SUMMARY

- Three out of five UAlbany seniors have had either an internship or employment in their field of choice prior to graduating.
- Over half of UAlbany students plan on attending graduate or professional school after graduating.
- Four out of five UAlbany students agree that participating in an internship experience is an important part of their academic preparation.
- Over one third of students are unsure whether or not their academic major requires an internship.
- Less than three fourths of students agree that UAlbany effectively promotes and helps students find internship opportunities.
- Over 90% of students say that the Career Center’s resume writing/reviewing assistance, practice interview sessions, and graduate school information assistance have been helpful to them.
- UAlbany students rate themselves exceptionally high compared to national averages for their feeling of preparedness for interviews, comfort seeking career advice/information on campus, and ability to work with individuals from diverse backgrounds.
- Thirty percent of UAlbany seniors have utilized on-campus job fairs, a significant growth from 2010.

STUDENT EXPECTATIONS & ASPIRATIONS

- Of UAlbany seniors, 95% expect to be with their first employer for less than 5 years.
- 35% of UAlbany students expect to change employers 3 times in their lifetime.
- 28% of UAlbany seniors say they will find a job soon after graduating.
- 9% of UAlbany seniors say it will take them more than a few months to find a job.
- 32% of UAlbany seniors plan to work for a private sector company or organization after graduation.
- 10% of UAlbany seniors plan to work for a non-profit organization after graduation.

GRADUATE SCHOOL

- Of UAlbany undergraduate students, 56% plan on attending graduate or professional school after they graduate, compared to 43% of large/public university undergraduate students.
- 44% of UAlbany seniors plan on attending graduate or professional school after they graduate. 55% of seniors applied for graduate school, compared to 49% in 2010. 42% of seniors were accepted into graduate school, compared to 30% in 2010.

A significant number of those attending graduate school will be at SUNY institutions in social science programs.
Factors UAlbany students consider (at least moderately) important when considering a job opportunity

<table>
<thead>
<tr>
<th>Factor</th>
<th>UAlbany Undergraduate</th>
<th>UAlbany Seniors</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Future career opportunities</td>
<td>93%</td>
<td>93%</td>
</tr>
<tr>
<td>2. Benefits</td>
<td>92%</td>
<td>90%</td>
</tr>
<tr>
<td>3. Boss/Supervisor that I respect</td>
<td>90%</td>
<td>92%</td>
</tr>
<tr>
<td>4. Co-workers I like being around</td>
<td>84%</td>
<td>84%</td>
</tr>
<tr>
<td>5. Organizational culture that matches my values</td>
<td>79%</td>
<td>87%</td>
</tr>
<tr>
<td>6. Job responsibilities that are consistent with my major</td>
<td>80%</td>
<td>77%</td>
</tr>
<tr>
<td>7. Company or organization is recognized as a leader in the field</td>
<td>65%</td>
<td>62%</td>
</tr>
<tr>
<td>8. Location close to family and/or friends</td>
<td>54%</td>
<td>51%</td>
</tr>
<tr>
<td>9. A salary higher than my graduating peers</td>
<td>52%</td>
<td>49%</td>
</tr>
<tr>
<td>10. Company or organization is known as ‘GREEN’</td>
<td>31%</td>
<td>31%</td>
</tr>
<tr>
<td>11. Relaxed dress code</td>
<td>25%</td>
<td>17%</td>
</tr>
</tbody>
</table>

KEY: A lighter gold indicates that UAlbany students consider this factor less important than large/public university averages. A darker gold indicates that UAlbany students consider this factor more important than large/public university averages.

More UAlbany seniors expect to be making less than $20k in 2013 (13%) than did in 2010 (9%), compared to a 2012 national average of 9%.

More UAlbany seniors are actively seeking employment in 2013 (48%) than were in 2010 (42%).

26% of UAlbany seniors have had part time employment in their field of interest, a growth from 2010 (22%).

9% of UAlbany seniors have had full time experience in their field, also a growth from 2010 (7%).

