

**University of Maine Career Center**  
Annual Report 2021-2022  
Submitted by Crisanne Kadamus Blackie, Director, June 2022

## **Overview**

This year we had a full return to campus and began the process of living with the pandemic. In response, the Career Center staff has been able to retain the positives of the virtual services from 2020- 2021 and enhance the in-person options of the past to create a new model for the Career Center. Technology platforms have been utilized to create efficiencies with data collection and delivery of services. We continue to utilize Symplicity (CareerLink) as our technology platform for our career management system. This has provided us with the tools to offer virtual career fairs, job postings, internship tracking, professional networking, experiential learning and internship management, and the scheduling of student appointments. CareerLink has become our students' career management system. Career outcomes are of great interest to many. The First Destination Survey and the National Alumni Career Mobility survey (NCAM) survey were both conducted this year through a partnership with Institutional Research.

## **Highlights**

- Offered both the Engineering Job Fair and Career Fair virtually with over 320 employers in attendance
- Hosted the 4<sup>th</sup> annual Outdoor Recreation Fair; our first fully in person event of the year with 32 employers participating
- Expanded the use of Symplicity (CareerLink) to include experiential learning, professional networking, and appointment scheduling. An icon was added to the campus portal for easy student access.
- Continued to utilize Zoom for students and alumni appointments, as requested, providing an opportunity for greater flexibility for those who were not on campus or unable to travel to campus
- Offered 145 presentations to classes reaching 2,822 students
- Partnered with Institutional Research to implement the national First Destination Survey and the National Alumni Career Mobility survey (NCAM)
- Collaborated with the Division of Lifelong Learning and the University of Maine at Machias on an adult learning grant to provide incoming adult learners with tailored career services and mentoring opportunities
- Coordinated with the Early College Program to teach a career development course focusing on career exploration activities connecting to the Early College Career Pathways
- Awarded \$78,900 in scholarships to Health Professions Students
- Participated in numerous trainings including technology, working with students and employers effectively, DEI, career development theories, and national trends
- Utilized a QR code to assist students with accessing information about the Career Center, including helpful handouts for workshops, and touchless access in the appointment sign-in process

## **Career Center Overview**

The University of Maine Career Center's mission is to "engage and educate students in their career development process". Our services range from individual appointments with students, classroom presentations and workshops, employer relations, workforce and internship development, and campus partnership programs. We work with all students from early college to undergraduate and graduate students to alumni. Our highly credentialed staff continue to develop their skill set through professional development activities, allowing us to innovate and respond to change. All of our staff are nationally credentialed and continue to utilize professional development opportunities to enhance their skills. Our staff have taught several career development courses as adjunct faculty ranging from Early College to graduate level. This deep dive into the career development process has been very beneficial in assisting students with effective career decision making and learning career ready skills. In order to assist more students, we have partnered with the graduate program in higher education to become an internship site for their students. Our intern this year was able to create an adulting workshop series in addition to meeting with students.

The Career Center partners with faculty and students to offer scheduled workshops. We presented to 145 classrooms with 2,822 students in attendance. Workshops are a wonderful way to introduce our services to students, help them develop career plans, and hone their job search skills. As we continue to integrate our services into the curriculum, we have partnered with faculty to facilitate resume development and reviews along with mock interview assignments.

Our online presence continues to be robust. We had 95,377 visits to our website and have over 10,000 followers on our social media platforms. Our website and social media offers a vast array of information and guidance for students, alumni, employers, and community partners.

New this year was the inaugural Career Ready Games in partnership with the Maine Business School. A generous gift from Enterprise was utilized to support this initiative. A series of challenges was created in Brightspace for students to develop their career ready skills. Teams of students competed and winners received a donation to their identified charity. This program had 100 participants and can be recreated and expanded in the future.

