2022-2023
ANNUAL REPORT

UCI Division of Career Pathways

TABLE
OF CONTENTS

YEAR IN REVIEW 2022-2023

UCI's Division of Career Pathways (DCP) works 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.

VISION

All Anteaters empowered to thrive in meaningful careers.

MISSION

The Division of Career Pathways educates and engages UCI students and alumni to realize their career potential. We do this by:

- Coordinating with campus community in the professional development of students
- Providing students and alumni with tools and support to attain their career goals
- Facilitating employer involvement with UCI to promote quality workplace experiences for UCI students and alumni

VALUES

- **Student Centered**: We design our services to empower students to enhance their career readiness.
- **Collaboration**: We work with internal and external partners to increase our impact and credibility.
- **Inclusion**: We create an environment in which all individuals feel welcome and included.
- **Innovation**: We strategically develop sustainable and data informed solutions.
- **Integrity**: We act with honesty, trust, respect, empathy, and appreciation.

This report highlights the use of Division of Career Pathways (DCP) services and technologies within the 2022-2023 academic year (July 1, 2022 – June 30, 2023, unless otherwise noted).

To learn more about us, please access the DCP website at **career.uci.edu**.

NOTABLE
ACHIEVEMENTS

- **CHANGE IN REPORTING STRUCTURE TO THE PROVOST'S OFFICE**
- **RETURN TO IN-PERSON CAREER FAIRS**
- **ESTABLISHMENT OF HUMANITIES INTERNSHIP PREP PROGRAM**

17 NEW COURSE-RELATED PRESENTATIONS

35% INCREASE IN OUTREACH PARTICIPATION

28 NEW ENHANCED PARTNERSHIPS WITH UCI DEPARTMENTS AND CLUBS

20% INCREASE IN DROP-IN APPOINTMENTS

EMPLOYER
ENGAGEMENT

HANDSHAKE JOB AND INTERNSHIP APPLICATIONS INCREASE AS JOB POSTINGS DECREASE.

In 2022-23, there was a 10% increase in student applications submitted through the Handshake platform despite a 13% decrease in job postings and 11% decrease in internship postings* over 2021-22.

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

Changes to the employer approval process within Handshake decreased overall approvals from last year but created a curated list of quality opportunities for students.

95,265

26,709

93%

50%

JOB LISTINGS

INTERNSHIP LISTINGS

Handshake
INTERNSHIP LISTINGS WERE PAID OPPORTUNITIES

INCREASE IN EMPLOYER INFO SESSIONS

TOP **5** INDUSTRIES

The top five industries remain relatively consistent and represent data throughout four full academic cycles:

INDUSTRIES	EMPLOYERS
1 Healthcare	471
2 Non-Profit/ Other	324
3 Internet & Software	265
4 K-12 Education	223
5 Other Industries	207

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.

Photo from Deloitte Info Session October 2023

UCI EMPLOYER ENGAGEMENT INCLUDES

HANDSHAKE
STUDENT ENGAGEMENT

STUDENTS TURNED TO HANDSHAKE TO CONNECT WITH EMPLOYERS AND FIND JOBS AND INTERNSHIPS.

20,861
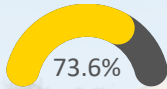**LOGIN**

UNIQUE STUDENT LOGINS ON HANDSHAKE
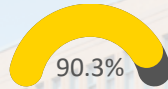
11,807

STUDENTS WITH RESUMES IN HANDSHAKE
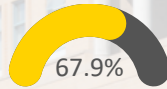
203,762

APPLICATIONS SUBMITTED BY STUDENTS

3,598
73.6%
BIOLOGICAL SCIENCES

2,830
90.3%
COMPUTER SCIENCE

1,831
67.9%
BUSINESS ECONOMICS
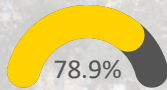
1,788
78.9%
CRIMINOLOGY, LAW & SOCIETY
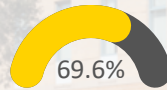
1,631
69.6%
PSYCHOLOGY

ACCOUNT ACTIVATION BY MAJOR

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

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 on **our website** or the **Handshake website**.

