

**CINCINNATI STATE  
CAREER CENTER**

**Explore It!**

**experience IT**

**plan IT**

**CAREER  
CENTER –  
WHO ARE WE?**

**Kelly Harper**

**Sharon Brown**

**Alison Trimbur**

**Constance Hawkins**

**Courtney Miller**

## WHY CAREER SERVICES MATTER

- Increasing Value of a College Education
  - Approx. 80% of students cite the prospect of a "good or better job" as their #1 reason for attending college
  - Graduates who rate their experience with career services as "very helpful" are 5.8x more likely to say their college education was worth the cost
- Creating more "hire-able" alumni/student body
  - Only 11% of C-Level business executives are confident in today's graduates as new hires
  - Student demand for career services has risen in recent years by 28%
  - Students who use career services are more likely to receive a paid internship than students who do not
- Equitability
  - Many marginalized students, such as low-income students and first-generation students, rely on career centers to provide information and connections that upper-income students typically have more access to.

## WHAT DO WE DO?

### Assistance with selecting a major or career

- Career Exploration & Self Discovery
- Career Assessments
- Group Coaching Sessions
- One-on-one coaching

### Employment Services

- Job Search Guidance
- Resume and Interview Assistance
- Job Postings for Temporary, Part-time (Non-Career related)
- Job Postings for Full-time (Career related)

### Career Programming

- Career Workshops
- Career Fairs
- Employer Informational Table/Virtual Sessions

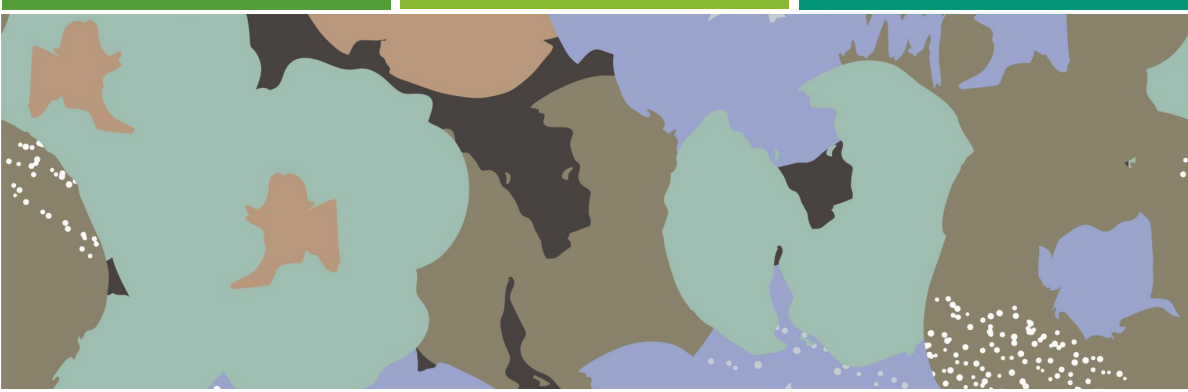
College &  
Career



**R E A D Y**

At Cincinnati State

<h3>HOW DID THE CAREER CENTER CHANGE DURING COVID - 19</h3> <ul style="list-style-type: none"><li>COVID-19 hasn't stopped the Career Center</li><li>We are working remotely hosting virtual appointments</li><li>Virtual programming with the added benefit of being able to record for accessibility</li></ul>	<h2>IN-DEMAND JOBS WEEK</h2> <p>MAY 4 - 8, 2020</p> <p>CINCINNATI STATE WILL BE HOSTING "VIRTUAL" SESSIONS ON PROGRAMS THAT LEAD TO IN-DEMAND CAREERS</p> <p><b>MEDICAL ASSISTANT PROGRAM</b></p> <ul style="list-style-type: none"><li>Tuesday, May 5</li><li>12:00 - 12:30 PM</li></ul> <p><b>INFORMATION TECHNOLOGY PROGRAMS</b></p> <ul style="list-style-type: none"><li>Tuesday, May 5</li><li>1:00 - 1:30 PM</li></ul> <p><b>ENGINEERING PROGRAMS</b></p> <ul style="list-style-type: none"><li>Thursday, May 7</li><li>12:00 - 12:30 PM</li></ul> <p>Cincinnati State</p> <p>REGISTER AT: CINCINNATISTATE.EDU/INDEMANDJOBS</p>	<p>Did You Miss Our Webinar?</p>  <p><b>Job Search During A Crisis.</b></p> <p>Cincinnati State   Career Center View the Video on our Facebook Page <a href="http://www.facebook.com/CStateCareerCenter">www.facebook.com/CStateCareerCenter</a></p> <p>Samples of Virtual Programming Begun in April/May 2020</p>
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# CAREER CENTER DATA

