

The background of the cover is a photograph of an outdoor patio area. It features a dark wooden chair, a red patio umbrella, green foliage, and yellow flowers in the foreground. Overlaid on the right side is a large, thick yellow circular arc. Several thin, white, curved lines sweep across the image, intersecting the yellow arc.

UCI Division of
Career Pathways

20-21

YEAR IN REVIEW

YEAR IN REVIEW

2020-2021

UCI's Division of Career Pathways (DCP) works in concert with the campus and employer communities to position students for career success. We provide a comprehensive portfolio of career discovery, internship, employment, and graduate school admissions services to engage freshmen through PhDs and recent alumni in their career development. To learn more about us, please access the DCP website at career.uci.edu.

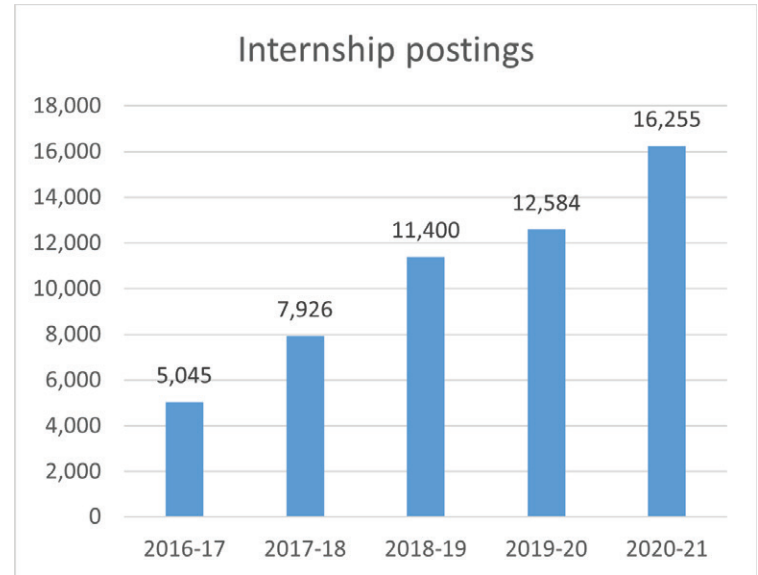
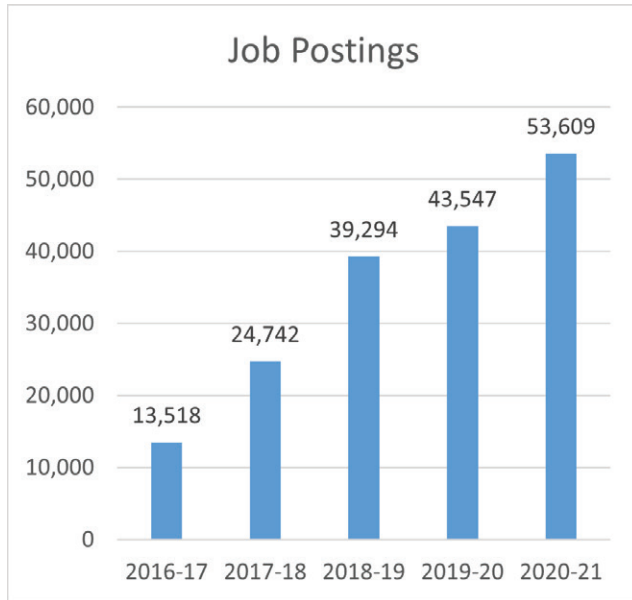
This report highlights the use of Division of Career Pathways (DCP) services and technologies within the 2020-2021 academic year (July 1, 2020 – June 30, 2021 unless otherwise noted). It is important to note the significant impact of the COVID-19 pandemic as all services were virtual during this time.

EMPLOYER ENGAGEMENT

Handshake Job and Internship Postings Increased Throughout the Pandemic

In 2020-21, there was a 23% increase in job postings and 29% increase in internship postings over 2019-20. It is important to note 80% of internships approved on Handshake were paid opportunities.

**Does not include volunteer, co-op, on-campus employment, graduate school, fellowship, or experiential learning opportunities.*



Though there was a decrease of 13% fewer employers from 2019-20 (612 employers), the top five industries remain consistent and represent data throughout three full academic cycles:

Top Industries	Employers
Internet & Software	344
Healthcare	322
Non-Profit - Other	249
K-12 Education	189
Other Industries	185

While the employers represent specific industries, they frequently hire for positions across many majors and disciplines.