UCI EMPLOYER ENGAGEMENT INCLUDES

QSC

Masimo

Morgan Stanley

JPMorgan Chase & Co.

pwc

Enterprise Mobility

CAREER FAIRS

THIS WAS OUR FIRST YEAR OF RETURNING TO IN-PERSON CAREER FAIRS SINCE THE PANDEMIC.

Career Pathways continued offering both virtual and in-person fairs to accommodate employer and student preferences.

17%
INCREASE IN EMPLOYER PARTICIPATION AFTER ADDING IN-PERSON CAREER FAIRS

EMPLOYER-LED INFORMATION SESSIONS

There was a dramatic increase in the number of employer information sessions.

2020-21	454
2021-22	622
2022-23	931
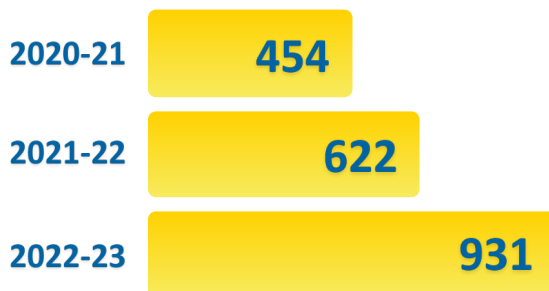
This represents 309 additional information sessions from the year before (50% increase).

4 IN-PERSON CAREER FAIRS
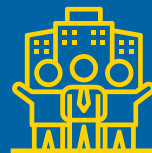
580
EMPLOYERS REGISTERED

5,297
STUDENTS ATTENDED

3 VIRTUAL CAREER FAIRS

99
EMPLOYERS REGISTERED

1,529
STUDENTS ATTENDED

1,266
1:1 SESSIONS

139
GROUP SESSIONS

2,606
STUDENT-EMPLOYER INTERACTIONS

STUDENT
SUPPORT

UNDERGRADUATE INDIVIDUAL APPOINTMENTS INCREASED, WHILE GRADUATE STUDENT COUNSELING REMAINED STEADY.

2,057

INDIVIDUAL APPOINTMENTS

925

DROP-IN ADVISING SESSIONS

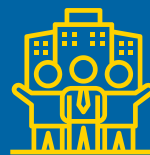**20%** INCREASE OVER PREVIOUS YEAR

15 NEW ACADEMIC PARTNERSHIPS

- HUMANITIES 95
- ANTHROPOLOGY CAREERS 100B
- ICS TA TRAINING COURSE
- INFORMATICS PROJECT CLASS (IN4MATX 151)
- HEALTH SOCIETIES AND BEHAVIOR (PH 199)
- BIO SCI 192
- CRIMINOLOGY, LAW AND SOCIETY

- ECOLOGY AND EVOLUTIONARY BIOLOGY
- MOLECULAR BIOCHEMISTRY CLASS
- BIO SCI E107
- SUMMER PROGRAM STATISTICS AND DATA SCIENCE
- FIELD STUDY WRITING SEMINAR
- ESS 192
- DEPARTMENT OF HISTORY
- MATH 99

" *Your plan now may not be what you end up doing. You won't know what you like to do until you get out there and experience things. - Student in Bio 3B* "

CAREER READINESS
EDUCATION

Career Readiness education is a training program designed specifically for UCI faculty, staff, and student leaders to better assist students with career related questions and refer to relevant resources.

Learn more on our **Career Readiness Education webpage**.

HOSTED 11 TRAININGS FOR 426 PARTICIPANTS (UP FROM 9 TRAININGS IN THE PREVIOUS YEAR)
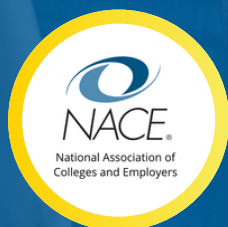
CREATED NEW TRAINING FOR STUDENT STAFF SUPERVISORS

INCORPORATED UCI LIBRARY CAREER RESEARCH RESOURCES

CAREER READINESS COMPETENCIES

- CAREER & SELF-DEVELOPMENT
- COMMUNICATION
- CRITICAL THINKING
- EQUITY & INCLUSION

- LEADERSHIP
- PROFESSIONALISM
- TEAMWORK
- TECHNOLOGY

OUTREACH
& EDUCATION

A SHIFT FROM GENERAL WORKSHOPS TO OUTREACH PRESENTATIONS INCREASED STUDENT ENGAGEMENT.

