



Student Affairs Update  
William Hudson, Jr., PhD  
Vice President for Student Affairs  
October 11, 2023



# CAREER READINESS AND PROFESSIONAL DEVELOPMENT

2022-2023 REPORT



**FAMU**

FLORIDA A&M UNIVERSITY

**CAREER AND PROFESSIONAL  
DEVELOPMENT CENTER**

[cpdcenter@famu.edu](mailto:cpdcenter@famu.edu) | 850-599-3700 | [cpdcenter.famu.edu](http://cpdcenter.famu.edu)



- Our **mission** is to deliver high-quality coaching, expansive experiential learning opportunities, and a wide industry network supported broadly by the worldwide Rattler alumni community.
- This approach contributes toward the diversity of FAMU and supports valuable community relationship in alignment with the university's strategic plan, FAMU Rising.



# Office of Career & Professional Development



**Vanessa Chatman, M.S.**

Assistant Director  
College of Law  
School of Graduate Studies and Research  
Office of Freshmen Studies  
TMCF



**Mia Zeigler, M.S.**

Employer Relations Coordinator  
Housing/Rattler Rise  
CeDAR



**William Kornegay, M.S.**

Experiential Learning Coordinator  
Experiential Learning  
Volunteerism



**Sean Collins**

Sr. Career Specialist  
School of Business and Industry  
School of Journalism and Graphic Communication  
Clubs & Organizations  
Athletics

**Team members support  
14 Colleges & Schools  
and Special Populations**



**Nicholas Freeman, MBA**

Career Specialist  
FAMU-FSU College of Engineering  
College of Science and Technology  
School of Architecture & Engineering Technology  
TRiO



**Raven Fennell**

Career Specialist  
College of Pharmacy & Pharmaceutical Science  
School of Allied Health  
School of Nursing  
Access Summer Bridge



**Latice Johnson**

Career Specialist  
College of Social Science, Arts, and Humanities  
School of the Environment  
Office of International Education



**Kacy Johnson**

Career Specialist  
College of Agriculture & Food Sciences  
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Veteran & Military Affairs



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# NACE Career Competency Skill Development

DECIDING MAJORS/ CAREER PATHS	CAREER PREPARATION	EXPERIENTIAL LEARNING/ INTERNSHIPS	JOBS/ GRADUATE PROGRAMS
<ul style="list-style-type: none"> <li>• Individual Career Coaching Sessions</li> <li>• SLS1102e: Student Life Skills</li> <li>• Focus2Career Interest Assessment</li> <li>• Career Canvas Module</li> </ul>	<ul style="list-style-type: none"> <li>• Career Skills</li> <li>• Resume Building</li> <li>• Interview Skills</li> <li>• Workshops</li> <li>• Professional Headshops &amp; Attire</li> <li>• Networking Tips</li> <li>• Career Liaisons</li> </ul>	<ul style="list-style-type: none"> <li>• Internship Coordinator</li> <li>• Parker Dewey Micro Internships</li> <li>• Job Shadowing</li> <li>• Employer Sessions</li> <li>• Career &amp; Internship Fairs</li> <li>• Handshake</li> </ul>	<ul style="list-style-type: none"> <li>• Employer Partnerships</li> <li>• Career Expos</li> <li>• Networking Mixers</li> <li>• On Campus Interviews</li> <li>• Employer Tabling</li> <li>• Employer Relations Coordinator</li> </ul>

# Professional & Premium Career Resources

The FAMU CPD Center provides numerous premium resources to FAMU students and alumni to ensure they remain competitive in the job market.

