



Career Centers as Strategic Partners

Indiana Governor's Workforce Cabinet
November 1, 2024

Ryan Willerton
Associate Vice President for
Career and Professional Development

MERUELO FAMILY
CENTER FOR CAREER
DEVELOPMENT





Why Career Centers Exist

Career centers have transformed over the years, adapting to shifts in funding and institutional priorities.

While once considered a supplementary service, career development is now becoming an integral part of the value colleges and universities offer students.

Most career centers provide:

- ◆ student advising
- ◆ workshops and courses
- ◆ career fairs and networking events
- ◆ job postings and other online resources
- ◆ employer services
- ◆ data reporting



Insights from the University of Notre Dame



Data informs our strategy

We collect and analyze data at key points of a student's experience at Notre Dame.

- ◆ First Year Experience
- ◆ Annual Check-In
- ◆ Summer Experience
- ◆ First Destinations



Outcomes provide insight

"First destination" data offers prospective students and the public a clear view of graduates' career and educational outcomes after earning their degrees.

This data, collected at graduation and tracked for six months following, sheds light on the paths students take — whether in the workforce, continued education, or other pursuits.

FIRST DESTINATION / CAREER OUTCOMES FOR THE UNIVERSITY OF NOTRE DAME

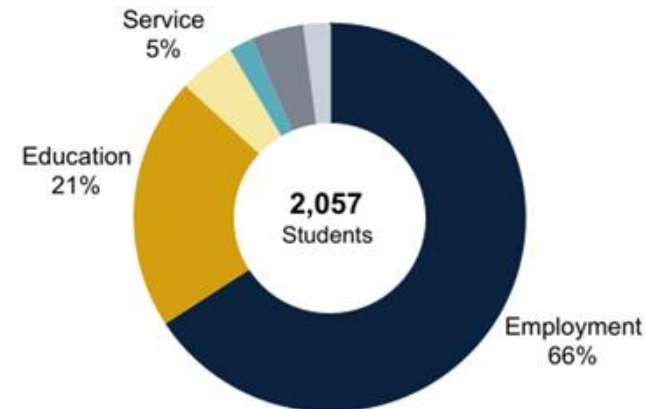
Select Graduation Year: Select College: Select Major:

PRIMARY POST GRADUATION ACTIVITY

Published annually, the First Destination Report provides insight into the various career paths upon which Notre Dame students have embarked after graduation. Data is collected through an online survey administered by the Office of Strategic Planning and Institutional Research before commencement each May. Content of the First Destination Report includes destinations (employment, graduate school, service, military, etc.), employing organizations, graduate school programs, and median salaries.

The Meruelo Family Center for Career Development conducts follow-up research with recent graduates for a period of six months after graduation to obtain the most accurate information about post-graduation plans.

Based on the filters you have selected, the data displayed represents **2,057** of **2,232** graduates with a First Destination knowledge rate of **92%**. Results at the University level include unduplicated counts. Results at the college/school level are expanded for dual degrees. Results at the major level are expanded for double majors.



Location by State

(click on a state to filter the entire dashboard for that state)



International Locations

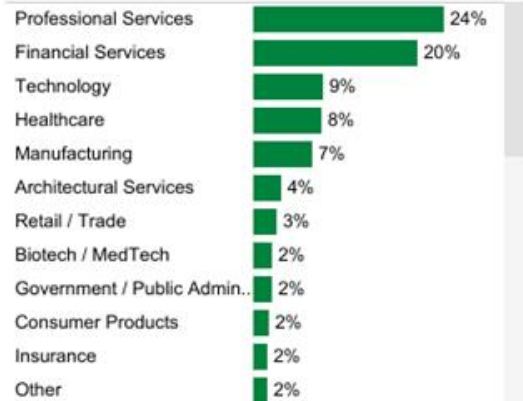
United Kingdom of Great Bri..	12
Ireland	8
Spain	6
Germany	4
Panama	4
Mexico	3
Australia	2
Brazil	2

Other US Regions

Washington, DC	54
Alaska	3
Hawaii	2

EMPLOYMENT

Students work in these industries...



with these employers...

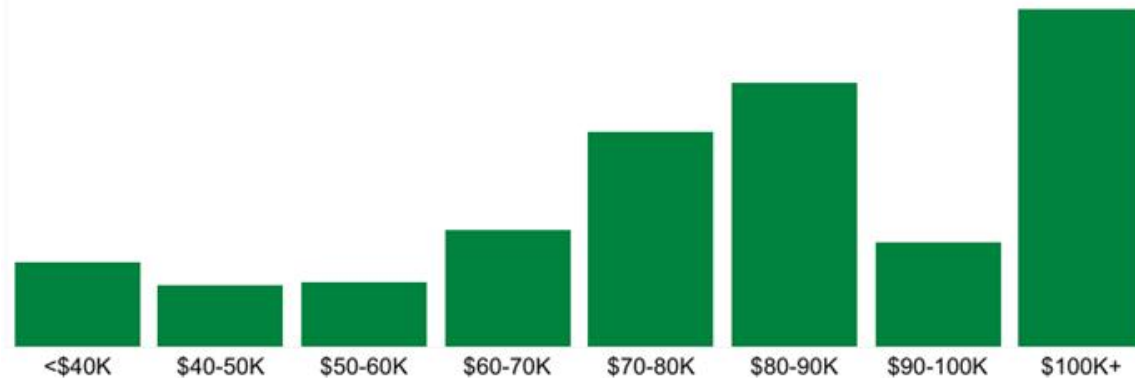
Employer	Count
PricewaterhouseCoopers (PwC)	60
Deloitte	38
Epic	33
Amazon	30
McKinsey & Company	21
Bank of America	18
KPMG	18
JPMorgan Chase & Co.	17
Goldman Sachs	16
Ernst & Young	12
Boeing	11
Citi	11
FTI Consulting	11

with these job titles

Job Title	Count
Analyst	126
Investment Banking Analyst	69
Associate	48
Software Engineer	33
Business Analyst	28
Consultant	27
Medical Assistant	21
Software Development Engineer	17
Associate Consultant	14
Technical Solutions Engineer	13
Architectural Designer	12
Investment Analyst	10
Software Developer	10

Click a bar to see results in that industry. Click again to de-select. Selecting an industry only filters data in the Employment section.

Salary Distribution



Median Salary: **\$82,000**

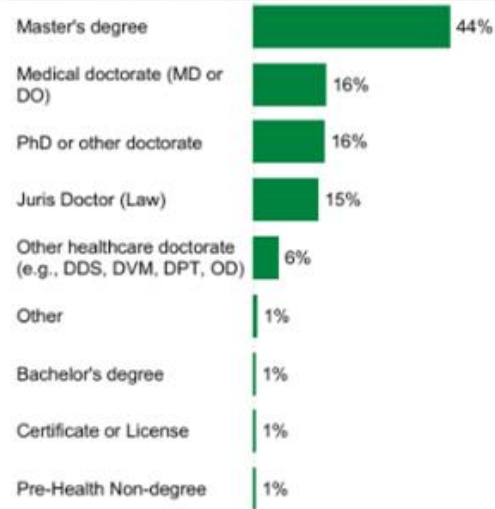
Reported Salaries: **1,017**

Starting salary is not the sole indicator of success for an entry-level position. Location, opportunities for advancement, autonomy, culture, and work-life balance can also be important factors for many graduates.

Data is hidden when the count <5. Calculations include students whose primary activity is employment with full-time jobs.

FURTHER EDUCATION

Students pursue these degrees...



at these institutions...

Institution	Count
University of Notre Dame	115
Columbia University	9
University of Michigan-Ann Arbor	7
Duke University	6
Stanford University	6
Boston College	5
Cornell University	5
Indiana University-Purdue University...	5
University of Chicago	5
University of Virginia	5
Yale University	5
University College London	4
University of Texas Southwestern Me..	4
Vanderbilt University	4
Georgia Institute of Technology	3
Harvard University	3
Indiana University-Bloomington	3

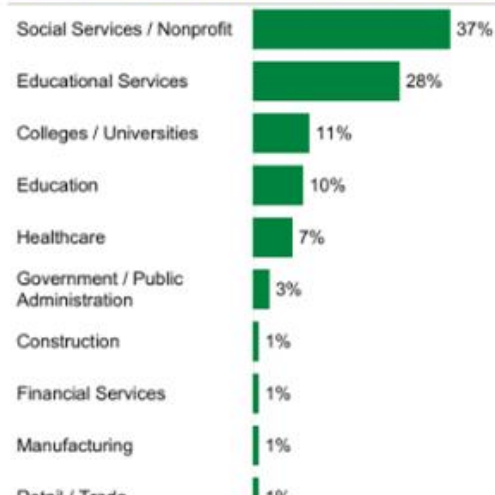
in these areas of study

Institution	Area of Study
Belmont University	Communication
	Master of Accountancy
Bentley University	Master's of Science in Ac..
Boston College	Clinical - Children Youth ..
	English
Boston College School of ..	Master of Theological Stu..
Bowling Green State Univ..	Music
Bryn Mawr College	Post-Baccalaureate Pre ..
Cardozo School of Law	Law
Carnegie Mellon University	Biomedical Engineering
Case Western Reserve U..	Biomedical Engineering
Citadel	Masters, Business Admin..
Columbia University	Biotechnology
	Business Analytics
	M.A., Modern and Conte..
	Mechanical Engineering
	MFA Fiction Writing
	MFA in Stage Manageme..
	Occupational Therapy
	Sports Management
Columbia Vagelos Colleg..	Medicine

Click a bar or institution to see results for that degree or institution. Click again to de-select; selecting a bar or institution only filters data in the Further Education section.
 Note: many students pursue a gap year or employment experience before attending advanced professional education

SERVICE

Students serve in these industries...



with these organizations...

Organization	Count
Alliance For Catholic Education	14
University of Notre Dame	10
Fulbright Student Program	7
Jesuit Volunteer Corps	4
AmeriCorps	3
Colorado Vincentian Volunteers	3
Jesuit Volunteer Corps Northwest	3
Teach For America	3
Archdiocese of Denver	2
JVC Northwest	2
Peace Corps	2
Beacon Memorial Hospital	1
Bon Secours	1
Catholic Charities of San Francisco	1
Center for Working Families	1
City of Austin	1

with these titles

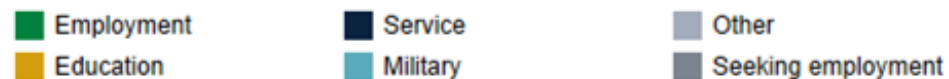
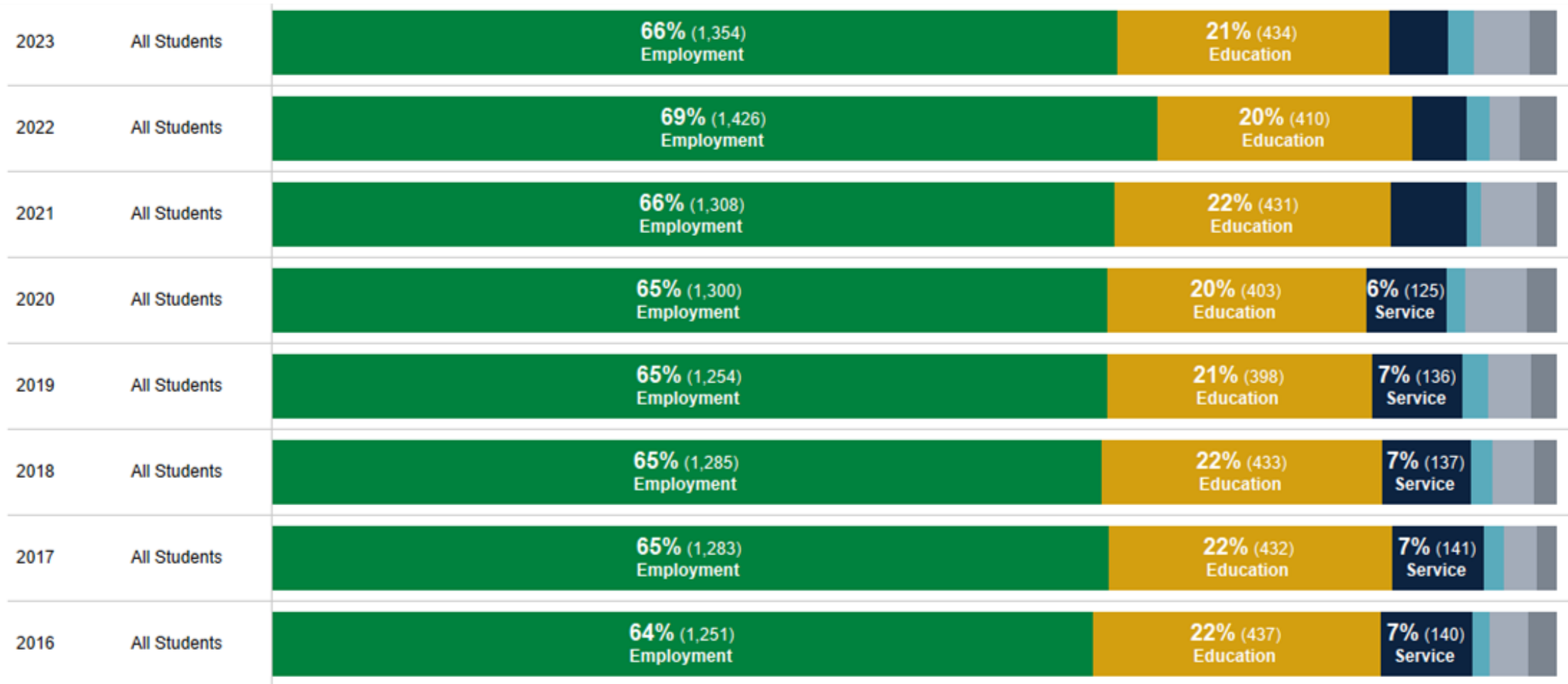
Title	Count
4th grade teacher	14
Academic Enrichment	10
ACE Fellow	7
ACE Teaching Fellows	4
Afterschool Enrichment Coach	3
Agriculture Sciences Promoter	3
Alumni Service Corps	3
Americorps Member	3
AmeriCorps VISTA	2
Assistant Job Training Supervisor	2
Assitant Language Teacher	2
Catholic Worker	2
Clinical Care Assistanr	2
Community Health Volunteer	2
Community Health Worker Manager	2
Construction Leader	2