We reduced the number of general workshops and webinars to respond to an increasing number of outreach requests from faculty, staff, and student organizations. This improved our student reach and provided customized messaging for each audience.

UP FROM 178
9%
INCREASE

UP FROM 4,733
35%
INCREASE

UP FROM 7,515
4%
INCREASE

1,472

194

6,396

7,868

DCP WORKSHOP/ WEBINAR ATTENDANCE

OUTREACH SESSIONS REQUESTED

OUTREACH PRESENTATION ATTENDANCE

TOTAL STUDENT PARTICIPATION
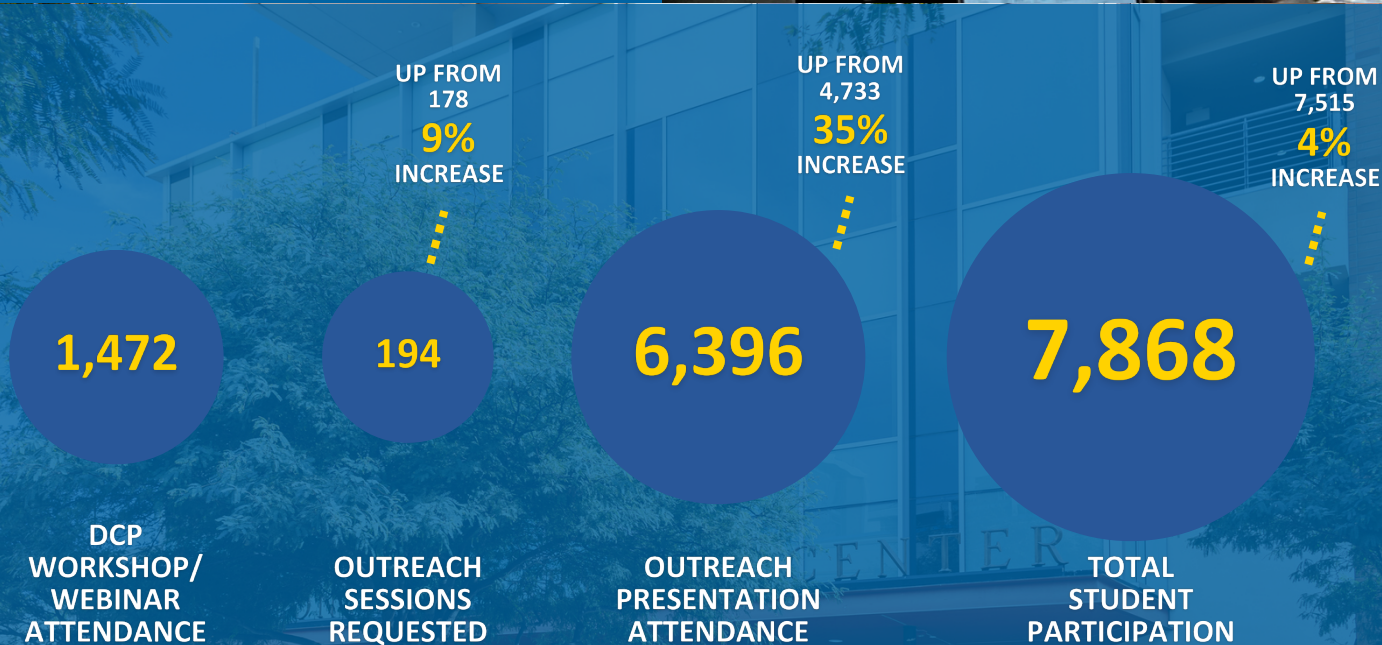
GRADUATE
STUDENT SERVICES

SERVING MASTER'S AND PHD STUDENTS INVOLVES PARTNERSHIPS ACROSS CAMPUS, INCLUDING GRADUATE DIVISION, GPS STEM, THE DIVISION OF TEACHING EXCELLENCE AND INNOVATION, AND ACADEMIC UNITS.

