



Trends & Best Practices in Career Services

International Lounge, Usdan Student Center
November 20, 2019

Brandeis

HIATT CAREER CENTER

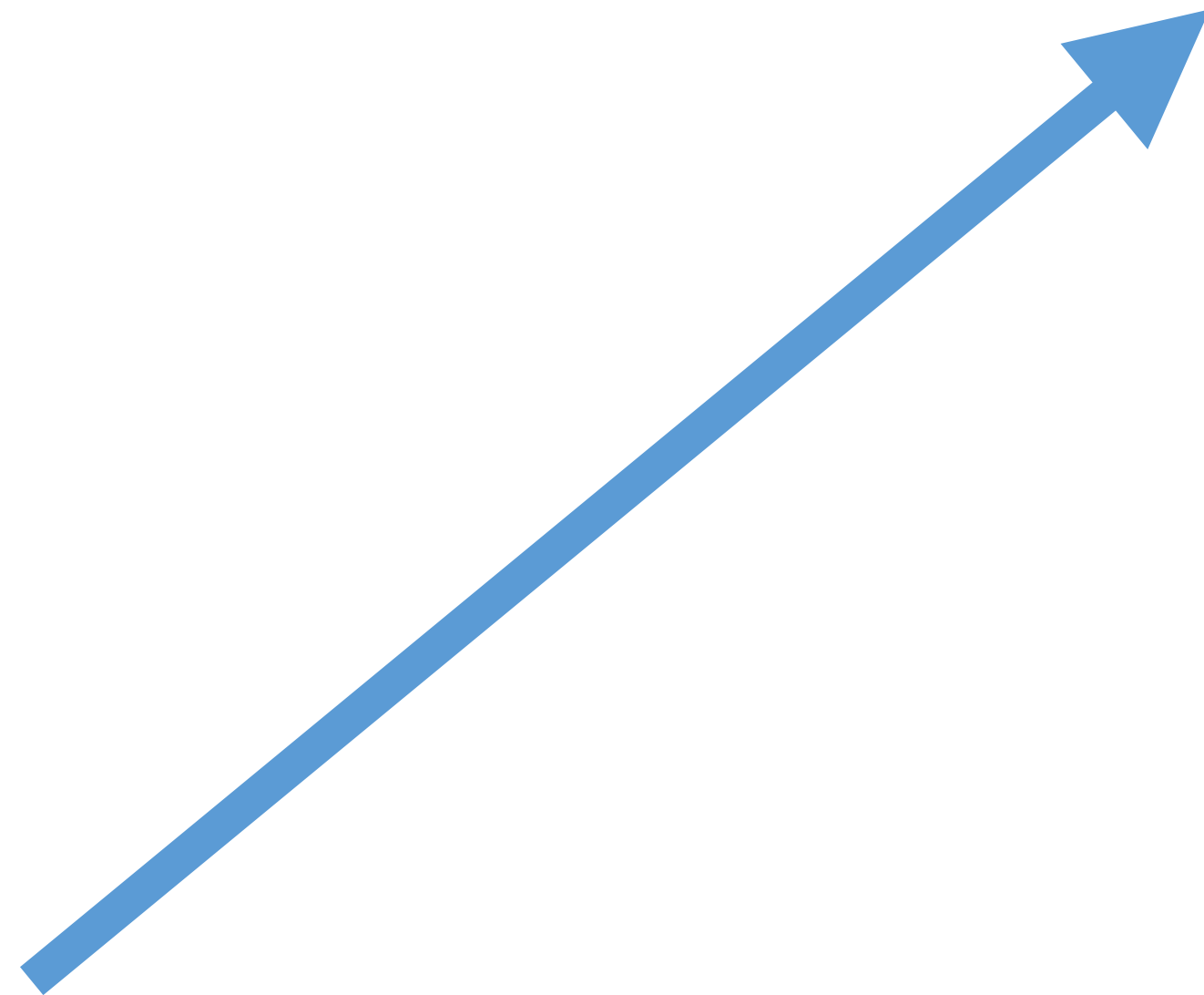
Hiatt helps Brandeisians know who they are, what they want, and how to get there.