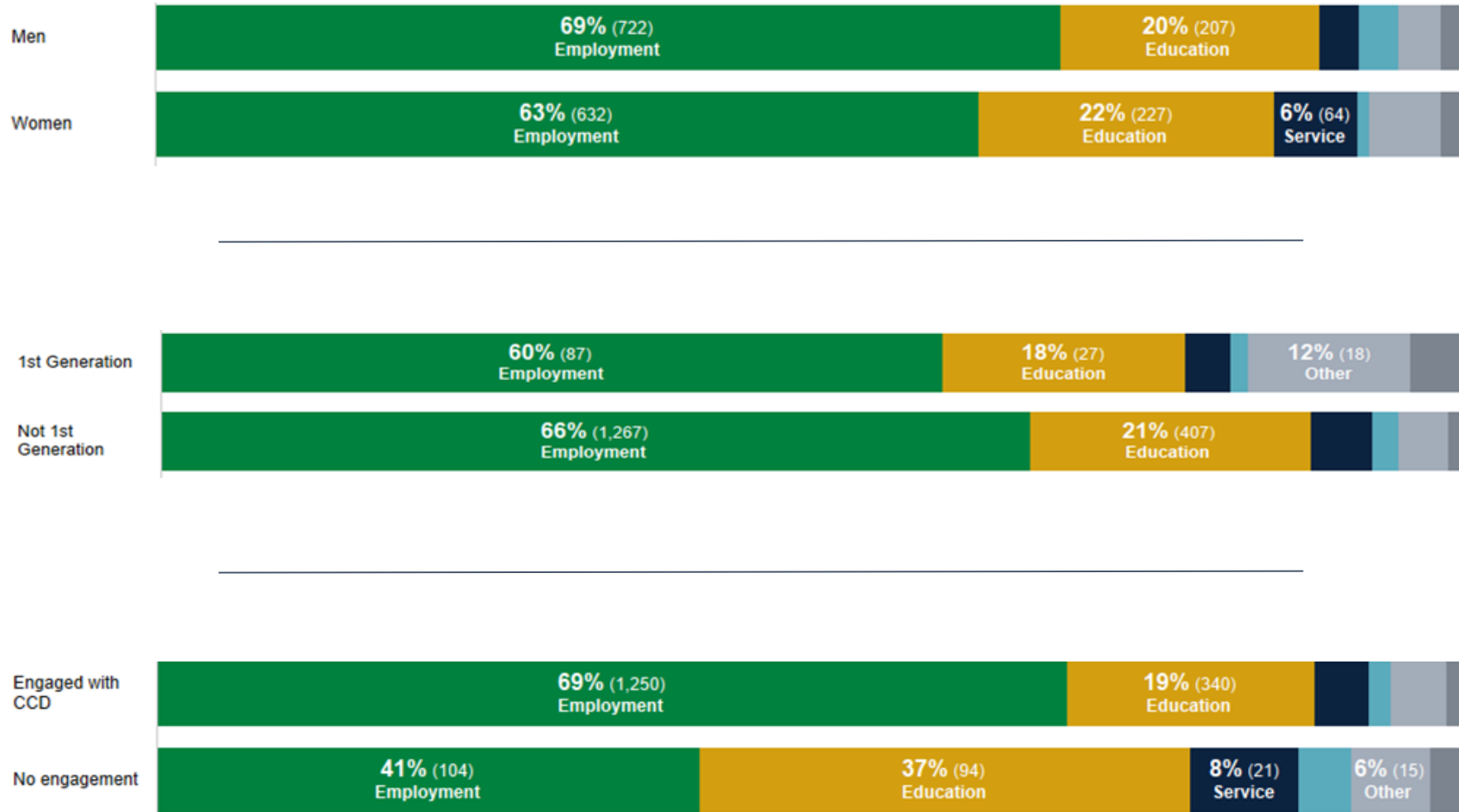
Analyzing Trends

Beyond publicly accessible data, we also analyze trends by looking closer at key demographics.

Primary Activity of First Destinations



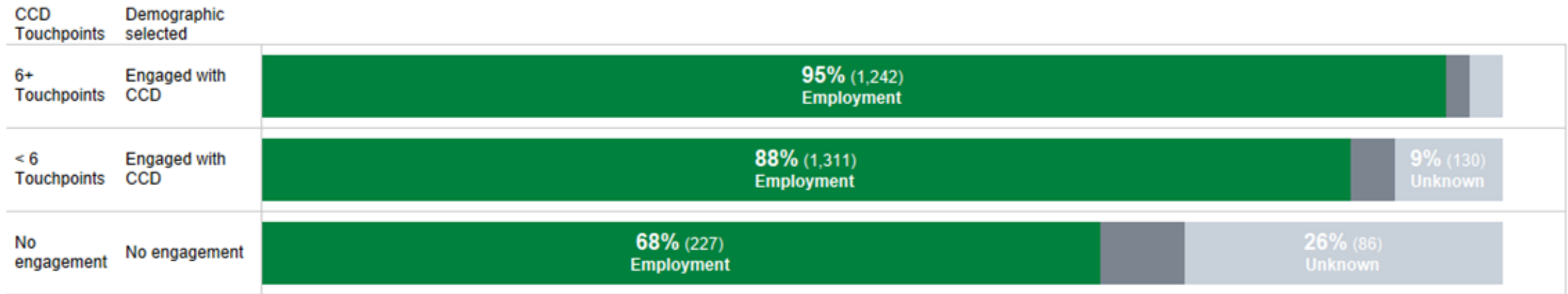
Primary Activity of First Destinations (by demographics)



The Impact of a Career Center on Employment Outcomes

Calculations include students with status of employment, seeking, or unknown. Only Class of 2022 and Class of 2023 data is included.

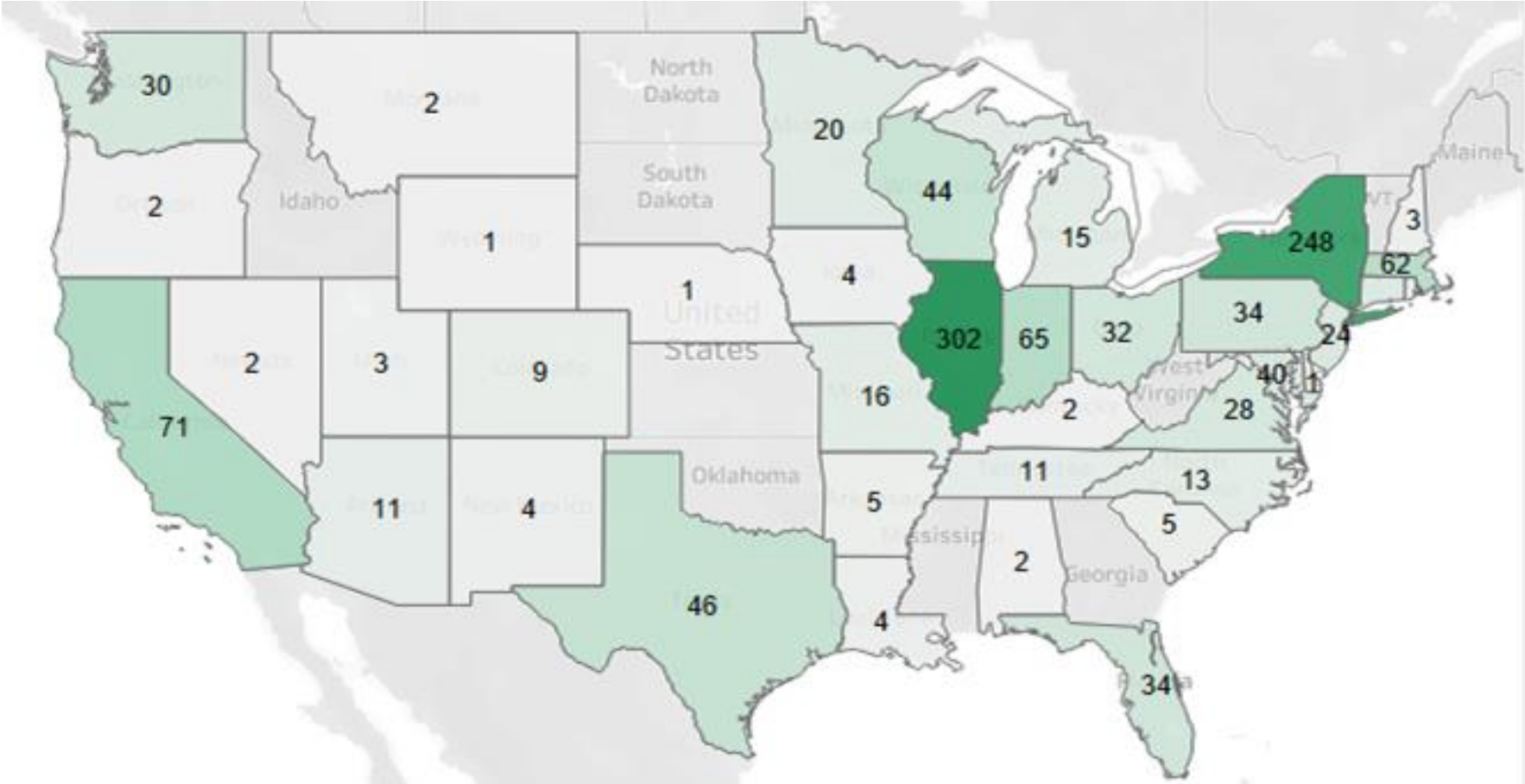
CCD engagement is defined by student touchpoints with the CCD throughout their time at Notre Dame (attendance at one-on-one appointments, events, and career fairs).



