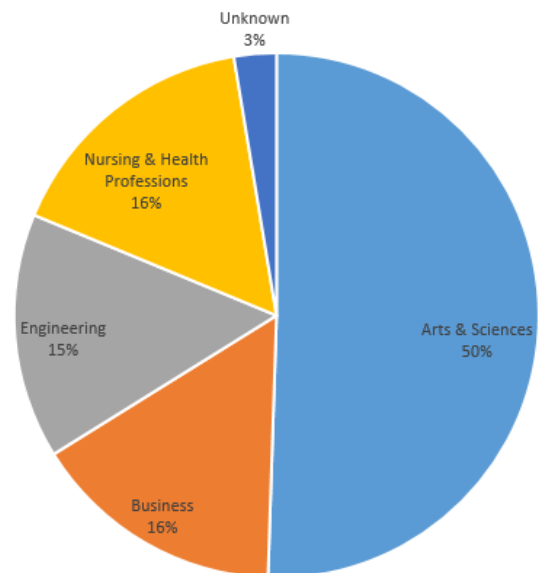
Students drop in and schedule appointments for a variety of reasons:

- 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**



**Appointments by College**



What students are saying after meeting with the Career Center:

- I thought my experience was very helpful and I felt like they really wanted to help me.
- Kelly was very helpful!
- Kelly was very insightful and had great information to give. Great experience and very helpful!!
- Kelly was amazing, and I truly feel I have a plan mapped out thanks to my meeting with her. She made it known to me that I can come in anytime I'd like if I have any questions or concerns. I feel more confident with my options and decision since I've met with her.
- Absolutely loved Kelly! She was so sweet and very easy to talk to!

