

STUDENT & EMPLOYER ENGAGEMENT

CENTER FOR CAREER DEVELOPMENT & ACADEMIC EXPLORATION (CCDAE) MISSION

Empower scholars to create and achieve career goals by providing comprehensive career education. Through collaboration and innovative practices, the center encourages scholars to:

Engage in self-discovery

Participate in experiential learning

Build professional connections

Demonstrate career readiness

Staff worked diligently to achieve the center's mission and vision through innovative programming designed to meet the needs of both students and employers. With an increased national focus on career outcomes, the CCDAE strives to build strong partnerships and deep collaborations across campus to better serve our students and help them meet their goals.

YEAR IN REVIEW

The Center for Career Development & Academic Exploration experienced a robust year of activity. Below is a summary of key data points regarding student, employer, and staff engagement. Details follow in the report.

22,765

Student & Alumni Users

70%

Undergraduates Engaged

STUDENT ENGAGEMENT

Thousands of students engaged with the CCDAE through individual student appointments, job fairs, workshops, events, and Handshake profiles. Based on reported student interactions, the center served 22,765 unique users, an 8% increase from 2020-2021.

Staff and peer career advisors conducted over 3,160 career coaching appointments and drop-ins with students. Additionally, 544 transition advising appointments were held. Over 11,200 students attended the nearly 400 events and classroom presentations facilitated by center staff.

20,000+
on Handshake

CCDAE users were well represented across race, sex, and college affiliation. Seventy percent of UT undergraduate students and 31% of graduate students utilized at least one CCDAE offering. Over 20,000 students and alumni had active accounts on Handshake.

EMPLOYER ENGAGEMENT

Approximately 900 unique employers participated in job fairs and other events arranged by the CCDAE; this is a 36% increase from last year. A competitive job market drew record attendance of employers at job fairs. Staff created opportunities to engage more than 126 employers in educational programs to assist students through networking events, panels, job search preparation, and resume critiques.

900
Employers engaged

The center managed 11 job fairs and offered support to four colleges hosting their own fairs, including Nursing, Herbert College of Agriculture, Veterinary Medicine, and Architecture and Design. Most fairs were in-person, but three virtual fairs were offered to accommodate employers. Over 1,100 employers and 5,000 students participated. However, while unique employer engagement more than doubled, unique student attendance decreased from last year.

In total, employers posted over 106,000 part-time, internship, and full-time jobs for UT students, up from 52,000 in 2020-2021!

The employer development team participated in dozens of meetings with current and prospective employers to encourage them to hire UT talent. The team created an Employer Advisory Council, which held its inaugural meeting in January, and coordinated a collaborative recruiting trip to Memphis successfully engaging 12 area employers.

KEY INITIATIVES

Programming to Enhance Students' Academic Belongingness

- Improved admissions and communication processes for students in transition, including the addition of transition codes for tracking students. Academic and career exploration coaches provided integrated academic advising and career exploration.
- Partnered with First-Generation Initiatives to offer a calendar of programming designed for first-generation students including customized services at some of our larger events.
- Seven VolTreks (visits to employers' sites) and 12 Career Conversations (industry panels) provided 300 students with the opportunity to engage with professionals in careers of interest and learn how to connect their majors to careers.
- Reinstated the Big Orange Shadow program, which sent 40 students to worksites across the state. This program took a hit with the winter COVID-19 surge and will hopefully grow in the future.

400
Presentations & Programs

Enhanced Faculty Relationships

- Deepened faculty relationships with colleges and departments including: the Tickle College of Engineering Women's L.E.A.N. In retreat, a workshop series for English students, and a mixer with the School of Advertising and Public Relations for students and professionals.
- Faculty connections with Herbert College of Agriculture were enhanced by completing a classroom presentation in every academic department/major for the first time.
- Named the center's first Campus Career Champion, Dr. Lisa Parker from Modern Foreign Languages and Literatures.
- Held the first annual Career Outcomes Summit for faculty and staff, which provided an opportunity for attendees to engage with the career outcomes data and discuss career readiness.
- Approved eight courses for the Internship or "N" designation.

Diversity, Equity, & Inclusion Initiatives for Students

- Partnered with departments across campus to offer a variety of presentations, services, and networking events that support identity-specific career development such as Latinx Alumni Networking, Take Pride in Your Career, BCPC Young Professional Summit, and Veterans Networking Night.
- Held drop-in hours for the Veterans Success Center, Student Disability Services, Pride Center, and Multicultural Student Life.
- Engaged staff in multiple DEI trainings and continued to report on their "passports." Staff participated in 377 hours of DEI professional development opportunities over the course of the year.