How comfortable would you feel with a potential employer...

- Viewing your Facebook (or other online community profile) (Greater than in 2010, less than 2012 national averages) 80%
- Searching for your name on Google or similar online venue (Greater than in 2010) 91%
- Running a credit check (Greater than in 2010) 91%
- Requiring a drug test (Less than 2012 national average) 91%
- Running a background check for things such as pirating music, movies, and videos 81%

Adapted from infogr.am

UAlbany students rank #1 among large/public universities in their comfort with a potential employer running a credit check.
Why don’t you utilize Career Services?

More seniors are now relying on other sources of information than Career services. More students also now report that the reason they do not use Career Services is that they already have a job. Career Services has made a huge improvement in outreach, and far less students report that they were not aware of the offerings of Career Services.

<table>
<thead>
<tr>
<th>Reason</th>
<th>UAlbany Seniors 2013</th>
<th>UAlbany Seniors 2010</th>
<th>UAlbany Undergrad 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Too busy</td>
<td>28%</td>
<td>39%</td>
<td>32%</td>
</tr>
<tr>
<td>Rely on other sources for info</td>
<td>24%</td>
<td>22%</td>
<td>6%</td>
</tr>
<tr>
<td>Already have a job</td>
<td>22%</td>
<td>17%</td>
<td>14%</td>
</tr>
<tr>
<td>Not aware of the services</td>
<td>22%</td>
<td>39%</td>
<td>32%</td>
</tr>
</tbody>
</table>

- Business School students are more likely to use Career Services than Arts & Sciences students.
- Transfer students are slightly less likely to utilize Career Services.
- Students who do not use Career Services have a lower mean GPA than the survey at large.

"Commuting makes it hard to participate in career services events and utilize their resources"

Many students noted that either their distance from the Campus Center or the limited hours of Career Services were the primary reasons they looked for help elsewhere. A larger online presence could help both of these student populations.

"I tried, but there are a lot of limitations for international students"

Particularly students already holding part-time jobs indicated that they were not genuinely aware of the full extent of Career Services resources.

"Not sure what I can gain from them"
## STUDENT PARTICIPATION IN CAREER SERVICES PROGRAMS

<table>
<thead>
<tr>
<th>Activity, program, or service</th>
<th>Percentage (%) Participating</th>
<th>Comparison to Large/Public Avg</th>
<th>Comparison to 2012 National Avg</th>
<th>Change from 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resume writing/reviewing assistance</td>
<td>26%</td>
<td>↑</td>
<td>↓</td>
<td>↑</td>
</tr>
<tr>
<td>On-campus job fairs</td>
<td>21%</td>
<td>↓</td>
<td>↓</td>
<td>↑</td>
</tr>
<tr>
<td>Individual career counseling</td>
<td>12%</td>
<td>↑</td>
<td>↓</td>
<td>↑</td>
</tr>
<tr>
<td>Internship/co-op search assistance</td>
<td>10%</td>
<td>↑</td>
<td>↑</td>
<td>↑</td>
</tr>
<tr>
<td>Job search assistance</td>
<td>9%</td>
<td>←</td>
<td>←</td>
<td>←</td>
</tr>
<tr>
<td>Career or employment workshops</td>
<td>7%</td>
<td>↑</td>
<td>↑</td>
<td>↑</td>
</tr>
<tr>
<td>Career skills testing and career assessments</td>
<td>5%</td>
<td>←</td>
<td>↓</td>
<td>↑</td>
</tr>
<tr>
<td>Graduate school information assistance</td>
<td>4%</td>
<td>↑</td>
<td>←</td>
<td>←</td>
</tr>
<tr>
<td>Practice interview sessions</td>
<td>4%</td>
<td>↑</td>
<td>↓</td>
<td>←</td>
</tr>
<tr>
<td>Career services online resume and job listing delivery system</td>
<td>0%</td>
<td>↓</td>
<td>↓</td>
<td>←</td>
</tr>
</tbody>
</table>

**KEY**

An up or down arrow indicates that UAlbany’s participation either (respectively) exceeded or fell below the national average, large/public average, or 2010 survey results.

