

# Governors State University

Student Affairs and Enrollment Management: Reaching Vision 2020

**Focus Area: CAREER SERVICES**

**Leader(s): DARCIE CAMPOS**

**Implementation Year: 2017-18**

**GOAL 4: Strengthen and expand relationships with employers in the Chicago Southland region.**

<b>Objective 1:</b>	Continue to work collaboratively across colleges, and also with development, alumni leadership 360 to share employer resources and bring new employer recruitment opportunities to GSU. Also, reevaluate existing recruitment events and career programming to ensure the offerings are best meeting the needs of our students and employers.
<b>Action Items</b>	<ul style="list-style-type: none"> <li>• Examples: Deloitte interview days, DOC interview/testing days, DOT interview days</li> <li>• OT Interview Days</li> <li>• Expansion of the Spring Fair</li> </ul>
<b>Milestones</b> (Identify Timelines)	<p>Career Services staff continued to collaborate with and expand relationships between OCS, employers, faculty and students through new and existing programming and events. In June and July 2017, OCS worked extensively with the College of Business (COB) to providing intensive training opportunities to prepare Accounting Students for Mock Interviews with Deloitte, LLP. In August 2017, OCS had another successful Student Employment and Part-Time Job Fair. Other initiatives were put into place in October 2017 involved utilizing the GSU campus for state testing for the Illinois Department of Corrections.</p> <p>In December 2017, OCS hosted a new format for Occupational Therapy Students, which was called the OT Employer Interview Day where students and potential area OT employers reviewed resumes before meeting and then arranged short, successive individual interviews on campus. In January 2018, Cynthia gave a COB All College Meeting Presentation, to engage COB faculty on OCS services and participated in a special COE panel on Careers in Counseling and Education. Finally, in April OCS put together several larger scale events, including a highly successful networking event prepared by Cynthia and Dartina (with all Career Services members participating) as well as the annual Spring Career and Internship Fair and the annual Student Employee Recognition Reception. Throughout the year, Darcie and Cynthia met with employers, put in place several internship partnerships, and attended networking events with the Chamber. Darcie is even scheduled present to the Southland Chamber business members this month on “Retaining and Engaging Millennial Employees in the Workplace”.</p>
<b>Desired Outcomes and Achievements</b> (Identify results expected)	<ul style="list-style-type: none"> <li>• To put in place on campus interview days, to provide GSU students with recruitment opportunities that could led to full time hires and or internship placement.</li> <li>• To expand the Spring Career and Internship Fair to include more opportunities for the College of Education and our nonprofit hiring sectors.</li> </ul>

	<ul style="list-style-type: none"> <li>• To work more closely with faculty across the colleges to supplement their needs for internship resources, services and placement resources.</li> <li>• To build partnerships and relationships with employers to increase the number of internship and career opportunities available for our students and alumni.</li> </ul>
<p><b>Achieved Outcomes and Results:</b></p>	<p>The OCS staff collectively clocked over 80 hours to prepare accounting students with cover letter and resume writing appointments, as well as initial mock interviews in preparation for the Deloitte LLP interviews. While only two students out of over 25 students made the final round to be chosen by Deloitte to interview, GSU has deepened their overall relationship with Deloitte and new endeavors are underway for more interviews and programming driven through the COB. Career Services successfully helped to get the COB structure in place, which has now transitioned over to COB staff, with the OCS staff supporting as needed. This has also strengthened the relationship between COB and OCS. The Student Employment and Part-Time Job Fair was again well attended with a total of 268 attendees who were served by 14 external employers and 15 internal hiring managers and external employers have increased over last year’s participation.</p> <p>Providing a forum for the Illinois Department of Corrections to bring state testing for correctional jobs to the campus has reinstated an initiative that was at GSU many years ago. GSU was the last major state school in Illinois not to have IDOC on campus, and bringing this employer back has greatly rebuilt the employer relationship. Now IDOC has provided successful state testing for the surrounding community and GSU Criminal Justice students are given priority to have a seat for exams given on campus. Additionally, although the Occupational Therapy Employer Interview day provided an alternative forum for OT students besides the previous Health and Human Professions Annual Career fair, the interview days was off to a slow start, perhaps because of unfamiliarity with employers for this specific format or the smaller size of the OT program. OT Employer Interview Day brought 3 employers and 6 OT students on campus after having all OT student materials reviewed in advance, prompting OCS and the OT department to further determine if this is the best practice going forward or there is another viable alternative.</p> <p>The COB All College Faculty Presentation successfully engaged over 35 COB faculty and staff members to consider how OCS could assist COB students and COE students were also successfully engaged during the COE Career Panel to understand the myriad of career paths available to students through these academic majors. Over 28 students and faculty were in attendance with over 6 employers from various areas of the discipline, both internally and externally, engaged students during this conversation.</p> <p>The Socially Awkward Networking hour drew over 85 participants from across all over the university and more networking events are going to be planned throughout the year because of the successful engagement of this event. The Spring Career and Internship fair had declined in numbers, as OCS experimented with finding a place to house all of the employers in one room, which had been repeatedly requested from employers in previous evaluations. However, because the fair was held in the Gym, there was noticeably less foot-traffic and approximately half of the students and community participants were in attendance (although the employer participation had only slightly decreased). There were 45 Employers and 127 attendees, so it was determined that the fair will be moved back to the previous location in the Hall of Governors and CPA theatre lobbies. Finally the Annual Student Employee Recognition Reception continues to grow in popularity and over 45 students were deemed eligible for the Professional Development Certificate this year, presented by Dr. Elaine Maimon and OCS staff and will continue to be an implemented program in the coming academic year.</p>
<p><b>Analysis of Results:</b></p>	<p>As we move forward to planning our Vision 2020 objectives for 2018-19, we will continue to increase and expand upon our networking events, collaborative efforts with faculty and staff, and building partnerships with area employers to expand the number of internship and</p>

	<p>career opportunities available for GSU students and alumni. We recognize the impact that this work has on our students and we recognize the need our college partners have for support in their respective areas, and we will do our best to support all our partners.</p>
--	---