NEW COLLABORATIONS

▸ GAAN FELLOWS (GRADUATE ASSISTANCE IN AREAS OF NATIONAL NEED)

▸ MASTER OF PUBLIC HEALTH COURSE

106 REGISTRANTS FOR THE PHD AND MASTER'S VIRTUAL CAREER EXPO

LAUNCH OF BEYOND THE PROFESSORIATE

AN ONLINE CAREER DEVELOPMENT PLATFORM FOR GRADUATE STUDENTS

1,088
LOGIN
UNIQUE PLATFORM USERS

46%
OF THE UCI GRADUATION POPULATION ENGAGED WITH THE PLATFORM
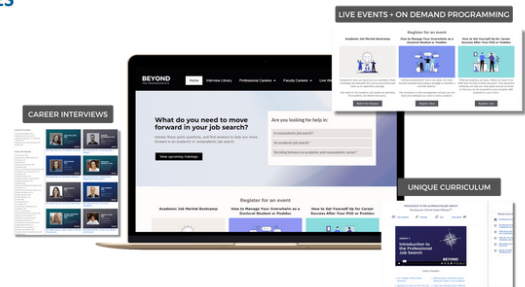
85%
OF UCI USERS ATTEND MONTHLY WEBINARS

33%
OF UCI USERS ATTEND ONLINE CONFERENCES

BEYOND
THE PROFESSORIATE

TOP 10% UCI is in the **top 10%** of schools with the greatest number of graduate students/postdocs using the platform
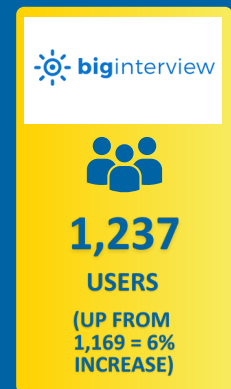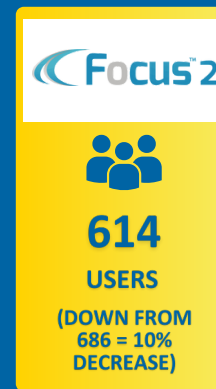
TECHNOLOGY & ON-DEMAND SERVICES

A DECREASE IN ONLINE USAGE REFLECTS THE RETURN OF IN-PERSON SERVICE OPTIONS.

WITH THE RETURN TO IN-PERSON CLASSES:

CareerSpots.com

4,841
VIEWS
(DOWN FROM 7,407 = 34% DECREASE)

Focus 2

614
USERS
(DOWN FROM 686 = 10% DECREASE)

biginterview

1,237
USERS
(UP FROM 1,169 = 6% INCREASE)

biginterview

BIG INTERVIEW INCREASES ACCESS TO PRACTICE INTERVIEW OPPORTUNITIES

Online partnership with School of Business Masters programs consistent usage of the virtual interview platform through integration into 15 courses for 5 different master's programs. In addition, Big Interview was built into the SAGE Scholars program as well as the UC DC internship program.

FOCUS 2 CAREER: CONNECTING ACADEMICS AND CAREER PLANNING

614
USERS EXPLORED HOW THEIR MAJOR CAN LEAD TO A RANGE OF CAREERS.

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.

CHATGPT, AI, &
THE JOB SEARCH

THE DIVISION OF CAREER PATHWAYS DEVELOPED GUIDES FOR USING AI TO STREAMLINE ASPECTS OF THE JOB AND INTERNSHIP SEARCH PROCESS INCLUDING:

- **DEVELOPING EFFECTIVE QUERIES**
- **ASKING FOR SPECIFIC RESPONSES FOR MATERIAL REVIEW**
- **PREPARING FOR INTERVIEWS INCLUDING DEVELOPING RESPONSES TO COMMON AND INDUSTRY-SPECIFIC QUESTIONS**

ChatGPT

Resources developed to support students with this emerging technology ranged from a webpage, an instructional career guide, a how-to video for social media, and a panel of employers from Masimo and QSC who spoke about using AI in their recruitment and talent management processes.