Career Outcomes

- Collected and distributed career outcomes data on graduating students and participated in national data collection through the National Association of Colleges and Employers (NACE). Through significant efforts, staff increased the knowledge rate to 75% for bachelor's graduates.
- Positive career outcomes for the class of 2021 improved over the class of 2020. "Employed" increased from 60% to 61%, and "Continuing Education" increased from 24% to 28%.
- Median salary increased from \$50,419 to \$51,365.
- A full report for the class of 2021 is available at studentsuccess.utk.edu/career/annual-reports/.

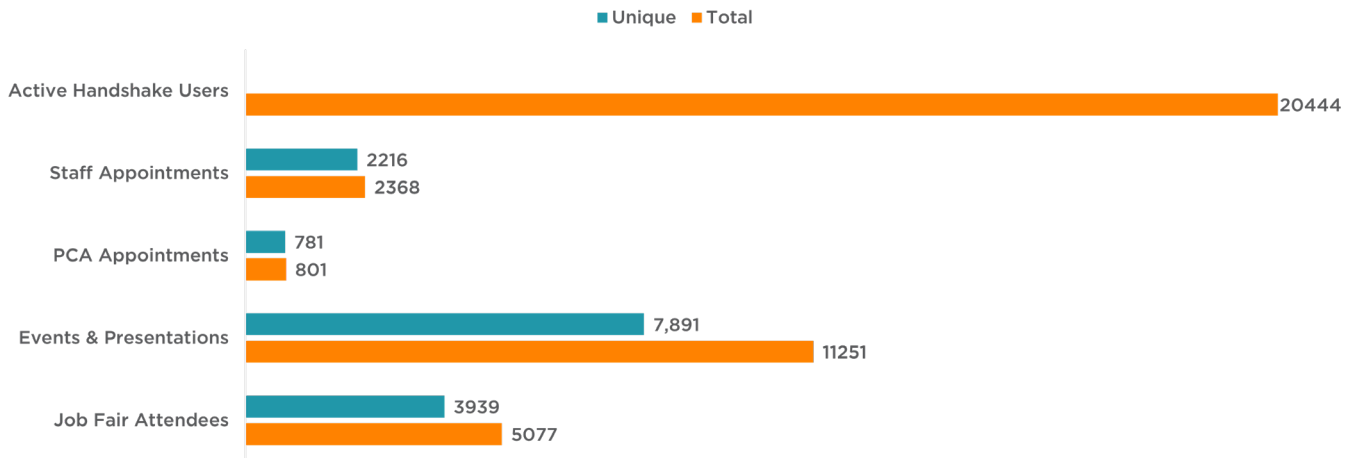
LOOKING FORWARD

Primary Initiatives for the Upcoming Year Include:

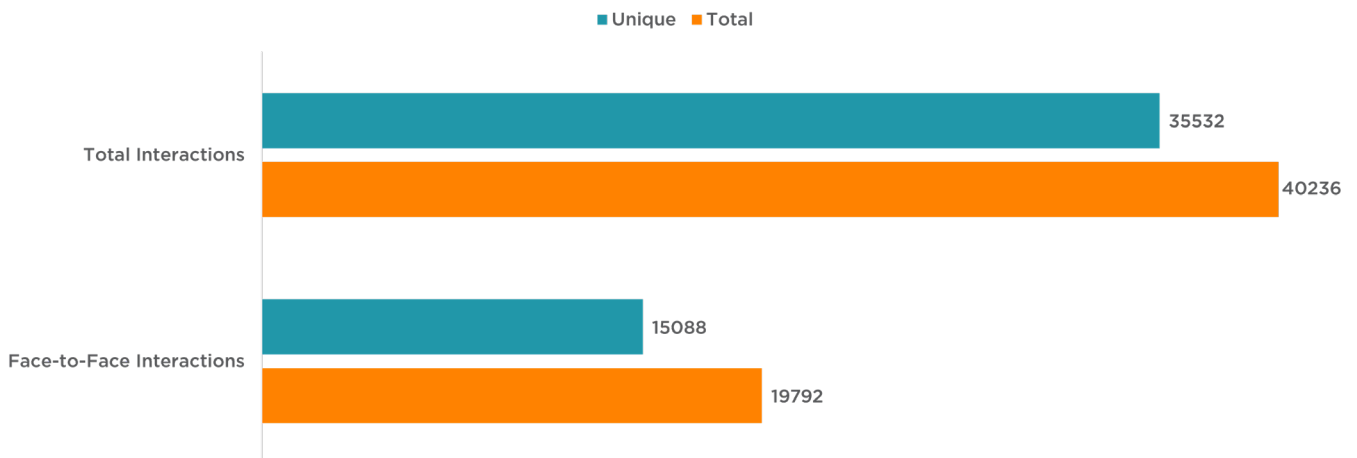
- Adding Academic and Career Exploration (ACE) coaches to the Vol Success Team.
- Launching Counselor Education 205: Exploring Majors and Careers for the UT Success Academy.
- Introducing Connect UT, an alumni mentoring platform, to students.
- Initiating collaboration with Honors & Scholars Programs to engage scholars in career development.
- Assessing What Can I Do With This Major? university customers to inform the product's next phase.