## DATA UPDATE – WHO WE SERVICE (ANNUAL REPORT)

- 594 students visited Career Center
- Over 90 employers attended our job fairs
- 387 students attended a job fair
- 1,326 students and community members attended a Career Center programs
- Over 3800 students visited Career Coach site
- 697 individually accessed Facebook content
- Most Requested Service: Resume Assistance
- Most Engaging efforts: Community Outreach and Classroom Presentations

## SALARY AND WAGE DATA



- ODJFS
- Story-telling & ROI
- Program Review
- Accessibility.....More to come

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## CAREER TRIVIA



THE GREEN VISORS ACCOUNTANTS ONCE WORE SERVED TO REDUCE EYE STRAIN THAT CAME FROM READING FINE PRINT

1. ON THE PAGE
2. UNDER INCANDESCENT LIGHTING
3. COMPUTER GLARE

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## CAREER TRIVIA



ACCOUNTANT

The green visors accountants once wore served to reduce eye strain that came from reading fine print under incandescent lighting.

[https://www.huffpost.com/entry/jobs-historic-facts\\_n\\_5571656](https://www.huffpost.com/entry/jobs-historic-facts_n_5571656)

**1** CRITICAL THINKING  
PROBLEM SOLVING

**2** ORAL AND WRITTEN  
COMMUNICATIONS

**3** TEAMWORK  
COLLABORATION

**4** DIGITAL  
TECHNOLOGY

**5** LEADERSHIP

**6** PROFESSIONALISM  
WORK ETHIC

**7** CAREER  
MANAGEMENT

**8** GLOBAL  
INTERCULTURAL  
FLUENCY

**CAREER READINESS**

What Are Ways Our College Can Prepare Students For Life After Cincinnati State?

**CAREER READINESS COMPETENCIES**

ADOPTED FROM THE NACE CAREER READINESS COMPETENCIES FRAMEWORK

**Phases of Career Development**

Marketing Yourself

Self-Assessment

Explore Careers

Build Networks

Gain Relevant Experience

Make Decision & Career Path

**PHASES OF CAREER DEVELOPMENT**

## PHASE I – SELF ASSESSMENT

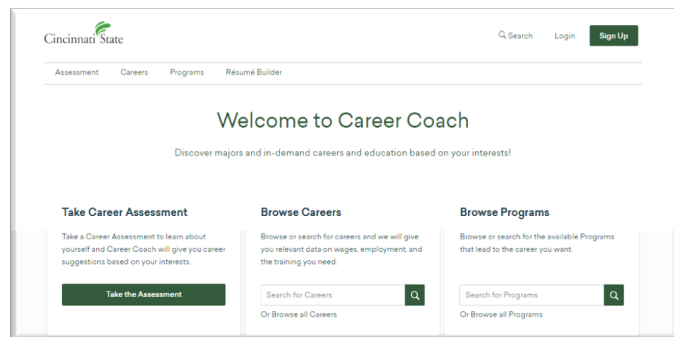


- Self-assessment is foundational to career exploration and is a primary step in the development of a plan to career. Through self-assessment, you can learn and identify personality traits, abilities, interests, values, and experiences and how these lead to careers.