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www.brandeis.edu/hiatt

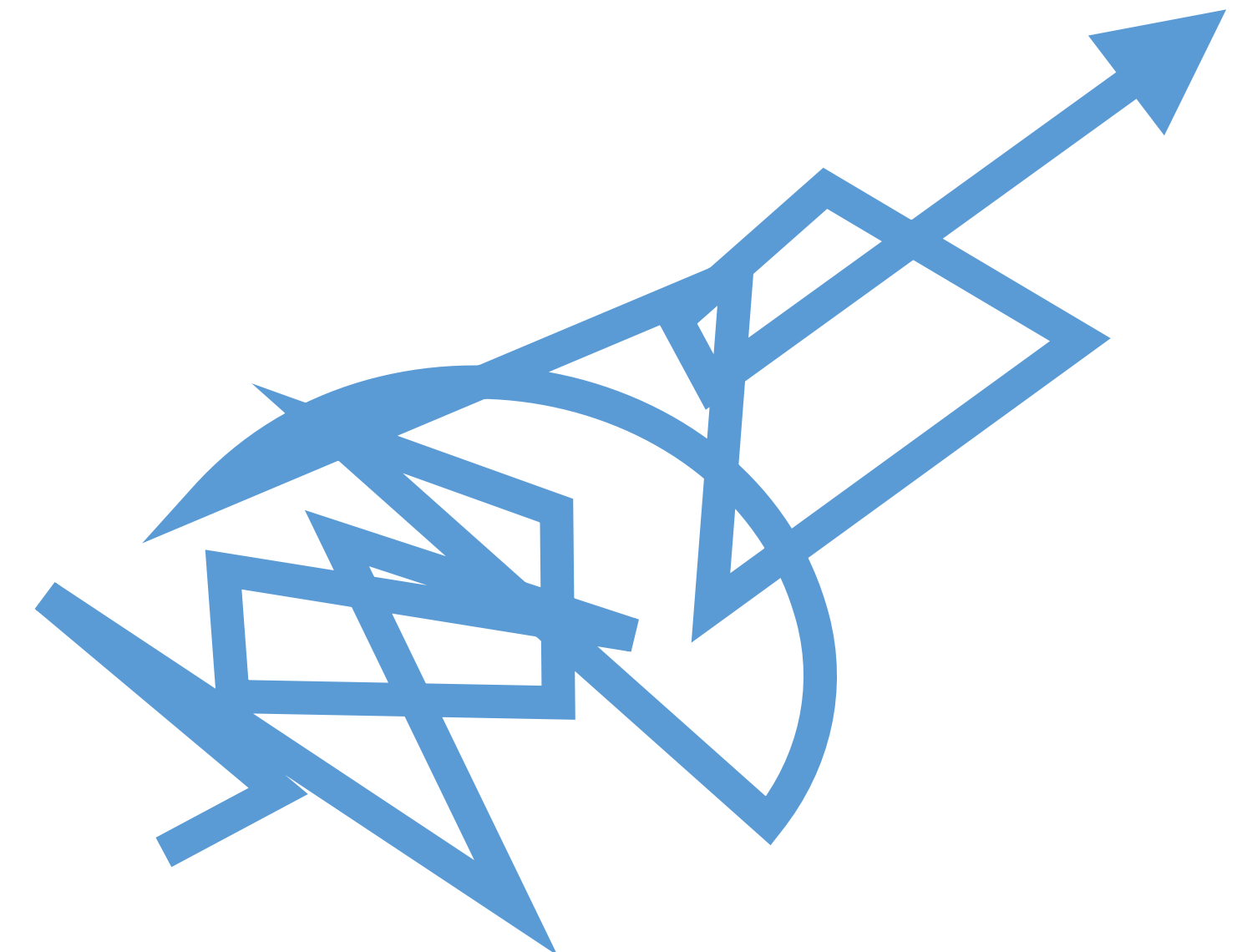
**Hiatt knows that
careers are not
about finding one
job or making a
single decision.**

Career



Expectation

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



Reality

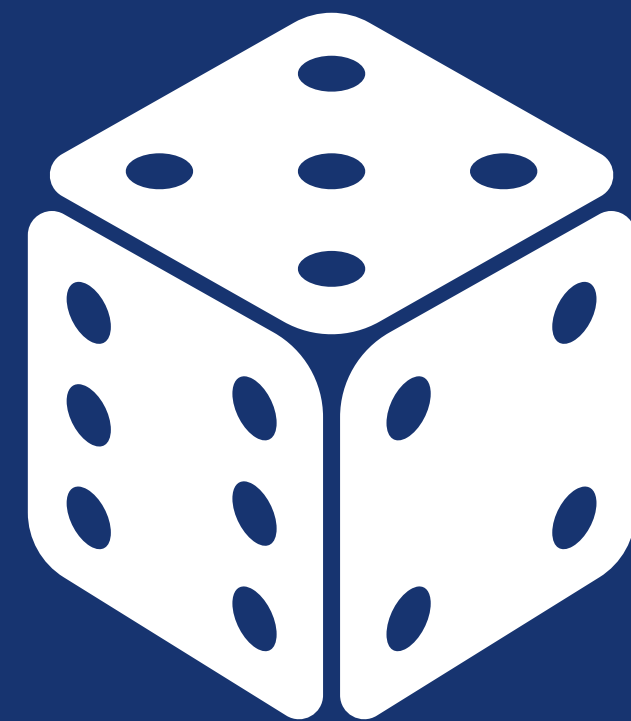
“What are you interested in now?”