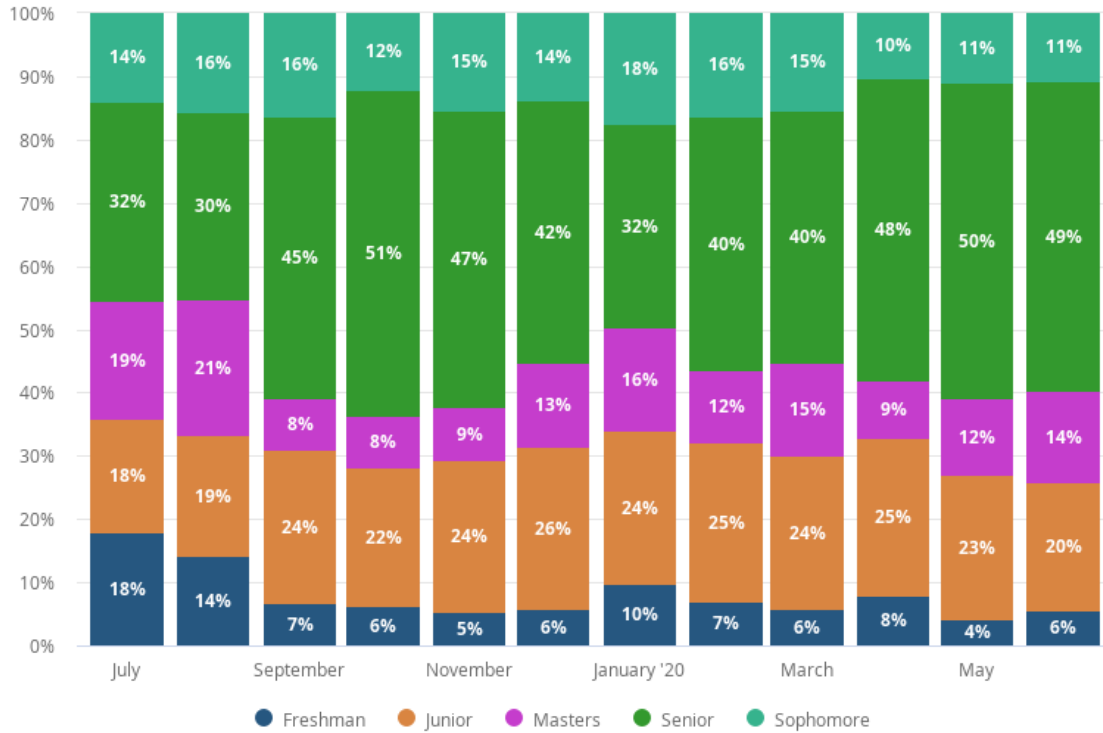




# Handshake

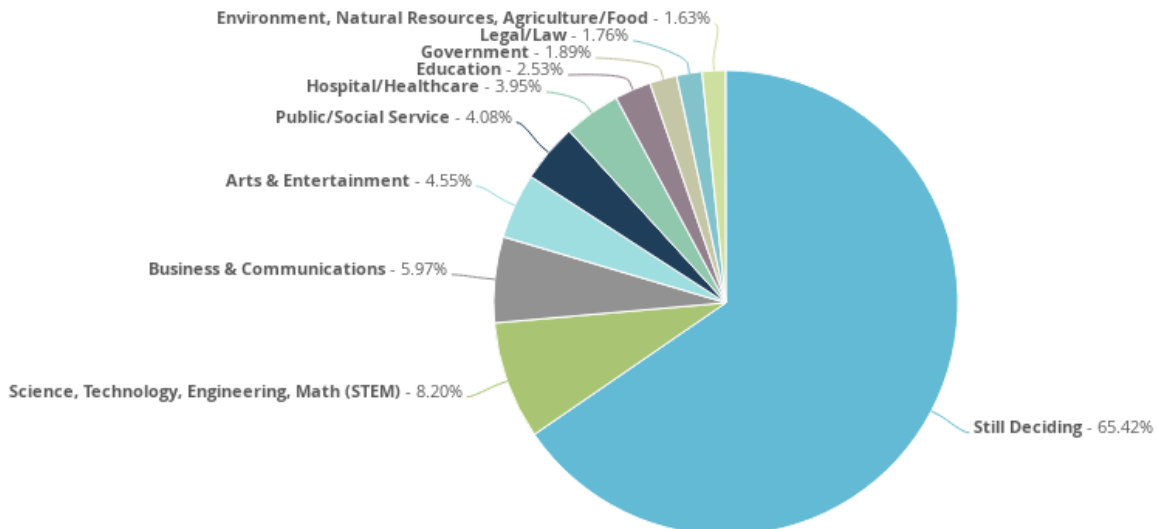
Handshake, our job and employer database and career management system, continues to be used heavily by students. All student on-campus employment positions are advertised through Handshake, which allows students to gain familiarity with the system as early as the summer before their first year.

**Handshake Total Logins by Class Year**



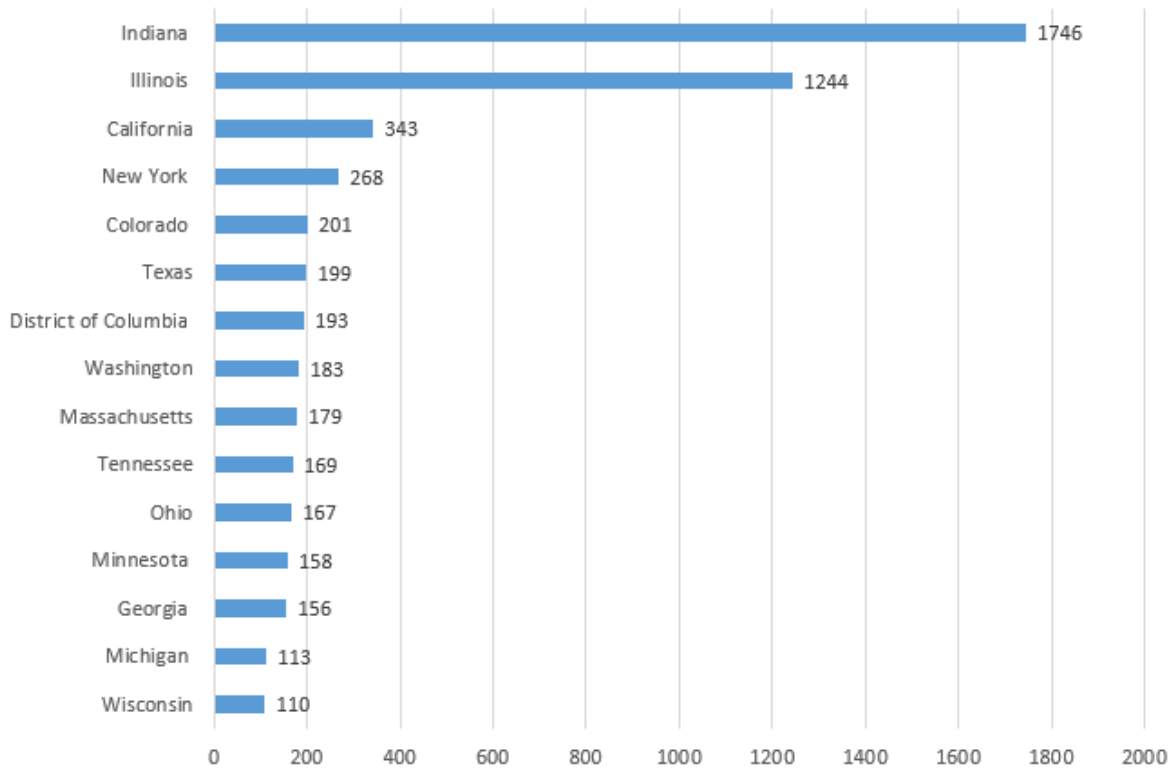
Handshake offers flexible tools to assess student interests. This year we tracked student interests by career cluster.