## CAREER COACH FOCUS ON INTEREST TO CAREER

- On Cincinnati State's Website (free to anyone)
- Career assessment based on Holland's Codes which focuses on interest.
- Ability to browse careers and connect to Cincinnati State degrees & programs.
- Employment trends based on the greater Cincinnati area.



<https://cincinnati.state.emsicareercoach.com/>



## YOUSCIENCE FOCUS ON APTITUDE TO CAREER

- YouScience is the science of YOU – how your mind is wired, what makes you tick, the skills and knowledge that set you apart. You have talent and there's a path that's right for you – we can help you find it
- Must have an account created by a career center staff member
- Based on aptitudes and interests
- Ability to browse careers and degrees in general – does have information on Cincinnati State
- Employment trends on a national and regional level

**Every student  
has talent.  
Help them  
discover it.**







# YOU SCIENCE REPORT

**Welcome, Kelly!**


We're here to help you tackle that to-do list and provide next-level engagement for your students. Check out your options below to get students started, explore insights, and more!




Your Aptitudes



Best Fit Careers



Describing You



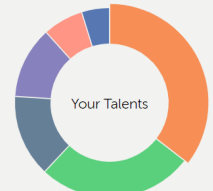
Find a College

# YOU SCIENCE REPORT

**Kelly, you crushed it!**

You have some serious talent and awesome career opportunities!

Click on each piece of the pie to explore more about your talents.



**You are a Diagnostic Problem Solver**

- You're both quick and accurate at identifying connections and reaching conclusions.
- You're comfortable making fast decisions.
- Seek roles that allow outlets for your natural research and investigative tendencies, even if not in your job title.

[Explore >](#)

[View Career Matches](#)

**Terms that Describe You**

<input type="radio"/> Planner	<input type="radio"/> Quick To Respond	<input type="radio"/> Abstract Thinker
<input type="radio"/> Process Tuner	<input type="radio"/> Brainstormer	<input type="radio"/> Strong Communicator
<input type="radio"/> Balanced Focus	<input type="radio"/> Decisive	<input type="radio"/> Large Vocabulary
<input type="radio"/> Goal Setter	<input type="radio"/> Diagnostic	<input type="radio"/> Team Oriented
<input type="radio"/> Socially Flexible	<input type="radio"/> Problem Solver	<input type="radio"/> Collaborative
<input type="radio"/> Idea Generator	<input type="radio"/> Good Instincts	<input type="radio"/> Brings Out The Best In Others
<input type="radio"/> Improviser	<input type="radio"/> Improvement Oriented	

**Work Approach**

Your Work Approach is how you are likely to fit into a workplace or group.

- Collaborating with other people, especially as a coach or manager, rewards my natural talent for bringing out the best in others.
- I enjoy a group effort toward a common goal, and I'm happy to do different jobs to contribute.
- I have empathy for others and how my work impacts them.
- It's shared success that pleases me.

# YOUSCIENCE REPORT

Filter by Educational Investment      Sort by Fit Type

All
0-3yrs
4yrs
5+yrs
Overall Fit
Aptitude Fit
Interest Fit

**Arbitrator/Mediator/Con...**

Edu. Investment	Proj. Openings	Avg. Salary
4+YRS	2000	69k

●●● Strong Overall Fit

★ Save Career

**Training and Development Specialist**

Edu. Investment	Proj. Openings	Avg. Salary
4+YRS	80k	62k

●●● Strong Overall Fit

★ Save Career

**Elementary and Secondary School Education Administrator**

Edu. Investment	Proj. Openings	Avg. Salary
6+YRS	84k	93k

●●● Strong Overall Fit

★ Save Career

**Preschool and Childcare Education Administrator**

Edu. Investment	Proj. Openings	Avg. Salary
4+YRS	23k	53k

●●● Strong Overall Fit

★ Save Career

**Educational, Guidance, School, or Vocational Counselor**

Edu. Investment	Proj. Openings	Avg. Salary
6+YRS	80k	56k

●●● Strong Overall Fit

★ Save Career

# YOUSCIENCE REPORT

Back to Your Careers

**Arbitrator/Mediator/Conciliator**

Other Titles This Career is Known by

★ Save Career

Edu. Investment <span style="color: blue;">4+ YRS</span>	Projected Openings <span style="color: blue;">2000</span>	Salary Range \$32k <span style="color: green;">\$69k</span> \$118k <small>Bottom Average Top</small>	Majors & Programs for This Career <span style="color: blue;">2</span>
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Aptitudes That Match You for This Career