Office-Wide Student & Alumni Interactions

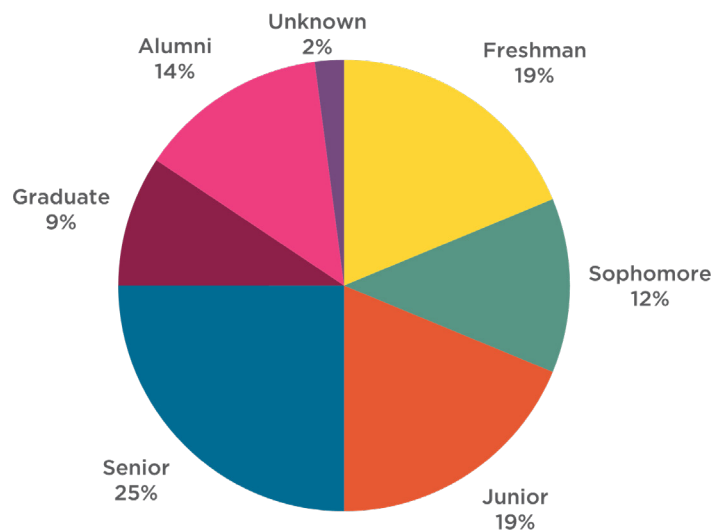
INTERACTIONS BY SERVICE TYPE



OFFICE-WIDE INTERACTIONS

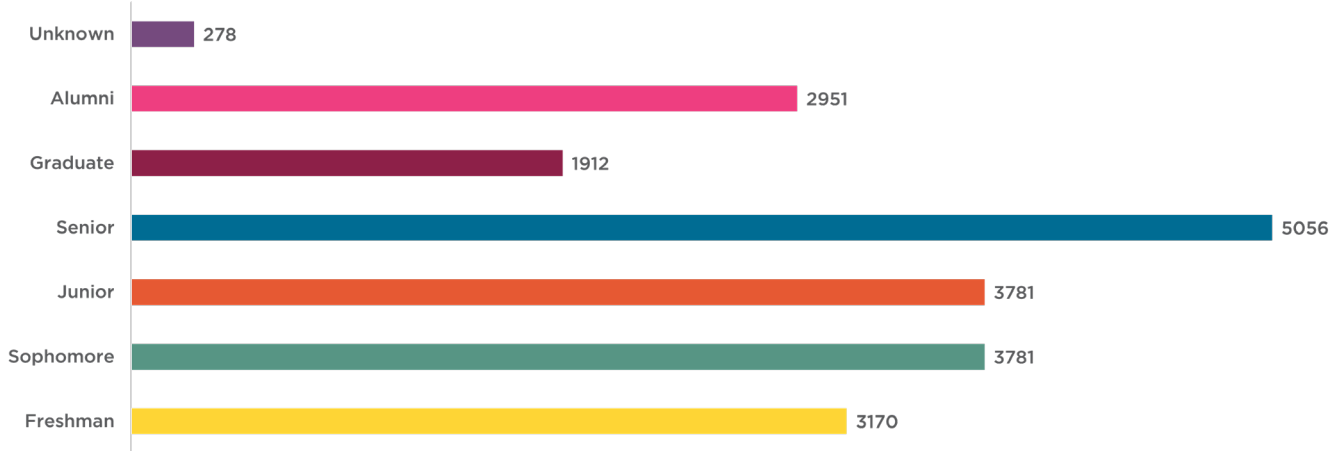


UNIQUE USERS BY CLASS



Interactions by Classification Demographics

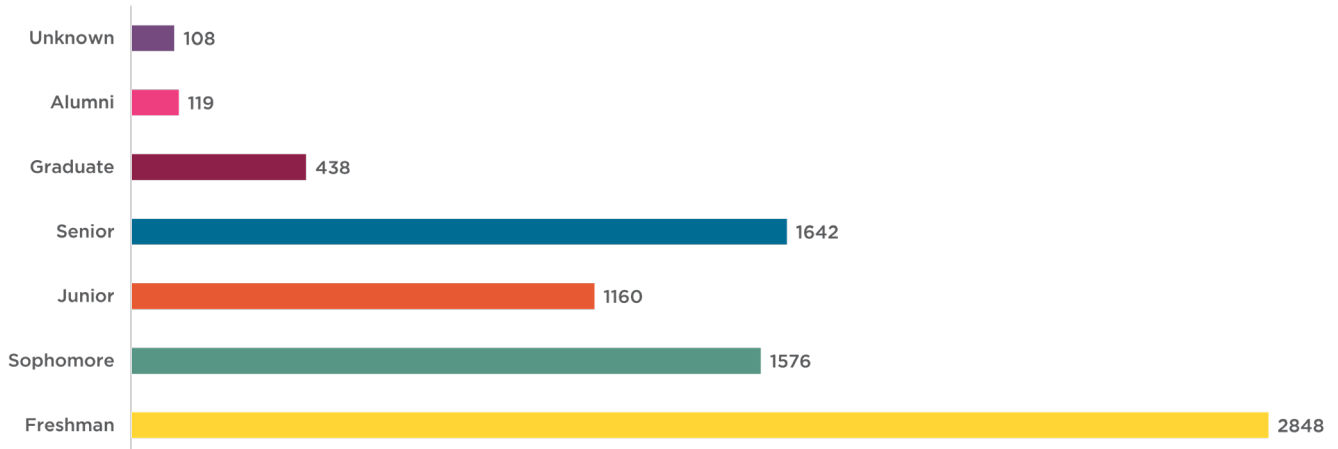
ACTIVE HANDSHAKE USERS



STAFF APPOINTMENTS

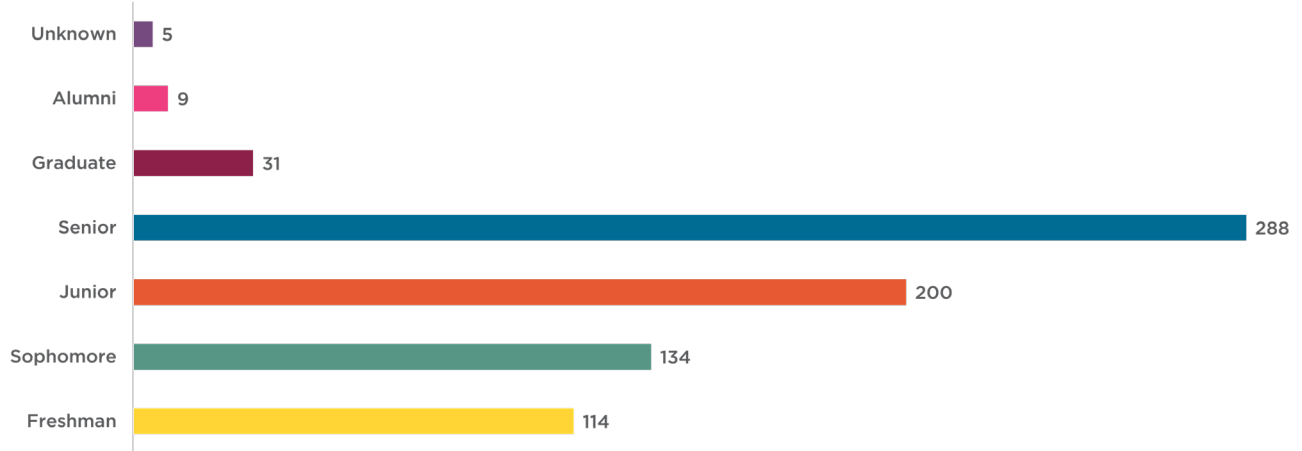