For example, Pacific Life posted job and internships in customer service, data science, and real estate.

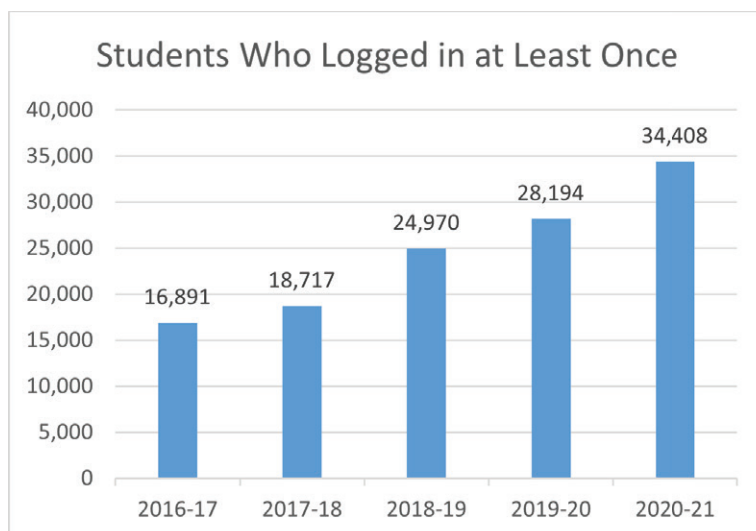
UCI Student Handshake Engagement Varied

While 18% more students used Handshake, the number of students with resumes on the platform decreased 6% and the total number of applications submitted by student decreased by 13%.

While employers increased job and internship postings, student applications dropped from the year before.

10,017 students uploaded their resume to Handshake (decrease of 6% from previous year).

UCI students submitted **151,255 job applications** (down 13% from previous year).



Student account activation rates are the highest for majors within the School of Information and Computer Science (Percentage of Total Major Population):

Major	Account Activation
Biological Sciences	3,106 (73.2%)
Computer Science	2,719 (90.6%)
Business Economics	1,691 (64.8%)
Criminology, Law & Society	1,545 (80.1%)
Psychology	1,244 (70.1%)

Handshake Notes:

Handshake is the best-in-class online career services platform for universities and was implemented at UCI in 2017. Handshake job and Internship postings encompass on and off campus opportunities as well as part-time and full-time positions. The postings are from a robust array of industry sectors and employers.

Learn more about handshake here: <http://career.uci.edu/students/undergraduate/find-an-internship/handshake/> and here: <https://joinhandshake.com/>.

UCI Career Fairs

Due to the COVID-19 pandemic, all career fairs were virtual. This impacted engagement as users adjusted to the online format, which required advance preparations for both the employers and students.

	Fall Fair	STEM	Winter	Spring	Health	TOTAL
Employers Registered	36	75	56	65	6	227
Students Attended	992	1,458	722	134	55	3,361
Total Group Sessions Completed	85	151	103	149	15	503
Total 1:1 Sessions	672	3,021	758	354	36	4,841
Total Student-to-Employer Interactions	1,802	5,564	1,593	548	107	9,614

3,361 students engaged with 227 employers via 5,344 sessions resulting in 9,614 student-to-employer interactions.

Employer Information Sessions

In 2020-21 employers hosted 488 information sessions accessed by 3,379 UCI students

- **2018-19:** 53 employer info sessions (all in person)
- **2019-20:** 228 employer info sessions (blend of in person and virtual due to pandemic)
- **2020-21:** 488 employer info sessions (all virtual)
 - This was a real shift from how info sessions were delivered prior to the pandemic (in person) and how many people they engaged (usually around 50-75 sessions per year)

