

**University of Maine Career Center**  
Annual Report 2023-2024  
Submitted by Crisanne Kadamus Blackie, Director, June 2024

## **Introduction**

The Career Center engages with students in our center, across campus, in person and virtually. It is through these contacts that we become a student's career development partner as they embrace their career journey with excitement and curiosity. Our vision is that *all students have access to career services*. This vision led us to making a few changes in the delivery of information and services, which resulted in meeting with 1,782 individually and another 1,834 students in workshop and presentations. Over 2,000 students attended our events, 4,120 students logged into their CareerLink account more than once and we had almost 85,000 hits on our website. Both of our large employer events, the Engineering and Computing Job Fair, and the all majors Career Fair, reached registration capacity early, indicative of the strong interest employers have in recruiting our students. We are utilizing all modules of Symplicity (CareerLink), our career management system, which includes job postings (47,928), student profiles, event management, regular communication with students and employers, internship management, external career resources, employer contacts and management, support for career center staff, and outcome data that is shared with The Office of Institutional Research and Assessment. This partnership with The Office of Institutional Research and Assessment leads to the collection of data for the First Destination survey. Of those graduates we were able to collect data from, 82% indicated they were employed full-time and 22% were continuing with their education (infographic attached).

## **Highlights**

- The Career Center expanded career exploration events in partnership with the industry sectors identified in the Pathways to Careers program. This created new partnerships and opportunities to work with faculty, internship coordinators, and employers to help students learn about the career pathways available to them. As part of this program, we welcomed our Coordinator for Internships and Experiential Learning who also worked closely with our students at the University of Maine at Machias.
- Our Engineering and Computing Job Fair and our all majors Career Fair continue to be at capacity (349 employers combined). We are pleased to have such a high level of employer engagement. This interest in hiring our students speaks highly to the caliber of students graduating from the University of Maine.
- Several career exploration events were held including: Outdoor Recreation Fair, Accounting Firm Night, Jumpstart Your Career, Careers in Behavioral Health, and Careers in Environment, Energy, Sustainability and Historic Preservation.
- The Peer Advising program was implemented this year. These upper-class students are trained to answer initial questions, and to provide educational outreach and marketing.
- The Career Center staff participated in professional development activities including national and regional conferences and webinars. Key topic areas included Artificial Intelligence (AI), Neurodiversity, DEI, Legal Issues and Best Practices around Internships, and Workforce and Education Trends.

## 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 at the University of Maine and the University of Maine at Machias, from early college to undergraduate and graduate students to alumni. Our staff holds and maintains, through continuing education, national credentials. The professional development activities that we attend guide us in our practice, enhance our skills, and provide a basis for innovative thinking and response to the quickly changing employment market.



Our website is updated regularly to provide information to students when they need it. This year we had 84,779 visits to the website which includes general information, self-help guides, access to resources and event and employer information. In addition, the Career Center has an active social media presence.

We were happy to partner with the Pathways to Careers (PTC) program. Through this program we were able to hire a Coordinator for Internships and Experiential Learning who partnered with other internship coordinators across campus and the University of Maine System. Working together and gathering data on best internship practices is providing a framework for moving forward. The Coordinator for Internships and Experiential Learning made weekly visits to the University of Maine at Machias to meet with students. While on campus, resume, cover letter and internship workshops were held at the residence hall, and a professional headshot photoshoot workshop was offered. In addition, the Coordinator met with UMM Student Government and Faculty Senate. We continue to partner with Innovate for Maine to utilize the experiential learning module in CareerLink. University of Maine is the host site for the Maine Career Development Association conference this June. Internship coordinators and partners, members of the Career Development staff, and the Pathways to Careers Center Director will be presenting on the innovations around the PTC program.

Our staff continue to teach 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.

This year we focused on completing a department self-assessment utilizing the Counsel for Advancement of Standards in Higher Education (CAS) metrics. We identified our strengths and areas needing improvement. Through this process we created an action plan to be implemented during the 2024-2025 academic year. Action items include developing a data management plan, identify programmatic gaps through a comparison to the six domains associated with Student Learning Development and Success, and reviewing current resources and identifying innovative practices to expand the reach of the Career Center.

## Career Development Engagement

The Career Center staff engages with students in many ways and one of our goals is to expand our reach. This year we implemented our Peer Advising program. These highly trained undergraduate students are very effective at marketing services through tabling and hosting small events. They are also available to meet with students to answer basic questions through our expanded walk-in hours.

