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Memorandum

To: Wayne State University Community
From: Ronald H. Kent, Director
 Career Services
Subject: Career Services Annual Summary 2015-2016
Date: December 2016

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 program, 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 WSU’s centralized career center 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 2015-2016 by program area:

Students Registered with Career Services by Program Area¹	
Program	Number of Students
Career Planning	1,323
Cooperative Education	889
On-Campus Student Employment	3,658
Professional Employment	2,665
Seasonal Employment and Internships	4,858

For 2015-2016, the number of students registered with Career Services online interactive data system totaled 7,150: 4,254 undergraduate students, 2,067 graduate students, and 829 alumni. It is important to note that our services are available to all students and alumni throughout their academic experience at 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 6,243 students selected multiple program areas.

Students Registered with Career Services by Class Standing	
Class Standing	Number of Students
Freshman	1,172
Sophomore	886
Junior	1,177
Senior	1,019
Graduate	2,067
Alumni	829
Total	7,150

Students Registered with Career Services by School/College²	
School/College	Number of Students
Business	972
Education	482
Engineering	2,128
Fine Performing Communication Arts	735
Graduate School	28
Law	60
Liberal Arts and Sciences	2,189
Medicine	189
Nursing	174
Pharmacy	219
Social Work	286
Undecided	127

Students Registered with Career Services by Race/Ethnicity	
Race/Ethnicity	Number of Students
American Indian	23
Asian/Pacific	1,728
African American	1,686
Hispanic/Latino	173
Multi-Cultural	228
White	2,464
Unknown/Other	848
Total	7,150

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 1,323 students and alumni utilized our ***career planning services*** that involved guided career explorations, personal assessment inventories, direct classroom instruction, and a variety of career planning workshops and presentations; *exploring career interests, how to plan your career, and what can I do with my major*. In addition, Career Services engaged in niche career planning collaborations with departments and faculty throughout the University community including detailed in-service training with various student

² 439 students selected multiple academic disciplines.

service units, academic units, and the academic advising community. Also, over 40 on/off-campus events with organizations associated with career 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, *217 paid cooperative education assignments* were generated for 2015-2016 as indicated in the table below.

Career Services Cooperative Education Assignments				
Course Section	Fall 2015	Winter 2016	S/S 2016	Total
ACC 4500	5	7	2	14
BE 3500	42	46	47	135
CSC 0995	9	9	8	26
FIN 4500	3	3	0	6
ID 0995	2	7	2	11
ISM 4500	2	2	4	8
MGT 4500	0	0	2	2
MKT 4500	6	6	3	15
Total	69	80	68	217

According to our cooperative education course assessments, 91% of the students indicated that they were able apply and practice concepts learned in their curriculum, 97% indicated that they were able to communicate more effectively as a result of their cooperative education assignment, 96% indicated that they gained a meaningful educational experience, 96% indicated that they achieved a better understanding of their chosen career path and academic objectives, and 94% of the employing organizations said they would invite their student to return for a rotational assignment. The earnings for that group totaled approximately \$2,065,840 for an average of \$9,520 per student assignment. In addition, *198 students participated in paid seasonal internship assignments* from a wide variety of academic disciplines. The earnings for that group totaled approximately \$1,044,500 for an average of \$5,275 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 significant contributions to WSU's workforce. For FY2016, there were 2,641 student assistant and 523 college work-study students employed on the WSU campus. In addition, students earned \$12,175,103 in paid compensation as student employees including *141 that served in a community service capacity*.

In 2015-2016, a pilot program assessment was initiated regarding the impact of on-campus student employment on students. This initiative, *Invest in Student Success*, called upon students and employing units to reflect on student learning and the learning connections that occur both inside and outside of the classroom. According to the *218 student respondents*, 85% indicated that their job helped them to develop effective *time management skills*, 86% indicated that their job helped them to improve *critical thinking skills*, 84% indicated that their job helped them to improve *oral communication skills*, and 89% indicated that their job increased their *ability to work effectively with individuals from a variety of backgrounds, experiences, and cultures*. This will become a campus-wide initiative beginning with the onset of the 2016-2017 academic year.

Employment after Graduation

The southeast Michigan economy continues to improve which has resulted in an increased hiring trend. At WSU Career Services, such *professional employment opportunities* were addressed through the employ of technology, outreach, customized service, cross-campus collaborations, and related services in order to make WSU an attractive, convenient, and effective choice for employers. For 2015-2016, over 1,278 new employer connections were made utilizing in-person contact and the Career Services online data system. In addition, employers and students were served through a variety of on-campus career events, i.e., mock interview/resume critiques, employment expo, presentations, workshops, and more. Also, Career Services continues to employ its web-based interactive career blog to facilitate additional outreach and dialog.

Career Services conducted a post-graduation survey of 4,478 individuals that graduated from WSU in December 2015 and May 2016. We received 1,323 authenticated responses for a return rate of 30%. The overall employment rate was 91%: 89% bachelor degree, 91% master degree, and 95% doctoral degree. The following table reflects the overall employment rates by school/college.

Post-Graduation Employment Rates by School/College	
School/College	Employment Rate
Business	88%
CLAS	88%
Education	96%
Engineering	93%
FPCA	86%
Law	84%
Medicine	90%
Nursing	98%
Pharmacy	93%
Social Work	96%
Overall	91%

Of those students employed within six months after graduation, 86% reported being employed in Michigan (32% employed in the City of Detroit) among the 7,703 Michigan-based employers registered with Career Services. The remaining 14% were employed among 2,602 out-of-state employers. Moreover, 87% indicated that they were employed full or part-time while attending WSU and 44% said that they planned to pursue further educational studies within one year.

WSU Career Services estimates that most if not all of the 10,305 actively registered employing 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 there are numerous contacts. Many employers perceive it as 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, 906 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 employers recruit our students. For example, traditional on-campus interview activity has been declining in favor of more efficient and cost effective recruiting options. These preferred

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

Among the leading disciplines employers seek via Career Services were engineering, general business, information technology, and liberal arts/sciences. In addition, employers continued to recruit students in the areas of education, health sciences, and social work in considerable numbers.

For further information, inquiries, and/or requests regarding this report, please contact:

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