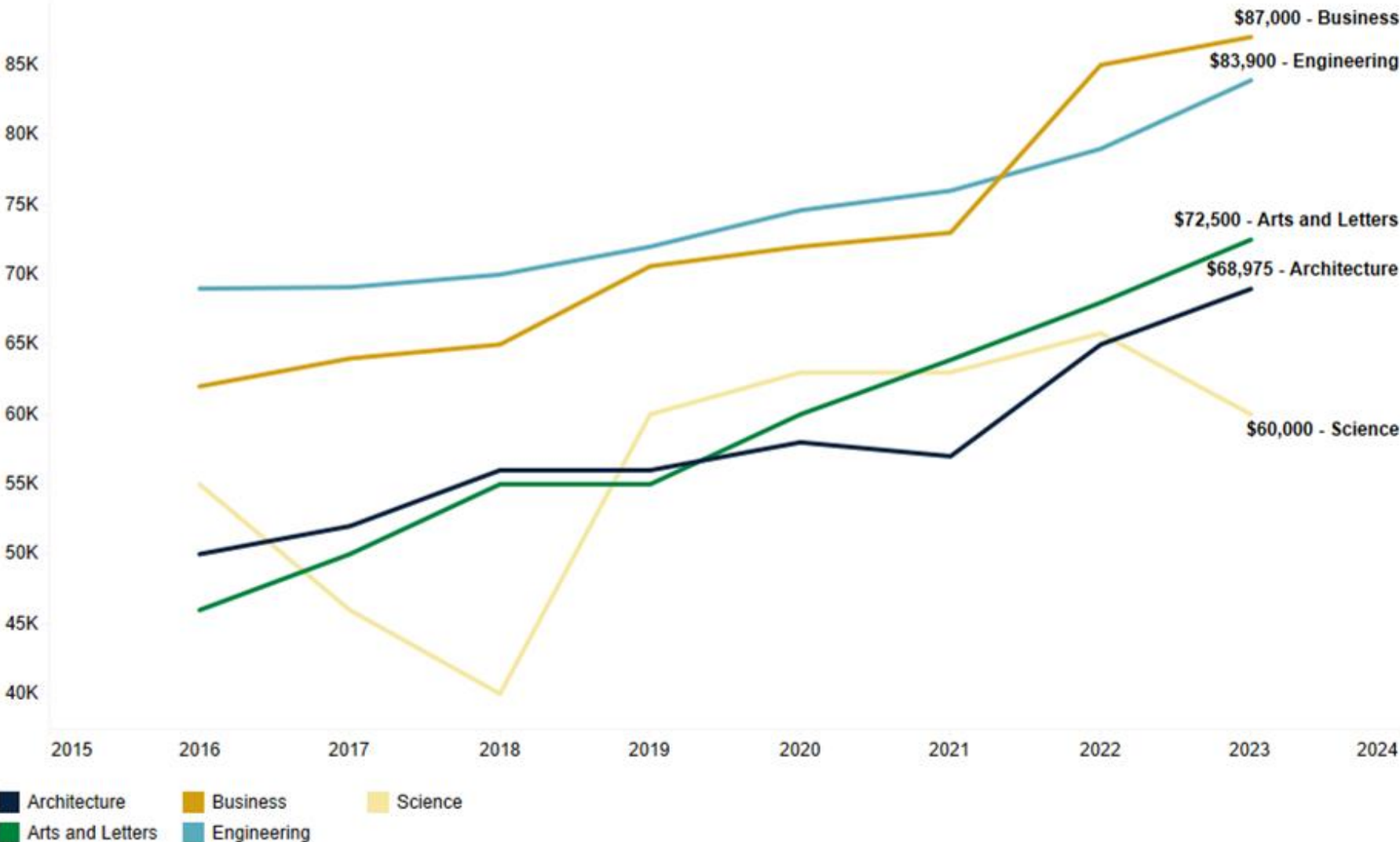
Demographic selected	2022	2023	Combined Median
Engaged with CCD	\$78,000	\$82,000	\$80,000
No engagement	\$52,500	\$62,000	\$56,250

Employment Locations for the Class of 2023

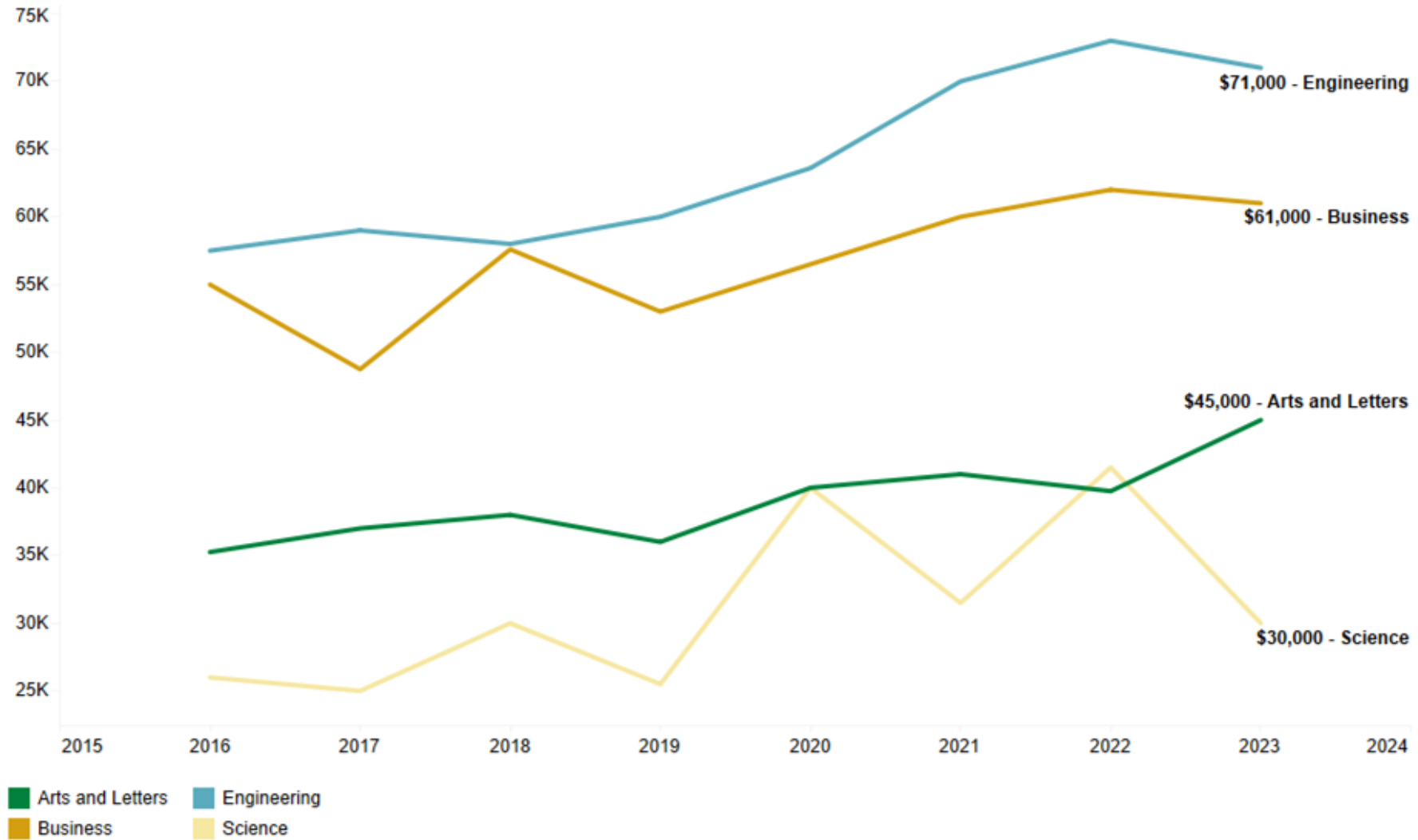
Less than 5% of graduating seniors who secured employment started their careers in Indiana



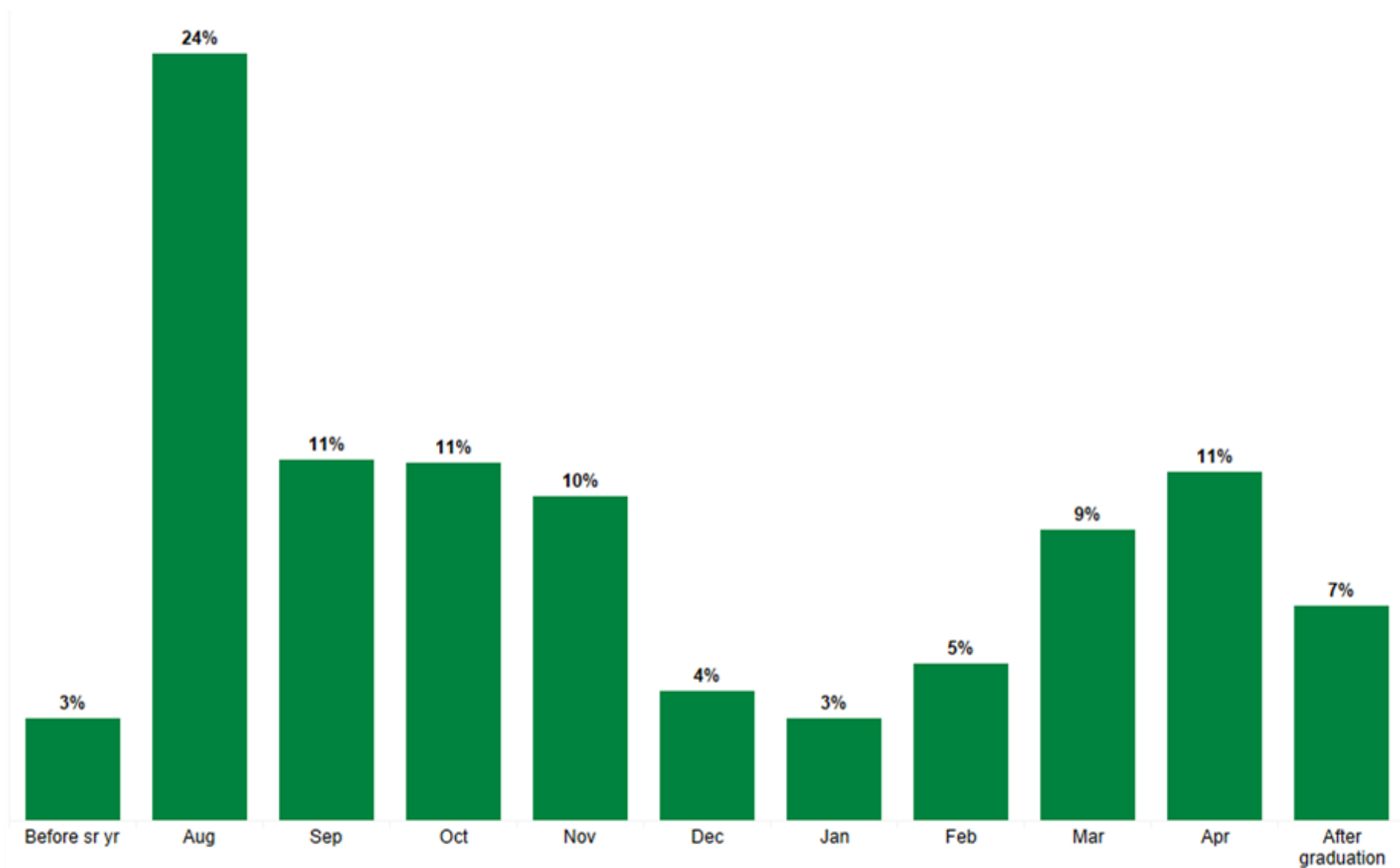
Median Salaries for First Destinations (all graduating seniors)