● Spatial Visualization
● Idea Generation

●●● Overall Fit

Introduction to this career

### A Day in the Life

Arbitrators, Mediators, and Conciliators use mediation techniques to negotiate and resolve conflict between two disputing parties. They facilitate communication between the two sides so both parties can become understanding of different perspectives and ultimately reach a mutual agreement outside of the courtroom.

As an Arbitrator, Mediator, or Conciliator you will be required to hear and analyze evidence presented by both parties and determine if fault exist, decide the liability on each side, and reach a conclusion based on relevant policies, regulations, and judicial precedents. You will use conflict resolution techniques found in psychology, public policies and regulations found in law, and concepts found in ethics studies to help guide your clients towards a mutually agreed decision without going before a judge. You can encounter a variety of clientele ranging from individuals to groups and organizations. Your meetings will take place in offices or conference rooms to keep your clients' sessions private.

Your work schedule will be flexible, and may require that you work more than 40 hours a week and travel to different locations to participate in negotiations.

View More

## WHAT RESEARCH IS SHOWING

- After experiencing YouScience aptitude and career discovery, high school students across 51 schools showed **statistically significant positive improvement** in the following areas:
  - Intent to Persist
  - Self-Awareness
  - Self-Empowerment
  - Career Exploration
  - Career Decision Making

They are also seeing a greater push toward STEM programs than assessments that focus on interest only.

<https://www.youscience.com/educators/>

### Aligning Talent to the Right Talent Pipelines

Local campus builds school programs using Insights reports to improve program improvement – Waukegan Illinois & YouScience

## WHO'S USING YOUSCIENCE?

Clark State  
Community  
College

Sinclair  
Community  
College

Mariemont  
City Schools

St. Ursula  
Academy

NaviGo  
(Northern  
Kentucky)

Ludlow High  
School

# CAREER TRIVIA



THE FIRST SCHOOL COUNSELORS WERE “SPECIAL” \_\_\_\_\_ TEACHERS GIVEN EXTRA COUNSELING TASK.

1. Physical Education Teachers
2. History Teachers
3. English Teachers
4. Math Teachers

# CAREER TRIVIA



THE FIRST SCHOOL COUNSELORS WERE “SPECIAL” ENGLISH TEACHERS TEACHERS GIVEN EXTRA COUNSELING TASK.

Jesse Buttrick Davis (1871-1955): pioneer of vocational guidance in the schools. Jesse is credited with coming up with the first school guidance program and encouraged English schoolteachers to take on roles that would now be considered similar to those of modern counselors. (From Michigan)

[https://www.huffpost.com/entry/jobs-historic-facts\\_n\\_5571656](https://www.huffpost.com/entry/jobs-historic-facts_n_5571656)

**Phases of Career Development**

Marketing Yourself

Self-Assessment

Explore Careers

Make Decision & Career Path

Gain Relevant Experience

Build Networks

**THE CAREER CENTER FOCUSES ON PROGRAMMING AND SERVICES AROUND THE VARIOUS PHASES OF CAREER DEVELOPMENT.**

**OTHER RESOURCES AND PROGRAMMING FOCUSED ON CAREER EXPLORATION**

## CAREER DECISION MAKING SESSION



- **2nd Wednesday of the Month at Noon.**
- **3rd Wednesday of the Month at 6:00 PM.**
- Prospective Students can RSVP via Admissions Visit page.
- Current Students can RSVP to attend via CState CareerLink.
- Walk through the process of deciding
- What employers consider when hiring a candidate and how that should impact your career decision
- How to use this process to select a major
- Resources and tools

