Trends & Best Practices in Career Services

International Lounge, Usdan Student Center
November 20, 2019
Hiatt helps Brandeisians know who they are, what they want, and how to get there.
Hiatt knows that careers are not about finding one job or making a single decision.
Career

**Expectation**

“What do you want to be when you grow up?”

**Reality**

“What are you interested in now?”
Career intersects with many areas of life, and is shaped by:

- Changing Interests
- Unexpected Events
- New opportunities
Recognizing the dynamic nature of this work, Hiatt has embraced a philosophy which helps students:

- Discover unexpected opportunities
- Develop skills and strategies to become adaptable
- Teaches flexible decision making
A Theory is our GPS

You can end up where you want without it, but the GPS provides better directions when roadblocks occur.
The Chaos Theory of Careers

Chaos does not mean disorder - it is all about systems and patterns.

Chaos:
• Teaches flexible planning
• Addresses uncertainty
• Focuses on the individual

Chaos Theory of Careers

Acknowledges multiple pathways and that change is a part of career development and decision making.

Allows for multiple factors/influences and is centered on individual.

It is a multicultural and inclusive theory.

Supports and empowers student self-efficacy.
Collaborate With Hiatt

78.2%

Of all undergraduate students engaged with Hiatt last year through in-person events, meetings, fairs, and with online resources.
Here's what students say about appointments and drop-ins:

“The appointment was very specific to my needs and potential ideas. My counselor did a wonderful job in pointing me to specific directions and offered insight into positions.”

“Counselors care about individuality and help craft plans that play to individual strengths.”

“Hiatt gives students a better idea of how to search for internships/jobs when they may be a little lost. Every time I come in, I feel more confident.”

“The counselor I worked with helped me determine a process that will serve me well in selecting internships for the summer.”
How Hiatt Engages Students

Helping them discover who they are, what they want, and how to get there
Creating Connections
### Total Postings

<table>
<thead>
<tr>
<th>Job Type Name</th>
<th>Total Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooperative Education</td>
<td>351</td>
</tr>
<tr>
<td>Experiential Learning</td>
<td>258</td>
</tr>
<tr>
<td>Fellowship</td>
<td>1,020</td>
</tr>
<tr>
<td>Graduate School</td>
<td>60</td>
</tr>
<tr>
<td>Internship</td>
<td>12,740</td>
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<tr>
<td>Job</td>
<td>39,166</td>
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<tr>
<td>On Campus Student Employment</td>
<td>18</td>
</tr>
<tr>
<td>Volunteer</td>
<td>422</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>54,035</strong></td>
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### Unique Employers Posting

<table>
<thead>
<tr>
<th>Total International Postings</th>
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<tbody>
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<td><strong>10,331</strong></td>
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#### Employment Type

- **Part-Time**: 28%
- **Full-Time**: 72%

### Total Postings by Location

[Map showing total postings by location]

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[Website link: brandeis.joinhandshake.com]
In the Classroom

HWL 15 Work, Career, and Life
Provides guidance for individualized career exploration. It discusses factors that support personal decision making, strategies for effective planning, how to navigate diverse professional environments, and ways to communicate your career story.

HWL 25 Exploring Careers in Health Care
Explores careers in health care including medicine, dentistry, nursing, pharmacy, nutrition, health data, physical therapy, and many others in this interactive seminar. Course includes an overview of health careers, networking strategies, and connections with alumni. Intended for first- and second-year undergraduates.
BEYOND BRANDEIS

SEE WHERE BRANDEISIANS WORK, STUDY AND LIVE AFTER GRADUATION

go.brandeis.edu/beyondbrandeis
Explore Majors
Includes destination data since 2008

The path between a Brandeis graduate’s major and where they start working six months after graduation is not always linear.

For example, many psychology majors work in healthcare and science research, while others work in education, financial services, and even computer science. Each line represents the path of a Brandeis graduate within six months of graduation.

Click on a major or industry to see where a liberal arts education at Brandeis can take you.
31% Confirmed plans at graduation

98% Confirmed plans at 6-months

Class of 2018
2019 Exemplary Career Center
For the continued development and implementation of thoughtful and innovative initiatives that support career development for outstanding service.

2019 Service to International Students
Recognizes college/university career services offices/career centers that have/has made an active commitment to partnering with and supporting the career development of international students.

brandeis.edu/hiatt/about-us
Table Topics

1) Quick Wins
2) Advising Students
3) Engaging Alumni & Employers
4) Recruiting Trends
5) What Students Do After Brandeis