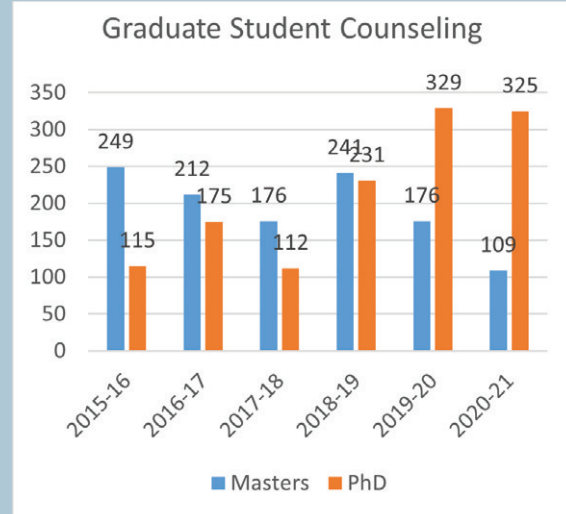
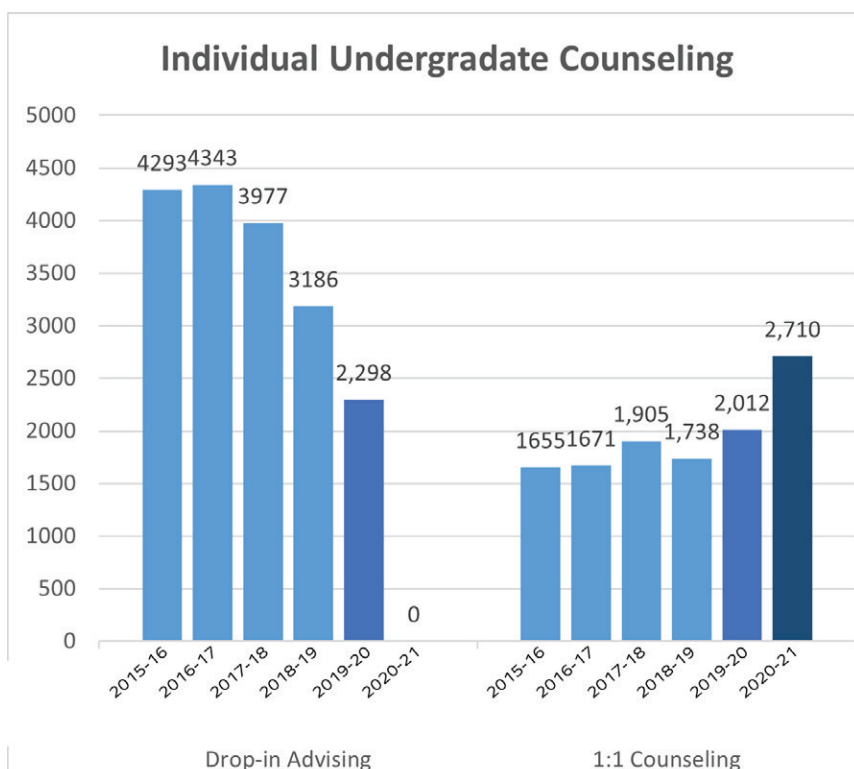
The top ten attended sessions featured a variety of employers (Note: Tesla info session greatly benefited from joint School of Engineering and DCP collaborative promotions):

Company	Number of Attendees
Tesla	461
HRL Laboratories, LLC	128
EY LLP	94
US Intelligence Community	68
U.S. Department of State	60
HCL Technologies, Inc.	53
Tata Consultancy Services	52
HCL Technologies, Inc.	49
Google, Inc.	48
Goldman Sachs	47

STUDENT SUPPORT

Increase in undergraduate individual appointments coupled with steady numbers for graduate student counseling

The 35% increase in 1:1 counseling appointments could be attributed to drop-in advising not offered.



We continue seeing a significant difference between Ph.D. and Master's advising. This may reflect doctoral students exploring new career paths outside of academia.