Career Management Platform

Handshake

Hire Rattler

Ai-assisted Resume and Cover Letter Creator

Hiration

Virtual Interview Practice Software

Big Interview

Career Self-assessments & Labor Market Information

Focus 2

Focus 2

Targeted Video Pitch & Validated Testimonials

Safe Hire



Online Career Research & Employment Worldwide

Going Global

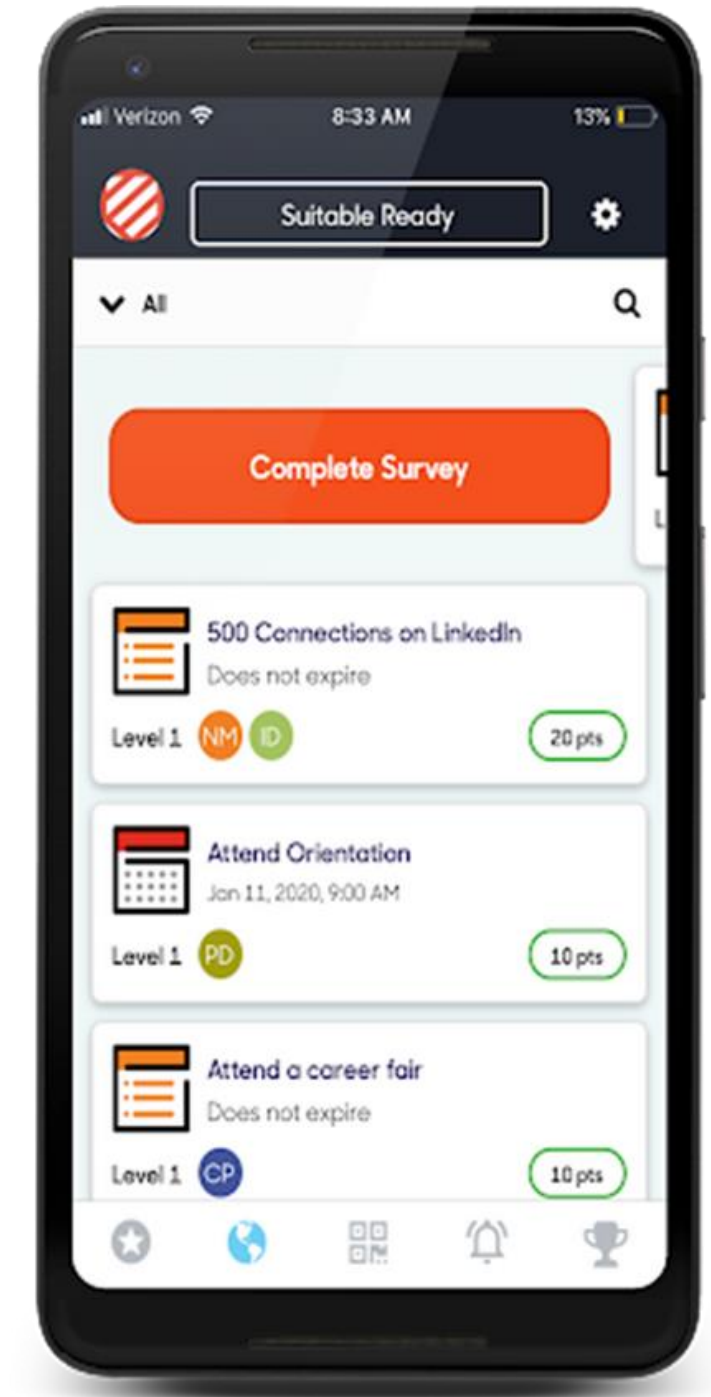


# Rattler Ready Digital Badges– Powered by Suitable

Rattler Ready is a career and professional development process that uses the Suitable platform to assist students with earning digital badges.

The Office of Freshmen Studies, the Career and Professional Development Center, and General Education launched this brand-new initiative that encompass 3 components:

- Freshmen acclimation to college and financial literacy
- Development of a Career Action Plan
- Equipping oneself with workplace competencies and skills



# HB1261 – Career Action Plans

NAME: \_\_\_\_\_  
 FAMU EMAIL: \_\_\_\_\_  
 DATE: \_\_\_\_\_



Choose which activities you plan to engage in for your Career Action Plan.

You will use the Rattler Ready app, Powered by Suitable, to track your progress. Login with your FAMU email on the Suitable app on your mobile device or at [app.suitable.co](http://app.suitable.co).

