



## CAREER

Career preparation should be an integral and intentional part of a student's education.

# CAREER

## GOAL:

- By 2020, Indiana high school and college graduates will engage in intentional career preparation as a core component of their education experience.

## PRIORITIES:

- Ensure intentional career planning
- Integrate workplace experience
- Streamline job placement



# KEY FACTS

- **Career Planning: 50%** of college graduates would choose a different major or school if they could do it over again.  
*(McKinsey & Co., 2013)*
- **Workplace Experience: 29%** of college graduates had an internship or job during college. *(Gallup-Purdue Index, 2013)*
- **Job Placement: 13%** of Indiana alumni say their college helped them find their first job after graduation.  
*(Gallup-Indiana Survey, 2016)*



# KEY METRICS

- **Planning:** Percentage of graduates who start and finish in the same college meta-major.\*
- **Experience:** Percentage of graduates who complete an internship or related workplace experience during college.
- **Placement:** Percentage of alumni who say their college helped them find their first job after graduation.

\* *grouping of related college majors*



# KEY STRATEGIES

- Promote early and ongoing **career planning and advising** aligned with academic advising (K-12 through college)
- Incorporate **career interest assessment** results, **labor market** and **ROI data** into advising and program selection practices
- Encourage **employer engagement** to increase student opportunities for workplace exposure and experience
- Integrate **work-based and applied learning** experiences across college programs and majors
- Ensure **job placement** is intentional and informed by ongoing surveying of alumni and employers



# DISCUSSION QUESTIONS

- What is your organization/institution already doing to support students' **career preparation**?
  - How are you partnering with K-12 in career readiness?
  - How do you determine students' career interests and aspirations?
  - How do you use labor market and ROI information to advise students' program selection?
- What changes—policy, funding, process, structural—would help you better **prepare** students for careers?



# DISCUSSION QUESTIONS

- What is your organization/institution already doing to integrate **workplace experiences** for students?
  - How does your faculty/staff partner with employers, and what are the asks you make of employers?
  - How do you match students with work-based learning (WBL) opportunities? How could you do this at scale for all?
- What changes—policy, funding, process, structural—would help you connect more students with WBL?



# DISCUSSION QUESTIONS

- What is your organization/institution already doing to assist students in their **job placement** process?
  - How do students currently learn about job opportunities?
  - How do you help students find a job related to their program of study?
  - How do you prepare students for their first job after graduation? How do you follow up with them about it?
- What changes—policy, funding, process, structural—would help you better support student job placement?





# DISCUSSION QUESTIONS

- What are the biggest challenges you anticipate in ensuring that career preparation is an integral and intentional part of ALL students' education?
- What supports or changes would help you address those challenges?
- What are your strongest practices in student career preparation that could be shared and scaled elsewhere in the state?