EVENTS & PRESENTATIONS

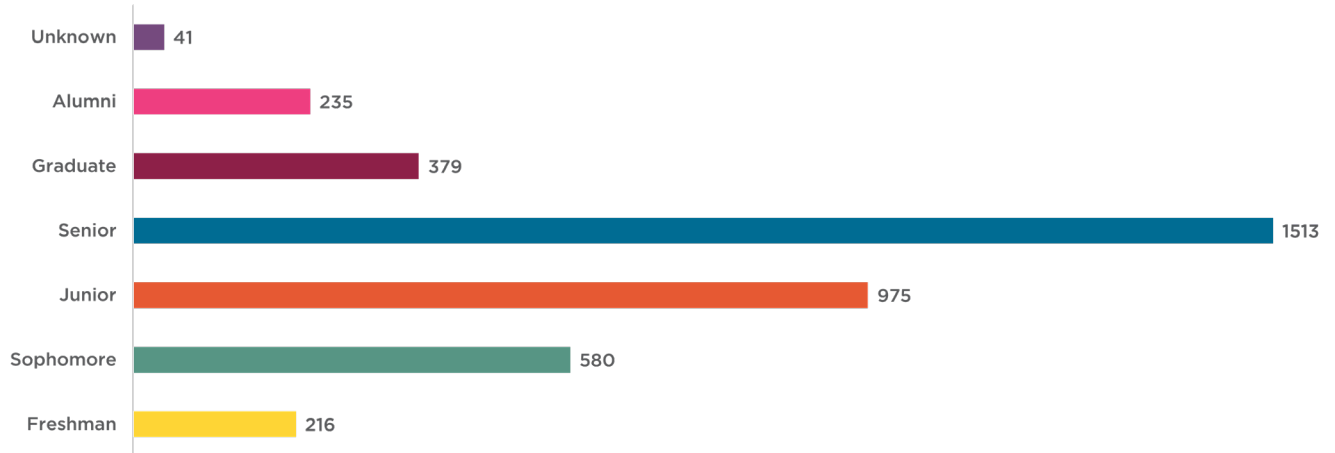


Interactions by Classification Demographics

PCA APPOINTMENTS & DROP-INS

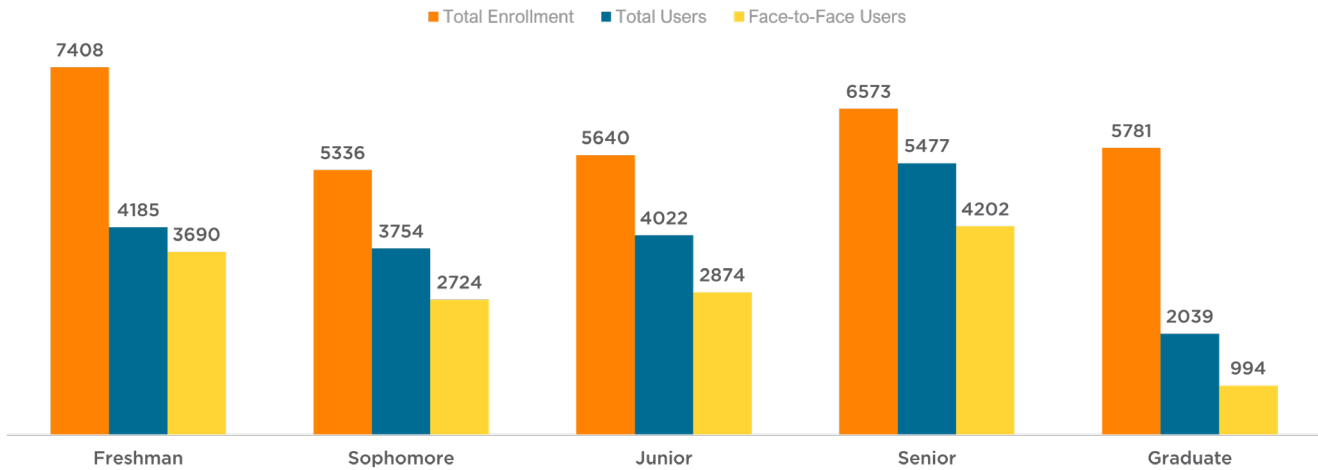


JOB FAIR ATTENDEES



Interactions by Classification Demographics

UNIQUE INTERACTIONS BY CLASS COMPARED TO TOTAL ENROLLMENT

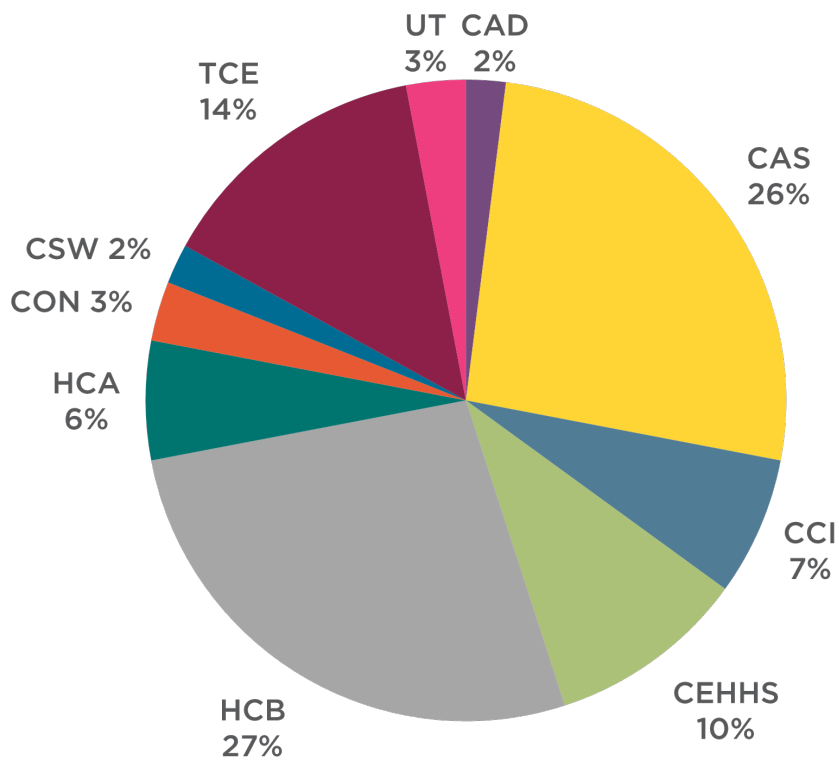


	Total Enrollment	Total Users	%	Face-to-Face Users	%
First Year	7408	4185	56%	3690	50%
Sophomore	5336	3754	70%	2724	51%
Junior	5640	4022	71%	2874	51%
Senior	6573	5477	83%	4202	64%
Undergraduate	25067	17438	70%	13490	54%
Graduate	6634	2039	31%	994	15%

Note: The total enrollment for undergraduate includes 110 undergraduate special in addition to freshman, sophomore, junior, and senior.