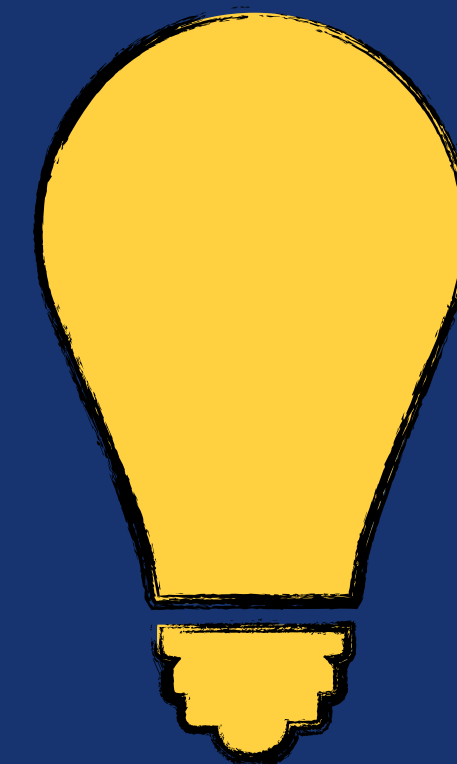
Career intersects with many areas of life, and is shaped by:



Changing
Interests



Unexpected
Events



New
opportunities





Alexandra Stephens speaking at the Brandeis Networking Night in Washington, D.C.



Cary Weir Lytle meeting students at Hiatt's Open House event



Andrea Dine strategizing with a Brandeis senior about next steps



Jackie Blesso interviewing an employer that is hosting a World of Work (WOW) Fellow

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

Pryor, R. G. L., & Bright, J. E. H. (2011). The chaos theory of careers: A new perspective on working in the twenty-first century . New York, NY: Routledge.

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.”