In addition to 1,782 individual appointments, we partner across campus to offer workshops, events, and joint programming. All together 5,638 students have engaged with a staff member in person or attended a presentation or a Career Center event. One thing we have done this year to introduce more students to our space is to invite other offices to host programs in our career library. Such events as passport day, socials and workshops for international students, dinners in partnership with ODI, and club meetings welcome students into our space.

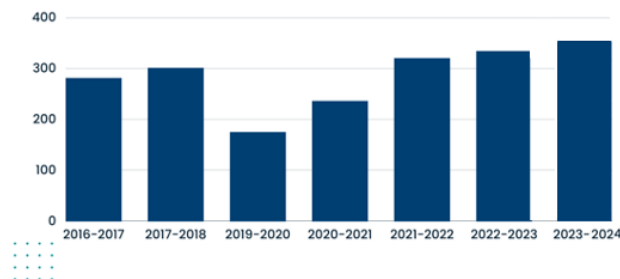
This fall, we presented to 22 sections of first year seminars across multiple colleges. Once again, we had significant involvement in the Explorations program. Last spring, we were able to share access to our Focus2 platform to enable the advisors to assign all of their students to take the Focus2 assessment and utilize the resources in the classroom. Our classroom presentations for Explorations students centered around the Holland career theory and were followed up with individual meetings with a career counselor. In the spring semester, we continued our work with the Academic Recovery program, presenting to 13 sections of their course. 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.

## Employer Relations

Both our Engineering and Computing Job Fair and all majors Career Fair were offered on campus. The Engineering and Computing Job Fair had 175 employers in attendance with over 150 alumni returning to represent and recruit for their employers. The all majors Career Fair had 174 employers in attendance. We reached capacity for the fair well before the registration deadline and created a waitlist. On-campus recruitment had 51 companies participate with 140 unique student interviews.



**CAREER FAIR &  
ENGINEERING FAIR # OF  
EMPLOYERS**





The 6<sup>th</sup> annual Outdoor Recreation Fair was offered in February. This event had 16 employers with table displays. New this year was Careers in Environment, Energy, Sustainability and Historic Preservation with 25 employers, and Careers in Behavioral Health with 22 employers. In addition, Experiencing Careers Casually, and Jumpstart Your Career rounded out these exploration events. Having these industry specific events was a nice alternative for employers to the larger career fair events.

CareerLink was widely utilized by students, alumni, and employers. Currently there are 30,020 registered students and alumni, and 8,497 registered employers and 12,321 employer contacts. Almost 48,000 jobs were posted in CareerLink providing students with many full time and internship opportunities in Maine and throughout the nation.

## **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. We have been pleased to have eight health professions programs visit campus or join virtually to provide information sessions about the spectrum of health careers. We offered a number of application and informational workshops, as well. Examples of topics covered were: Research Opportunities; Affording Your Health Professions Graduate Program (FAME); Gaining Direct Patient Care Experience, etc.

In the 2023-2024 cycle, we had fifteen students accepted to begin medical school in fall 2024 (six MD and nine DO). The medical schools to which UMaine students were accepted include: University of Illinois, Tufts Medical School, University of Florida, VCOM-Virginia campus, NYITCOM, Kansas City University, Rush, Alabama COM, Loyola-Stritch, LECOM, Lincoln Memorial University–DeBusk College of Osteopathic Medicine, Uniformed Services, and UNE-COM. Final matriculation data will be available in the fall. One of these students was accepted to a MD/PhD program at Virginia Commonwealth. Additionally, at the time of this writing, two students were accepted to the Tufts Maine Track Early Assurance Program. This program allows outstanding students to apply to Tufts Maine Track within their sophomore year at UMaine; accepted students begin medical school two years later (i.e., after graduation in 2026).

Four UMaine students were accepted to Physician Assistant (PA) programs in the 2023-2024 cycle. These acceptances were at Bryant University, University of New England, Long Island University and Tufts University. Final matriculation data will be available in the fall.

One UMaine student reapplied to Dental School (AADSAS) in 2023-2024.

Our students also applied in the 2023-2024 cycle through the centralized application services to these respective career paths: two students to Occupational Therapy (OTCAS); three students to Optometry (OptomCAS); twelve to Physical Therapy (PTCAS); and two to Pharmacy (PharmCAS). Acceptance data is not currently available for these students.

