Kalamazoo College
Center for Career and Professional Development
2015-16 Highlights

In support of the Kalamazoo College mission to “prepare its graduates to better understand, live successfully within, and provide enlightened leadership to a richly diverse and increasingly complex world,” the Center for Career and Professional Development creates meaningful connections to the world of work, empowering Kalamazoo College students to explore, identify and pursue their diverse interests, values and passions, and to develop a framework of skills, networks and knowledge for successful lifelong career planning and professional development.

Personalized Career Counseling

In fall 2015, the CCPD shifted a staff position toward external relations, reducing the career counseling staff from three to two. During the 2015-16 academic year, the number of appointments made by students with career counselors dropped significantly from the year before (from 554 to 253). Drop-in visits with student Career Associates were up slightly in 2015-16 (from 315 to 319). The most common reasons students scheduled career counseling appointments were for help with job search and document review.

![Career Counseling Appointments and Drop-In Visits](image)
**Primary Reasons for Career Counseling Appointments**

- Job Search
- Résumé/Cover Letter Review
- Internships/Externships
- Career Decision Making
- Graduate School
- Career Assessment
- Interviewing
- Mock Interview

% of Total Appointments for 2015-16

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**Engagement from the Beginning**

The CCPD seeks to engage with students from the beginning of their time on campus, so that career development is an integral part of their K-Plan throughout their undergraduate experience. In 2015-16:

- 336 first-year students (96% of the first-year class) attended a CCPD First-Year Forum during fall quarter
- 9 (out of 24) first-year seminars included presentations introducing the CCPD and its services
- 4 first-year seminars included a CCPD basic résumé assignment as part of their coursework

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**First Year Engagement**

- **Event Attendance**
- **Drop-In Visits**
- **Appointments**

<table>
<thead>
<tr>
<th>Academic Year (class size)</th>
<th>2011-12 (427)</th>
<th>2012-13 (407)</th>
<th>2013-14 (479)</th>
<th>2014-15 (404)</th>
<th>2015-16 (351)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Engagements</td>
<td>600</td>
<td>400</td>
<td>800</td>
<td>600</td>
<td>1000</td>
</tr>
<tr>
<td>Event Attendance</td>
<td>400</td>
<td>200</td>
<td>600</td>
<td>400</td>
<td>1000</td>
</tr>
<tr>
<td>Drop-In Visits</td>
<td>200</td>
<td>200</td>
<td>200</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td>Appointments</td>
<td>200</td>
<td>200</td>
<td>200</td>
<td>200</td>
<td>200</td>
</tr>
</tbody>
</table>
Discovery Externship Program

In this award-winning experiential education opportunity, first-year and sophomore students live and work with alumni professionals for a week or two in the summer, exploring a career interest and building relationships. In summer 2015, the number of externship sponsors as well as the number of student externs declined. In 2015, 29 externs lived and worked with 21 hosts, down from 48 externs with 32 hosts in summer 2014.

![Externships Completed](image)

Internship Stipends

Funded by generous donations and endowments, CCPD stipends help defray the costs of doing unpaid internships. Field-based internships have long been recognized as a vital part of the K-Plan, helping students determine their major, apply classroom learning to real-world situations, develop relationships with professionals, and gain valuable career-related experience. In summer 2015, $3,000 stipends were disbursed to 27 student interns. Seven went to ACSJL interns, and 16 went to Community Building Internships through the CCE. Stipends supported internships in nonprofit organizations and governmental agencies in Kalamazoo and across the country.

Connections

Throughout the 2015-16 academic year, students connected with alumni professionals through the CCPD’s networking receptions. Through the CCPD/AAEB Connection Reception at Homecoming, a Major Connections reception for sophomores in the winter, and a Senior Connection Reception in the spring, hundreds of students across all classes launched new relationships with supportive alumni in fields of interest.
Alumni Engagement

The CCPD is proud to partner with alumni across a wide range of professions, offering many opportunities for meaningful engagement with students. In 2015-16, alumni attendance at CCPD events rose significantly. Alumni attended events 286 times, up from 187 in 2014-15.

![Alumni Attendance at CCPD Events](chart1)

Professional Networks

Throughout 2015-16, the Kalamazoo College Guilds continued to convene students, alumni, faculty, staff and friends of the College around common professional interests on LinkedIn. Alumni and others offered online and in-person mentoring, job-search or grad school application tips, externship and internship opportunities in their organizations, and connections to professional networks and entry-level positions.

![Guild Membership](chart2)
Class of 2016 First Destinations

Each year, the CCPD gathers data from graduating seniors through the College’s First Destination Survey. As of December 19, 2016, we had first destination data on 94% (256/272) of 2016 graduates.

By December 2016, 92% of those who sought employment had secured jobs (compared to 91% in 2014 and 2015), and 17% of the Class of 2016 was already enrolled in continuing education (compared to 23% in 2014 and 13% in 2015). Seven percent of the class was engaged in Volunteer/Service opportunities such as Teach for America.

Overall, 89% of the Class of 2016 was employed, in graduate school, in the military, or engaged in a gap/service year within six months of graduation (up from 87% in the Class of 2015).

In alignment with current NACE standards, paid service opportunities such as Teach for America, AmeriCorps, and the Peace Corps are now considered Volunteer/Service Programs.