<p><b>FRESHMEN: Explore</b></p> <p><b>REQUIRED:</b> Develop your Career Action Plan  <b>REQUIRED:</b> Update profile for HireARattler powered by Handshake</p> <p><b>CHOOSE 4:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Register for core courses with the help of your advisor</li> <li><input type="checkbox"/> Use Hiration to create your first resume</li> <li><input type="checkbox"/> Start a career information file or notebook that will include records of your career development and job-search activities for the next four years</li> <li><input type="checkbox"/> Take the Focus 2 Assessment provided by the Career and Professional Development Center</li> <li><input type="checkbox"/> Schedule a Major/Career Advising Appointment</li> <li><input type="checkbox"/> Join university and student organizations that will offer you leadership roles in the future</li> <li><input type="checkbox"/> Collect information on cooperative education programs, internships, and summer jobs</li> <li><input type="checkbox"/> Consider volunteer positions to help build your resume</li> <li>Attend at least one workshop each semester to help you decide a major</li> </ul>	<p><b>SOPHOMORE: Engage</b></p> <p><b>REQUIRED:</b> Upload your Approved Resume to Handshake</p> <p><b>CHOOSE 4:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Begin a cooperative education program or consider an internship, summer, and school-break job opportunities that relate to your interests</li> <li><input type="checkbox"/> Begin to collect recommendations from previous and current employers Continue to foster relationships with faculty, counselors, and administrators Discuss career questions with a career specialist, advisor, and/or mentor Explore at least three career options available to you through your major</li> <li><input type="checkbox"/> Join at least one professional or honorary organization related to your major to make contact with people in the professional world</li> <li><input type="checkbox"/> Put together an interview outfit</li> <li>Set up a job shadowing appointment with someone in a possible career/major field &amp; conduct an informational interview</li> <li><input type="checkbox"/> Attend on-campus career and job fairs and employer information sessions relating to your interests</li> </ul>
<p><b>JUNIOR: Experience – CHOOSE 4</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Consider graduate school and get information on graduate entrance examinations</li> <li><input type="checkbox"/> Re-evaluate academic plan in relation to career option</li> <li><input type="checkbox"/> Shadow several professionals in your field</li> <li><input type="checkbox"/> Start your professional wardrobe</li> <li><input type="checkbox"/> Take leadership positions in clubs and organizations</li> <li><input type="checkbox"/> Mock interview with a Career Specialist</li> <li><input type="checkbox"/> Attend the Fall &amp; Spring Career Expo to network with potential employers Participate in interviewing, cover-letter writing, and other job-search workshops</li> </ul>	<p><b>SENIOR: Enhance – CHOOSE 4</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Attend local association meetings to meet potential employers</li> <li><input type="checkbox"/> Complete course requirements for major</li> <li><input type="checkbox"/> Develop an employer prospect list with contact names and addresses from organizations you are interested in pursuing</li> <li><input type="checkbox"/> Draft a cover letter that can be adapted for a variety of employers and have it critiqued by a Career Specialist</li> <li><input type="checkbox"/> Gather information on realistic salary expectations. The Career and Professional Development Center is able to help</li> <li><input type="checkbox"/> Go on second interviews. Evaluate job offers and accept one</li> <li><input type="checkbox"/> Participate in on-campus interviews</li> <li><input type="checkbox"/> Report all job offers and your acceptance to the Career and Professional Development Center</li> <li><input type="checkbox"/> Résumé Review</li> <li><input type="checkbox"/> Attend the Fall and Spring Career Expo, distribute résumés to potential employers, follow-up with contacts</li> </ul>

