The second year of the successful expansion of career services represented significant growth of Miami’s Career Community and increased student engagement during 2019–2020. Near the end of FY20, the economic outlook and job market for internships and entry-level positions was significantly disrupted which initiated a significant strategy change for CCES. Looking forward to 2020–2021, CCES continues to adapt to these external forces and through the use of data, we will target our efforts and promote inclusive excellence across our constituencies.

- Targeted outreach and support to high priority student populations
- Expanded first and second year programming including Miami Bound/pre-semester offerings and career exploration efforts including Job Shadows and Career Treks
- Upgraded marketing and communication efforts
- Increased data and assessment efforts
- Reimagined and executed career services in light of global pandemic and the need to pivot to virtual delivery tactics
FIRST AND SECOND YEAR STUDENT INITIATIVES

Beginning in Fall 2018 for the Class of 2022, CCES launched “Success Starts with a Plan” to encourage early and ongoing career planning. We challenged this cohort to complete three specific career tasks during the year while keeping them informed of their progress 2–3 times per semester. We repeated this for the Class of 2023 and added another set of tasks for the Class of 2022 during their second year.

PRE-COLLEGE CAREER CONNECTIONS

The incoming class now connects with CCES even earlier. All families and students learn about Career Clusters during Orientation — 70% now indicate they are more likely to use the Career Center.

CCES launched two Miami Bound (pre-semester) programs — Career Development for CAS students and Career Exploration for Students Exploring Majors & Careers. Both yielded students who became heavily engaged with CCES.
INCLUSIVE EXCELLENCE INITIATIVES

The Center for Career Exploration and Success (CCES) affirms the guiding principles and values as outlined in the Diversity and Inclusion Statement for Miami University. CCES is committed to identifying career pathways for students that speak to the uniqueness and intersectionality of identities and ways in which identities operate in a global society.

Through strategic initiatives we foster inclusive networks with students, faculty, staff, employers and alumni—the Miami University Career Community.

CCES believes that we have a responsibility to prepare all students for successful futures and we set out to build an infrastructure to support students most in need. In FY20, we fostered student engagement in career development across all of our high priority students groups for both first year students (Class of 2023) and for all undergraduate students as showcased in the chart below.

<table>
<thead>
<tr>
<th>TARGET</th>
<th>FIRST YEAR</th>
<th>SECOND YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Generation</td>
<td>87.7%</td>
<td>58.0%</td>
</tr>
<tr>
<td>International</td>
<td>18.5%</td>
<td>65.1%</td>
</tr>
<tr>
<td>Low Income</td>
<td>81.5%</td>
<td>15.1%</td>
</tr>
<tr>
<td>Students of Color</td>
<td>84.4%</td>
<td>61.1%</td>
</tr>
<tr>
<td>University Studies</td>
<td>58.7%</td>
<td>45.3%</td>
</tr>
</tbody>
</table>
Developments in technology, artificial intelligence and other innovations are impacting how we will work, where we will work and the skills needed to work. Thus, the work-world is changing and experiencing revolutionary and transformational developments. President Gregory Crawford and the Center for Career Exploration and Success presents the 2nd Annual Presidential Career & Leadership Series: “The Future of Work”. The 2019–2020 series promoted awareness of new realities related to the job market, prepared students for jobs ahead and provided students with the tools to create a path from college to work for career success.

Events in the 2019–2020 series:  
• Future-Proofing Your Career  
• Code Demystified  
• Career & Leadership Summit  
• Leadership Bootcamp  
• The Art & Science of Storytelling

OTHER SERVICES

$4,500 awarded for Professional Attire Scholarships

431 COMPANIES RECRUITED ON CAMPUS

212 FROM OHIO

17,305 UNIQUE HANDSHAKE LOGINS

151 CLASSROOM PRESENTATIONS
Launched in 2019, career clusters allow students to focus their professional interests while they explore similar careers within broad industry categories. We urge them to consider their interests, skills, and preferences on work settings and job functions in relation to their occupational options and to acquire skills and experiences throughout college that would align to their career goals.

6,512 students declared a career cluster

2.1 declared clusters per student
The Career Partnership Program allows employers to elevate their presence and expand their recruiting capacity. The Employer Relations team provides concierge recruiting services that fosters intentional engagement between employer partners and students.

2019–2020 Career Partners

$107,500 raised through CAREER PARTNERS
CAREER GRANTS

The Center for Career Exploration and Success (CCES) hosts Miami’s Career Collaborative — an initiative to continually strengthen connections with faculty on the Oxford campus. Each semester, faculty may apply for funding to support career-related programs and events by way of Career Grants.

CAREER FAIRS & JOB SHADOWS

Career exploration as well as networking events are highly successful student success events at Miami University. Annually, we attract some of the most desirable companies to recruit our talented students. In 2019-2020, we offered 6 career fairs, a Diversity and Inclusion Networking event, and expanded our Job Shadow program for Ohio organizations.

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37 grants awarded
$78,086 in funds awarded
5 colleges awarded

77 JOB SHADOWS IN OHIO

3,056 on-campus interviews

17,205 INTERNSHIPS & 53,481 JOBS POSTED ON HANDSHAKE
CCES engagements include career advising appointments/drop-ins, mock interviews, attendance at career fairs and other CCES events (programs, workshops, classroom presentations, etc.).

**Responding to COVID-19**

<table>
<thead>
<tr>
<th>Category</th>
<th>FY17 Class of 2020</th>
<th>FY18 Class of 2021</th>
<th>FY19 Class of 2022</th>
<th>FY20 Class of 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer Events</td>
<td>158</td>
<td>79</td>
<td>8</td>
<td>728</td>
</tr>
<tr>
<td>Virtual Events</td>
<td></td>
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<tr>
<td>Instagram Live Sessions</td>
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<tr>
<td>Virtual Advising Appointments</td>
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<tr>
<td>Virtual Fairs</td>
<td></td>
<td></td>
<td></td>
<td>2</td>
</tr>
</tbody>
</table>

CCES launched Vmock. VMock is a SMART Resume platform designed to help students create a powerful resume and customize a student’s career journey.
LOOKING AHEAD TO FALL 2020

The Fall 2020 Suit-Up event has over 100 applications for professional attire grants.

First year and first time students will have access to career fair prep events hosted by CCES staff.

In support of the health and safety of our students, staff, and employers, all Fall 2020 recruiting events will be virtual.

CAREER & INTERNSHIP WEEK
September 9, 10, & 11
Registration now open in Handshake

Hosted virtually via Handshake
Sponsored by The David J. Joseph Company

CCES WELCOMES THE CLASS OF 2024

MiamiOH.edu/careers