

With the start of the new academic year, our staff is eager to begin working with students, faculty and staff. There are a few changes that you will see. We have reduced the number of campus-wide workshops because our attendance has dropped over the years. We plan to concentrate on more class presentations with faculty as well as workshops with targeted student groups.

Because the economy is growing, we are seeing an increase in the number of organizations hiring. This means more organizations are visiting our campus to conduct interviews with students and more organizations are registering for our two annual job fairs. Students should see a wide array of opportunities available to them.

Some organizations are expanding slowly and are offering more internships rather than hiring full-time staff. These internships are often totally new experiences, having been created in the past 2-3 months. **In fact, 527 internships have been posted in PRO since January 2006!** This means great practical experience for our students. More students need to be encouraged to pursue internships. Please help us spread the word!

In this issue of Career Notes, you will find:

- ☛ What Exactly is PRO?
- ☛ Employers Browsing Social Network Sites
- ☛ Career Change Versus Job Change
- ☛ Internships Mean More Money
- ☛ Thoughts from Class of 2006
- ☛ Fall 2006 Workshop Schedule



Fall 2006 Workshop Schedule

FAIRS

Fall Job & Internship Fair

Wed., Oct. 4 10 am-2 pm Phoenix ABC

Graduate and Professional School Fair

Tue., Oct. 17 11-2:00 pm Phoenix ABC

WORKSHOPS

Creating Dynamic Resumes & Cover Letters

Tues., Sept. 12 12:30-1:30pm Manistique Room

Learn to Interview Like A Professional

Tue., Sept. 26 12:30-1:30 pm Manistique Room

The Graduate School Application Process

Tues., Oct. 3 12:30-1:30 pm Manistique Room

Finding The Internship of Your Dreams

Tues., Oct. 31 12:30-1:30 pm Manistique Room

Career Services staff members are ready to offer assistance & support to work with your students. Please contact any member of our staff if you have questions or need assistance. Stop by Career Services, SS1916, call ext. 2163 or email careers@uwgb.edu. Have a great year!

Career Services Staff

Linda Peacock-Landrum, Director
Karla Miller, Program Coordinator
Steven Newton, Program Coordinator
Pam Suster, University Services Associate

SS 1916 * 465-2163

Hours: Monday-Friday, 7:45 am- 4:30 pm



What is PRO and What Can It Do for Your Students?

Students are talking about PRO and using PRO in record numbers! Last year students logged into PRO 32,389 times! Do you know what the PRO system is and what it can do for your students? PRO or Phoenix Recruitment On-line is a candidate & job management software system. It is used on campus by Career Services and Student Employment. Students use PRO to:

- ◆ Search for full-time jobs, internships and part-time jobs. Over 300 area employers have access to PRO and it is the primary source for employment information for our students. Offices and units on campus use it as well to recruit student employees.
- ◆ Upload a resume for employer view. Employers can review resumes online and contact students directly. Career Services also conducts referrals and sends resumes to organizations upon request.
- ◆ Sign up for campus interviews, connect with employers attending our job fairs and apply directly online for positions listed.
- ◆ Access the Phoenix Network and contact alumni and community members about career fields.
- ◆ View campus events and workshops as well as other events in the state and region.
- ◆ Access an online library for information on jobs, employers, industry trends, job search tips & more.

All Faculty and Staff can access PRO using a standard student account. The URL is - <http://www.uwgb.edu/careers/PROstudents.htm>. The username for login is **uwgb_facultystaff** and the password is **uwgb**.



The Scoop on Career Change Versus Job Change

Have you ever heard someone mention a statistic, “The average person changes careers 6 times”? Recently, the Bureau of Labor Statistics tried to determine the source of the statistic and to validate it. Basically, the US Department of Labor (DOL) does not track career change data. Defining “career change” is virtually impossible. Is it a promotion? Is it changing employers? Is it leaving a field and entering a different field? But DOL does track job changes – defined as moving from one employer to another employer or changing occupations with the same employer. According to a National Longitudinal Survey of Youth in 1979, the average worker between the ages of 18 and 38 changes jobs an average of 10 times.



Internships Mean More Money for Graduates

A recent survey of employers by the National Association of Colleges and Employers (NACE) revealed that 46.2% of the respondents reported that they offer higher starting salaries to new college graduates who completed internships. The average percentage higher for the starting salaries was 6.8%. Besides experience, another reason for students to complete internships!



Social Networking Websites – The Job Search Impact

Over the past 18 months, many newscasts, magazines, newspapers and surveys have explored the practice of employers browsing and surfing social networking websites like MySpace.com and Facebook.com. What is the reason for such practice? Employers are conducting background checks and they are examining the integrity and ethics of a current or potential employee. Should this be happening? You may question the practice, but the fact that it is happening should be of concern to job seekers.

As a standard rule, if a job seeker would be uncomfortable having the conversation in public, displaying the picture in public or having someone other than close friends privy to the information, then the information is probably not appropriate for a social networking site. Many employers simply GOOGLE applicants for results. It can be a benefit to a job seeker for an employer to see the applicant quoted or recognized for service. However, it can be a disadvantage for an employer to discover a reference to an applicant's questionable business practices, ethics, or dismissal.

For additional information, please reference the Career Services' website where there are links listed to a number of detailed articles and reports about this current practice - <http://www.uwgb.edu/careers/Social%20Networking.htm>



Thoughts From 2006 Graduates From Across the Nation

Each year, the National Association of Colleges and Employers (NACE) conducts a national survey of graduating students. Specifically, NACE is interested in learning about the perceptions & opinions of new college graduates. Recent results provided interesting insights into today's students.

66.8% of respondents indicated that they selected their college major because they like the kind of work that it would allow them to do. This is compared to 16.1% noting that they "drifted" into their majors. This group is academically well prepared as the average GPA of respondents was 3.3.

Regarding life after graduation, 86.3% believed that they are prepared or very prepared for a job search. 12.6% feel that they are not very prepared at all and 1.1% feel that they are "clueless".

With increased technology, NACE wanted to know about email use of students. 90% or more respondents said that they read most (over 90%) of the email messages sent by their college /university. In addition, 70.9% of respondents said that they always use the Internet for job searching. In recruiting, 81.7% of respondents liked emails from specific people versus a generic email response. Today's graduates still desire the personal touch in recruiting.