*Percentages rounded to the nearest whole number.

- 13% of freshmen (14% 2010) utilize resume writing assistance compared to 38% of seniors (26% 2010).
- 6% of freshmen (7% 2010) utilize individual career counseling compared to 17% of seniors (14% 2010).
- UAlbany ranks #1 among large/public universities in student use of Career Services’ **graduate school information assistance**.
- The **most common** sources UAlbany students use outside of career services are **friends/peers** (82%), **parents/other family members** (82%) and their **academic advisor** (79%).
  - UAlbany students consider their academic advisors **significantly less helpful** (77% agree that they are helpful) with career advising/mentoring than the 2012 national average (81%)
  - Many students cite **Project Excel, CSTEP** and **Academic Fraternities** as especially helpful to them.

---

**30%** of UAlbany seniors have utilized on-campus job fairs

{ Up from 24% in 2010 }

Increasingly more UAlbany students are relying on **online social networking sites** for career information/advice/mentoring.

- 52% in 2013 compared to 42% in 2010.
- UAlbany students rank **#1** among large/public universities in both their use of and their perceived helpfulness of online social networking sites for career information/advice/mentoring.
STUDENT GROWTH AS A RESULT OF CAREER SERVICES

<table>
<thead>
<tr>
<th>Skill</th>
<th>UAlbany 2010</th>
<th>UAlbany 2013</th>
<th>National Average 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am more aware of careers that relate to my area of interest</td>
<td>61%</td>
<td>63%</td>
<td>65%</td>
</tr>
<tr>
<td>I feel more confident in my ability to create a resume that showcases my skills and talents</td>
<td>52%</td>
<td>58%</td>
<td>58%</td>
</tr>
<tr>
<td>I feel better prepared to interview for jobs</td>
<td>46%</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>I am better able to articulate my life goals</td>
<td>53%</td>
<td>57%</td>
<td>59%</td>
</tr>
<tr>
<td>I am better able to articulate my values, attitudes, and beliefs</td>
<td>59%</td>
<td>62%</td>
<td>62%</td>
</tr>
<tr>
<td>I am more likely to seek career advice/counseling/information on campus if needed in the future.</td>
<td>62%</td>
<td>67%</td>
<td>61%</td>
</tr>
<tr>
<td>I feel confident in my ability to land a job in my chosen field upon graduation</td>
<td>51%</td>
<td>55%</td>
<td>60%</td>
</tr>
<tr>
<td>My critical thinking/problem solving skills have improved</td>
<td>56%</td>
<td>62%</td>
<td>65%</td>
</tr>
<tr>
<td>My understanding of diverse perspectives has changed</td>
<td>58%</td>
<td>63%</td>
<td>64%</td>
</tr>
<tr>
<td>I feel better prepared to work with individuals from diverse backgrounds</td>
<td>60%</td>
<td>67%</td>
<td>65%</td>
</tr>
</tbody>
</table>

*Statistically significant* differences to the UAlbany 2013 percentage are bolded and purple. Darker shading on the cell indicates a higher level of agreement.

UAlbany Career Services is consistently improving across all areas of student growth. In 2013, UAlbany often met or exceeded 2012 national averages by significant percentages.

60% of UAlbany students agree that as a result of the career advice/counseling/information they received since enrolling at UAlbany, their satisfaction with their collegiate experience has improved. This percentage is statistically lower than the large/public university average of 63%. Similarly, 71% of students agree that they have gained skills/abilities that they will use after college, compared to 76% across all large/public universities.
INTERNSHIPS AT UALBANY

22% of UAlbany seniors have had an academic credit bearing internship in their field of interest.

29% of UAlbany seniors have had never had any kind of employment or internship within their field of interest.

10% of UAlbany seniors have had a non-credit bearing internship in their field of interest.

If you have had an internship, how many have you had total?