# 98%

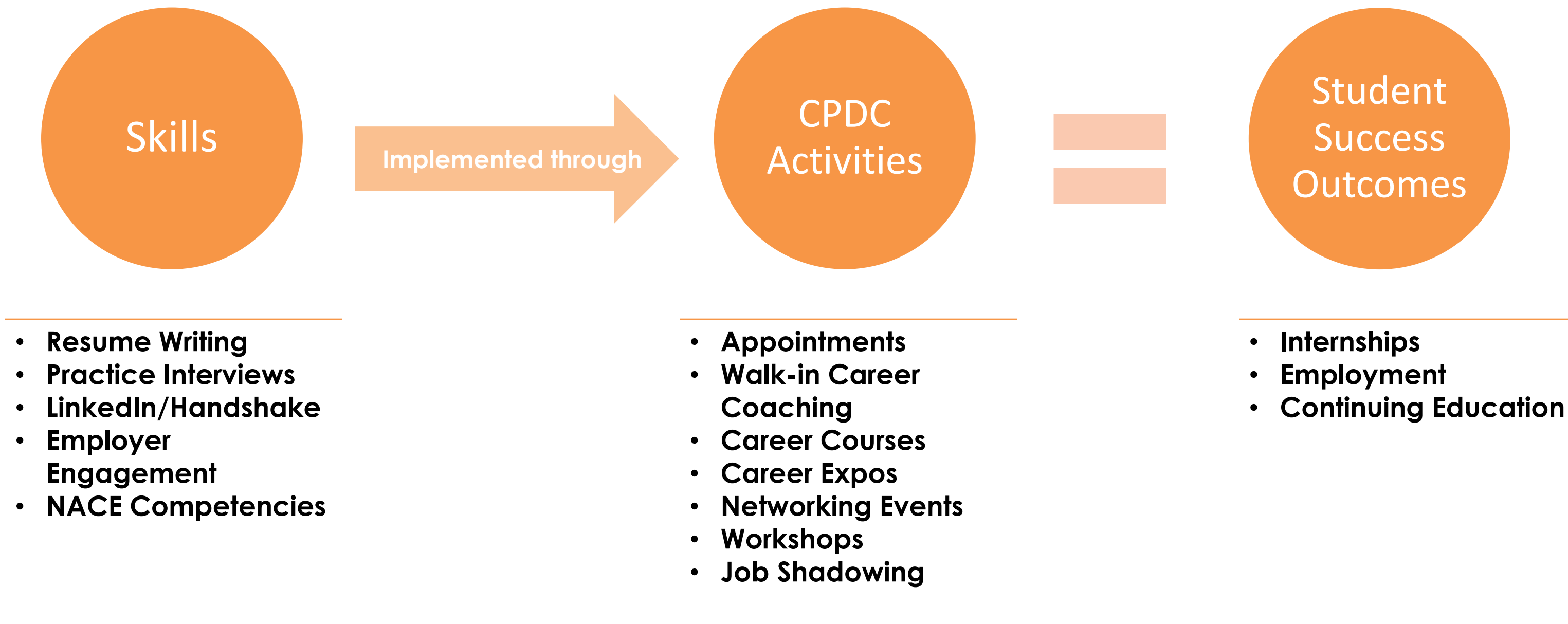
completion rate for all 2022-2023 incoming freshman and transfer students

## Strike in Four:

- A personalized Career Action Plan that students utilize and revise from their first semester to senior year
- With the help of Career Specialists, students choose **4 objectives** per year
- Upload completed documents and activities to suitable to earn points



# Student Engagement Process



# Student Engagement Servicing Students

The CPD Center engages with students through appointments, workshops, classroom presentations, and employer focused events.

## 2022-2023 Academic School Year

- 1,351 Appointments
- 1,118 Resumes reviewed
- 62 Workshops and classroom presentations



# Employer Engagement

**We welcome over 400 unique employers to campus each year**

**Targeted, tailored, and all-encompassing career fairs, events and programs:**

- All Majors Career & Internship Fairs
- FAMU/FSU Engineering Career Fairs
- Healthcare Career Fairs
- College of Education, Social Sciences & Humanities Career Fairs
- Employer networking events
- On-site Interviews
- JCPenney Suit-Up event