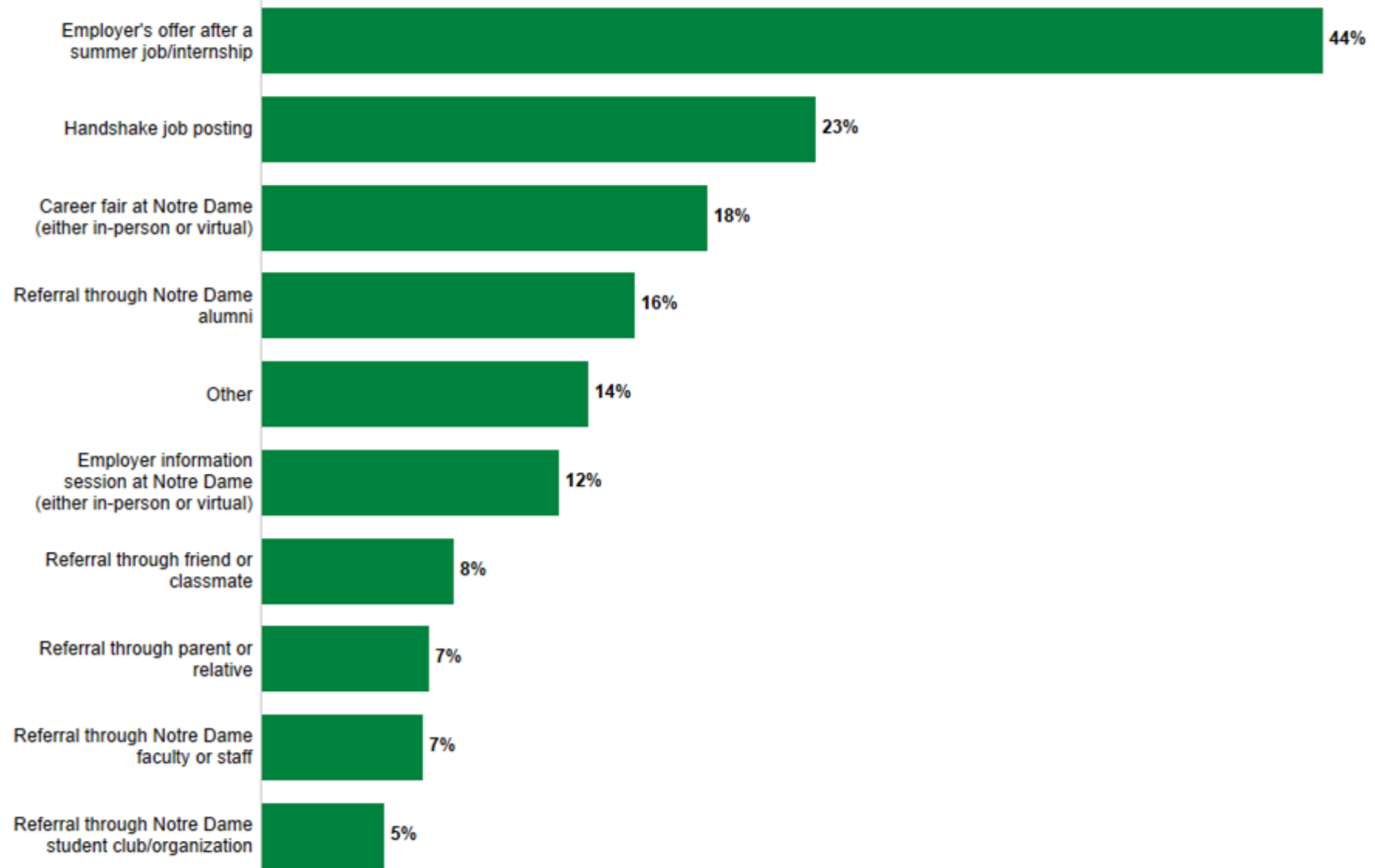
Median Salaries for First Destinations (Indiana as location)



When did you accept your offer of employment? (Class of 2023)



What did you use to secure the particular position you accepted? (Class of 2023)





Understanding student interests helps us better serve them

Every January, we conduct an annual check-in survey of students to learn about their career-related interests and intended plans.

We analyze data by many demographics, including:

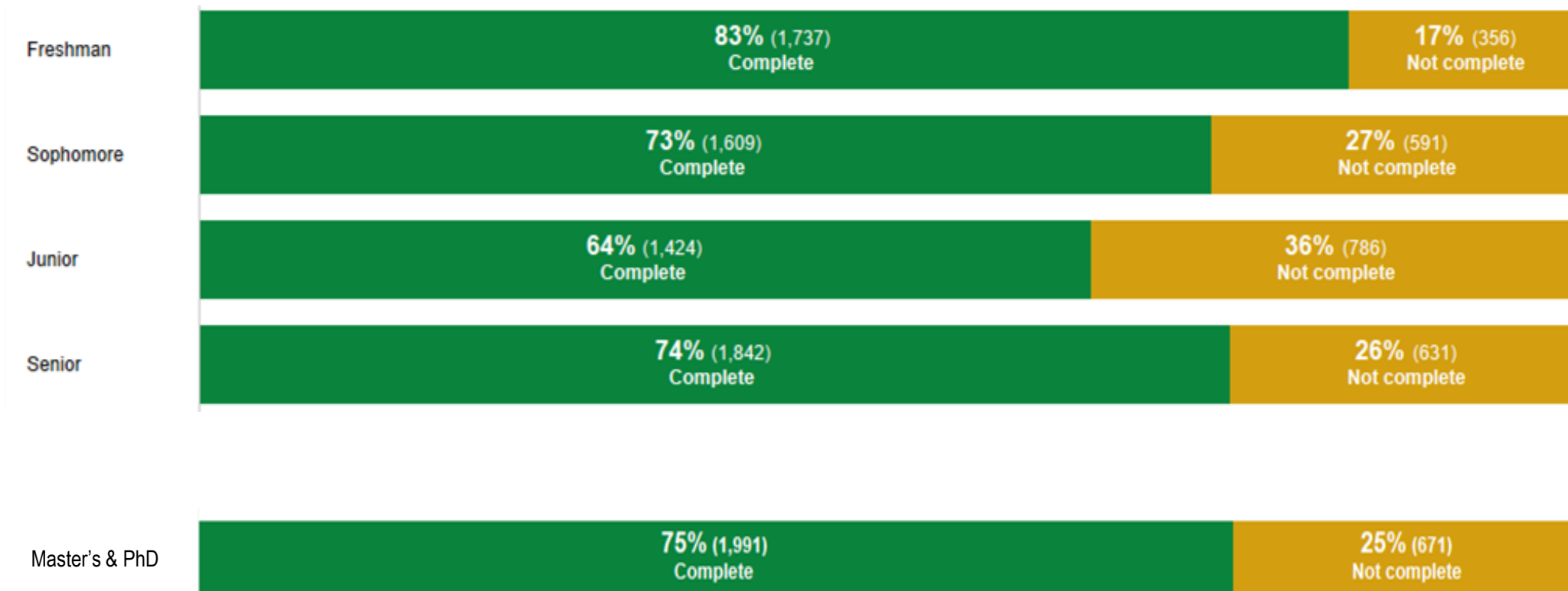
- class year
- academic college
- academic major
- gender
- ethnicity
- first generation status
- hometown location

- ♦ **Where are you in the career development process today?**
- ♦ **How often do you think about preparing for your career?**
- ♦ **Which career paths interest you?**
- ♦ **What are your thoughts about graduate or professional school?**
- ♦ **How do you prefer to interact with employers?**
- ♦ **Where would you consider working after graduation?**
- ♦ **How important is it to start a career close to your hometown?**
- ♦ **Would you consider working in South Bend or the state of Indiana?**

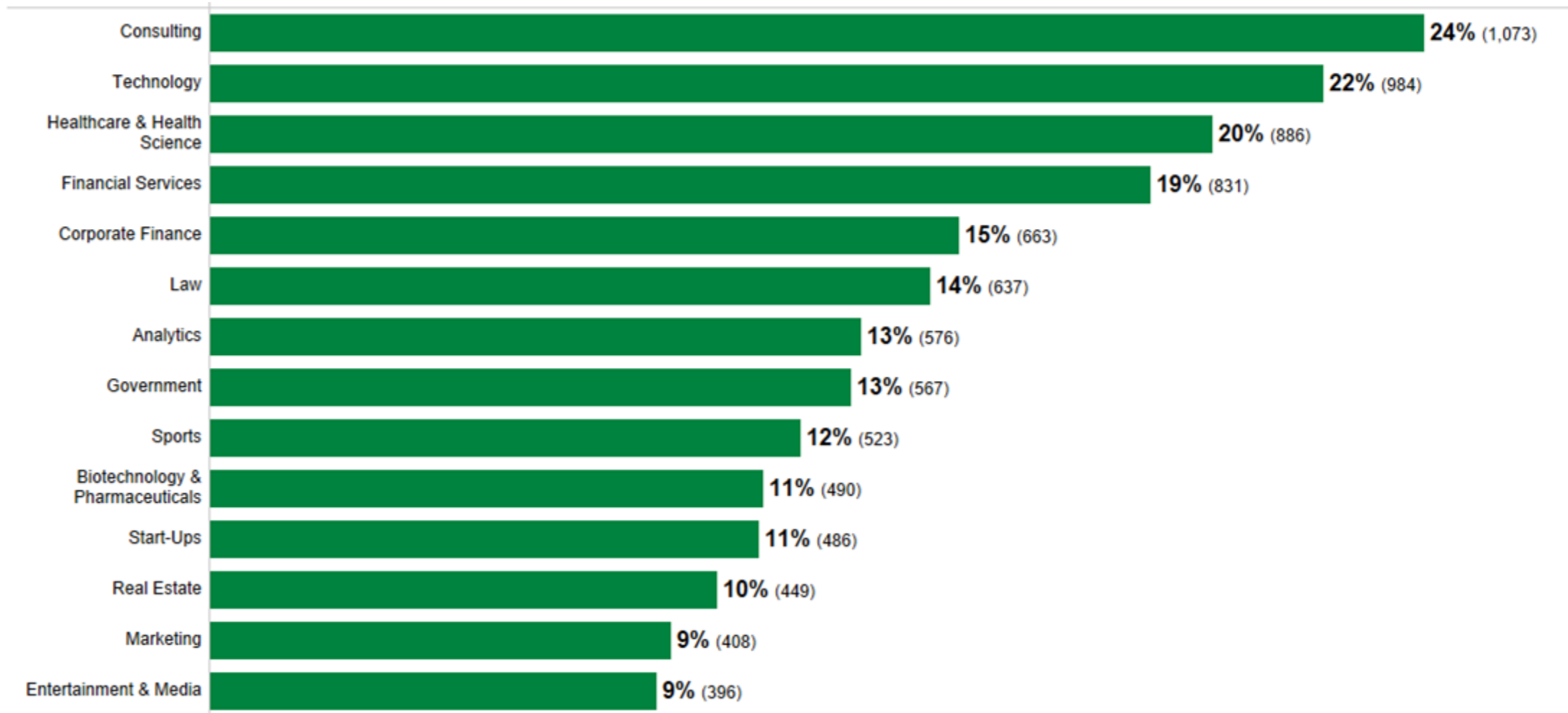
- ♦ **Summer Internship Employers**
- ♦ **Dream Employers**
- ♦ **Do you have an updated resume?**
- ♦ **Have you fully completed your Handshake profile?**
- ♦ **Do you have a LinkedIn profile?**
- ♦ **In which skills are you proficient?**
- ♦ **Which resources have you used?**
- ♦ **How would you prefer content to be delivered to you?**
- ♦ **Do you prefer virtual or in-person events?**
- ♦ **If you have questions about career planning, where is the first place you seek advice?**
- ♦ **Which barriers are preventing you from engaging in the career development process?**

Response Rate for Annual Check-In Survey

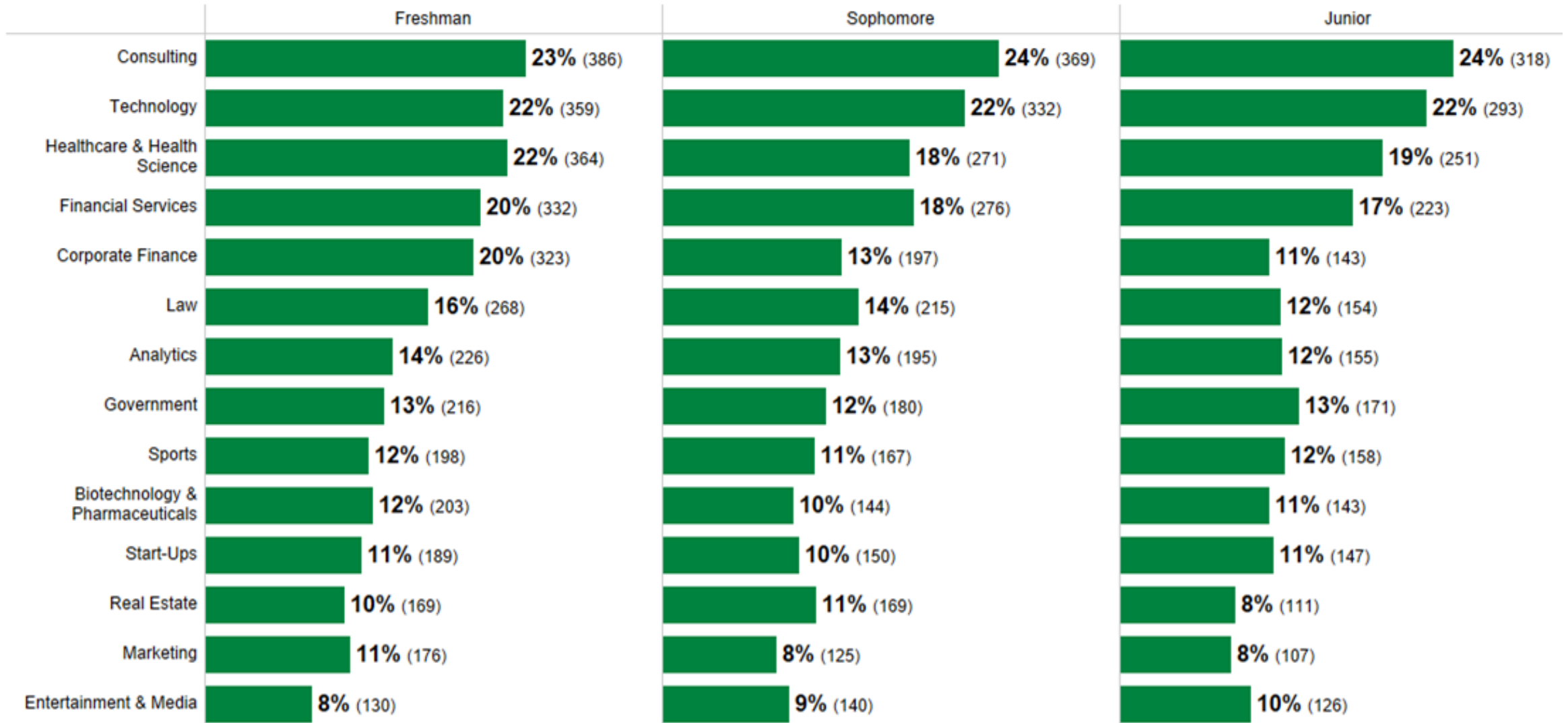
More than 8,000 undergraduate and graduate students complete the optional survey



