

The background features a complex pattern of blue lines and arrows. Solid lines intersect at various angles, while dashed lines form loops and paths. Small circles are placed at several points where lines intersect or end, suggesting nodes or starting/ending points of paths.

HERE TO CAREER

Maximizing your Student Employment Experience

Phyllis Floro and Susan O'Rourke
Student Engagement

Today's Session:

How We Got Here to Career

- Mission and values
- Best practices and NACE competencies

What We've Learned

- Assessment
- Next phases

Getting Involved and How to Implement

- Supervising Student Employees (ODT)
- UBLearns course for supervisors
- Here to Career Supervisor newsletter
- Micro-credential/Badging

Mission Statement

Student Life's comprehensive career readiness program, Here to Career, is designed to provide UB students with intentional and meaningful on-campus work experience to set them apart in a highly competitive workforce. We create college educated and career ready students.

We are committed to providing real world skills to compliment on-campus employment to provide students a successful transition into the workplace.

Vision

UB students will be equipped with the skills necessary for a successful career.

Who can be part of Here to Career?

Students working on-campus
and their Supervisors



For Student Employment to be considered Experiential Learning it must be:

- **Intentional**
- **Guided**
- **Engaged:**
- **Critical Reflection**
- **Assessed**

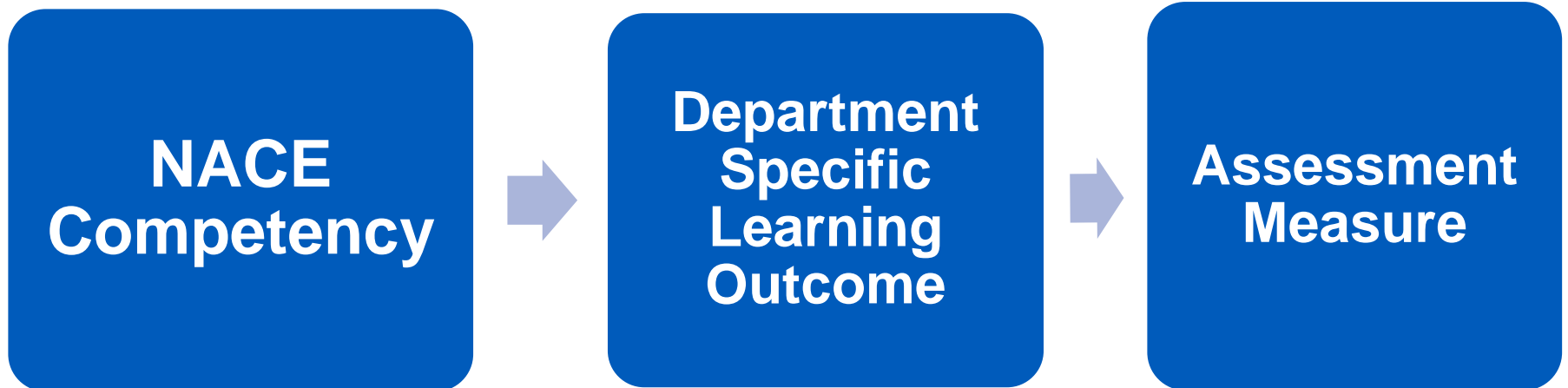


NACE Career Readiness Competencies

- Critical Thinking/Problem Solving
- Oral/Written Communication
- Teamwork/Collaboration
- Digital Technology
- Leadership
- Professionalism/Work Ethic
- Career Management
- Global/Intercultural Fluency



NACE Competencies



Training Checklist

Build Content

Assessments

Tools

Partner Content



Student Training Checklist 2018

Here to Career - Student Employment Program

Home Page

Announcements

Training Checklist

The NACE Competencies

Professionalism/Work Ethic

Critical Thinking/Problem Solving

Oral/Written Communication

Teamwork/Collaboration

Digital Technology

Leadership

Career Management

Global/Intercultural Fluency

Discussion Board

Tools

Contacts

Information for Supervisor about the Here to Career Program and ongoing development opportunities for students and supervisors

Student Life Gateway > Here to Career

Here to Career

ON-CAMPUS STUDENT EMPLOYMENT PROGRAM



Showing Students the Way to Work

As a biomed major, Temara Cross is getting the real-world experience she needs, all while working on campus.

College Educated. Career Ready.

Student Life's comprehensive career readiness program, **Here to Career**, is designed to provide UB students with intentional and meaningful on-campus work experience to set them apart in a highly competitive workforce.

YOUR CAREER STARTS HERE



More than Just a Job

Where can a UB degree take you? Find out how to get from here, to career.

STUDENTS



Earn While You Learn

Working on campus is convenient and works around your class schedule. Start your career here.

CAMPUS SUPERVISORS



Shaping Student Success

Find out how mentoring student employees is rewarding for both the student and the supervisor.

PARENTS AND FAMILIES



Experience Begins Here

Our unique approach to developing student employees provides relevant on-campus work experience.

Get Started Today

Program Benefits

How to Help Your Student

Here to Career Website

Assessment of Student Employment

- Pre-Survey
- Post-Survey
- Next phases

Student Employees Say . . .

