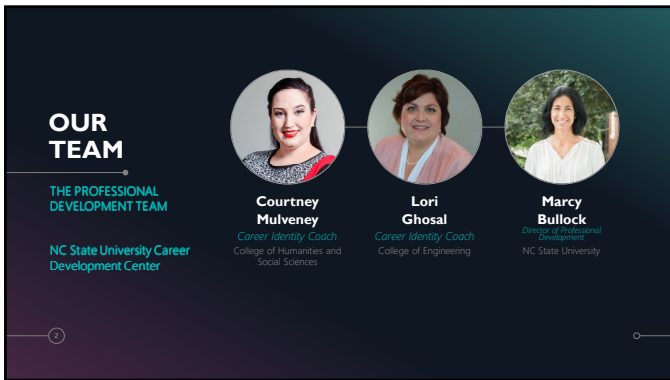




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3

NC STATE UNIVERSITY

- Raleigh, North Carolina
- Over 36,000 Students
- 25,000 Undergraduates
- Land Grant Institution
- STEM Focused




4

PROBLEM

Students switching majors multiple times.

- o A **THIRD** of students change majors at least once.
- o NC State requires students to declare a major.
- o Admittance to many programs is highly competitive.
- o Students do not research.
- o Delays graduation.




5

SOLUTION

THE CAREER IDENTITY PROGRAM

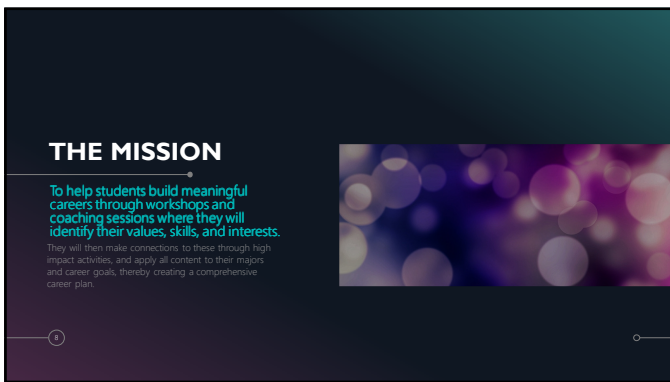
- o 2 Positions Hired in Summer 2016
- o Program developed and implemented starting 2016-17 academic year
- o Academic Partnership with College of Engineering and College of Humanities and Social Sciences
- o Coaches trained as academic advisors



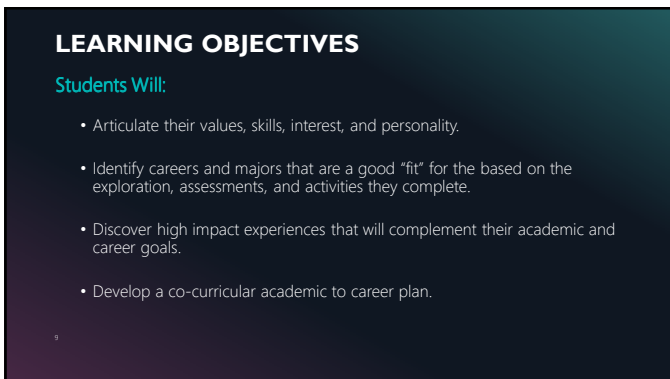
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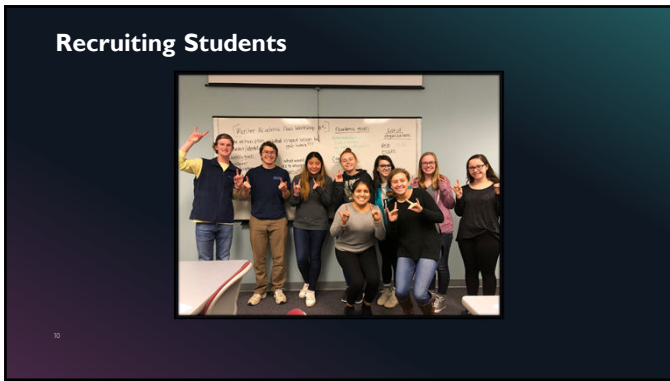
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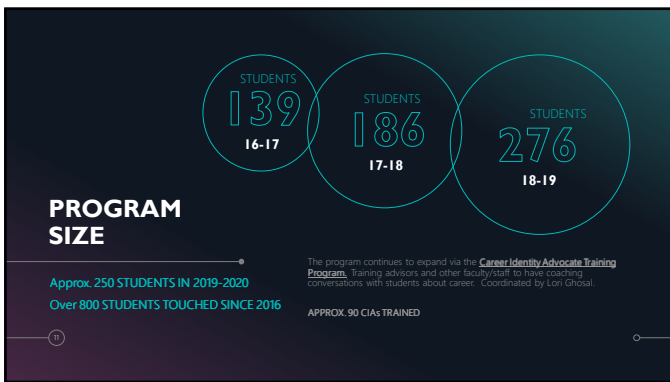
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11