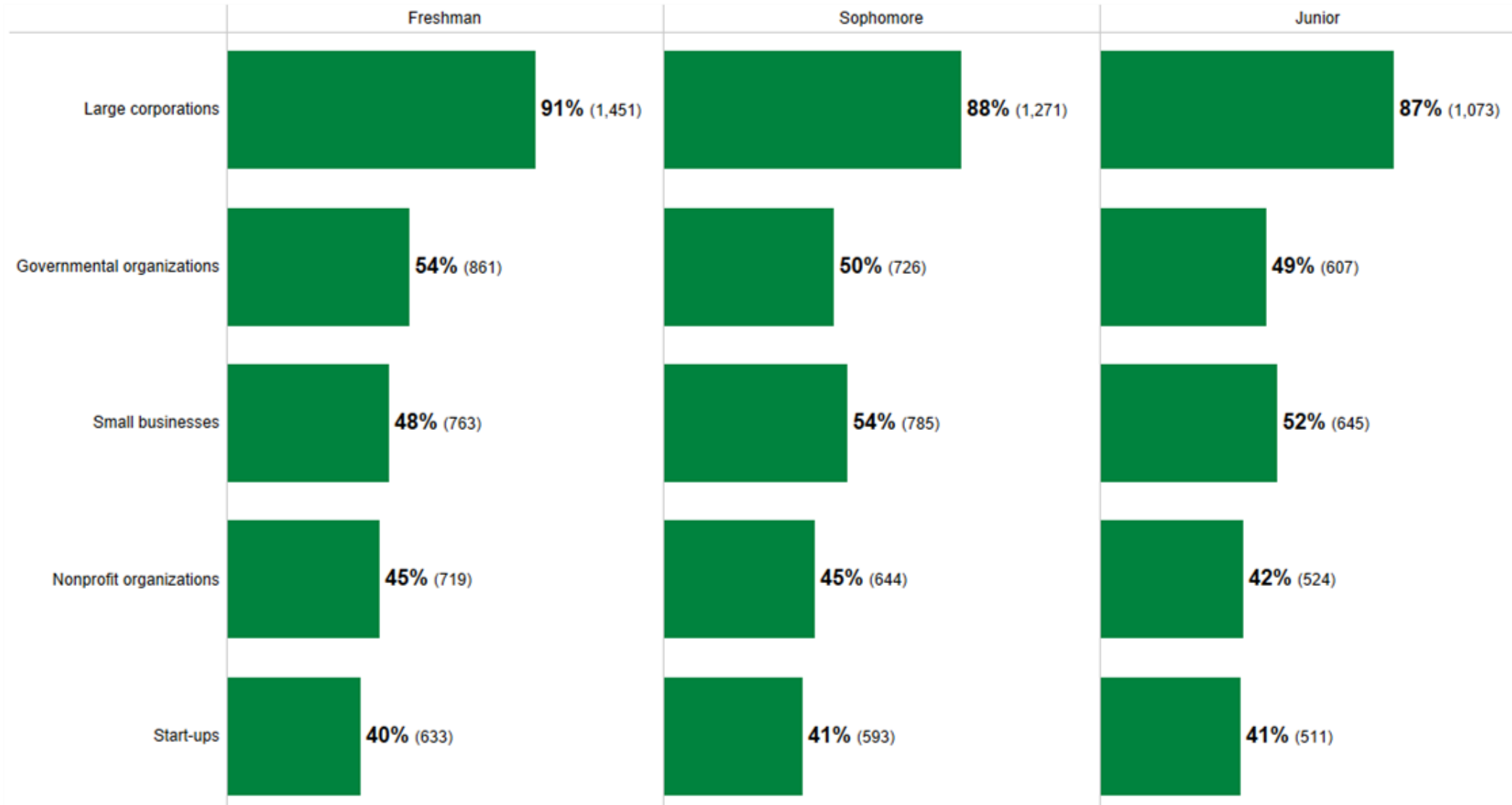
Which career paths interest you?



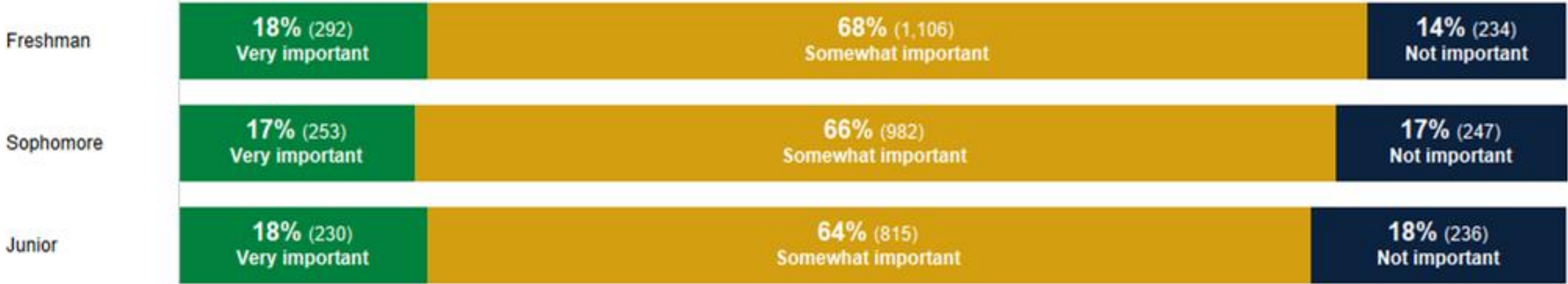
Which career paths interest you? (by class year)



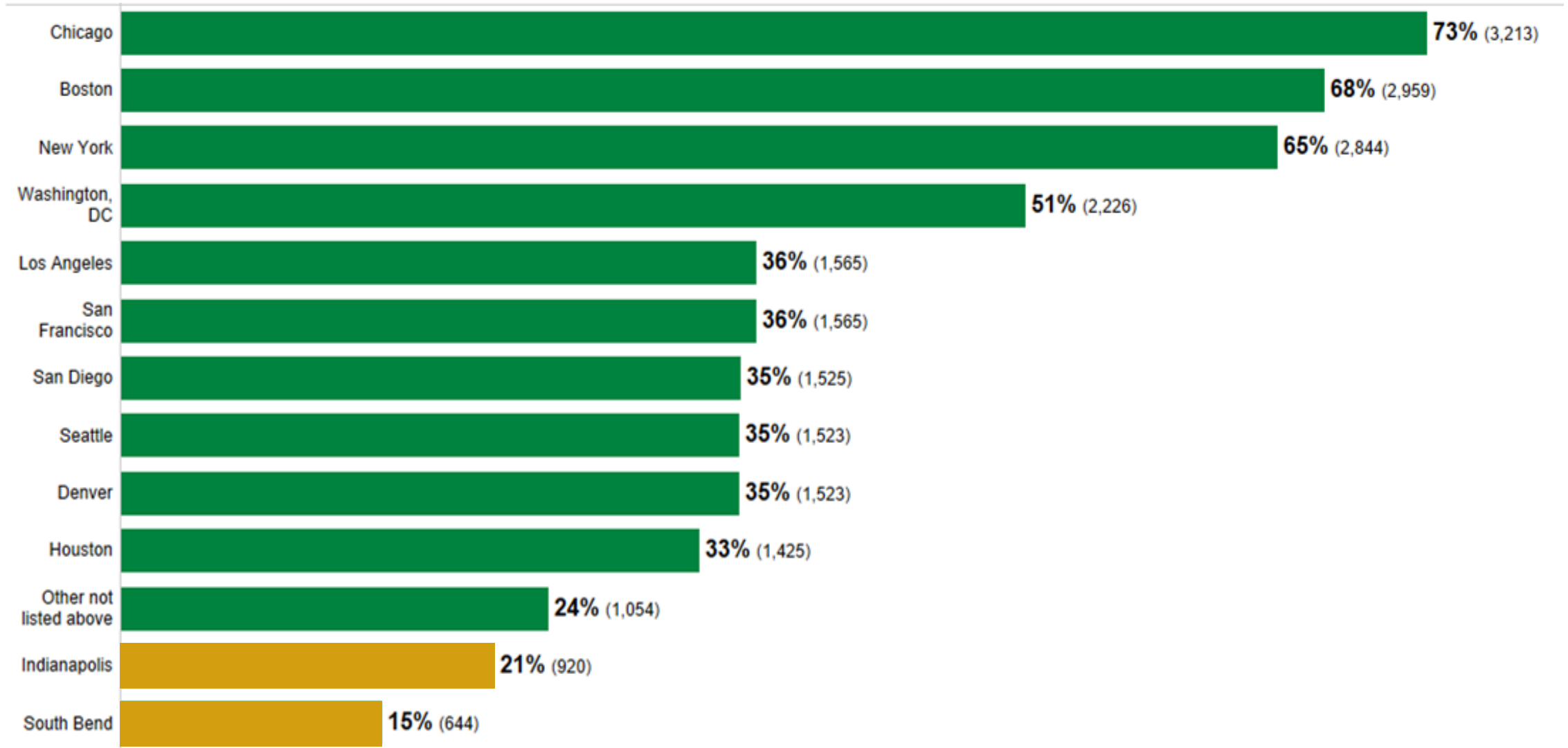
What types of employers would you consider working for?