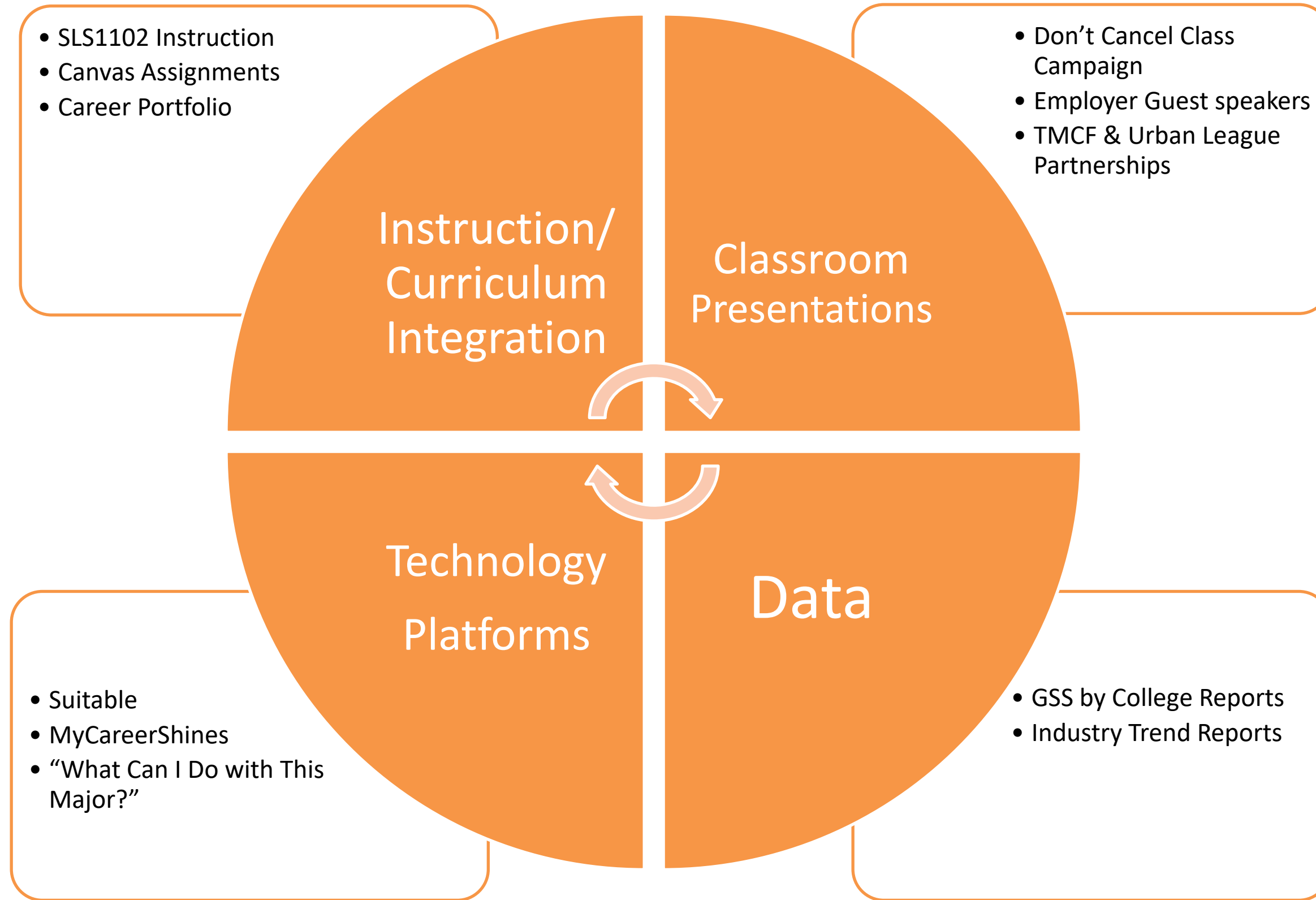
# Employer Engagement

## Strategically Connecting More Employers with FAMU Students

- **150,367** positions have been posted to Handshake since **May 2022**.
- We currently have **23,303** approved registered employers in Handshake, who have posted **15,780** jobs and **14,270** internship opportunities this academic year.
- Since May 2022, students have submitted **21,189** applications

