



Career Services
 1001 Faculty/Administration Building
 Detroit, MI 48202-3622
 (313) 577-3390
 (313) 577-4995 (FAX)
 e-mail: ad0831@wayne.edu

Memorandum

To: Wayne State University Community

From: Ronald H. Kent, Director
 Career Services

Subject: Career Services Annual Summary 2014-2015

Date: December 2015

Career Services provides students, alumni, and external organizations a one-stop shopping experience through a wide variety of programs and services customized to fit individual needs and/or preferences. Our service and counseling venues include, but are not limited to, individual and group career counseling, telephone interaction, targeted email correspondence, 24/7 online services, social network mediums, classroom presentations, etc. Each offers students and employers a unique way in which to experience Career Services and also engage the University.

Career Services is a centralized unit that serves all WSU students, WSU alumni, and employers through five primary program areas. The following table offers a breakdown of students registered with Career Services for 2014-2015 by program area:

Students Registered with Career Services by Program Area¹	
Program	Number of Students
Career Planning	1,799
Cooperative Education	1,144
On-Campus Student Employment	4,577
Professional Employment	3,819
Seasonal Employment and Internships	6,471

For 2014-2015, the number of students registered with Career Services online interactive data system totaled 9,683: 5,968 undergraduate students, 2,522 graduate students, and 1,193 alumni. It is important to note that our services are available to all students and alumni throughout their academic experience with WSU and beyond.

The following tables on page 2 offer a breakdown of students and alumni registered with Career Services by class standing, school/college, and race/ethnicity.

¹ 8,127 students selected multiple program areas.

Students Registered with Career Services by Class Standing	
Class Standing	Number of Students
Freshman	1,451
Sophomore	1,248
Junior	1,766
Senior	1,503
Graduate	2,522
Alumni	1,193
Total	9,683

Students Registered with Career Services by School/College²	
School/College	Number of Students
Business	1,234
Education	742
Engineering	2,514
Fine Performing Communication Arts	1,030
Graduate School	26
Law	96
Liberal Arts and Sciences	3,121
Medicine	275
Nursing	252
Pharmacy	389
Social Work	432
Undecided	197

Students Registered with Career Services by Race/Ethnicity	
Race/Ethnicity	Number of Students
American Indian	23
Asian/Pacific	1,889
African American	2,470
Hispanic/Latino	334
Multi Race/Ethnic	275
White	3,506
Unknown/Other	1,186
Total	9,683

Program Highlights

It is our mission to *educate and prepare* students for their career in a progressive manner through a variety of mediums. This year, at least 1,799 students and alumni utilized our ***career planning services*** that involve guided career explorations, personal assessment inventories, direct classroom instruction, workshops and presentations, and collaborations with departments and faculty throughout the University community. Of that figure, 97 students were enrolled in Career Services' UCS 0991 and 0992 courses. According to course assessments, 95% of our students indicated they would recommend this course to others and 76% rated the course as excellent/very good. In addition, over 52 on/off-campus events and organizations associated with career

² 625 students selected multiple academic disciplines.

planning were served during the year, i.e., faculty/classroom collaborations, topical programming, extension center outreach, student organizations, k-12 schools, local community centers, professional associations, etc.

With regard to hands-on experiential learning, **229 paid cooperative education assignments** were generated for 2014-2015 as indicated in the table below.

Career Services Cooperative Education Assignments				
Section	Fall 2014	Winter 2015	S/S 2015	Total
ACC 4500	1	3	4	8
BE 3500	58	61	41	160
CSC 0995	13	10	5	28
FIN 4500	2	3	1	6
ID 0995	2	3	4	9
ISM 4500	2	1	4	7
MGT 4500	1	0	0	1
MKT 4500	5	2	3	10
Total	84	83	62	229

According to our cooperative education course assessments, 81% of the students indicated that their assignment was related to their curriculum, 97% stated that they benefitted from the experience, and 94% of the employing organizations said they would invite their student to return for a rotational assignment. The earnings for that group totaled \$2,151,520 for an average of \$9,395 per student assignment. In addition, **277 students participated in paid seasonal internship assignments** from a wide variety of academic disciplines. The earnings for that group totaled approximately \$1,345,250 for an average of \$4,856 per student assignment. Moreover, a myriad of job location and employer development activities were ongoing throughout the local/regional area involving business and industry, federal and state government, law enforcement, and professional associations.