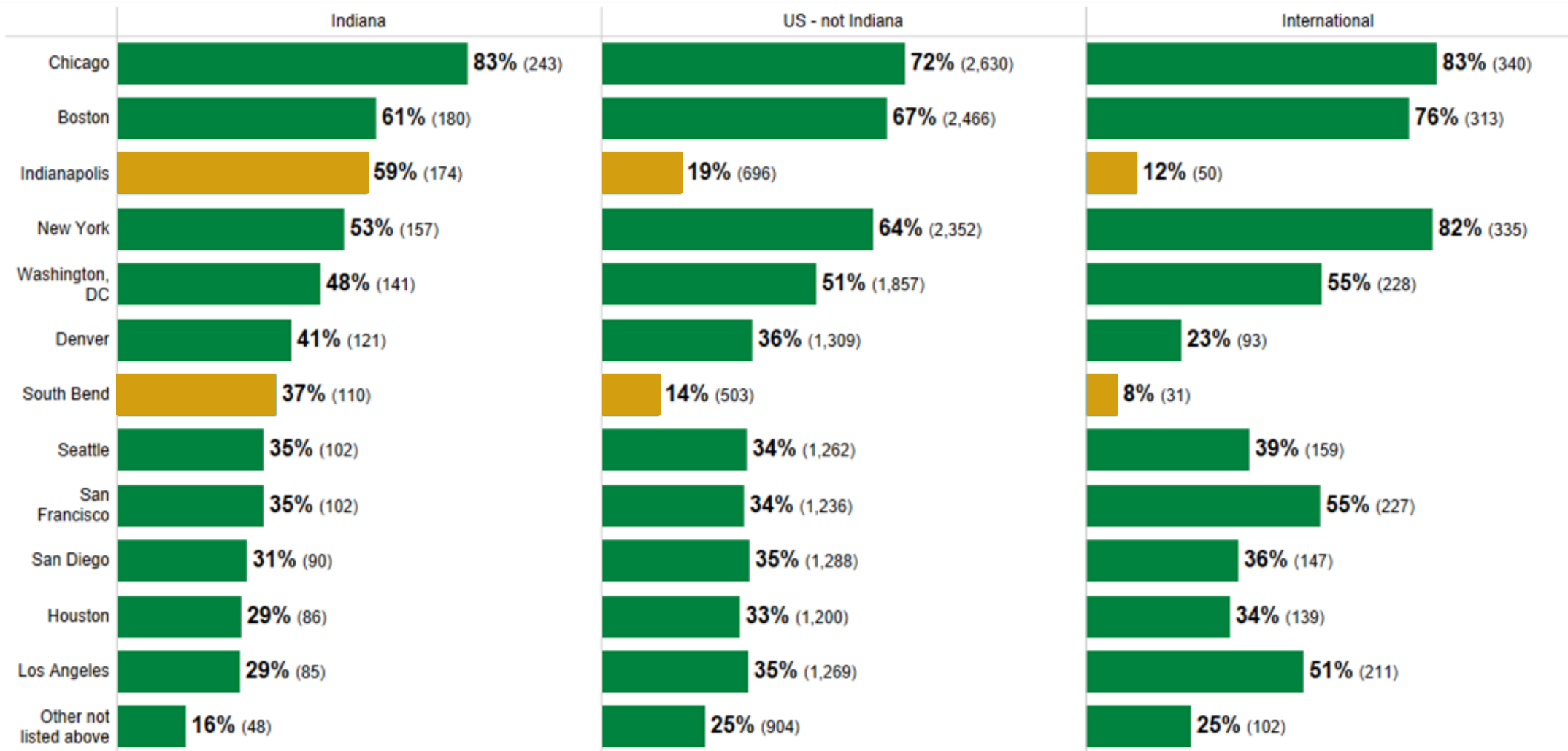
How important is the name/brand of the organization you work for?



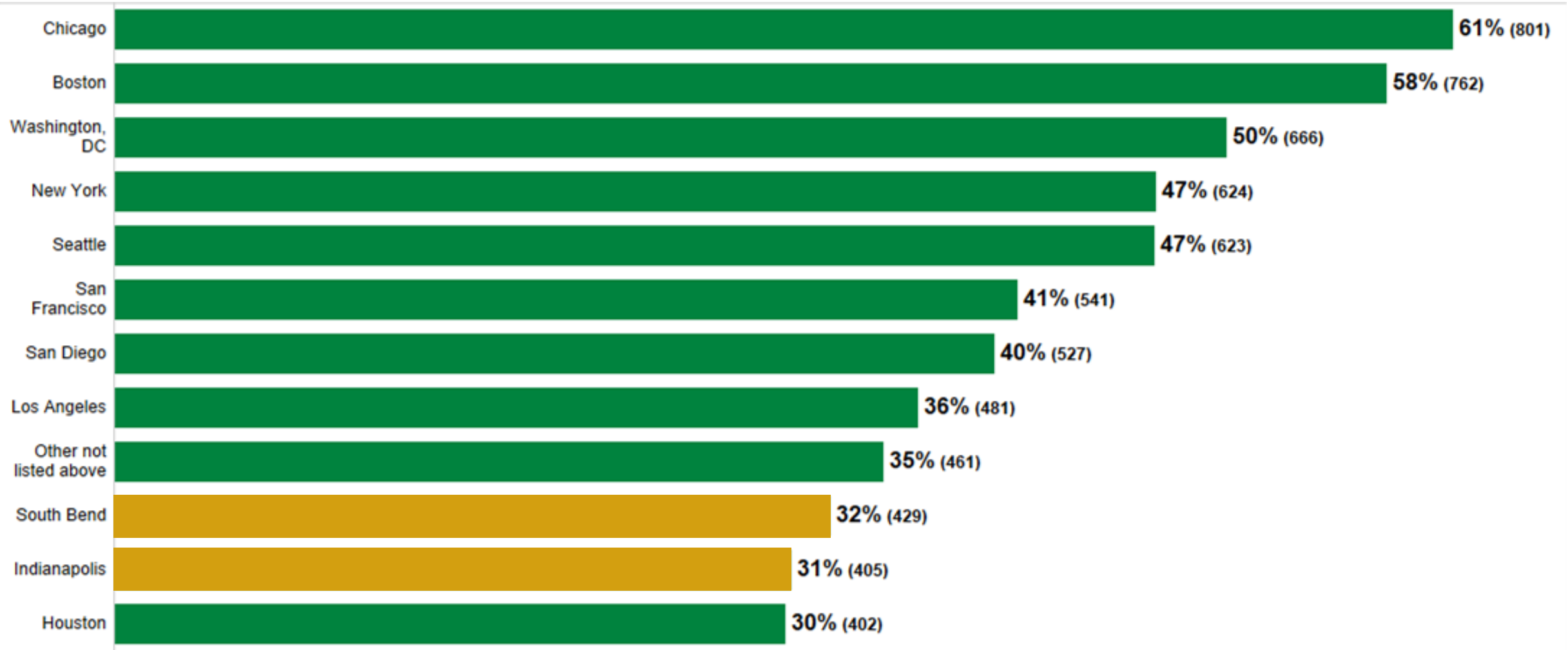
Where would you consider working after graduation?



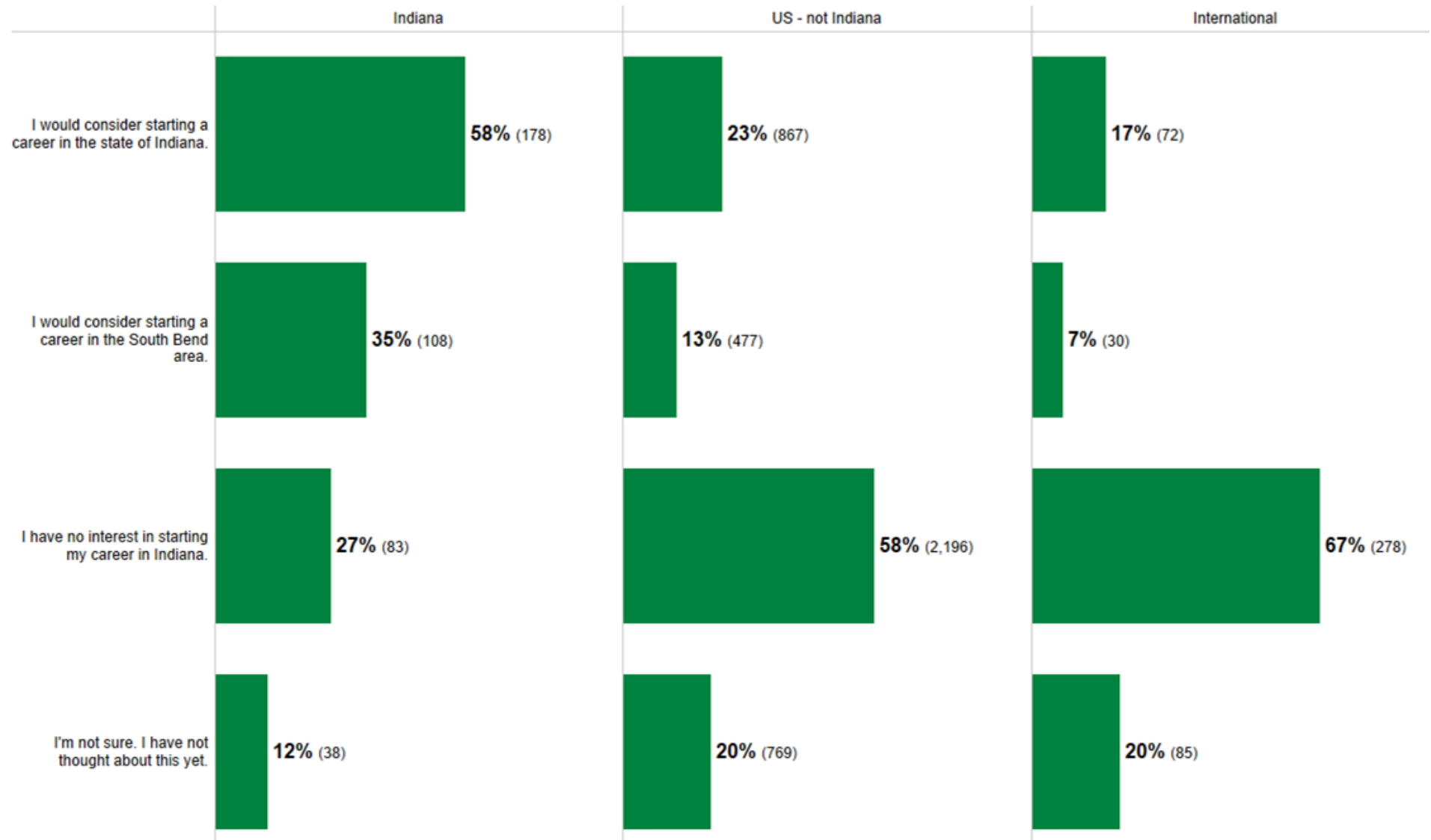
Where would you consider working after graduation?



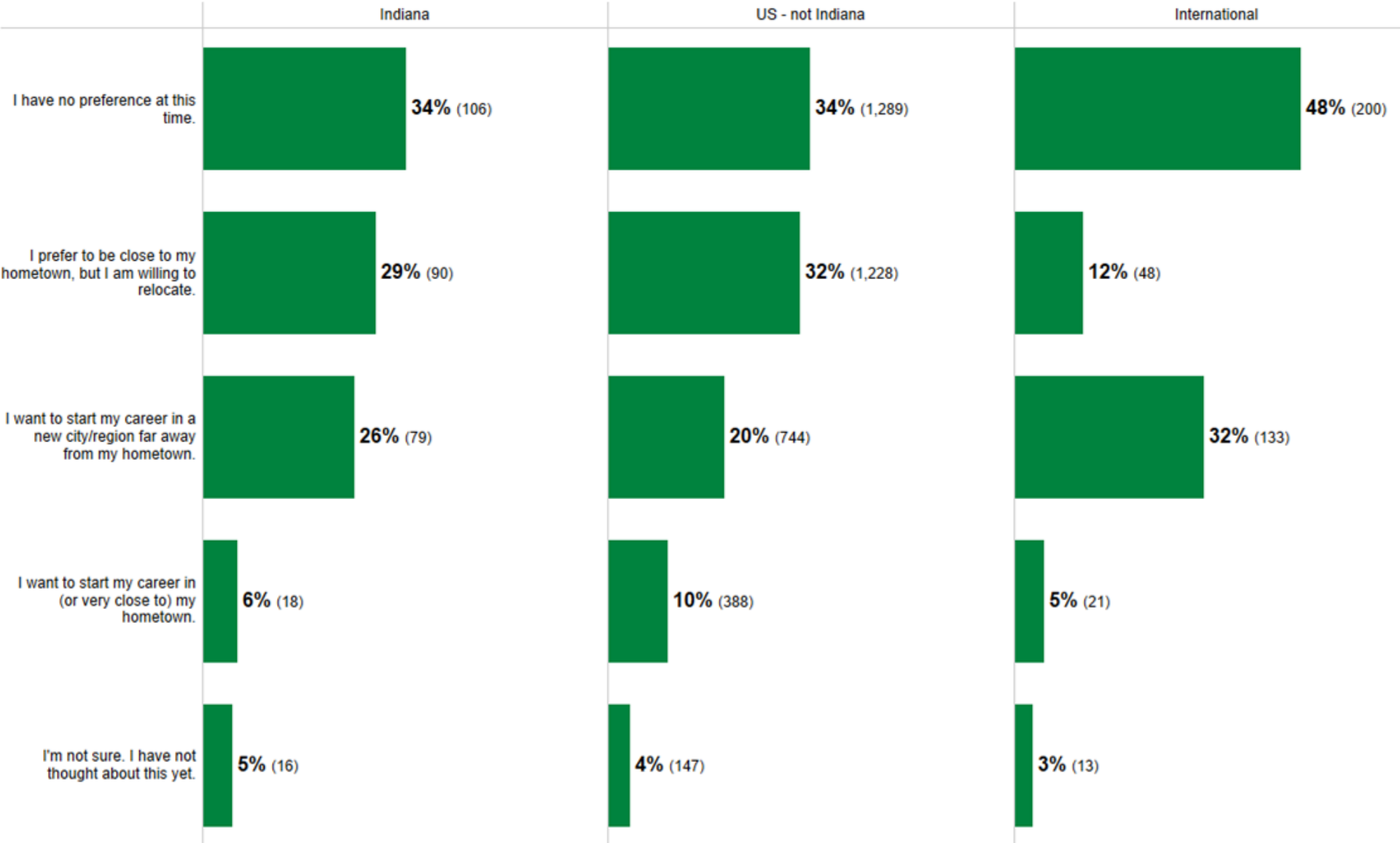
Where would you consider working after graduation? (graduate students)



Would you consider working in South Bend or the state of Indiana?