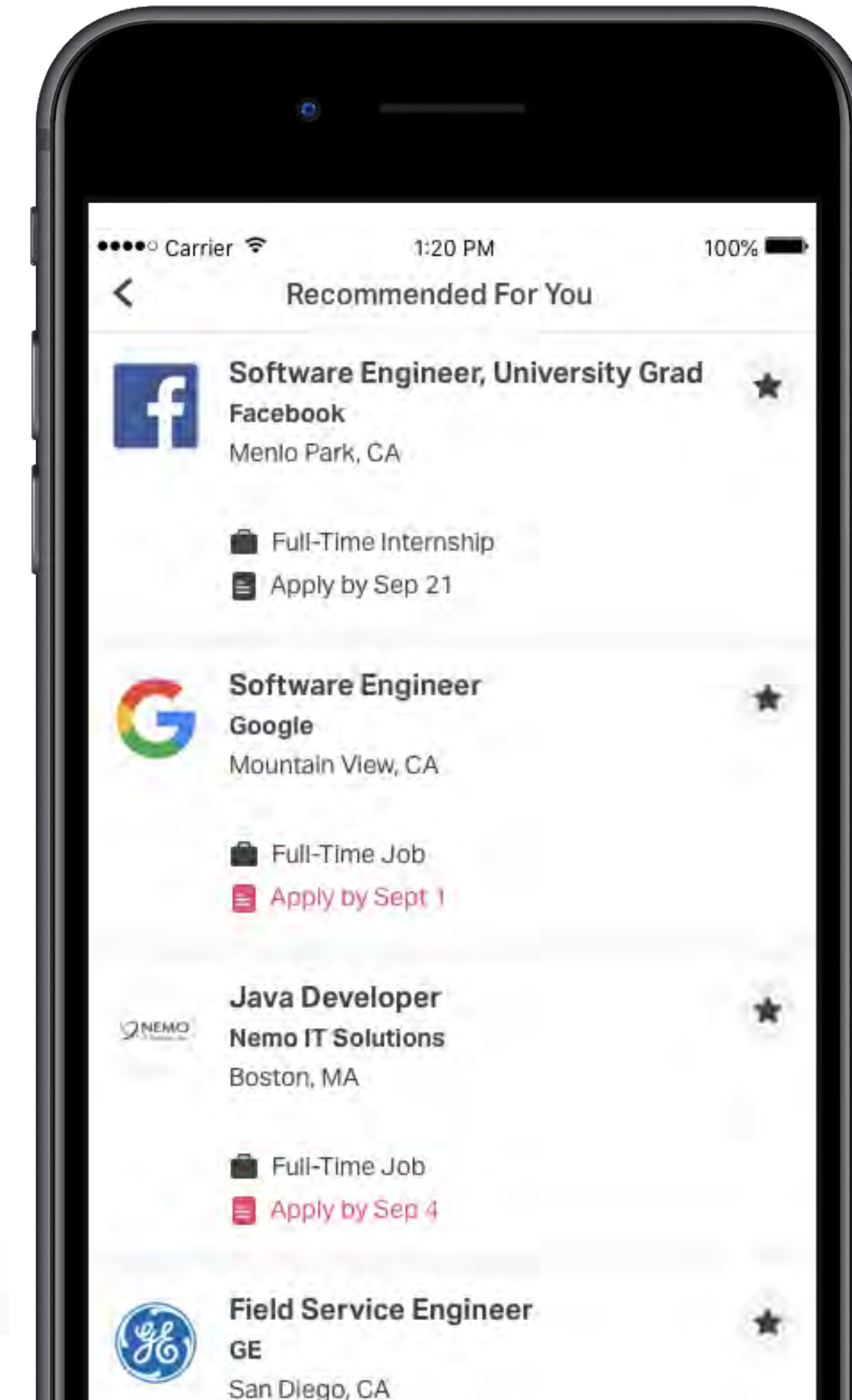
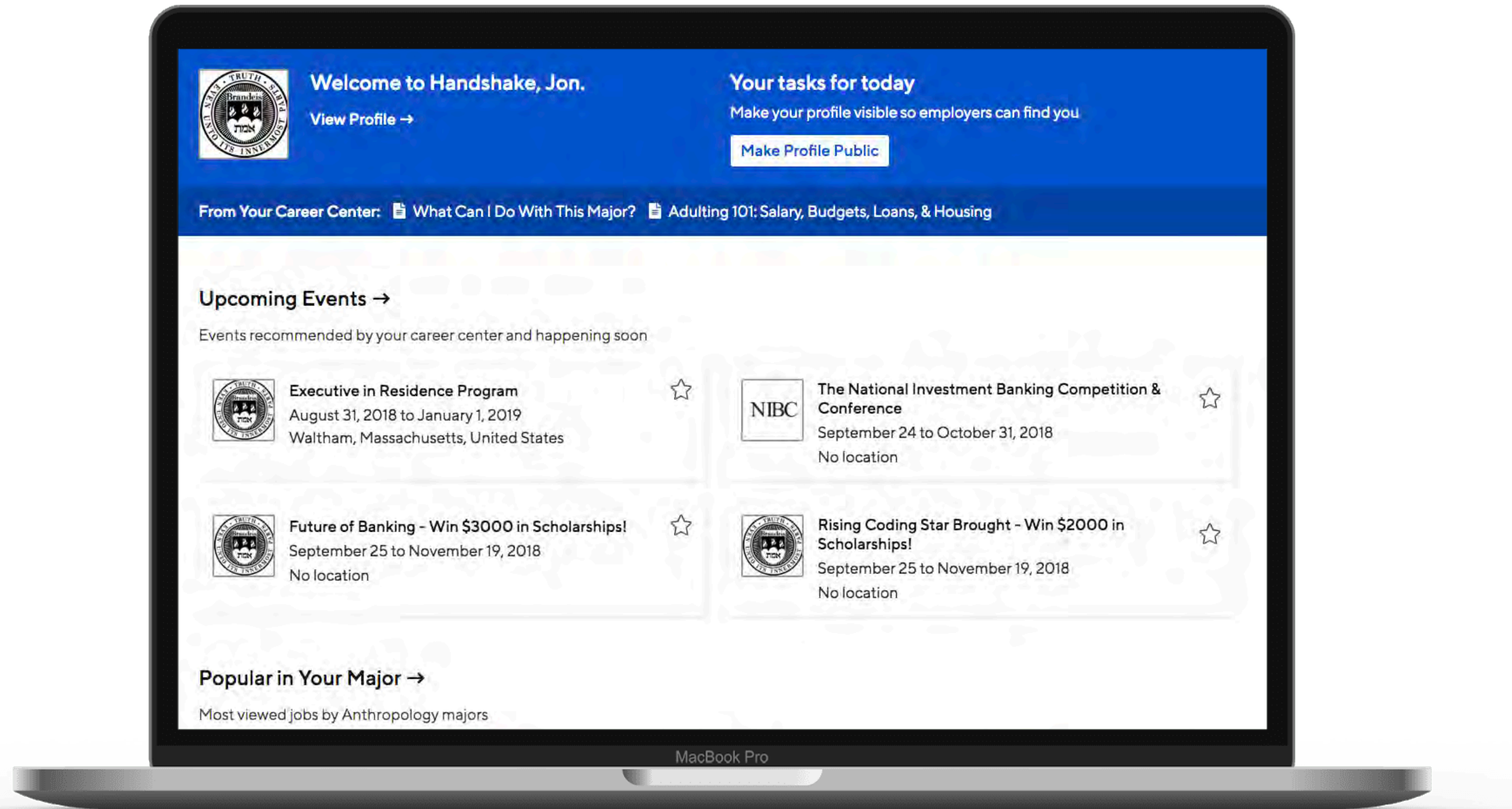
“Hiatt gives students a better idea of how to search for internships/jobs when they may be a little lost. Every time I come in, I feel more confident.”