Certificate Requirements

- 2 Coaching Sessions Per Semester
- 6 Core Workshops
- 1 Elective Workshop
- Complete the Focus2 Assessment



The slide features a list of requirements on the left and the Focus2 logo on the right. The logo consists of a stylized blue 'C' followed by the text 'Focus2' in a bold, sans-serif font.

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COACHING

COMMON THEMES

Mental Health	 Anxiety, Depression, Stress Management, Emerging Dx	Motivating Factors	 Values, Extrinsic Pressure, Peer Comparison, Salary
Majors Minors	 How to choose the right fit and combination for them, perceived timeline	Passion Purpose	 Helping Others, Changing the World, Meaningful Careers

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WORKSHOP OFFERINGS

PRESENTED BY THE CAREER IDENTITY COACHES

CORE 6	ELECTIVE
<ul style="list-style-type: none">Personal & Professional Values ExplorationFocus2 Assessment (DE)Visioning Your FutureDeveloping Your Master Academic PlanCareer ReadinessRoadmap to Your Career	<ul style="list-style-type: none">Stress ManagementHigh Impact Experiences PanelTrue ColorsGallup StrengthsComplementary Majors and Minors PanelDiversity & Inclusion

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LET'S TRY IT

Personal & Professional Values Abbreviated

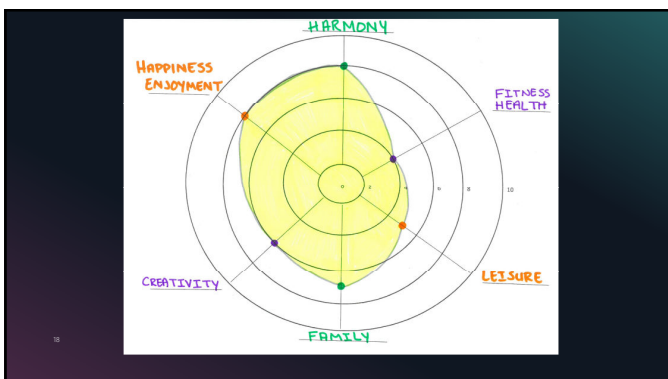
15

Accomplishment	Competition	Expertise	Personal Growth/Development
Accountability/Responsibility	Nature/Environment	Family	Honesty/Trust
Advancement/Promotion	Creativity/Self-Expression	Friendship	Fitness/Health
Autonomy/Independence	Equality/Diversity	Harmony	Wisdom
Balance/Stability	Enjoyment/Happiness	Knowledge/Education	Recognition/Prestige
Challenge/Risk	Entrepreneurship/Innovation	Integrity	Safety/Security
Service/Helping Others	Religion/Spirituality	Leadership	Wealth
Leisure/Hobbies	Travel/Adventure	Authority/Control	Loyalty

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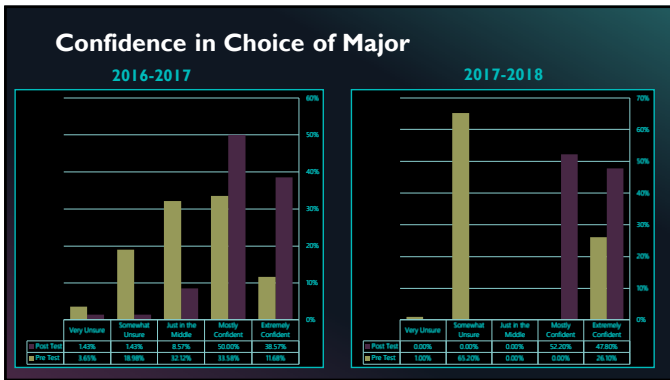