- Just one: 60%
- Two: 21%
- Three: 11%
- Four or more: 8%

Why have you not completed an internship during your time at UAlbany?

<table>
<thead>
<tr>
<th>Reason</th>
<th>% of Seniors Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Not enough time for an internship</td>
<td>23%</td>
</tr>
<tr>
<td>2. Already had experience/job in my field</td>
<td>14%</td>
</tr>
<tr>
<td>3. Could not afford to take an unpaid internship</td>
<td>14%</td>
</tr>
<tr>
<td>4. Did not know where to look for an internship</td>
<td>11%</td>
</tr>
<tr>
<td>5. Could not find an internship experience in my field</td>
<td>10%</td>
</tr>
</tbody>
</table>

78% of students say they would prefer to participate in an internship over the summer.

FROM THE STUDENT’S VOICE

“I would like information about international internships as I am very interested in participating in an internship abroad and did not know there were opportunities of that kind.”

49% of students indicate that they would be interested in an international internship experience.

“She admitted that she had not gotten back to me because she was simply too busy. By forcing students to get internships through the journalism department, they are actually hurting students rather than helping them.”

“My internship has been the best experience of my life. It has brought my studies and work ethic into one place. It is exactly what I want to do with my life.”

“It was a mandatory filed placement through my major. It taught me so much that I will use in my career”

The most common benefits students described from their internship experiences were networking and learning they were in the right/wrong field.
A CHANGE OF PLANS

- Many students no longer plan on graduate school (41% to 75%) immediately after graduation and instead now plan on either working in the private sector or taking a year off.
- Students are significantly more likely to expect to stay with their employer after graduation for less than 2 years (47% to 0%) and expect to change employers and careers more during their lifetime.
- Students generally perceive the job market more positively than they did when they entered.
- UAlbany students grow more interested in an internship by their senior year (84%) than in their freshman year (65%) and only 5% say that an internship experience is not important compared to 20% as freshmen.
- UAlbany seniors also struggle more with being able to take an unpaid internship (16%) than they did as freshmen (10%)
- Students who said that a boss/supervisor that they respect was “not at all important” in 2010 (66%) said that such conditions were moderately (35%) to very (65%) important in 2013, while also rating a relaxed dress code, location close to family or friends, a salary higher than my graduating peers, and company known as ‘GREEN’ significantly lower (69%) than they had in 2010 (96%).

A CHANGE OF HEART

This same set of students rated several career services with significant difference from how they rated those same areas in 2010.

<table>
<thead>
<tr>
<th>Prompt</th>
<th>% Agree 2010</th>
<th>% Agree 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>My university effectively promotes and helps students find internship opportunities.</td>
<td>41%</td>
<td>71%</td>
</tr>
<tr>
<td>I understand how to find an internship placement for academic credit.</td>
<td>87%</td>
<td>66%</td>
</tr>
<tr>
<td>I am aware that career services provides assistance in finding internship opportunities.</td>
<td>75%</td>
<td>86%</td>
</tr>
<tr>
<td>Service % Helpful 2010 % Helpful 2013</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Practice interview sessions</td>
<td>100%</td>
<td>50%</td>
</tr>
<tr>
<td>As a result of the career advice/counseling/info I have received at UAlbany...</td>
<td>% Agree 2010</td>
<td>% Agree 2013</td>
</tr>
<tr>
<td>I feel more confident in my ability to create a resume that showcases my skills and talents.</td>
<td>44%</td>
<td>78%</td>
</tr>
<tr>
<td>My critical thinking/problem solving skills improved.</td>
<td>51%</td>
<td>80%</td>
</tr>
<tr>
<td>I have gained skills/abilities that I will use after college.</td>
<td>0%</td>
<td>83%</td>
</tr>
</tbody>
</table>

Gold highlighting indicates the higher level of agreement. Note that for many of these prompts the N was very small, i.e. only 2-15 individuals might have answered for both years.