Interactions by College Demographics

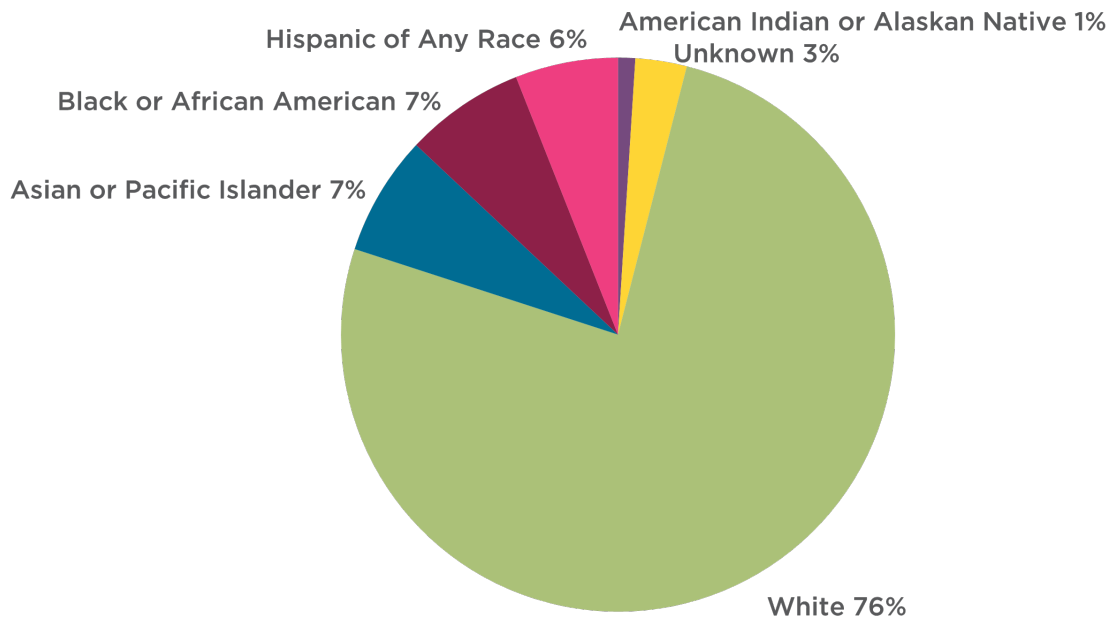
PERCENTAGE OF OVERALL UNIQUE INTERACTIONS BY COLLEGE DEMOGRAPHICS



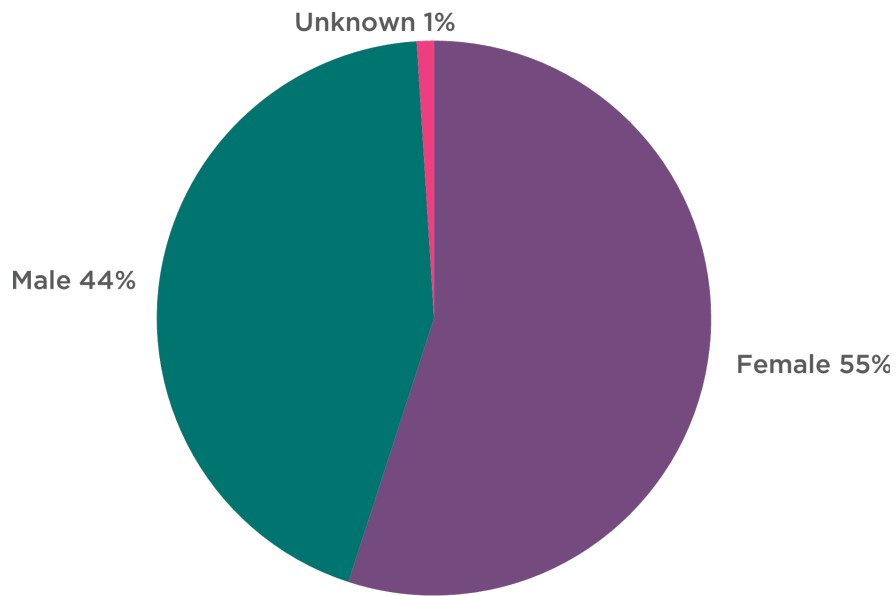
Note: The colleges of Law and Veterinary Medicine are not shown on graph because percentage is under 1%.

Interactions by Race, Ethnicity, & Gender Demographics

PERCENTAGE OF OVERALL UNIQUE INTERACTIONS BY RACE/ETHNICITY



PERCENTAGE OF OVERALL UNIQUE INTERACTIONS BY GENDER



Note: Two or more races are not shown on graph because percentage is under 1%.

