

Supporting Underrepresented Students' Career Development

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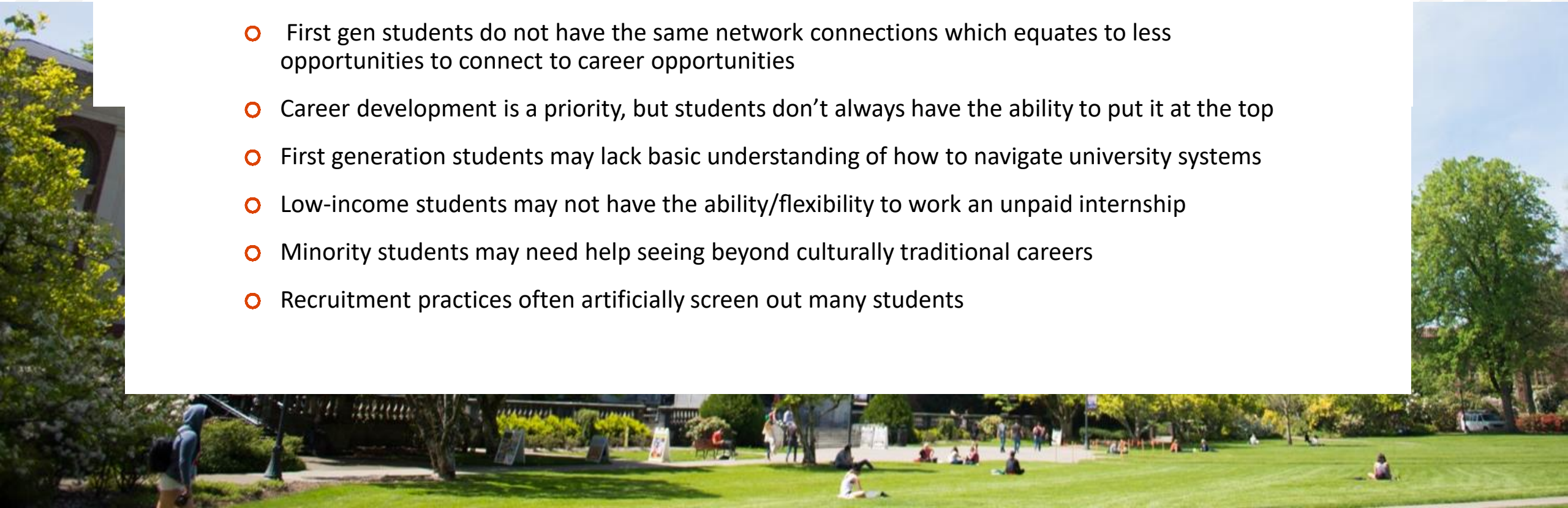
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Challenges Facing Students



○ What we learned from students

- Opt-In approach which serves only select students
- Notably lower usage rate of career services among certain racially minoritized groups
- First gen students do not have the same network connections which equates to less opportunities to connect to career opportunities
- Career development is a priority, but students don't always have the ability to put it at the top
- First generation students may lack basic understanding of how to navigate university systems
- Low-income students may not have the ability/flexibility to work an unpaid internship
- Minority students may need help seeing beyond culturally traditional careers
- Recruitment practices often artificially screen out many students



Why Career Education is Important



- Current and prospective students are questioning the ROI, social and career mobility, and the promise of a better life touted by higher education
- There is evidence showing how career learning can greatly influence retention among low-income students
- When students create career-related goals they are more likely to make positive persistence decisions than students who report having no job-related goals
- By integrating career into the curricular experience, we ensure that all students, regardless of race or socio-economic status, are prepared to pursue meaningful work upon graduation and beyond.



Focused Efforts at OSU



- Focus on integration in the student experience (curricular and co-curricular)
- Career Champions Program
 - Provides faculty and instructors with tangible ways to incorporate career connection into the classroom, while advancing diversity, equity and inclusion and examining the barriers to access for first-generation, high financial need, and students of color.
 - Faculty will become more familiar with the National Association of Colleges and Employers (NACE) career competencies and redesign an assignment or activity to integrate career connection.
- Employer Education
- Tailored Programs to support students
 - Emphasis on connections to Alumni and Employers (Panels and Diversity Career Symposium)
 - Workshops addressing the specific needs and concerns

THANK YOU

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