**Student interest by "career cluster" from Handshake**

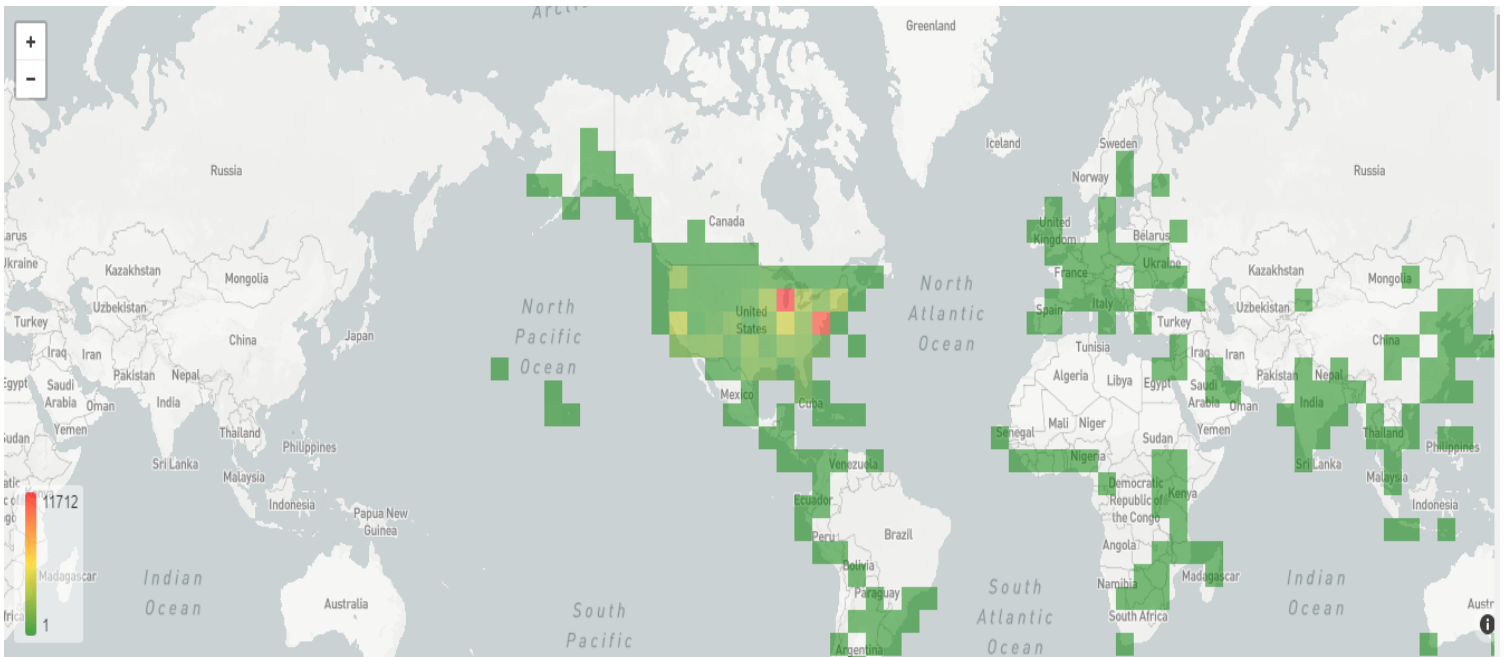


Valpo students are interested in living all over the world (although most admittedly are drawn to the Midwest). The chart below shows some of the top geographic interests of current students; the map illustrates the global reach of our job and internship postings on Handshake.

### Student Interest by Location



### 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 assist with presentations and conduct information sessions on their company. This year those included New England Center for Children; EY; Tradebe; City Year; Victory Lap; Ascend; TechPoint; Citigroup; IBM; Eli Lilly; Caterpillar; Walgreens; 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:

- Actuarial Careers
- Careers in Accounting, Banking, & Consulting
- Careers in Advertising, Marketing, & PR
- Careers in Sales
- Careers in Service
- Careers in Technology
- “What Can I do With a Major in English?”