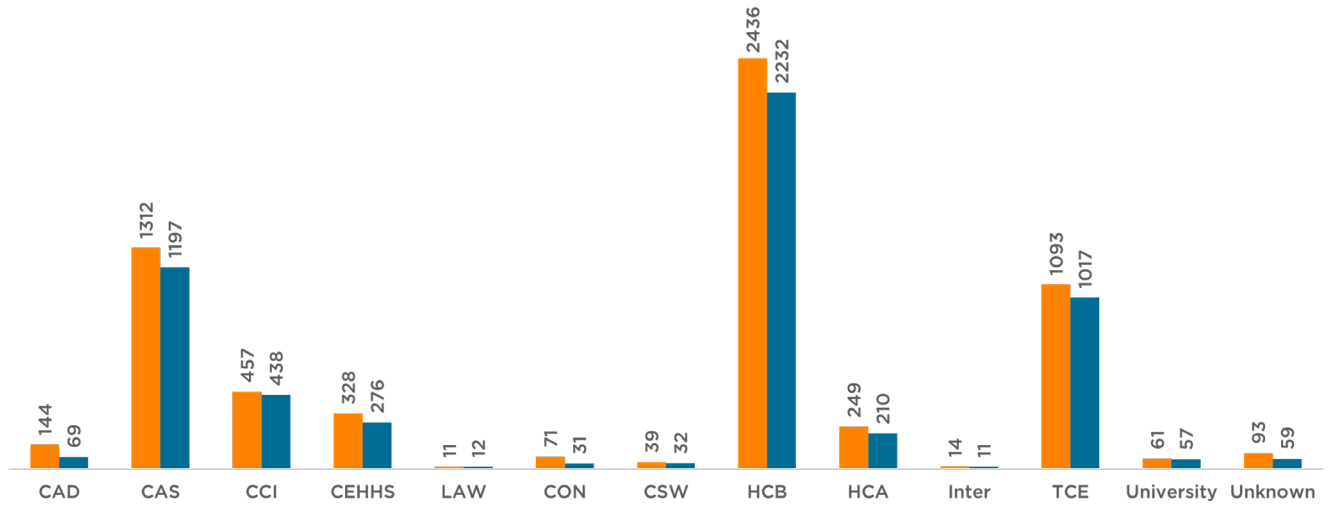
Interactions by College & Class Level

UNIQUE INTERACTIONS BY COLLEGE & CLASS LEVEL COMPARED TO TOTAL ENROLLMENT

College	Total Enrollment	Total Users	%	Total UG Enrollment	Total UG Users	%	F2F UG	%	Total Grad Enrollment	Total Grad Users	%	F2F Grad	%
CAD	717	453	63%	623	382	61%	278	45%	94	71	76%	59	63%
CAS	8648	4988	58%	7417	4712	64%	3296	44%	1231	276	22%	93	8%
CCI	1721	1196	69%	1260	1024	81%	990	79%	461	172	37%	75	16%
CEHHS	3521	2004	57%	2627	1715	65%	1172	45%	894	289	32%	176	20%
HCB	6967	5207	75%	6156	4947	80%	3866	63%	811	260	32%	106	13%
HCA	1738	1249	72%	1452	1103	76%	1111	77%	286	146	51%	90	31%
LAW	377	51	14%	0	0		0		377	51	14%	19	5%
CON	1046	627	60%	852	504	59%	397	47%	194	123	63%	114	59%
CSW	873	314	36%	257	147	57%	42	16%	616	167	27%	58	9%
TCE	4474	2644	59%	3404	2311	68%	1674	49%	1070	333	31%	136	13%
CVM	380	79	21%	0	0		0		380	79	21%	31	8%
University	1090	566	52%	1019	566	56%	653	64%	71	0	0%	0	0%
Inter-Collegiate	149	56	38%	0	0		0		149	56	38%	32	21%
Unknown	0	43		0	27		11		0	16		5	
Total	31701	19477		25067	17438		13490		6634	2039		994	

Student Type	Total Enrollment	Total Users	%	F2F UG	%
Undergraduate	25067	17438	70%	13490	54%
Graduate	6634	2039	31%	994	15%

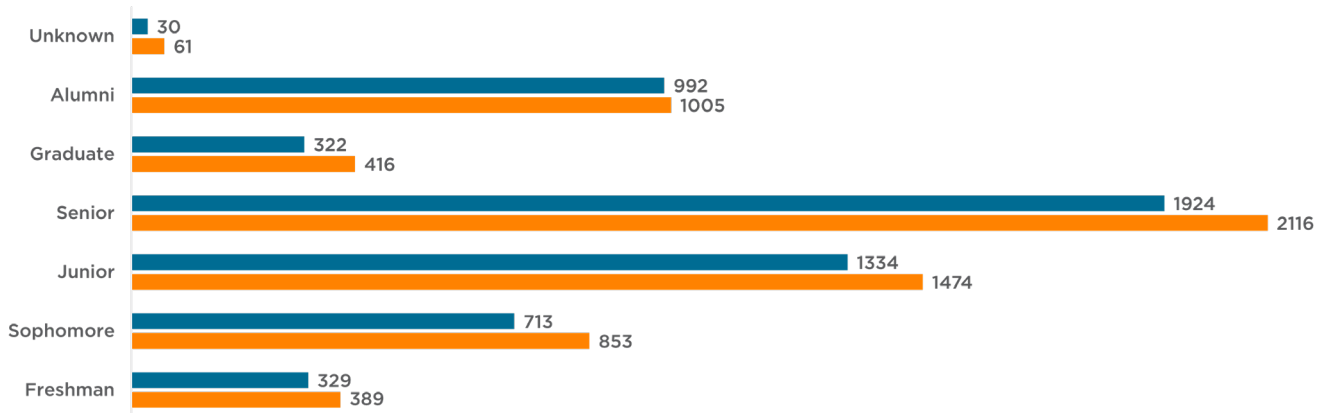
Total Interactions on Handshake



■ Unique ■ Total



■ Resumes ■ Applications



Job Fairs Hosted & Supported by CCDAE

HOSTED BY CCDAE