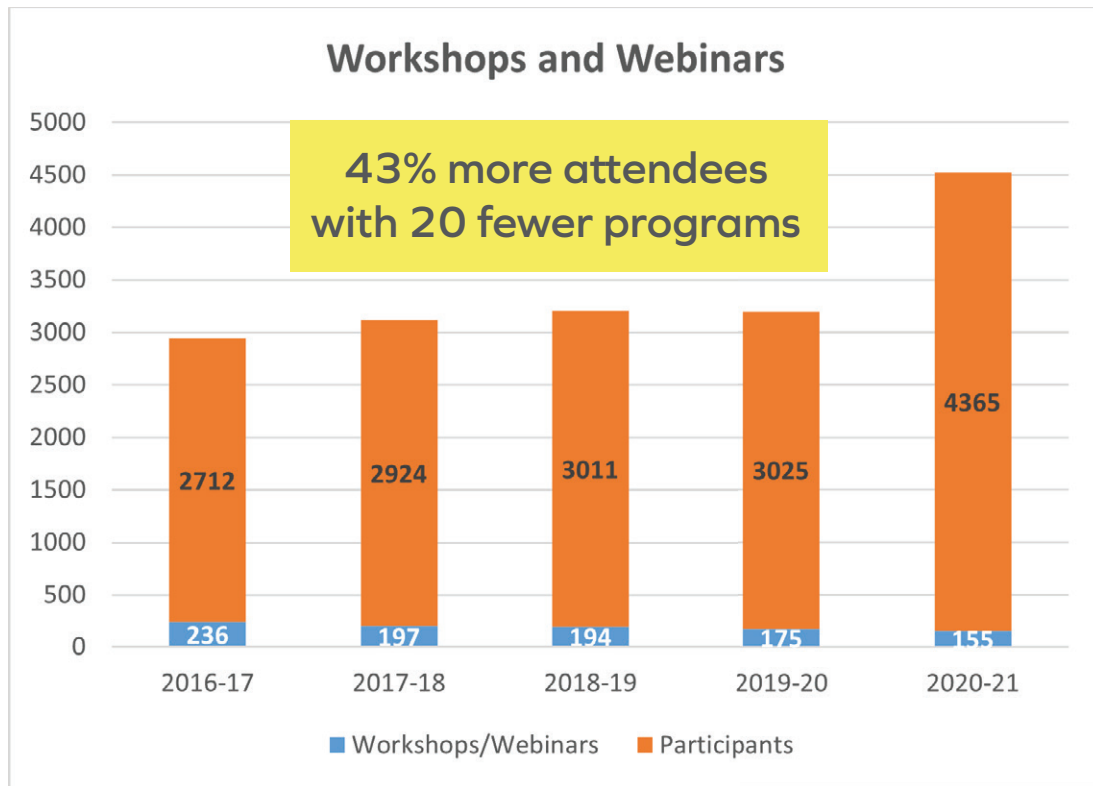
Career Counseling and Advising Notes:

Due to providing all remote services, the drop-in program was paused for the entire academic year. It will resume with the return to campus for the 2021-22 academic year.

Learn more about DCP services to help students discover career paths: <http://career.uci.edu/dcs/discover>.

While fewer webinars were offered, student participation increased

The ability to offer virtual webinars increases our capacity to reach a greater number of students through live, online presentations and video recordings.



Learn more about the array of DCP workshops and events here: <http://career.uci.edu/about/events/>

Additional outreach efforts included:

- 166 sessions presented to clubs and academic courses with a total of 7,248 participants
- Peer Educators held 294 advising sessions (via Zoom) and delivered 16 presentations with 267 students participating
- Three Job Search Podcasts resulted in a total of 420 plays
- Six Instagram Live events (Alumni Career Talks, Live with DCP Peer Leads, What I learned from Grad School, All About Internships) which were viewed 709 times

Graduate student engagement increased 18%

- **2018-2019:** 699 participants
- **2019-2020:** 1,546 participants
- **2020-2021:** 1,819 participants

TECHNOLOGY & ON-DEMAND SERVICES

CareerSpots Videos Double the Delivery of Career Planning Workshop Content

Video views increased 53% in one year

*CareerSpots allows us to **double the delivery** of career services content.*

2018-2019:

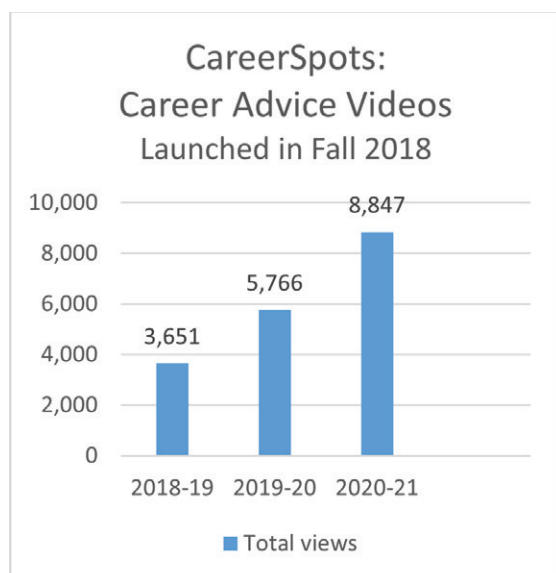
- **CareerSpots views:** 3,651
- **Workshop attendance:** 3,011