“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

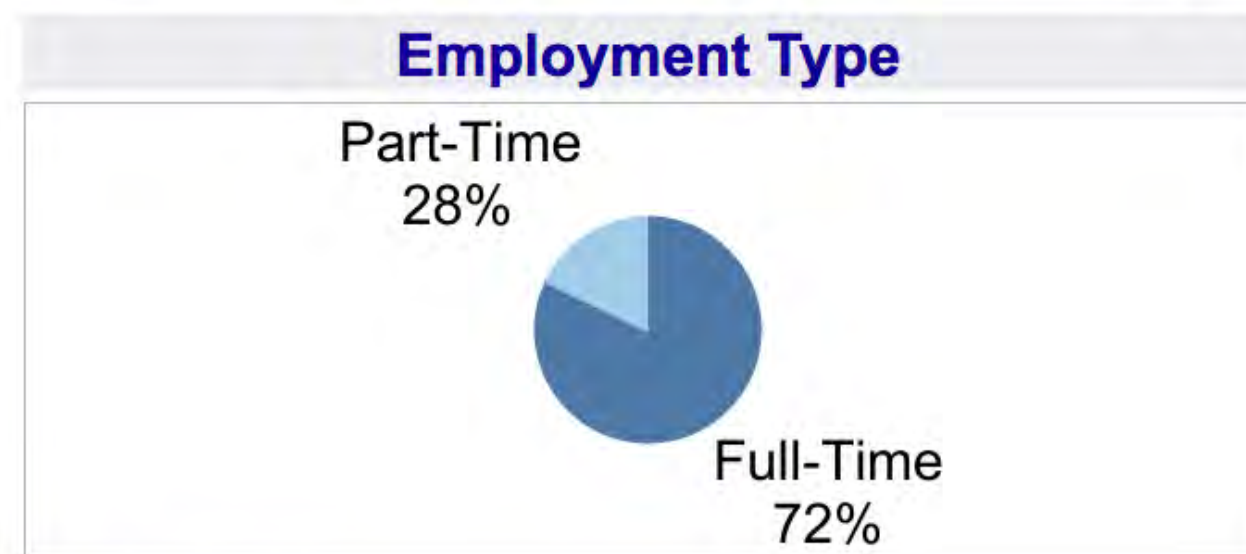
Creating Connections



Total Postings	
Job Type Name	
Cooperative Education	351
Experiential Learning	258
Fellowship	1,020
Graduate School	60
Internship	12,740
Job	39,166
On Campus Student Employment	18
Volunteer	422
Grand Total	54,035