Career Services also administers the **on-campus student assistant and college work-study programs**. These programs serve every department on the WSU campus and provide a significant contribution to WSU's workforce. For FY2015, there were 3,236 student assistant and 657 college work-study students employed on the WSU campus. In addition, students earned \$11,278,685 in paid compensation as student employees including 61 that served in a **community service** capacity. Also, as an aside, Career Services was involved with the implementation of the State of Michigan minimum wage increase that impacted over 500 student employees throughout the Wayne State campus.

Employment after Graduation

Inspection of the unemployment rates in Michigan suggests the continuation of an improving hiring trend. At WSU Career Services, we are addressing these opportunities through the employ of technology, outreach, customized service, cross-campus collaborations, and related initiatives in order to make WSU an attractive, convenient, and effective choice for employers. For 2014-2015, over 1,752 new employer connections were made utilizing in-person contact and the Career Services online data system. In addition, employers and students were served via a variety of on-campus career events, i.e., mock interview/resume critiques, employment/career expos, presentations, workshops, and more. Also, Career Services continues to employ its web-based interactive career blog to facilitate additional outreach and dialog.

The Michigan employment forecast continues to improve and appears relatively stable at this time. To that end, WSU Career Services experienced *positive employer activity* as indicated by the ongoing interest from Michigan employers to recruit WSU students and alumni. The following offers a perspective on past and present unemployment rates at the local, state, and national level:

Unemployment Rates by Region³			
	June 2015	June 2014	June 2013
National:	5.3%	6.1%	7.6%
Michigan:	5.5%	7.5%	8.7%
Metro-Detroit:	7.0%	9.2%	10.3%

Career Services conducted a post-graduation survey of 4,366 individuals that graduated from WSU in December 2014 and May 2015. We received 732 authenticated responses for a rate of 17%. The following reflects the responses along with comparative employment data from the previous year.

Employment Rates - Graduates of WSU		
	2014/2015	2013/2014
Bachelors:	90%	86%
Masters:	91%	90%
Doctorate:	93%	90%
Overall:	90%	88%

Of those students employed six months after graduation, 86% reported being employed in Michigan (32% employed in Detroit) among the 6,770 Michigan-based employers registered with Career Services. The remaining 14% were employed by 2,257 out-of-state employers. Moreover, 85% indicated that they were employed full or part-time while attending WSU and 46% said that they planned to pursue further educational studies within one year. In addition, I offer the following:

- Resume referrals: 27,049
- Job postings: 9,697
- Percentage of students using Career Services: 39%

WSU Career Services estimates that most if not all of the 9,027 registered employer organizations recruit and/or employ WSU students. This is an estimate because of several factors that make it difficult to know precisely who employs our graduates and how many they each employ. Employers often are reluctant to give information on new hires, particularly with companies that have multiple divisions and where we have numerous contacts. Many employers perceive it is not necessary, practical, or cost-effective to keep track of such aggregate data on their employees. However, to address these challenges, our survey of graduating students asked students the name of their employers. To that end, 501 students provided Career Services with the name of their employer.

In recent years, due to cost issues and the development of technology, we have seen a shift in the way in which employers recruit our students. For example, on-campus interview activity has declined in favor of more efficient and cost effective methods. These preferred methods include

³ Source: The U.S. Bureau of Labor Statistics.

interaction with our online data system, targeted email and social media correspondence, niche presentations and events, and discipline specific job fairs.

Among the leading disciplines employers seek via Career Services are accounting/finance, bio-science, general business, engineering, and information technology. In addition, employers continue to seek students in the areas of criminal justice, health sciences, and social work in considerable numbers.

Final Comments

In the short and long-terms, continuous improvement is our standard. To that end, we recognize the importance of available technology, professional development, and ongoing staff training. In addition, we will work to support:

- Assessment and evaluation of programs and services
- Employer and student outreach
- Focus on exploratory students
- On-campus student employment - Invest in Success initiative
- School/college/unit engagement
- University Advising Council
- Career Services Council

Career Services will continue to incorporate new ideas and concepts as we refine and re-define our mission and relationships with the many groups that we serve in our effort toward developing and maintaining a culture of constant growth and improvement.