“Working here helped me build my confidence in the workplace.”

“I was put into a lot of situations that forced me to change my behavior, and help me grow as an individual in the workplace.”

“I like that I was able to work on projects that I was comfortable with but also was able to take risks and emerge out of my usual comfort zone.”

“I've been able to work with people of different backgrounds and ideas and immerse myself in a professional environment that taught me the fundamentals of work ethic and how to manage my time between work and school.”



Pilot Assessment Findings

100% of respondents say they were satisfied or very satisfied overall with their student employment experience.





Supervisor Newsletter March 2019

Supervisor Checklist

1. After attending the Here to Career Info Session you will have access to the H2C UBLeads course. Check out all the amazing resources there for you.
2. Create a position description(s) that maps to at least one NACE competency.
3. Post all jobs on [Bullseye powered by Handshake](#).
4. Introduce NACE competencies to student employees and then send out the pre-assessment link:
<https://baseline.campuslabs.com/uab/heretocareerpre>
5. Meet with your student employees to talk about their positions and their learning (reflection questions on H2C UBLeads).
6. Inform students of professional development opportunities (listed below) including the new UB Here to Career Badges.
7. Provide an end of year performance evaluation and send out the post-assessment link.

Student Development Opportunities



Online Profile Lab
Thursday, March 7 4-5 pm

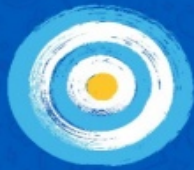
A new kind of group appointment makes becoming a profile superstar on Bullseye powered by Handshake and LinkedIn super easy. Get your laptop, grab a friend and join our career experts in creating or updating your online profiles every Thursday.

For more information, go to: [Online Profiles website](#).

What do I do once I've attended the Supervising Student Employees workshop?

- Submit your student employee roster
- Introduce your students to the NACE competencies
- Share pre-assessment link
- Read the monthly supervisor newsletter
- Post future job opportunities





BULLSEYE

powered by **handshake**

Bullseye powered by Handshake is an online service that makes it easy for UB students and alumni to connect with employers. If you are looking for a job or internship – or you have a position to fill – we encourage you to login and start managing your search today.

The Ultimate Job and Internship Spot

Students/Alumni

On Campus Employer

Employers

Start Here

IN THIS TAB:

- [Post a Job or Internship](#)
- [Creating An On Campus Employer Account](#)
- [Why Use Bullseye powered By Handshake?](#)
- [Videos and Tutorials to Help You Hire Students](#)
- [Have a Problem with Your Account?](#)

Post a Job or Internship

Post jobs, internships and view resumes to get the right candidate for your department, all in Bullseye powered by Handshake.

[+ How-to Post a Job or Internship](#)

Get Started Posting a Job or Internship

Login with an Existing Employer Account

Creating an On Campus Employer Account

Here To Career Micro-Credential



Here to Career Micro-Credential

Earn Here to Career badges by participating in experiential learning opportunities while identifying career readiness competencies to prepare you for a transition into the workforce upon graduation.

Students interested in earning a Here to Career badge need to be in a student position within an office or department that is part of the Here to Career program. Students will need their supervisor's contact information before signing up to participate through UBLinked.

Make an appointment on [Calendly.com/leadub](https://calendly.com/leadub) or stop by 150 Student Union to find out how to get started with the H2C badges.



Here to Career: Collaborator

- Lead a group project at work or in class
- Join or start a student club
- Create a LinkedIn profile and attend a Career Services workshop to optimize it
- Write and post a substantial thought piece on social media (like Facebook or LinkedIn)

Required Evidence (to be submitted through UBLinked):

- Completed supervisor verification form
- Copy of the thought piece
- 1-page reflection paper (prompt available on UBLinked or through your supervisor)



Here to Career: Change Agent

Required Activities:

Participate in one of the following programs:

- Diversity Zone Training
- Intercultural Leadership Retreat
- Alternative Break experience
- Student Leadership International Dialogue and Exchange (SLIDE)

NACE Competencies Highlighted: Critical Thinking, Global Awareness/Intercultural Fluency

Required Evidence (to be submitted through UBLinked):

Completed supervisor verification form 1-page reflection paper (prompt available on UBLinked or through your supervisor)



Here to Career: Growth Mindset

Required Activities:

- Take on a leadership role in a club or organization
- Have your resume reviewed and a mock interview appointment with Career Services
- Attend both a DISC and one other Life and Learning Workshop of your choosing that relates to work ethic, leadership or career management
- Present or attend the LEAD UB Conference

NACE Competencies Highlighted: Work Ethic, Career Management, Leadership

Required Evidence (to be submitted through UBLinked):

Completed supervisor verification form Final reviewed resume 1-page reflection paper (prompt available on UBLinked or through your supervisor)

Next Steps:

- Additional Assessment measures
- Here to Career Campus Jobs Fair fall 2019
- Student employee newsletter
- Student employee UBLearns

Here to Career
#CollegeEducatedCareerReady

Questions? Thanks



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