St. John Fisher College Career Center Assessment Plan Executive Summary

Mission
The Career Center provides professional guidance and resources for lifelong career development, serving undergraduate and graduate students and alumni. Programs and services are designed to support students in identifying options, making informed choices, and defining and implementing their career plans. To provide these programs and services, the Career Center builds collaborative relationships with students, alumni, employers, faculty, staff and the community.

The primary goal of the Career Center is to counsel, educate, and connect St. John Fisher College students and alumni.

Goals/Outcomes
Educational Goals for Students and Alumni
The Career Center assists students and alumni in learning:
- about the relationship between what they do at Fisher and life after graduation
- to develop career competencies
- to understand the forces at play in the global market and the economy, and their effect on the workplace, the workforce and individual lives and careers
- to make informed decisions about their career goals
- to find career opportunities related to their personal and professional objectives

Educational Goals for Faculty and Staff
The Career Center assists faculty and staff in learning:
- best practices to develop students’ self-efficacy regarding career-readiness skills
- about career events and programs that support students
- how to support students who are networking, considering graduate school, as well as seeking internships and employment opportunities
- and understanding employment trends and the skills needed to secure gainful employment

Educational Goals for Employers
The Career Center assists employers in learning:
- about the Fisher community in relation to their hiring needs
- strategies for promoting employment opportunities to students and alumni
- how to structure internships to provide a meaningful learning experience and to be compliant with the Fair Labor Standards Act (FLSA)
- acceptable best practices for recruiting and hiring entry-level candidates and interns
- the regional job market, employment trends, and how to be competitive with employment offerings

Data Collection Tools and Approaches
The Career Center’s learning outcomes are derived from the National Career Development Association (NCDA)’s professional guidelines and have been aligned with the college’s core curriculum, the college-wide learning goals, the college mission, and strategic plan. The Career Center employs both direct and indirect assessments with students, alumni, faculty, and employers to measure the impact of Career Center programs and services. These include The Outcomes Survey, core assessment data, employment data, as well as workshop and employer surveys. The outcomes data collected by the Career Center meets The National Association of Colleges and Employers (NACE) guidelines and current federal reporting standards.

Use of Evidence
Data collected by the Career Center is used to enhance programs and services, inform curricula, strengthen recruiting relationships with employers, meet institutional reporting requirements, and market to prospective students and parents. When appropriate, data are aligned with academic goals and institutional reports, such as National Survey of Student Engagement (NSSE), to enrich our understanding of the student learning experience at Fisher.

For further information or questions regarding the Career Center, contact Director, Matt Cardin, career@sjfc.edu.