In partnership with DLL and UMaine Online, we were able to utilize the Adult Learner Pathways to Success grant to assist adult learners with their career development process. Identified adult learners met with a career counselor, took the Strong Interest Inventory, and were matched with a mentor. The goal of this program was to quickly engage online learners in their career development process. Additional partnerships included joint programs with the graduate school, Maine Business School, Office of International Programs, Maine Impact Week, and the many offices within Student Life.

Internships are an important experience for students and are often the gateway into a career. The Career Center continues to coordinate the Internship Collaborative, bringing together faculty to discuss best practices. We have two pilot programs utilizing the experiential learning module in CareerLink to manage their internships this summer. The goal is to expand this opportunity

allowing for ease in data tracking and evaluation. Students are able to enter their internship information, evaluations and reflections for use in their CareerLink profile.

## **Employer Relations**

This was an interesting and innovative year for employer relations. Due to COVID-19 we offered both our Engineering Job Fair and all majors Career Fair virtually. This was the second year for the platform. The Engineering Job Fair had 134 employers in attendance and 1,183 completed chats. The Career Fair had 189 employers in attendance and 734 completed chats. The virtual fair platform in Symplicity allows us to see how many students are talking with employers and the wait time for employers. Students are able to complete a profile that can be made visible to employers, allowing for employers to invite students to meet with them. It is clear by the numbers that employers want to meet with University of Maine students. To prepare students for these virtual events, we presented in several classrooms, created tutorial videos and provided extra support on the day of the fairs. Employers were invited to a mock fair to learn how to utilize the software and develop a fair day plan.

We offered our first in-person event in March; the Outdoor Recreation Fair. This event had 32 employers at tables and offered breakout sessions on outdoor recreation opportunities and careers in conservation law.

In addition to the large fair events, several small events were held including the Accounting Firm Night in collaboration with the Maine Business School. This resulted in the scheduling of student interviews with 8 different accounting firms. In addition, several alumni volunteered to meet with students to assist them with learning about career fields. These included a virtual chat regarding careers with the FBI and an in-person panel focusing on STEM careers for women.

CareerLink was widely utilized by students, alumni, and employers. Currently there are 23,322 registered students and 7,742 registered employers with 12,419 employer contacts. Almost 24,000 jobs were posted in CareerLink providing students with many full time and internship opportunities and Maine and throughout the nation.

We are anticipate a return to in person recruitment events in 2022-2023.

## **Health Professions**

Health professions is a specialization within the Career Center. Our STEM and Health Professions Career Counselor is available to meet with all students interested in attending professional school in order to become a health care provider. Due to limitations placed on shadowing and working in healthcare facilities, many of our students decided to delay their application in order to gain healthcare experience. We are pleased to see more health professions students seeking services and are very optimistic for the upcoming year. We awarded \$78,900 in scholarships to health professions students.

## **Pre-Law**

Another specialty area is Pre-Law. Our career counselor who works with pre-law students also advises the Pre-Law Society. This cohort of students met regularly throughout the year. They were able to take advantage of their virtual meetings to have guest speakers from many different

locations and legal backgrounds attend their meetings. Our pre-law students this year received acceptances to 26 different law schools.

### **Early Career Development Services**

After implementing the MELMAC grant in 2019, we learned the value of engaging students in early career development. Since that time we have and continue to meet with each Explorations student through a group workshop followed by an individual meeting. We do the same with Academic Recovery students. These students begin to gain an understanding of their options and how to integrate their academic and extracurricular activities into their career plan. We have learned that helping students to “put the pieces together” is a game changer for many of them. Early intervention, whether Explorations or Early College is key to making positive decisions with intentionality.

### **Professional Development**

One of the positives that has come out of the pandemic is the offering of professional development opportunities virtually and in-person. In years past, we have been unable to take advantage of many in-person conferences and trainings due to travel time and cost. This year, our staff was able to participate in the monthly Career Café series offered through the Maine Career Development Association and their fall and spring conferences. Staff have been able to complete the Career Coaching and Facilitating Career Development coursework to earn national credentials. In addition, staff were able to attend trainings offered through the Connecticut Career Development Association, New England Career Directors group, National Association of Colleges and Employers workshops including their DEI series, Symplicity, GoinGlobal, National Association of Pre-Law Advisors, National Association of Health Professions Advisors, and many others. In-house we participated in the Racial Justice Challenge, monthly case studies meetings including a group read “Gaining Cultural Competence in Career Counseling”, the Blue Economy webinar, Maine Impact Week, CITL and many trainings around technical systems.