In addition, while 0% of students in 2010 said that Career Services was the best method of finding an internship opportunity in 2010, 11% of those same students agreed it was in 2013.
METHODOLOGY & DEMOGRAPHICS

Findings are based on the 2012 Career and Personal Aspirations survey completed by 1,085 University at Albany students between February 13 and April 26, 2013. The survey was developed in association with the National Association of Colleges and Employers (NACE) and was administered electronically through StudentVoice by the Office of the Vice President for Student Success at UAlbany.

- Mostly women (58% women, 42% men).
- Diverse (51% white, 12% African American/Black, 11% Asian/Pacific Islander, 11% Hispanic/Latino).
- Representative of different class years (19% freshman, 23% sophomore, 26% juniors, 31% seniors)
- Involved in student clubs (61% a member of at least one student club or organization).
- Primarily freshman admits (67% freshman admits, 31% transfer students)

QUESTIONS

Please direct any questions concerning this assessment brief to:

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Office of the Vice President for Student Success
University at Albany
TEL: 518.956.8140 EMAIL: mchristakis@albany.edu
APPENDIX A: COMPARISON GROUP – OPERATIONAL BENCHMARKING STUDY (30 participating institutions)

1. Alfred University - Consortium: Career and professional Aspirations Survey 2012-2013
2. Clarke University - Consortium: Career and Professional Aspirations Student Survey Spring 2012
3. College at Brockport - Consortium: Career and Professional Aspirations Survey 2012-2013
4. College of Saint Benedict/Saint John’s University - Consortium: Career and Professional Aspirations Survey 2012-2013
5. Denison University - Consortium: Career and Professional Aspirations Survey 2012-2013
6. Duquesne University - Consortium: Career and Professional Aspirations Survey 2012-2013
7. East Stroudsburg University - Consortium: Career and Professional Aspirations Survey 2012-2013
9. Fordham University - Consortium: Career and Professional Aspirations Student Survey
10. Georgia College & State University - Consortium: Career and Professional Aspirations Student Survey Spring 2012
11. Hofstra University - Consortium: Career and Professional Aspirations Survey 2012-2013
12. Mount St. Mary’s University IPEDS: 163462 - Consortium: Career and Professional Aspirations Survey 2012-2013
13. Northwestern University - Consortium: Career and Professional Aspirations Survey 2012-2013
15. Southern Utah University - Consortium: Career and Professional Aspirations Survey 2012-2013
17. St. Bonaventure University - Consortium: Career and Professional Aspirations Survey 2012-2013
18. Towson University - Consortium: Career and Professional Aspirations Survey 2012-2013
19. Transylvania University - Consortium: Career and Professional Aspirations Survey 2012-2013
20. Trinity University - Consortium: Career and Professional Aspirations Survey 2012-2013
22. University of Arkansas at Little Rock - Consortium: Career and Professional Aspirations Survey 2012-2013
23. University of Illinois at Urbana-Champaign - Consortium: Career and Professional Aspirations Survey 2012-2013
24. University of Nebraska-Kearney - Consortium: Career and Professional Aspirations Survey 2012-2013
27. University of Texas at Brownsville - Consortium: Career and Professional Aspirations Student Survey
28. University of Vermont - Consortium: Career and professional Aspirations Survey 2012-2013
29. University of Wisconsin-Platteville - Consortium: Career and Professional Aspirations Survey 2012-2013
30. West Chester University - Consortium: Career and Professional Aspirations Survey 2012-2013

APPENDIX B: COMPARISON GROUP – LARGE PUBLIC COLLEGES & UNIVERSITIES (6 participating institutions)

1. Eastern Michigan University - Consortium: Career and Professional Aspirations Survey 2012-2013
2. Hofstra University - Consortium: Career and Professional Aspirations Survey 2012-2013
3. Towson University - Consortium: Career and Professional Aspirations Survey 2012-2013
5. University of North Carolina at Greensboro - Consortium: Career and professional Aspirations Survey 2012-2013
6. West Chester University - Consortium: Career and Professional Aspirations Survey 2012-2013