		2022-2021	2021-2020	2020-2019	2019-2018
Part-Time Job Fair	Employers	35	N/A	60	54
	Students	70	N/A	520	297
Supply Chain Management Job & Internship Fair	Employers	89	81	130	139
	Students	559	650*	1030	1031
Business, Retail, & Government Job Fair & Internship	Employers	90	70	125	115
	Students	798	690*	1546	1637
Engineering & STEM Job Fair & Internship	Employers	79	83	115	113
	Students	345	509	707	718
2021 Virtual Job & Internship Fair	Employers	111			
	Students	655			
Nursing Fair (morphed into Healthcare)	Employers	34		13	16
	Students	50		78	97
Communications Job & Internship Fair	Employers	43	48	45	38
	Students	136	109	250	242
Spring Job & Internship Fair	Employers	222	126	232	231
	Students	914	787	2135	2033
Virtual Spring Job & Internship Fair	Employers	84			
	Students	228			
Education Fair	Employers	56	49	61	60
	Students	76	82	240	200
Just-in-Time Job Fair/ Summer Job Fair (2021)/Summer Experiences Fair (2022)	Employers	47	48		66
	Students	263	55		204

SUPPORTED BY CCDAE

		2022-2021	2021-2020	2020-2019	2019-2018
Herbert College of Agriculture Fair	Employers	99	52	36	33
	Students	225	136	276	278
Construction Science Fair	Employers	Merged	Merged	48	45
	Students	Into one fair	Into one fair	110	101
Architecture & Design Fair	Employers	100	62	79	71
	Students	260	165	221	199
Social Work Fair	Employers	10		14	
	Students	30		31	
Vet Med Fair	Employers	21			
	Students	27			