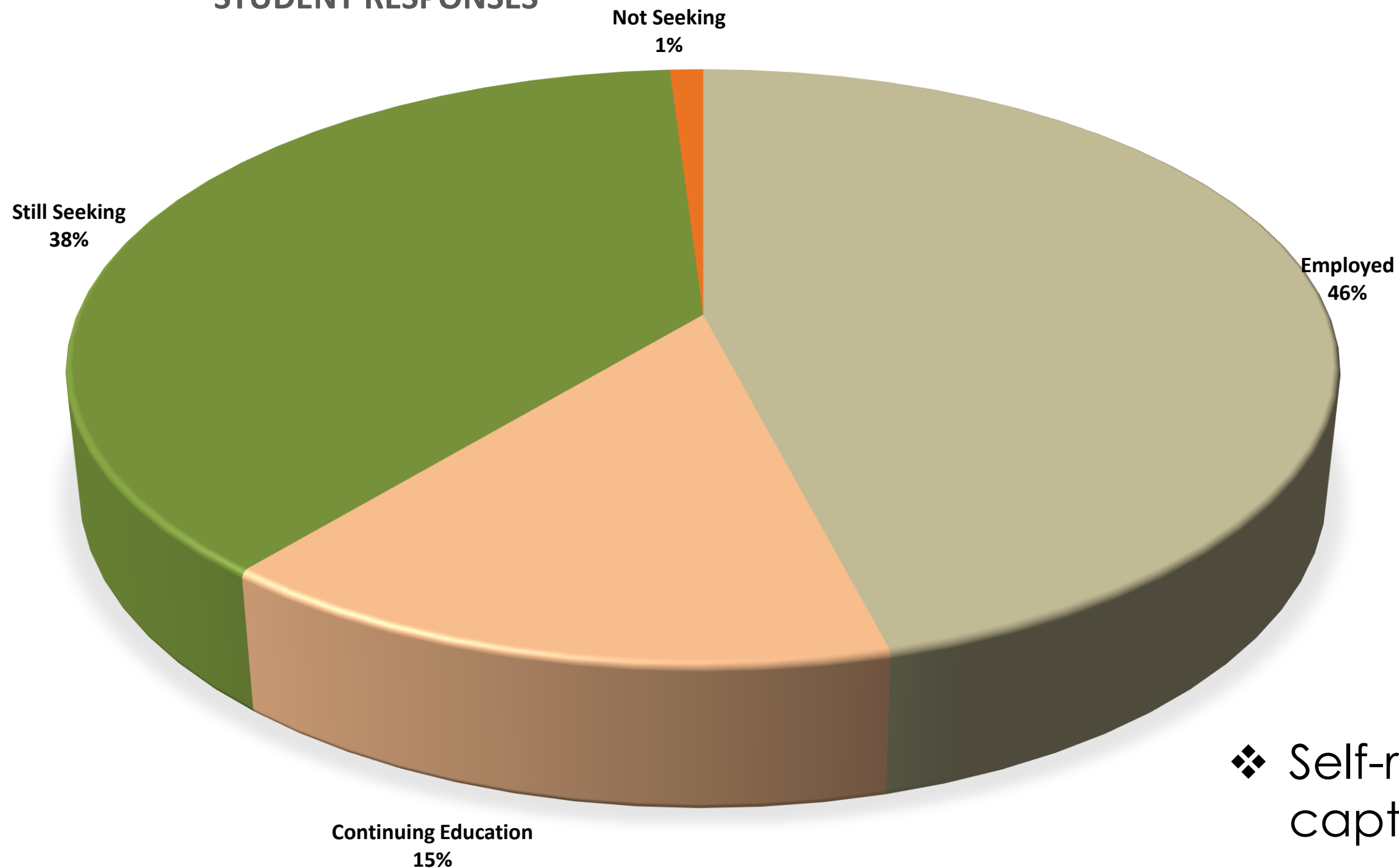
2022-2023 Career & Internship Expos	Employers	Students
Fall 2022 All Majors Career Fair	197	1608
Fall 2022 All Majors Career Fair (virtual)	87	367
Fall 2022 Health Professions Fair	10	144
Spring 2023 All Majors Fair	166	967
Spring 2023 Education, Social Sciences, Arts & Humanities Fair	51	223