**Cincinnati State Career Center**

Student Support Services - TRIO Presentation - 2.17.21

**JOB FAIR PREPARATION WORKSHOPS**



CAREER EXPLORATION

**BOOTCAMP**

WITH

**youscience**

**COLLEGE2CAREER PARTNERSHIP WITH OOD**

**Ohio**


Opportunities for Citizens with Disabilities

Cincinnati State


CINCINNATI STATE CAREER CENTER  
**Virtual Resume & Interview Workshop**  
 This workshop will guide you through how to prepare a standard resume and provide tips for interviewing.  
 Thursday, February 11th  
 1pm  
 Current students  
 Please register for this event via CState Career Link  
 For questions:  
 Email: [careercenter@cincinnati.edu](mailto:careercenter@cincinnati.edu)

### ALUMNI CAREER SERIES


- Gain Insight
- Information
- Connections



**Robert Heil**  
CEO  
KHL Engineers  
March 24  
at 5:00 PM



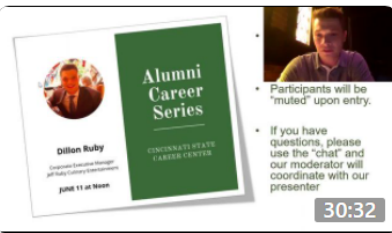
**Randy Kappesser**  
GE Aviation  
Electro-Mechanical  
Engineering Technology  
March 10  
at 5:00 PM




**Caren Welborne**  
Director,  
Project Management  
Worldwide Clinical Trials  
April 7

### Alumni Career Series

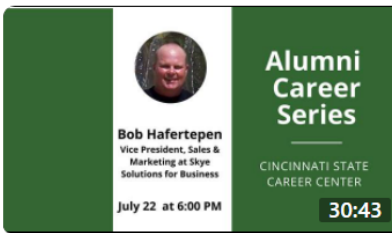
CINCINNATI STATE CAREER CENTER




**Alumni Career Series - Dillon Ruby**  
35 weeks ago · 73 Views  
Tom Hale and 1 other




**Alumni Career Series - Brandi Ayers**  
33 weeks ago · 92 Views  
Yvonne Baker and 2 others




**Alumni Career Series - Bob Hafertepen (July 22, 2020)**  
29 weeks ago · 277 Views  
3



**Alumni Series: Kevin Dwyer**  
20 weeks ago · 51 Views



**Alumni Career Series with Michael Collins, Senior VP, J.S...**



**Alumni Career Series - Emily Horning (Respiratory Care...)**

# What Do We Do?

## Employment Services



- Job Search Guidance
- Resume and Interview Assistance
- Job Postings for Temporary, Part-time (Non-Career related)
- Job Postings for Full-time (Career related)




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# CAREER TRIVIA TIME

## WHO IS CREDITED WITH WRITING THE FIRST RESUME?

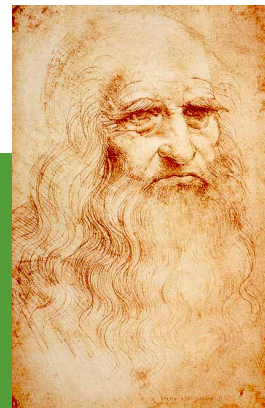
1. Leonardo Da Vinci
2. Napoleon Bonaparte
3. Thomas Jefferson
4. Louis Pasteur

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# CAREER TRIVIA TIME

## WHO IS CREDITED WITH WRITING THE FIRST RESUME?

**LEONARDO DA VINCI** - is credited with writing the first resume. It seems unlikely that nobody wrote down a list of their skills and work history until the famous polymath did so in 1492, to send to the Duke of Milan, but that's the way history tells it.