How important is it to start a career close to your hometown?

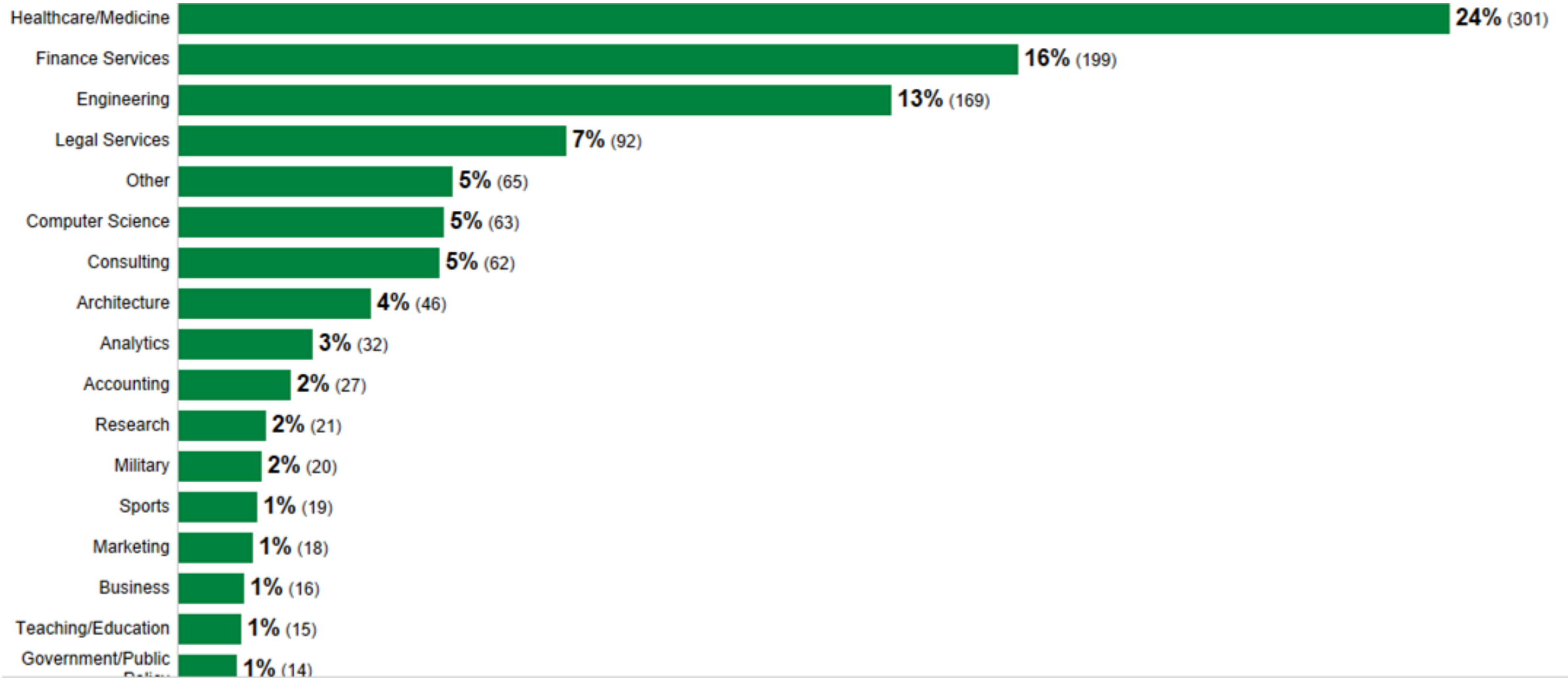




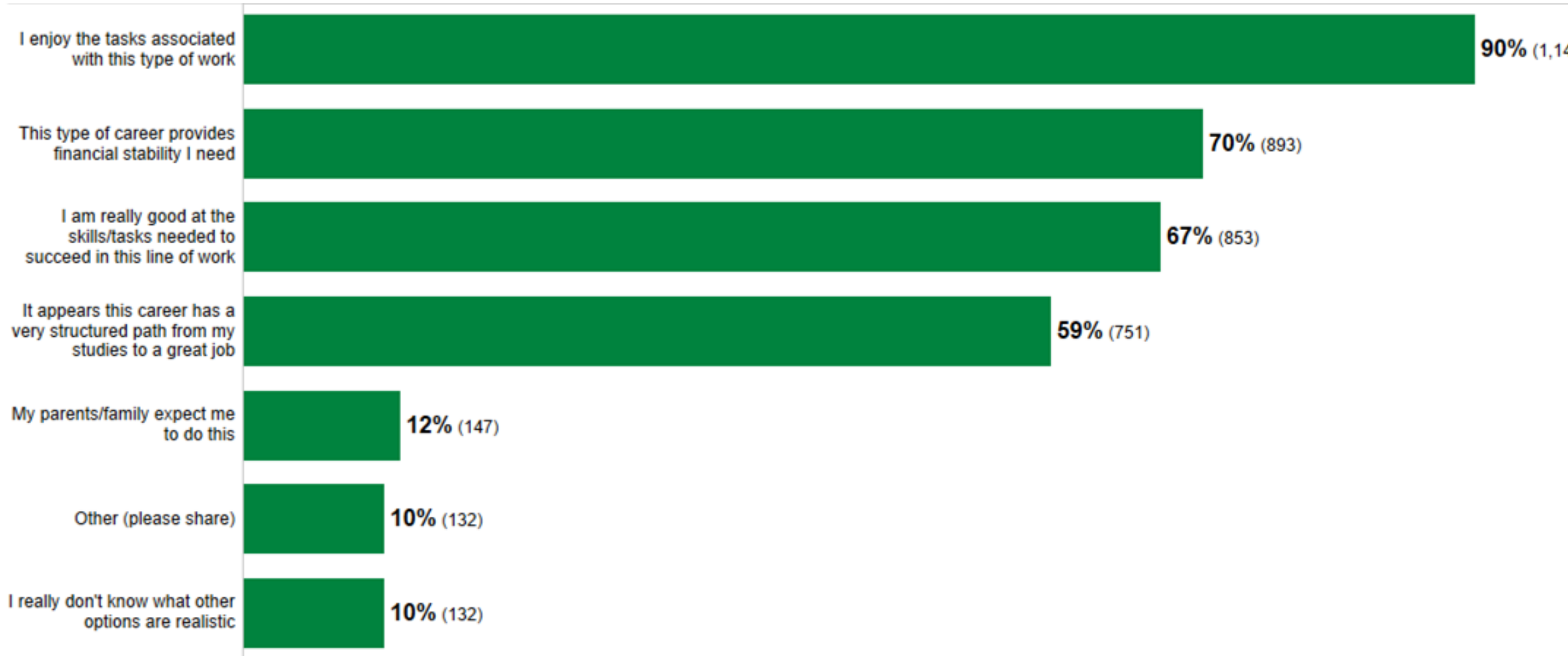
Starting early

Through the Moreau First Year Experience course, we gain insights early into a student's time at college.

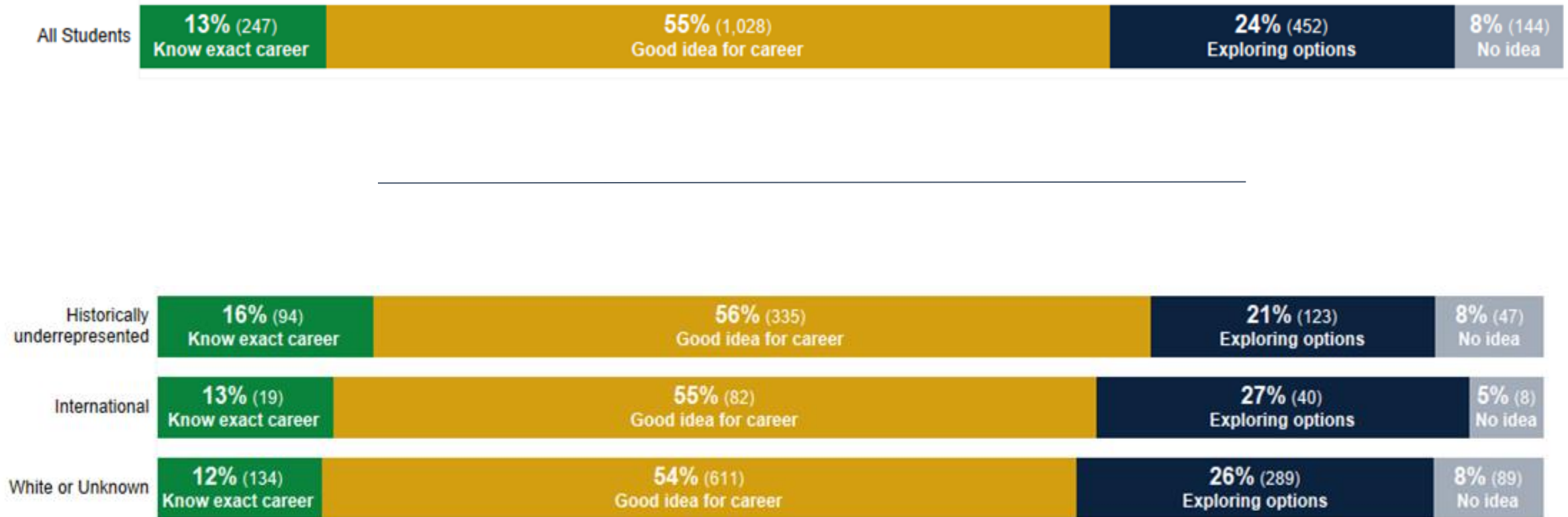
What career are you interested in pursuing?