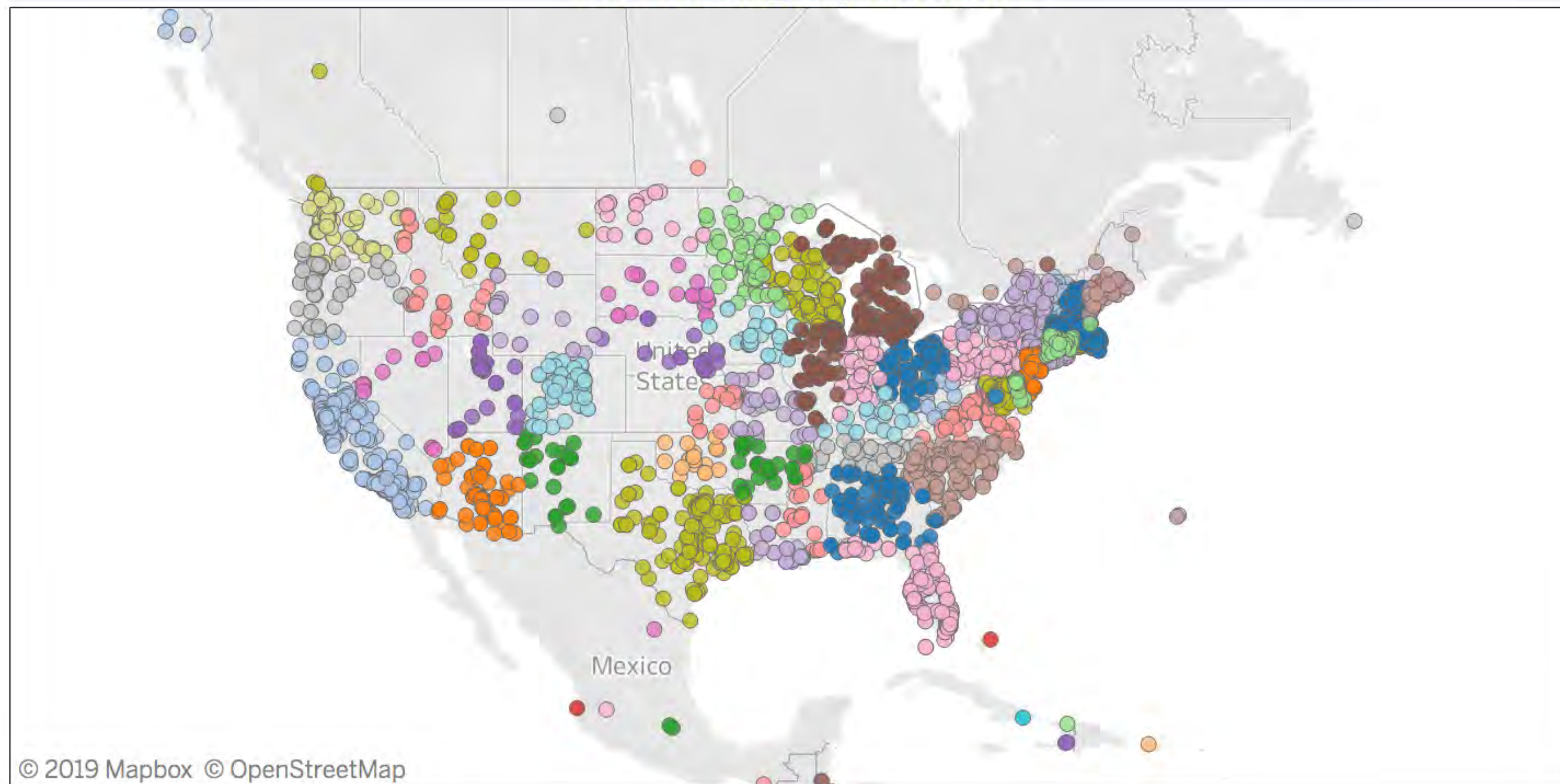
Unique Employers Posting
10,331

Total International Postings	
OPT/CPT?	Sponsor Candidate?
No	Yes
Yes	1,454
	6,736



54,035
opportunities posted

Total Postings by Location



 brandeis.joinhandshake.com

2019
BUSINESS,
CONSULTING, &
FINANCE
CAREER FAIR **SEP
12**

2019
GOVERNMENT &
PUBLIC
SERVICE
CAREER FAIR **OCT
30**

2020
INTERNATIONAL
STUDENT
CAREER FAIR **MAR
11**

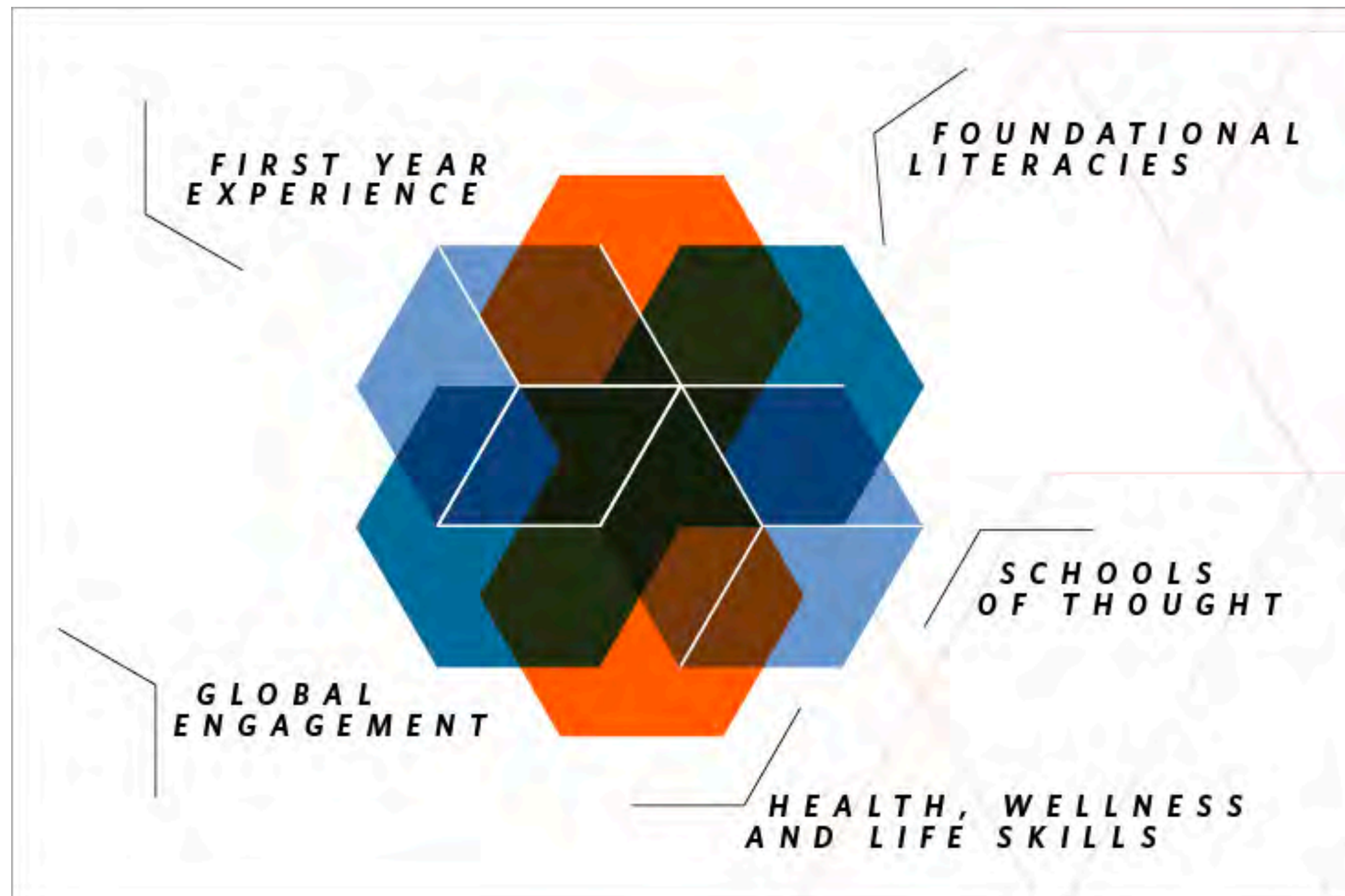
2019
TECHNOLOGY &
INNOVATION
CAREER FAIR **OCT
3**