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RESULTS & IMPLICATIONS

HOW TO BRING CAREER IDENTITY TO YOUR CAMPUS

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2018-19 Cohort Pre-Post Data

Table 2: Average of Differences from Pre-Assessment to Post-Assessment of Cohort 3

How much confidence do you have about each of the following items?	Average Difference between pre-post assessment	T-Statistic	P-Value
Choice of Major	0.52	4.46	<-0.0001
Extra-Curricular Plan	0.67	6.52	<-0.0001
Personal Values	0.41	3.61	<-0.0001
Career Values	0.74	4.91	<-0.0001
Plan to be Career Ready Upon Graduation	0.85	5.46	<-0.0001
Career Goals	0.85	5.96	<-0.0001
Career Plan to Accomplish Career Goals	1.13	9.52	<-0.0001
Do you plan to graduate with your current major?	0.43	2.94	<-0.0001
Do you feel your career plan reflects your strengths, values and passions?	0.39	4.6	<-0.0001

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STUDENT VOICES

I feel more educated on the opportunities to take advantage of around me and know how to argue why my career decisions are right for me.

...life is scary and the idea of finding a job after school is scary because you don't know how to prepare for anything, so this helps you to start and prepare for things and ease the fear.

I likely would have considered changing majors a dozen times, whereas now I could not be more confident in myself or my major thanks to this program.

Victoria Ward
Cohort 1

Meghan Tankersley
Cohort 2

Lily Neal
Cohort 1

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THE PLAN

TAKING CAREER IDENTITY INTO THE WORKING WORLD

CAREER IDENTITY COMPLETE CERTIFICATE

- Explore Self
- Explore Career Options
- Make an Educated Choice
- Learn NACE Competencies

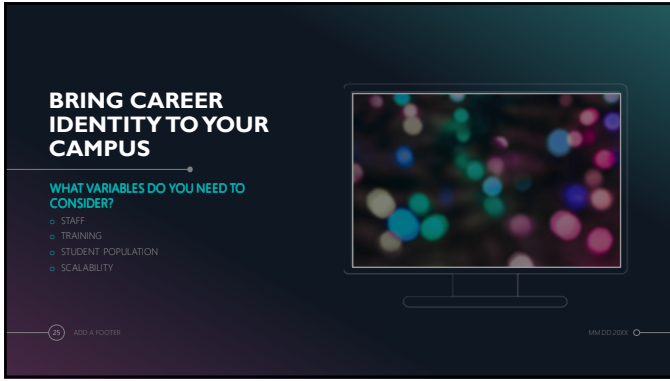
HIGH IMPACT INTERNSHIPS & CO-OPS

- Apply CIP Knowledge
- Opportunity Selection
- Career Center Resource
- Gain NACE Competencies

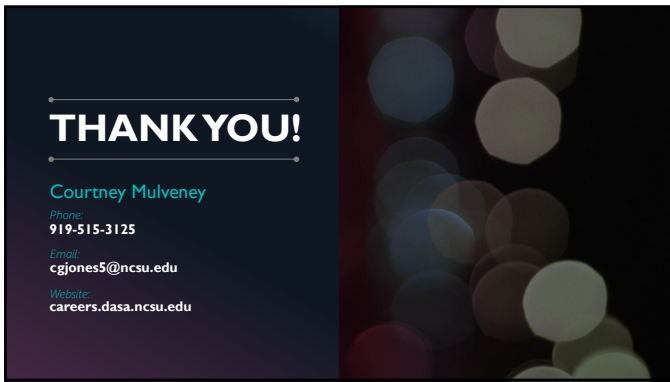
CAREER MEANINGFUL WORK

- Informed Choice
- Market Self w/ CIP Language
- Quality of Life
- Market NACE Competencies

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