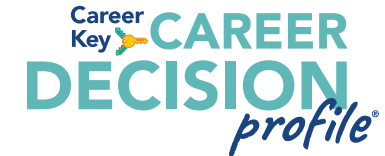


UNIVERSITY CAREER SERVICES PROGRAM



PROFILE

- 50,000+ students university-wide
- 4,600+ undergraduate and graduate students
- Business school career center serves more than 2,800 undergraduates
- 98% employment for recent graduates

CHALLENGE

- Provide undergraduate students with a self-assessment tool to support their career decision-making process
- Align the tool's use with the curriculum developed for a career skills course, required for graduation
- Help students self-reflect and identify career decision needs and barriers
- Provide faculty, career coaches, advisors, and staff with individual student insights to directly address student needs
- Integrate results from the Career Decision Profile into informational interviews students conduct as a required part of their coursework

SOLUTION

- Pilot the Career Decision Profile with 560+ undergraduate students to assess students' experiences with the instrument, its ease of curriculum integration, and faculty use of data to support career services and other faculty teams
- In second year, renew and expand Career Decision Profile to more students in Spring and Fall semesters
- Students identify relevant ways to start career exploration with tasks designed to increase their knowledge around personal career decision needs
- Students create informational interview questions related to those needs (E.g. Tell me about a time you had to make a difficult decision as it relates to your career (Decisiveness))

RESULTS

- Students gained greater value from informational interviews and networking activities
- Faculty developed a "flipped classroom" model and produced videos for students explaining the Career Decision Profile and its application to the required career skills course
- Students benefitted from additional clarity and insights into their own levels of career decision confidence and gained additional skills in navigating critical career and related academic decisions

“ The Career Decision Profile gives us the opportunity to show students the value of knowing their own strengths, identifying barriers that may hold them back, and reflecting about their career choices. ”

- Interim Associate Director of Student Services

The university profiled here ranks among the United States' most respected business schools and has received prestigious awards and recognitions for quality and scope of its innovative management curriculum. The program's undergraduate management students receive in-depth support and resources from the school's Career Center, including the opportunity to identify their own strengths, skills, interests, and values. They also explore jobs, organizations and industries through informational interviews and networking activities.

A senior career coach now serving as Interim Associate Director of Student Services noted, "The Career Decision Profile gives us the opportunity to show students the value of knowing their own strengths, identifying barriers that may hold them back, and reflecting about their career choices. The assessment is not just an "add-on" for our course...it's a core component of helping students learn to make key decisions and evaluate their own levels of confidence. Equally important, the results of the assessment have given us, as faculty members and advisors, visibility into the individual challenges students face, so we can help students individually as needed."

About Career Key

The Career Decision Platform from Career Key helps faculty and advisors get to know their students better, faster so they help students make thoughtful, confident career and education decisions. Career Key offers the only online career decision readiness assessment, the Career Decision Profile.® The platform's combination of research-based inventories, the Career Decision Profile and Career Key Discovery, a unique Holland-based assessment, provide all the diagnostic data and insights to effectively target and evaluate student advising and success interventions

For more than 20 years, secondary schools and higher education institutions including Kansas State University, University of Minnesota, University of Alabama and Union County College have trusted Career Key to enhance their academic advising, career services, First-Year Experience, TRIO and Gear Up programs.



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