A total of 63 students attended these panels. This program will be further continued in 2020–21 to include 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 10 – 11) five students visited with and toured the following employers: One America, Indiana State Government, Infosys, and Eli Lilly.

During spring break (March 2-3) twelve students visited with and toured the following employers: GEICO, BLASTmedia, Ascend, Salesforce, and Newfields (Indianapolis Museum of Art). During each Trek, students meet with Valpo alumni at an evening networking reception.

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.

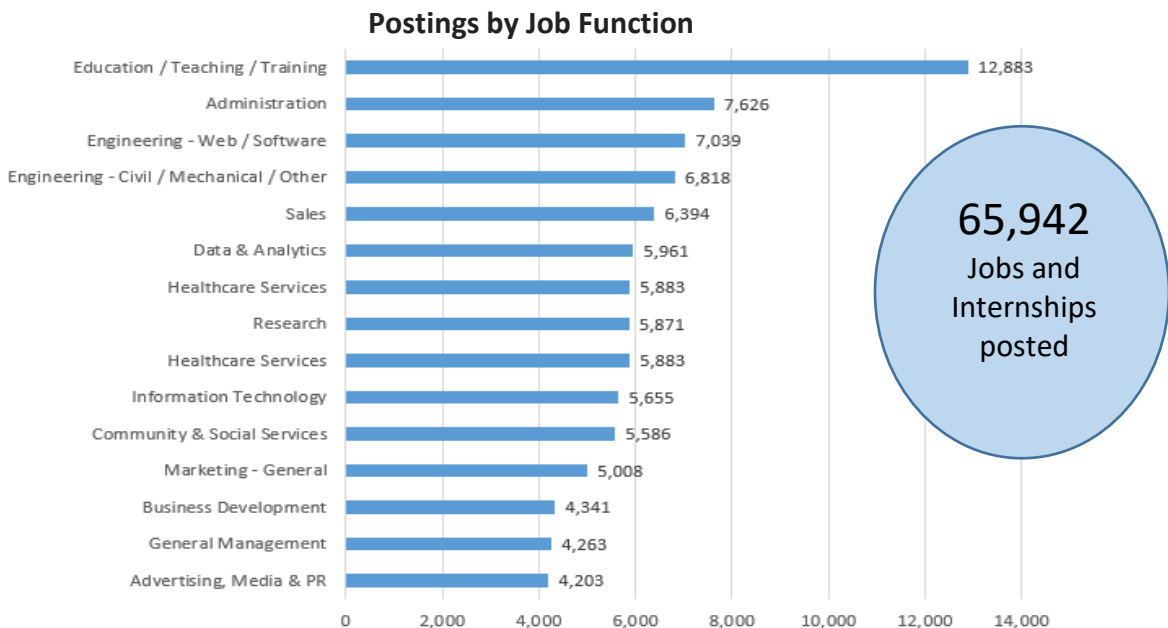
# Recruiting and Employer Relations

More than 336 employers visited Valpo during the 2019-20 academic year to recruit students and graduates. As shown below, many came to one of our career fairs:

	# of Organizations	# of Students
Engineering, Science & Technology Career Fair	74	496
Government, Education, Non-Profit & Graduate School Career Fair	79	73
Business Career Fair	48	114
Nursing & Health Professions Career Fair	56	233
<b>Total</b>	<b>257</b>	<b>916</b>