As of this writing, students have begun to apply to health professions programs in medical school (MD and DO), dentistry, and physician assistant for the upcoming 2024-2025 cycle.

Due to the complications experienced with the FAFSA this year, scholarship awarding was a bit delayed from our normal process. We are thrilled to have awarded over \$32,800 so far in scholarships to our outstanding health professions students for the 2024-2025 year. We are not finished yet and will be continuing to award in the fall 2024 semester. The generosity and forethought of the donors who created these scholarship funds helps a great deal to ensure access for the next generation of health providers.

The Health Professions Club was revitalized over the past two years, since the pandemic-related "sunsetting" of the club. We are proud to have elected four outstanding officers and built the membership to over 50 students at present. We look forward to the continued growth of the Health Professions Club and the engagement of students across the pre-health careers spectrum.

### **Pre-Law**

The Pre-Law Society continues to be very active. They met 24 times this year in the Career Center hosting various guest speakers, law school readiness workshops, and LSAT prep presentations.



We are pleased to have 18 students matriculated for the 2023-2024 academic year. Maine Law continues to be the top school of choice with 9 students. Other notable law schools for our students are Seton Hall, UNC, Boston College, and Northeastern. For the upcoming 2024-2025 year, 27 students have applied. Law school matriculation reports are not released until the fall so data is pending.

### **Professional Development**

All staff that provide career counseling and coaching services have a national credential recognized by the National Career Development Association (CCC, CPC, and CCSP). Several staff have earned specialization credentials to support their work and the services that we offer. These include Board Certified Coach, Strong Interest Inventory Certification, and Myers Briggs Type Indicator Certification. We are active participants in the Maine Career Development Association, attending the monthly Career Café programs and conference/workshops, plus numerous nationally based webinars and trainings.

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, Employer Relations, M.Ed., CPC, BCC

BJ Roach, Assistant Director, Career Counseling and Coaching, M.Ed., CPC, BCC

Robin Delcourt, Career Counselor, STEM/Health Professions, M.S., CCSP

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

Benjamin Collette, Coordinator for Internships and Experiential Learning, MPRTSM

Nick Poulin, Graduate Assistant

Hanna Falkie, Graduate Assistant



# First Destination Employment Summary

2022-2023 AY Bachelor's and Associate Degree Graduates

Positive Outcomes Rate\*

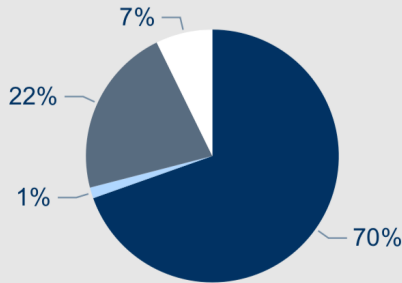
**93%**

% of Employed Working Full-Time

**82%**

Employment Related to Major\*\*

**84%**



● Employment ● Service ● Education ● Not Employed

Top Occupations***	% of Employed
Engineering/Architecture	15.6%
Education/Library	14.1%
Business	10.6%
Computer/Math	6.4%
Healthcare, nutrition	6.4%

## Employed Graduates Working in Maine

In-State Graduates

**82%**

Out-of-State Graduates

**34%**

## Salary (Full-time employed)

Median Annual Salary

**\$50,000**

Employed in Maine

**\$46,000**

Employed Outside Maine

**\$54,000**

## University Experience

Completed at least one internship\*\*

**63%**

Felt prepared for work or graduate study\*\*

**83%**

Felt satisfied with the University\*\*

**88%**

Top Undergraduate Degrees	% of Graduates
Mechanical Engineering	6.0%
Marketing	5.5%
Management	5.4%
Finance	5.0%
Psychology	4.4%

\* Positive Outcome includes employment, education, and service. Rate based on graduates included in First Destination knowledge rate for this cohort: 58% (1006/1737)

\*\* Based on graduates who responded to the long-form survey. Satisfaction includes responding "Extremely satisfied" or "Somewhat satisfied" on a five-point scale of overall satisfaction with the education in their degree program. Career related to major includes responding to "Directly related" or "Somewhat related" on a three-point scale. Prepared includes "Very well" and "Moderately well" on a four-point scale.

\*\*\* Occupations based on the Standard Occupational Classification system of the Bureau of Labor Statistics.