In addition, Associate Vice Provost Suzanne Helbig was invited to speak on the topic of AI and ChatGPT at conferences and for publications.

INSIDE HIGHER ED, NOV. 21, 2023
CAREER PREP TIP: TEACH STUDENTS TO WORK ALONGSIDE AI

At the University of California, Irvine, career services staff endeavor to show faculty members how they are already teaching students essential career skills "they just need to help students connect the dots, help identify what the skills are and then be able to articulate them," said Suzanne Helbig, Associate Vice Provost, Division of Career Pathways at the University of California, Irvine. … "Our stance is, again, we know students are using it; it's here, let's help them use it to their best advantage in ways that are ethical," Helbig says.

FIRST DESTINATION
SURVEY (FDS)

DCP AND CAMPUS PARTNERS INCREASED FIRST DESTINATION OUTCOME DATA FOR THE UNDERGRADUATE CLASS OF 2022.

FDS surveys were distributed to 6457 Spring and Summer 2021 graduating seniors up to six months after graduation. Survey results, National Student Clearinghouse data, and LinkedIn mining produced first destinations outcomes data for 46% (2758) of the participant pool.

WHERE DO GRADUATES GO AFTER THEIR FIRST YEAR OUT?

The UC Office of the President's **Alumni At Work** website provides employment outcomes by campus, major and discipline of UC undergraduate alumni at two, five, and ten years after graduation.

Access more about career and graduate school outcomes at: **career.uci.edu/faculty-staff/uci-graduate-destinations**

TOP 10 EMPLOYER DESTINATIONS

#	Employer
1	amazon
2	UNIVERSITY OF CALIFORNIA
3	UCI
4	Deloitte.
5	NORTHROP GRUMMAN
6	EY
7	pwc
8	Epic
9	Providence
10	KPMG

TOP 10 EDUCATIONAL DESTINATIONS

#	Institution
1	UCI
2	USC
3	COLUMBIA UNIVERSITY
4	JOHNS HOPKINS UNIVERSITY
5	COASTLINE COLLEGE
6	NEW YORK UNIVERSITY
7	IRVINE VALLEY COLLEGE
8	UCLA
9	UC San Diego
10	FOOTHILL COLLEGE

LOOKING AHEAD

2023-2024
Guiding Principles

The following strategic themes will play a pivotal role in shaping our approach to work this year:

STRATEGIC THEMES

INTEGRATED CAREER ENGAGEMENT

We seek to increase student success by working with campus partners to integrate career development throughout the student experience. Our goal is to ensure all students experience high impact career practices that create career ready graduates.

AUTHENTIC WORKPLACE EXPERIENCE

We believe every student should have the opportunity to experience at least one job or internship before graduation. In addition, they should be able to translate their experiences into skills and abilities for future opportunities.

ADVANCING DIVERSITY, EQUITY, INCLUSION, AND BELONGING FOR ALL ANTEATERS

We provide equitable access to our comprehensive portfolio of services and programs to equip Anteaters with confidence and career readiness skills that will position them for the next steps in their unique career pathways.

INCREASE ACCESS AND IMPACT BY LEVERAGING TECHNOLOGY

To increase access and impact, we identify, acquire, implement, and help our constituents use the highest quality career services technologies.

TRANSFORMING EMPLOYER ENGAGEMENT

Develop, strengthen, and sustain strategic relationships with internal and external university partners to increase the quantity and quality of jobs, internships, and experiences for all UCI students and alumni.

FIRST IN CLASS SPACES

We provide forums to activate student and employer connections and career education by providing a user-centered facility and an engaging and inclusive online presence.

UCI DIVISION OF CAREER PATHWAYS | 2022-2023 ANNUAL REPORT 15