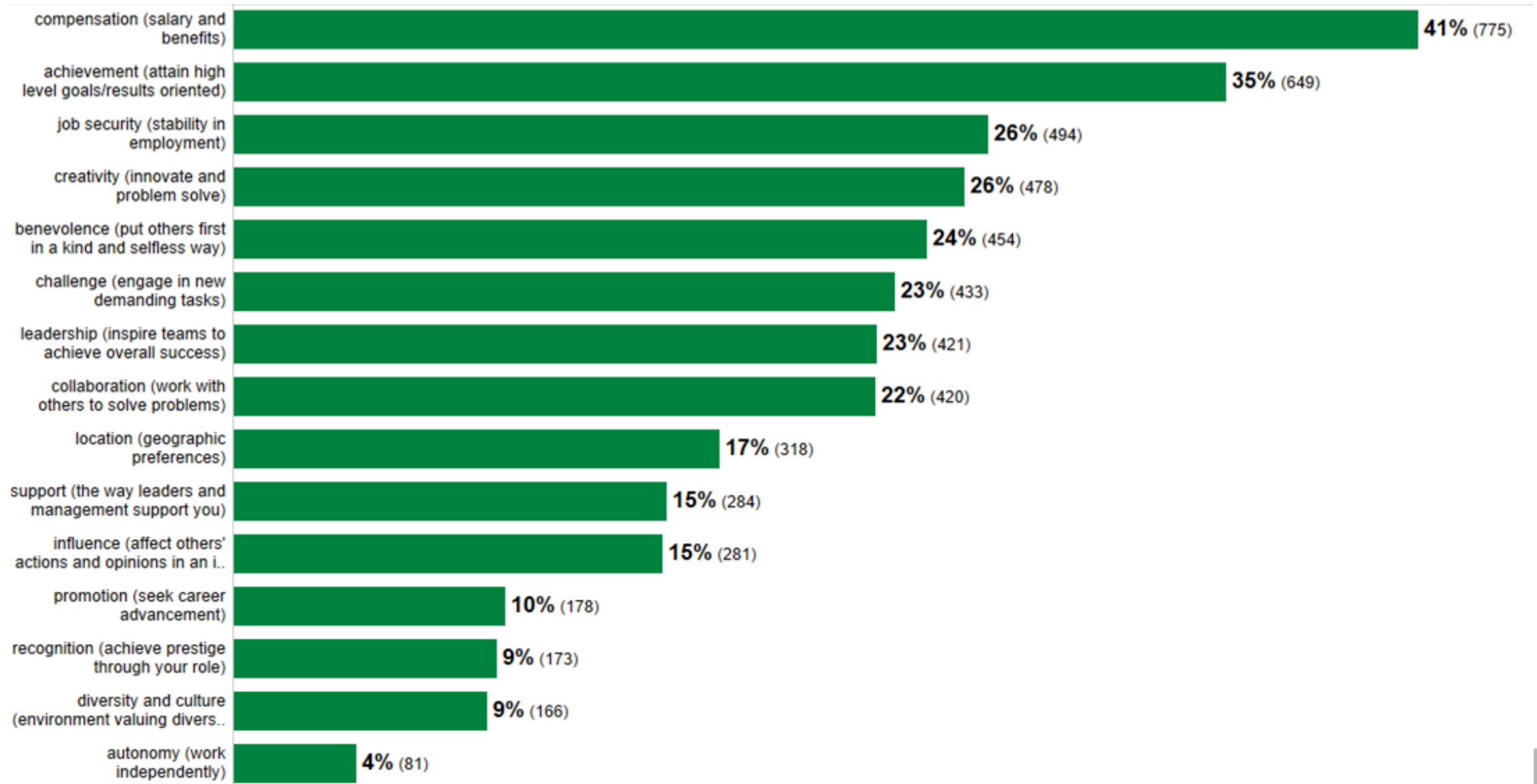
Why are you interested in this particular career?



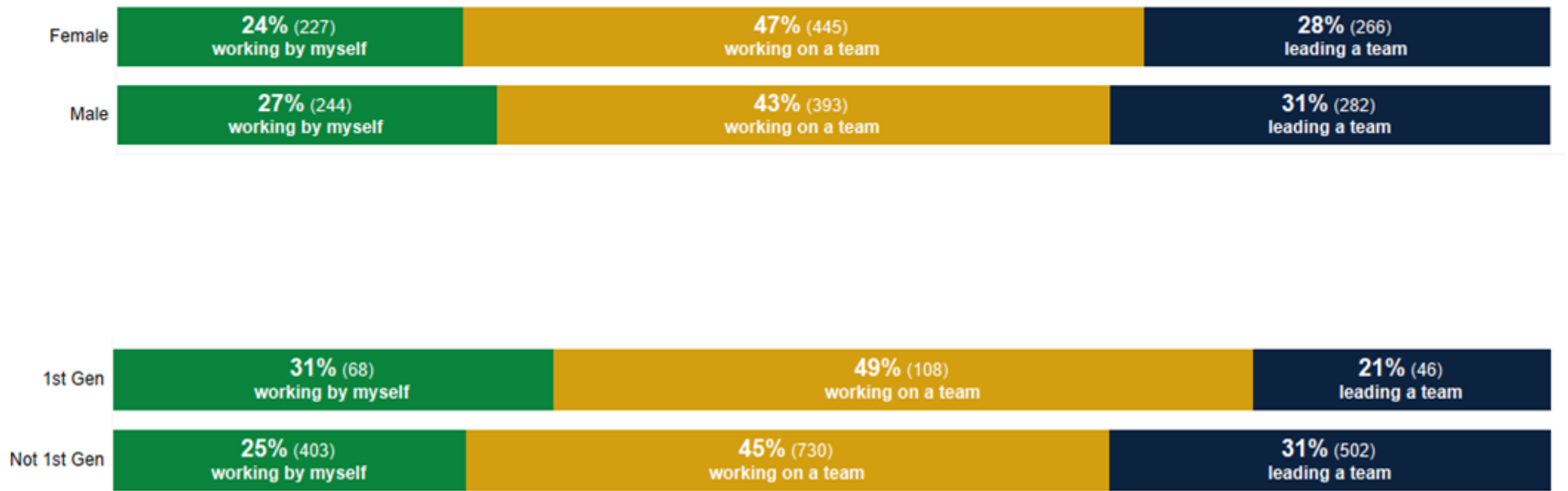
How certain are you about your career path?



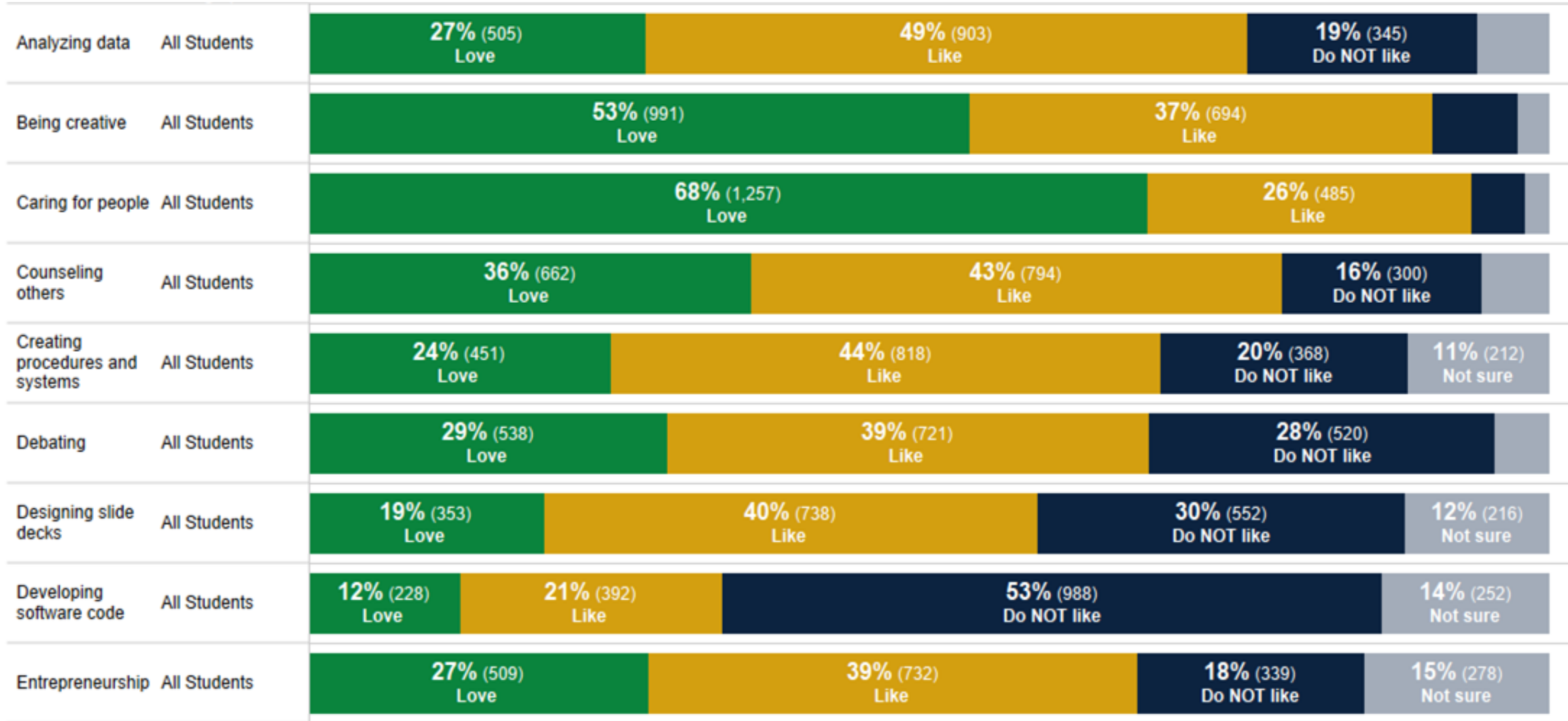
Which values are most important to you in a future career?



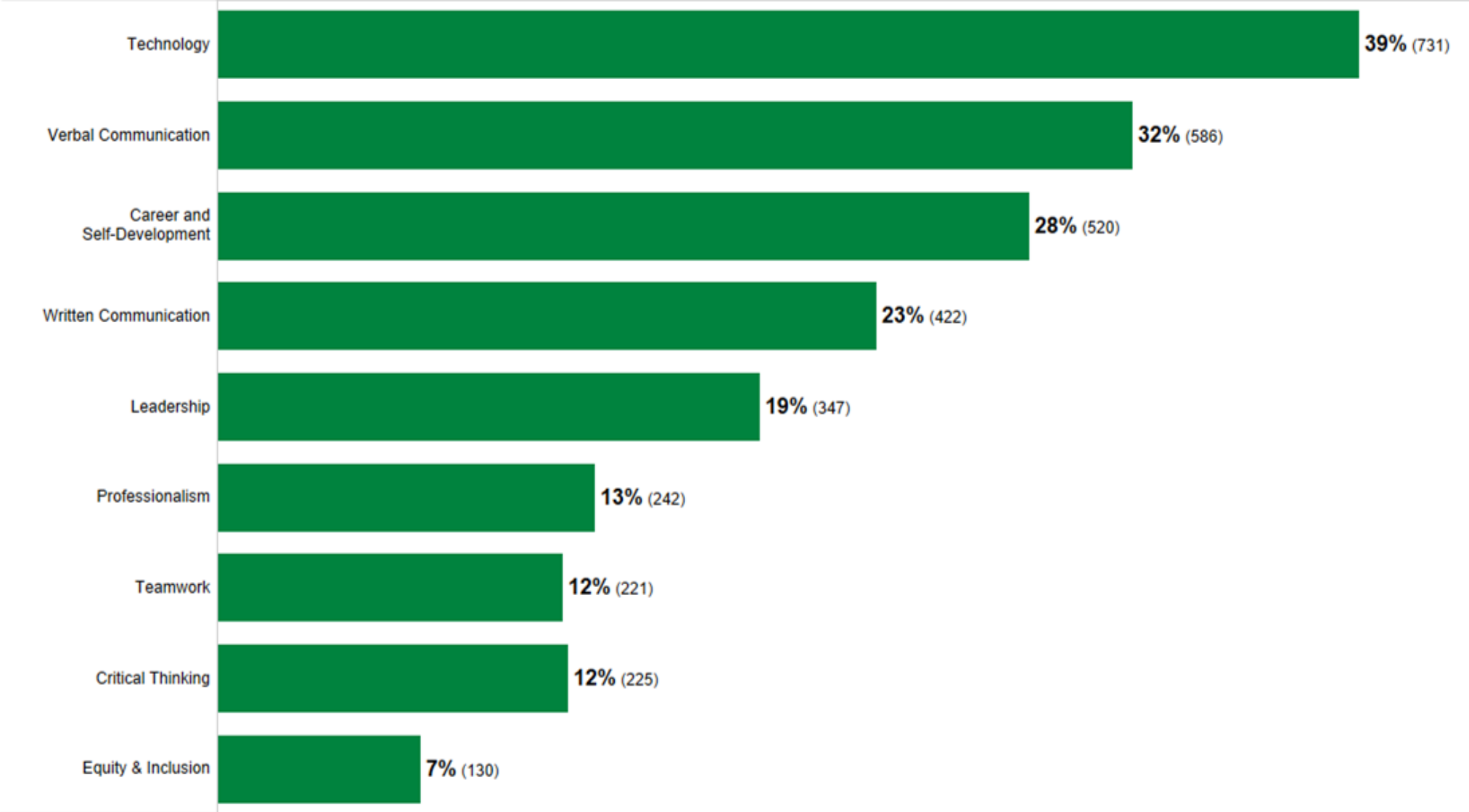
Which working style do you prefer?



Which work tasks do you enjoy?



Which skill is your weakest?





Career Centers as Strategic Partners

Questions?

- ◆ Career Centers
- ◆ First Destination Data
- ◆ Annual Student Check-In Data
- ◆ First Year Experience