2020
BIOTECH,
HEALTH, &
SCIENCE
CAREER FAIR **FEB
5**

2020
NON-PROFIT
CAREER FAIR **MAR
25**



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.

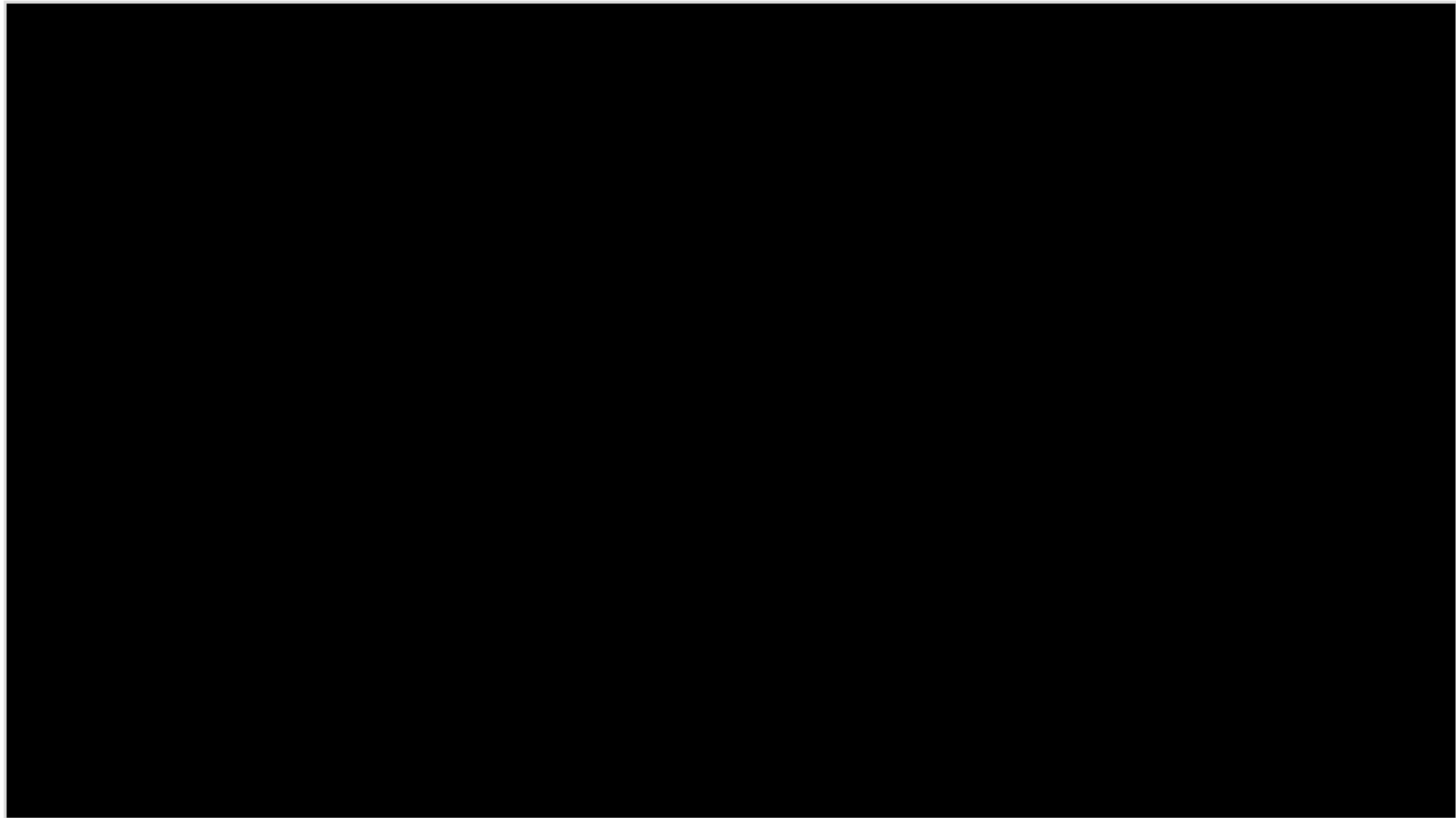


BEYOND BRANDEIS

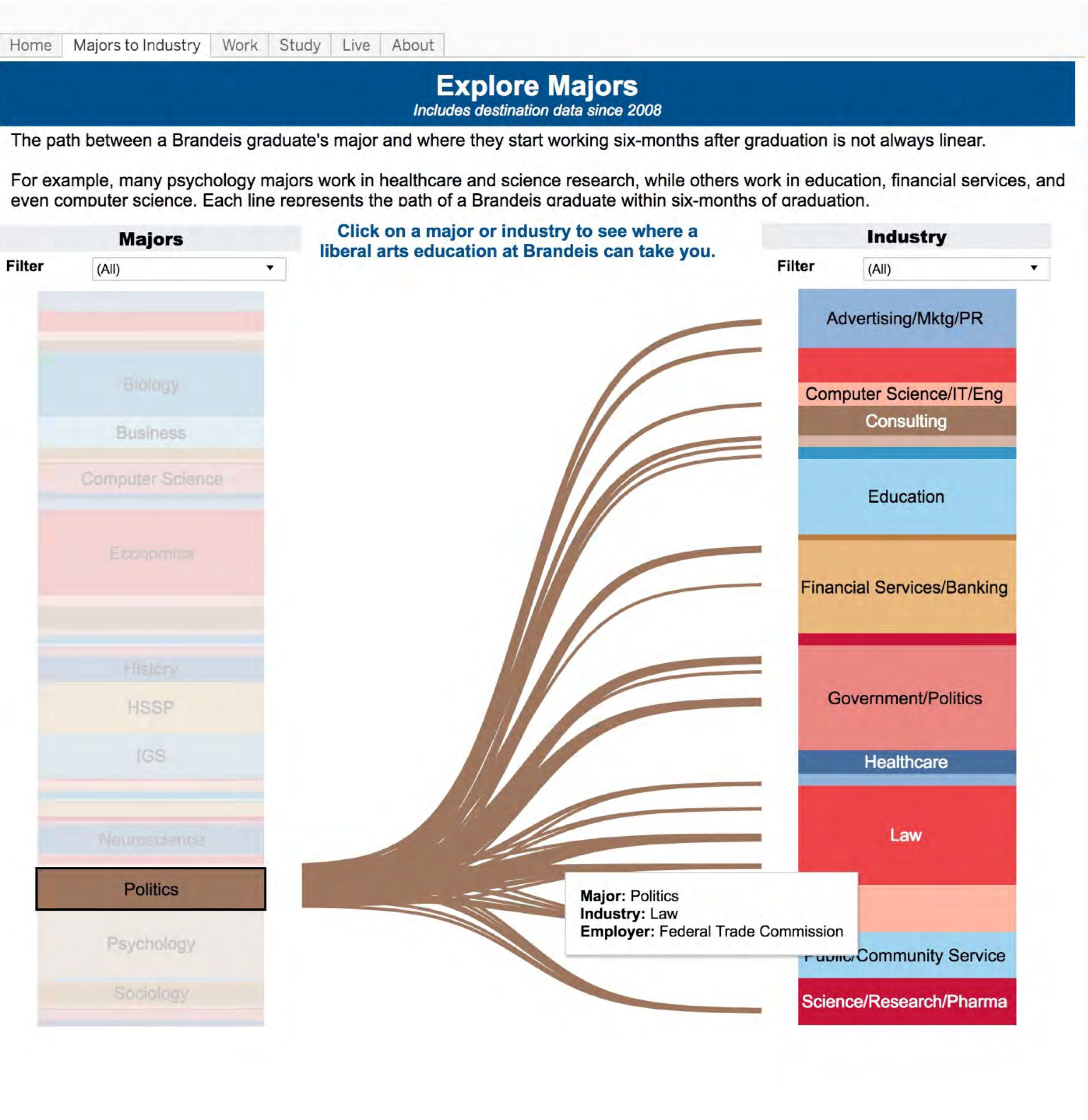
SEE WHERE BRANDEISIANS WORK, STUDY AND LIVE AFTER GRADUATION



go.brandeis.edu/beyondbrandeis



go.brandeis.edu/beyondbrandeis

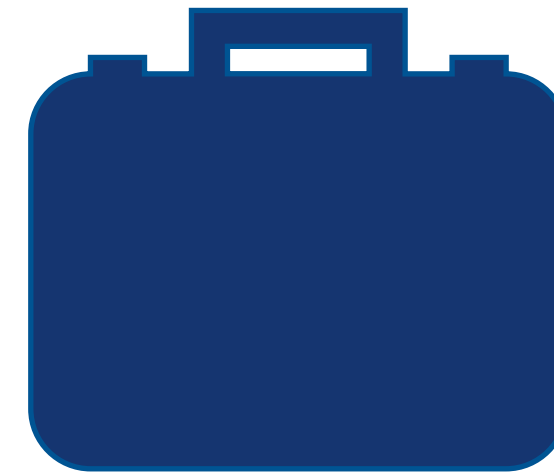


31%

Confirmed
plans at
graduation

98%

Confirmed
plans at 6-
months



Class of 2018



2019 Exemplary Career Center Award Winner
National Career Development Association

Brandeis | HIATT CAREER CENTER

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

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