As we move into the next academic year, we are looking forward to being able to expand access to Symplicity (CareerLink). We will continue to evaluate and be flexible in our delivery of services as we have learned a great deal about how to effectively deliver services both remotely and in-person. Our ability to embrace change will allow us to keep evolving our services.

The Career Center is a proud member of The Division of Student Life, University of Maine.  
Robert Q. Dana, Vice President of Student Life and Dean of Students

Crisanne Kadamus Blackie, Director, M.Ed., NCC, CCC, BCC

Kate Axelsen Foster, Assistant Director, M.Ed., CPC, BCC

BJ Roach, Career Counselor, M.Ed., CPC, BCC

Robin Delcourt, Career Counselor, STEM/Health Professions, M.Ed., GCDF

Lisa Carter, Career Counselor, M.Ed., GCDF

Cindy Trimm, Career Services Coordinator

Janice Madore, Administrative Specialist

Athena Witham, Graduate Assistant

Michael Tarquinio, Graduate Assistant

## Key Program Areas/Services within the Career Center

- **Career Counseling and Coaching:** career exploration, choice of major, choice of career, internship preparation, job search strategies and career and/or graduate school decision-making
- **Career Assessments:** formal, informal, and online
- **Career Resource Library:** technology center, books, handouts, and the Career Center website
- **Career Fairs:** In-person and virtual options available
- **Classes/Seminars/Workshops:** for academic classes, student organizations and groups
- **Specialized Career Programs:** workshops, panels, networking events, and career cluster events
- **Resume Reviews:** from first-time resume writers to PhD candidates crafting a curriculum vita
- **Mock Interviews and Interview Coaching:** to help students prepare for job, medical and graduate school interviews
- **Professional Network:** matches students with alumni career mentors to provide job shadowing, career information, and advice
- **Web-based Services:** UMaine Career Center website, CareerLink, online resources and links to social media platforms
- **Job/Internship Listings** via CareerLink
- **On-campus Recruiting** is offered in person and virtually
- **Health, Legal Professions and Graduate School** advising and resources
- **Alumni Career Services**

### Goals for 2022-2023

To expand our Career Ambassador program with student representatives who will serve as liaisons to their school or college.

To partner with the graduate school to offer a workshop series and assist with developing a plan to coordinate the graduate assistantship hiring process.

To fully implement all modules of Symplicity including:

- Professional Networking
- Experiential Learning
- Calendar Scheduling
- Kiosk components

To plan and coordinate the Engineering Job Fair and Career Fair

To continue to partner with the University of Maine at Machias to offer services and support their students.

**Career center**  
The Division of Student Life

*A brief look at the Career Center.*

*All numbers are taken from the 2021-2022 academic year.*

**2,822** students attended **Career Center presentations**. Faculty and student organizations from all across campus have taken advantage of the customized and unique presentations.

**23,923** jobs and internships posted in CareerLink, our online career management system.

**355** employers attended our 2021-2022 career fairs. The **Engineering Job Fair** was held virtually in October and the **All Majors Career Fair** was held virtually in February. Our 4<sup>th</sup> annual Outdoor Recreation and Leadership Fair was offered in person. **1,946 students and alumni** of various years and majors came to the fairs in order to connect with employers, discover internships and start their career paths.

Over **100** students participated in the Career Ready Games challenge!



**\$78,900** in scholarship money awarded to health profession students.

**7,742** employers registered in CareerLink yielding us **12,419** employer contacts for student access.

**95,377** website hits, reaching over **100** countries.

With **10,787** followers, we are excited about our social media reach.