# Collaboration with Academic Affairs



# Graduating Student Data

## STUDENT RESPONSES

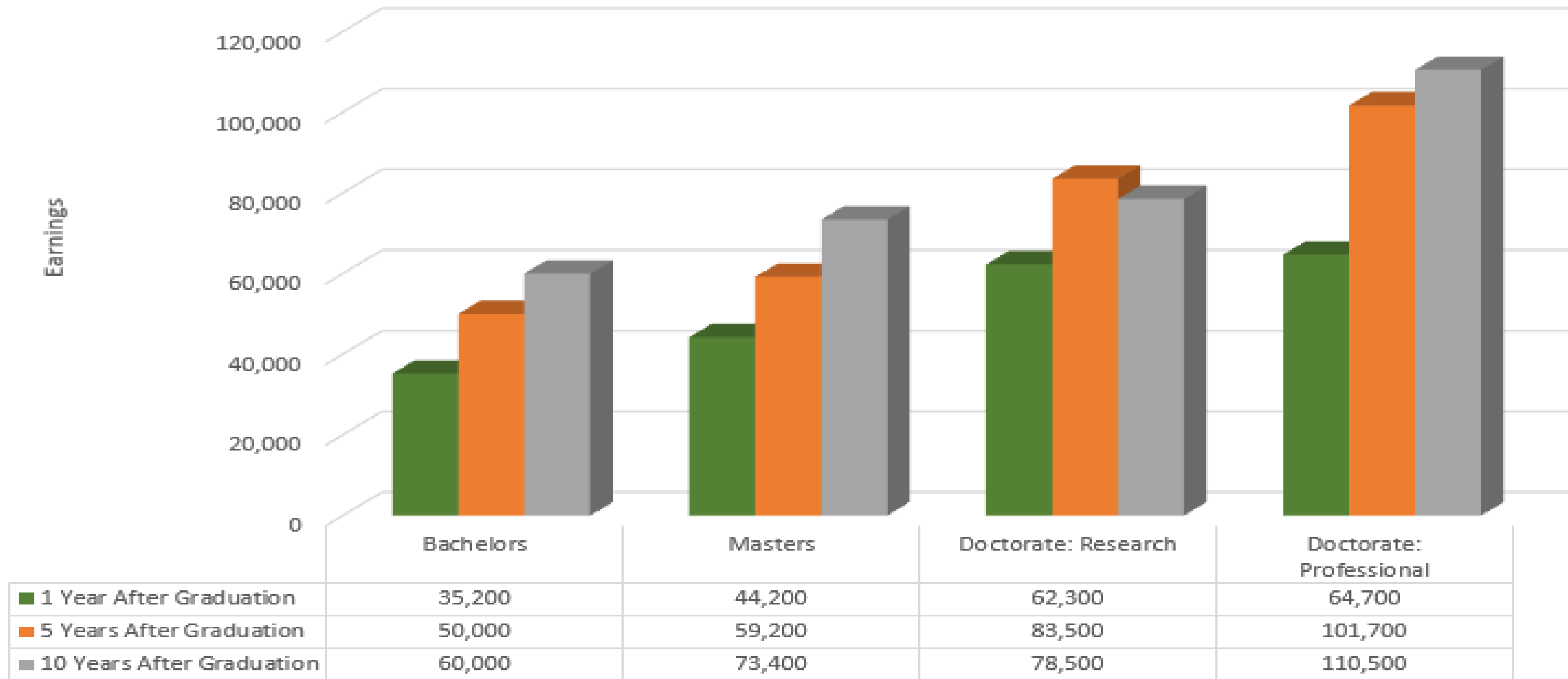


Responses	Percentage
Employed	46%
Continuing Education	15%
Still Seeking	38%
Not Seeking	1%

- ❖ Self-reported information by students captured at the time of graduation 2021-2022
- ❖ Overall Graduate response rate 40.4%

# Graduating Student Data

## FAMU Graduate Median Earnings for All Majors



Note: Chart shows annualized gross (before tax) median earnings for graduates found working full time. Adapted from MyFloridaFuture

# Employer Partnerships





# Vision for 2024



- Continue to offer engaging and impactful career readiness workshops to students
- Strengthen partnerships with faculty and staff to integrate NACE competencies
- Develop Career Action Plan tracking and marketing plans
- Continue to engage employers and alumni to provide meaningful internships, connections and industry knowledge

# Hazing Prevention Initiatives

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- The University has one open investigation of a possible violation of University Regulation 2.028 (The Hazing Regulation).
- 2023 SUS Hazing Summit was held on June 7, 2023, on the campus of UCF.
- Hazing Prevention Network Symposium was in Indianapolis, IN June 10-13, 2023  
Hosted at the NCAA Headquarters and provided Senior Level University Administrators valuable information on combating hazing in athletics and within other university organizations.