<https://careers.workopolis.com/advice/facts-about-work/>

# RESOURCES



Cincinnati State  
COOPERATIVE EDUCATION  
CState CareerLink

## Sign In

Please enter your username and password. Your username is your SurgeMail email address (including @cincinnati.state.edu). Your password is the same as your password for SurgeMail/MyCState/Blackboard

Username  
(Your email address)

Password

Student/Alumni Sign In

By clicking Student/Alumni Sign In, you agree that your use of the system is governed by your institution's privacy policies and our [Privacy Policy](#) and [Terms](#)

Prnf Diet inn Roh Heil inn



# FOLLOW US

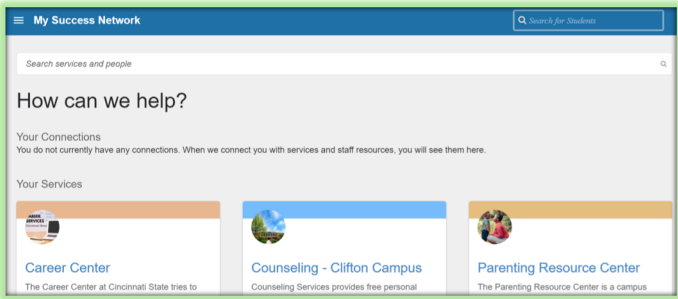
JOB SEARCH TIPS \* EVENTS \* AND MORE

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CAREER CENTER - FACEBOOK.COM/CSTATECAREERCENTER  
CAREER CENTER INSTAGRAM - CINSTATE\_CAREER\_CENTER

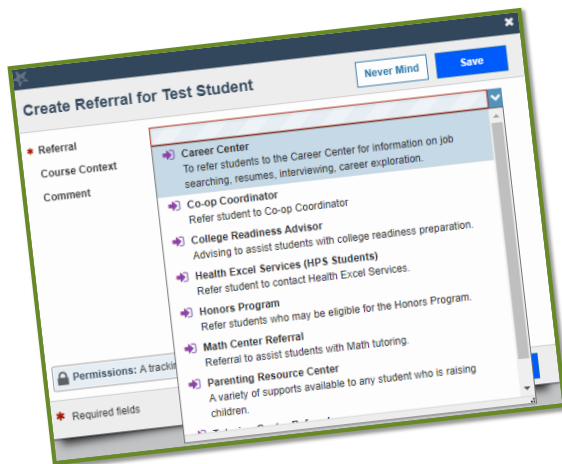
## HOW STUDENTS CONNECT WITH US

### Starfish



- Students can schedule a virtual appointment with one of our staff members via Starfish under My Success Network.
- Hours are typically available between 8:30 - 4:30.
- During COVID-19 protocols, the Career Center is only offering virtual appointments. A staff member is on campus each day for general questions.
  - Alison Trimbur – Mondays (Welcome Center)
  - Courtney Miller – Tuesdays (Welcome Center)
  - Kelly Harper – Wednesdays and Thursdays (Career Center)
  - Sharon Brown – Fridays (Welcome Center)

## STARFISH – REFERRALS



- The referral comes to Career Center via Kelly Harper
- We send two initial follow-up outreaches
  - 1) Auto-generated email from Starfish
  - 2) Personalized email from the Career Center
    - Who we are
    - Office hours and how to make appointments
    - General overview of the phases of career development
- One of our staff members is assigned to outreach to the student
  - The staff member will make two phone call attempts to reach the student to schedule an appointment.
- Documentation will be recorded in Starfish

## HOW WE CAN **PARTNER** FOR SUCCESS

- Referrals
- Share your ideas and feedback
- Help us understand the nuances of your program
- Share our programming and events with your students
- Invite us to your class for presentations
  - Quick 15-minute overview
  - Specialized program such as career exploration, resume, or interviewing presentations





**FEEDBACK**

**IDEAS**

**THOUGHTS**

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## DID YOU KNOW?

**Human Resources Professional**  
Shaq has an Education Doctorate in Human Resource Development.



Shaquille O'Neal received his doctoral degree on May 12, 2012 from Barry University.

[https://www.huffpost.com/entry/jobs-historic-facts\\_n\\_5571656](https://www.huffpost.com/entry/jobs-historic-facts_n_5571656)