## Postings on Handshake

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



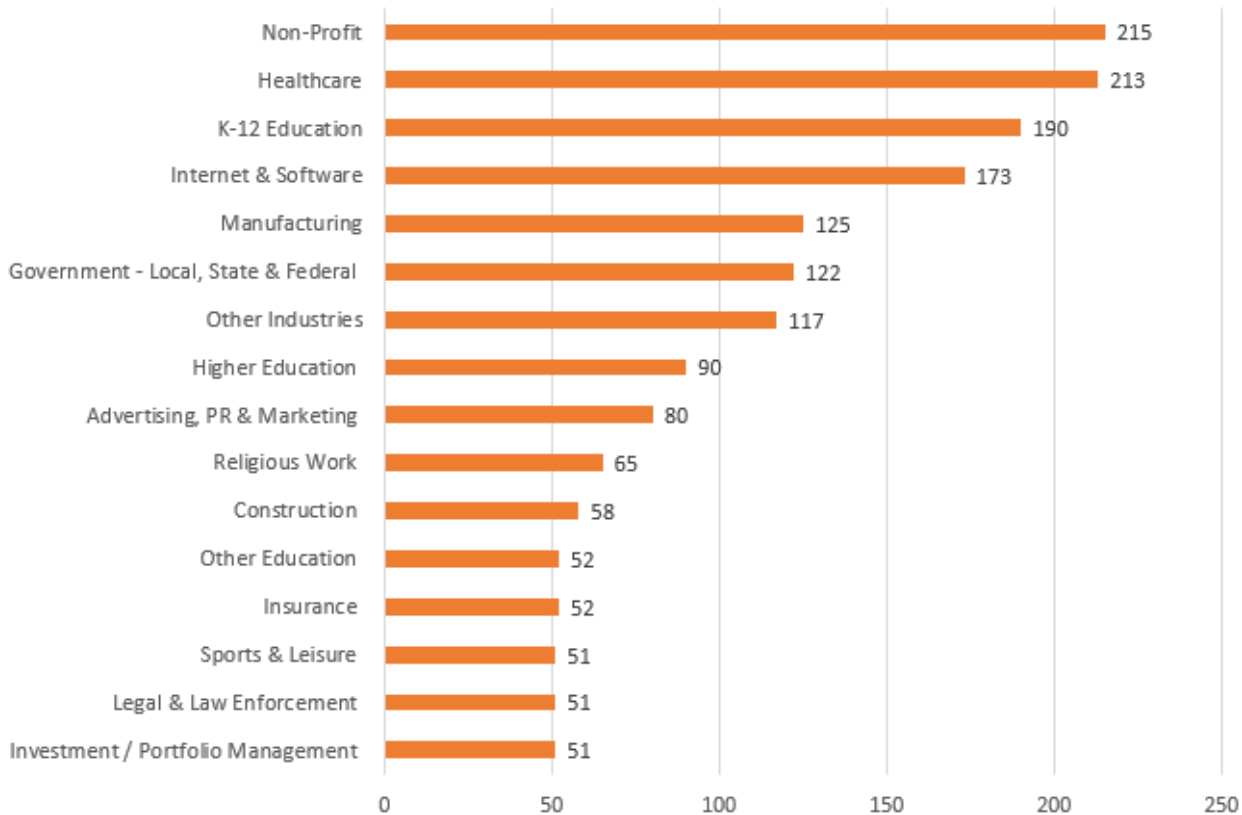
Note: some jobs have more than one job function.