2019-2020:

- **CareerSpots views:** 5,766
- **Workshop attendance:** 3,025

2020-2021:

- **CareerSpots views:** 8,847
- **Workshop attendance:** 4,365



To 5 videos viewed:

- *Career Management (1,616 views)*
- *Make Your Resume POP (1,122 views)*
- *The Cover Letter (324 views)*
- *Leadership (314 views)*
- *Top 10 Interview Mistakes (291 views)*

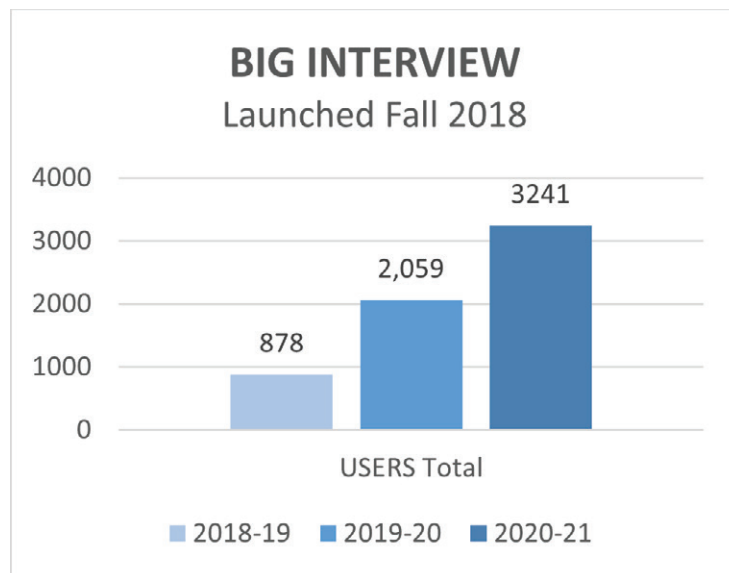
CareerSpots is an online library of 90 brief videos covering career readiness competencies, job searching, and internships. View CareerSpots here: <http://career.uci.edu/careerspots/>.

Big Interview Greatly Increased Access to Practice Interview Opportunities

With an increase of 1,127 new users, usage of the virtual interview platform grew 53% in one year.

Big Interview is an online system that combines training and practice to help students improve their interview technique.

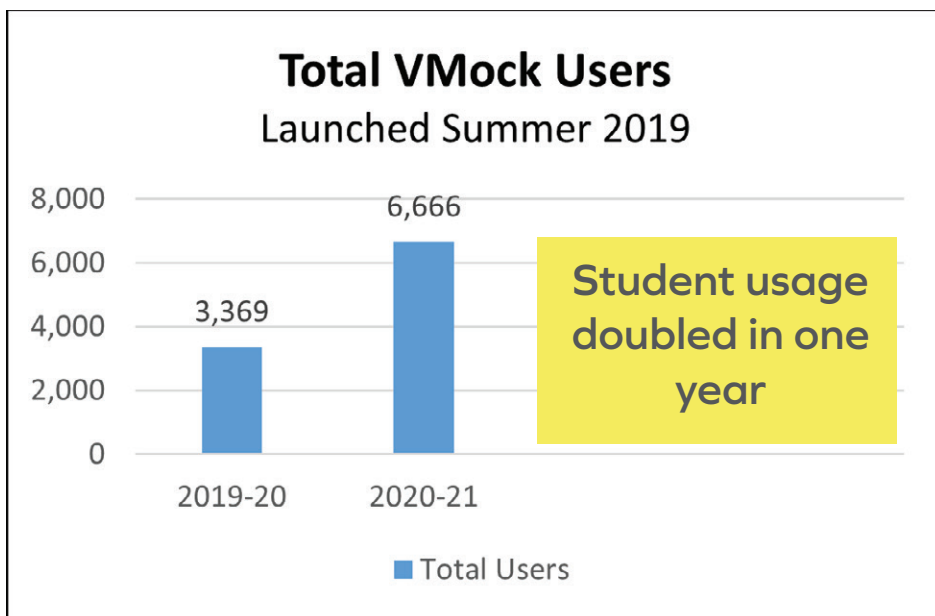
- **Instructional videos** covering all aspects of the job search and interview process
- **Extensive Questions Library** with thousands of interview questions & tips on crafting effective answers
- **Virtual Mock Interview** feature that allows users to record, review, and share their interview response.