## Employers

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



### Employers Approved by Industry



2019-20 Key Employers



COMMUNITY HEALTHCARE SYSTEM®



ETHOS GROUP



Porter HEALTH CARE SYSTEM



Crowe



Franciscan HEALTH



ArcelorMittal

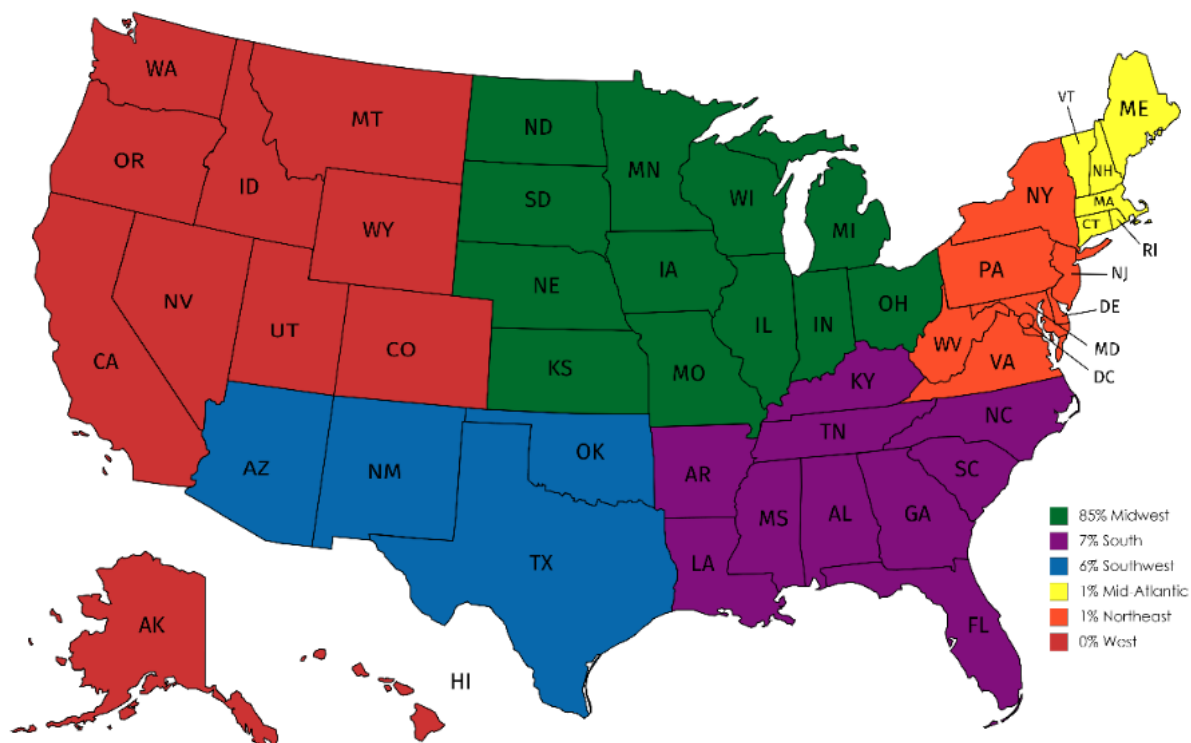


# Outcomes (What Happens to Valpo Graduates?)

Preliminary findings for the Class of 2020 (as of August 31, 2020) indicate:

- Of the 199 respondents, 114 are employed, 44 will attend graduate/professional school, 36 are still seeking a full-time job, 3 are not seeking a full-time job, one is in service-related work (Peace Corps) and one is in the military.
- "What were your most successful job search strategies?" is a question we ask in the Survey. Not surprisingly, 75 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.
- 14 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.
- 171 (86%) of respondents completed at least one internship, co-op, clinical, field experience, research project/experience or other type of meaningful work experience during their undergraduate years. Thirty-three received a job offer from that experience but turned it down. Twenty-five received and accepted a job offer from that experience.
- 106 are working or attending graduate/professional school in a field related to their career goals. 69 are not.
- 160 are in a job or field of study closely or somewhat related to their academic field of study.
- 153 are satisfied (38%) or very satisfied (62%) with their first job or graduate school program.

## 2020 Graduates Living in the U.S. by Region



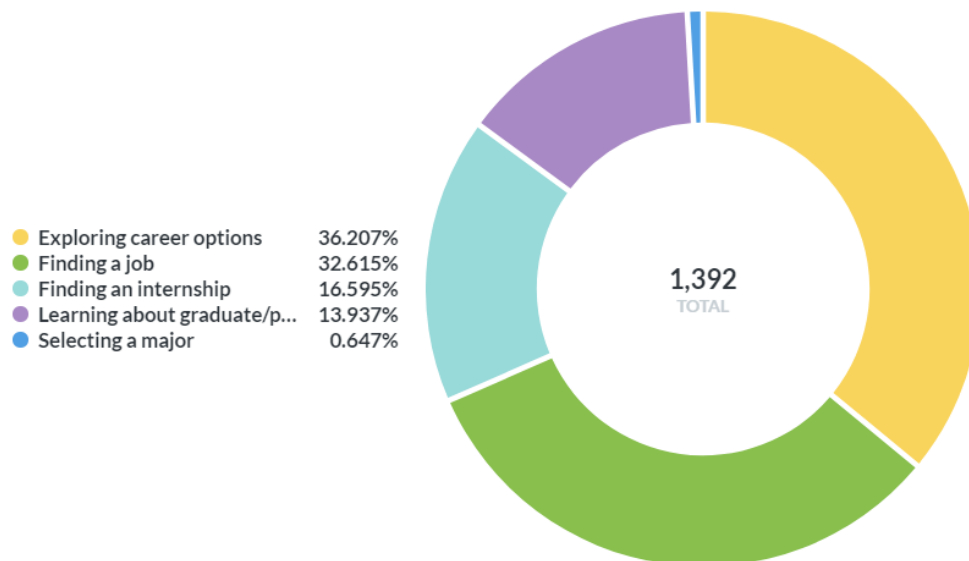
# Alumni Career Network (Wisr)

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, 2020, 1,488 Valpo alumni had volunteered to be in the Network and 329 students were utilizing 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, etc.). We will continue to aggressively roll out the Network to students in the fall of 2020.

User Goals





# Summary

Thank you for your interest in the Career Center and our activities and programs. Support from a variety of groups and individuals is vital to our success and we look forward to your continued involvement.

As we prepare for and enter the 2020-21 school year, we realize it will be different and, perhaps, challenging. However, most of our programs, resources and events remain available remotely/virtually to all students and we are open our regular hours, Monday-Friday, 8 AM to 5 PM.

# Appendix – Organizations at Career Fairs

## Engineering, Science & Technology Career Fair Employers & Graduate Schools – September 2019

- Abonmarche Consultants, Inc.
- ACE Technologies
- American Structurepoint, Inc.
- ArcelorMittal
- Atkore International
- B&L Information Systems, Inc.
- Caterpillar Inc.
- Chastain & Associates LLC
- Cienet Technologies
- Civil & Environmental Consultants, Inc. (CEC)
- Clark Dietz
- ClarkDietrich Building Systems, LLC
- Consolidated Electrical Distributors, Inc.
- Continental AG
- Cornelius
- Cripe
- DePaul University
- DLZ Corporation
- Dwyer Instruments, Inc.
- Ecorp Technologies Inc.
- Eli Lilly and Company
- Elkhart County Highway Department – Engineering
- enFocus
- Fishbeck, Thompson, Carr, & Huber, Inc.
- Ford Motor Company
- Great Lakes Labs
- Guardian Couplings
- HealthCall, LLC
- HNTB Corporation
- Illinois Department of Transportation
- Illinois Institute of Technology - Office of Graduate Admission
- Indiana Department of Transportation (INDOT)
- Indiana Electric Cooperatives
- Infosys
- IUPUI School of Informatics and Computing
- J.W. Hicks, Inc.
- Lawson-Fisher Associates
- Lochmueller Group
- LOCHNER
- Marian University Accelerated Nursing Programs
- Matrix Sciences
- Medical College of Wisconsin - Graduate School
- MGA Research Corporation
- Modis Engineering
- Naval Surface Warfare Center (NSWC), Crane Division
- NiSource, Inc.
- NLMK USA
- Orr Fellowship
- PERI-USA
- Precision Systems
- Resco Products Inc.
- Rieth-Riley Construction Co., Inc.
- Senior Flexonics
- Simpalm (SEVEN STARS SERVICES)
- Steel Warehouse
- Summit Polymers, Inc.
- Superior Construction
- Superior Engineering, LLC
- The Moran Group of Companies | HVAC, Fire Protection, Plumbing
- The W-T Group, LLC
- Thieneman Construction
- Tonn and Blank Construction
- Tradebe
- Trine University
- Troyer Group
- U.S. Navy Recruiting District - Chicago
- United States Steel Corporation
- University of Notre Dame - IT
- US Army Health Care Recruiting South Bend
- USI Consultants, Inc.
- Valley Fire Protection Systems
- Valparaiso University MBA
- W.B. Olson, Inc.
- Wiss, Janney, Elstner Associates, Inc.

## Government, Education, Non-Profit & Graduate School Career Fair Employers & Graduate Schools – September 2019

- Adler University
- American University, Kogod School of Business - Graduate Admissions
- Boys & Girls Clubs of Greater NWI
- Breakthrough Collaborative
- Camp Tannadoonah
- Camp Tecumseh YMCA
- Capital University Law School
- Challenger Learning Center of Northwest Indiana
- Christel House Schools
- City Year
- Consumer Financial Protection Bureau

- DePaul University - Law
- Dominican University
- EDUStaff
- Erikson Institute
- Goshen Community Schools
- Hilltop Neighborhood House
- Illinois Institute of Technology - Office of Graduate Admission
- Illinois State Police
- Indiana House of Representatives
- Indiana Republican Party
- Indiana State Police
- Indiana State Senate
- Indiana University Eskenazi School of Art, Architecture + Design
- Indiana University Robert H. McKinney School of Law
- Indiana University School of Social Work
- Indiana Wesleyan University - National & Global
- Kauffman Chiropractic
- Kelley School of Business - MSF Program
- Lilly Family School of Philanthropy
- Loyola University Chicago School of Law
- Lutheran Urban Mission Initiative, Inc.
- Lutheran West High School
- Marian University Accelerated Nursing Programs
- Marian University College of Osteopathic Medicine
- Marine Corps Officer Selection Team West Lafayette
- Marquette University Graduate School
- Mennonite Central Committee
- Mercy Home for Boys and Girls
- Meridian Health Services
- Methodist Theological School in Ohio
- Michigan Technological University
- Michigan State University College of Law
- Modern Woodmen of America
- North Central College
- Northern Illinois University College of Law
- Northwestern University
- Oaklawn Psychiatric Center
- One Collective 28. Peace Corps
- Perspectives Charter Schools
- Porter County Education Services
- Porter-Starke Services
- Purdue University Krannert School of Management MBA and MS Programs
- Purdue University, The Graduate School
- Saint Louis University School of Law
- Share Foundation
- SpringHill – Day Camps
- State of Michigan Department of Health & Human Services
- Stephen Ministries
- Teach for America
- TESOL
- The Bridge Teen Center
- Thresholds
- Trine University
- UIC John Marshall Law School
- United Way of Porter County
- University of Chicago, School of Social Service Administration
- University of Illinois Springfield
- University of Notre Dame Mendoza College of Business
- The University of Toledo College of Law
- Valparaiso Police Department
- Valparaiso University Graduate School
- Valparaiso University MBA
- Warsaw Community Schools
- Wayne State University Law School
- White's Residential and Family Services
- Wayne State University Law School
- Western Michigan University - Cooley Law School
- Western Theological Seminar