Big Interview mock interview assignments were incorporated into academic courses (Bio 3B), internship programs (SAGE Scholars), and the UCDC Summer Program.

VMock Provided On-Demand Resume Feedback

Addressing one of the top student issues, 6,666 students used VMock to review their resume.



VMock uses artificial intelligence to provide instant and substantive resume reviews. Students upload their resumes and are scored based on algorithms derived from thousands of resumes and job descriptions.

Learn more here:

<https://bit.ly/3bBlcbv>

Focus 2 Career: Connecting Academics and Career Planning

In under a year, 974 users explored how their major can lead to a range of careers.

Focus 2 Career connects academics with career exploration with the following:

- ***Career assessments***
- ***Information about occupations and academic disciplines***
- ***Side-by-side occupational comparisons***
- ***Action planning tool***

Learn more here: <https://bit.ly/3bBlcbv>

Addressing the question, "What can I do with my major?" - Focus 2 Career provides students on-demand access to six different assessments (Career Readiness, Holland Code, Personality, Values, and Skills) to explore how their interests and education fit with possible occupations. In addition, the customized platform connects UCI undergraduate and graduate majors to occupation data including salary, training required, job prospects, etc.



Academic Partnerships

The UCI Division of Career Pathways has fostered partnerships with a variety of departments across campus, including:

- **Graduate Division**
- **Division of Undergraduate Education (DUE) - Internship Course**
- **Social Ecology Field Study Program**
- **Office of Access and Inclusion - STEM**

CAREER READINESS TRAININGS

Career Readiness Trainings increased engagement with academic units and student leaders

Partnership with the School of Social Ecology yielded custom video trainings for faculty while the partnership with Earth System Science (ESS) faculty continued for a second year.

	Career Readiness Briefings (faculty)	Career Conversations Trainings (staff)	Career Conversation Trainings (student leaders)
Training Notes	Summer Series in 2020 featured 4 webinars with 83 total attendees	Virtual staff training in March 2021 with 69 participants	Student groups included Peer Academic Advisors, DCP Club Affiliates, Counseling Center COACH Program, and International Peer Mentors

This is a training program that is designed specifically for UCI faculty, staff, and student leaders to better assist students with career related questions and refer to relevant resources. Learn more here: <https://career.uci.edu/faculty-staff/career-readiness-education/>.

Employer Advisory Board

This diverse group of HR professionals includes:

- Gary Matkin - UC Irvine
- Suzanne Helbig - UC Irvine
- Leigh Poirier - UC Irvine
- Hema Paliwal - UC Irvine
- Natasha Strauss - UC Irvine
- Brian Breen - UC Irvine
- Ramona Agrela - UC Irvine
- Kristie Samuido - Amare Global
- David Choy - Linksys
- Kiana Drake - City Year, Inc.
- Joel Pearson - DeLoitte
- Jane Madsen - Edwards Life Science
- Taiwo Olagundoye - Experian Information Solutions, Inc.
- Chris Argate - Kaiser Permanente
- Stephanie Gosse - Masimo
- Nicci Leibold - Pacific Life
- Kristine Cather - The Princeton Review
- Wes Sisson - QSC, LLC
- Denise Datta-Dilbeck - Terran Orbital
- Felicia Boyd - Siemens PLM Software
- Nilu Kazemi - Wells Fargo

Campus Advisory Committee

This diverse group of HR professionals includes:

DIVISION OF CAREER PATHWAYS:

- Gary Matkin
- Suzanne Helbig
- Leigh Poirier
- Karol Johansen

DIVISION OF UNDERGRADUATE EDUCATION:

- Mike Dennin
- David Spight
- Heather Cartagena

STUDENT AFFAIRS: Edgar Dormitorio

PAUL MERAGE SCHOOL OF BUSINESS: Cynthia Rude

GRADUATE DIVISION: Kayleigh Anderson Natale

GPS-STEM PROGRAM: Harinder Singh

CHIEF EXECUTIVE ROUNDTABLE: Goran Matijasevic

UNIVERSITY ADVANCEMENT: Jeff Minhas

DEPARTMENT OF HISTORY: Laura Mitchell

HUMANITIES: Brittney Pinney

SOCIAL ECOLOGY: Dmitry Tsukerman

PHYSICAL SCIENCE: Don Williams

GRADUATE FUTURES PROGRAM: SueJeanne Koh

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