#### **Business Career & Internship Fair Employers & Graduate Schools – October 2019**

- Allstate Insurance Company
- ArcelorMittal
- Ascend Indiana
- Bionic Prosthetics and Orthotics
- Buchanan Hauling & Rigging
- Bulkmatic, LLC
- Cambridge Educational Services
- Centier Bank
- CLH, CPAs & Consultants
- CliftonLarsonAllen LLP
- Consolidated Electrical Distributors, Inc.
- Consumer Financial Protection Bureau
- Crew Carwash
- Dayton Freight

- Eagle Express Lines, Inc.
- Ethos Group
- GEICO
- Impact Networking
- Indiana Wesleyan University - National & Global
- Jewel-Osco
- Josh Baumgartner, State Farm Insurance Inc.
- Kauffman Chiropractic
- Lakeshore Financial Group
- Lambert & Lanoue LLC
- LaPorte County Family YMCA
- Marine Corps Officer Selection
- Modern Woodmen of America
- Naval Surface Warfare Center (NSWC), Crane Division
- New Creation Business Advocates, Inc.
- Northwestern Indiana Regional Planning Commission
- Northwestern Mutual - Downtown Indianapolis
- Northwestern Mutual Chicagoland
- Panduit
- Peoples Bank
- Roehl Transport
- Rowley & Company LLP
- Sherwin-Williams Company
- Simpalm (SEVEN STAR SERVICES)
- Starin
- The Bridge Teen Center
- The Tire Rack
- Thrivent
- Trex Company, Inc.
- University of Notre Dame Mendoza College of Business
- Valparaiso University MBA
- Walgreens
- Walmart eCommerce

### **Nursing & Health Professions Career & Internship Fair Employers & Graduate Schools – November 2019**

- AIM Specialty Health
- ASC Therapies and Wellness – ASC Nursing
- Ascension - St. Vincent | Ascension
- Beacon Health System
- Camp Millhouse
- Cleveland Clinic
- Community Hospital
- Concordia University Wisconsin – School of Pharmacy
- Cummins Behavioral Health System
- Dominican University
- Elite Care Management, Inc.
- Franciscan Health - Northwest Indiana
- Franciscan Health - Franciscan Physician Network
- Geminus Corporation
- Hilltop Neighborhood House
- Independence Plus, Inc.
- Indiana MENTOR
- Indiana Wesleyan University - National & Global
- IU Richard M. Fairbanks School of Public Health
- Journey Senior Living of Valparaiso
- Kauffman Chiropractic
- La Porte Hospital
- Lakeshore Bone & Joint Institute
- Lifeline Youth and Family Services
- Marian University Accelerated Nursing Programs
- Mayo Clinic
- Midwest Center for Youth and Families
- Midwestern University
- Munson Healthcare
- NeuroPsychiatric Hospitals
- North Central College
- Northwestern Medicine
- Oak Grove Christian Retirement Village
- Oaklawn Psychiatric Center
- Omni Therapeutics, Inc.
- Parkview Health
- Ponce Health Sciences University - St. Louis
- Porter Regional Hospital
- Porter-Starke Services
- Right at Home Northwest Indiana
- Riverside Medical Center
- Rosalind Franklin University of Medicine and Science
- Ross University School of Medicine
- Rush University Medical Center
- Saint Joseph Health System
- ScribeAmerica
- Share Foundation
- State of Michigan Department of Health & Human Services
- The Carle Foundation
- Tri-State Nursing
- UHS of Delaware, Inc.
- US Army Health Care Recruiting South Bend
- Valley Oaks Health
- Valparaiso University Graduate School
- Visiting Nurse Association of Porter County
- Wexford Health Sources, Inc.