KEY ACCOMPLISHMENTS

During the 2014–2015 academic year, Peabody Career Services focused on its mission to be students’ strategic career partners. Major accomplishments to achieve this mission include:

1. **Personalized Career Training**—Analyzed student needs and built/revised comprehensive training program to assure students recognized and took advantage of opportunity

2. **Meaningful Employer Connections**—Effectively connected students with alumni employers who could make a positive difference in our students’ careers

3. **Career Success**—Exceeded industry leading 90-90-9/30 metrics—90% knowledge rate of student whereabouts, 90% employment rate by September 30. Students are landing jobs and report being very satisfied with individual appointments and programming at Peabody Career Services
ACCOMPLISHMENT 1
PERSONALIZED CAREER TRAINING

Analyzed students’ needs and built a comprehensive training program to assure students recognized and took advantage of opportunity.

Our mission to be the strategic career partner has driven efforts to analyze by academic program and by student how we can optimally leverage our most limited resources—TIME and PEOPLE—to have a dramatic, positive impact. This has resulted in career timelines targeted to each program, which specifically outline career development during the course of a student’s tenure.

Specific best practices along this timeline include:

- **Pre-Orientation**—Introductory letter with career deliverables
- **Orientation**—Strategically launching your career
- **Semester 1**—Individual Coaching sessions/ Peer Career Mentoring and Classroom sessions/ workshops focusing on the job search toolkit
- **Semester 2 and 4**—Experiential training involving employers (Interview Relays, Interactive Networking, and a half-day Career Conference)
- **Semester 3**—Launching the full-time job search (IGNITE dinners and classroom visits)

ACCOMPLISHMENT 2
MEANINGFUL EMPLOYER CONNECTIONS

Effectively connected students with employers who could make a positive difference in our students’ careers.

Interactions with alumni employers increased dramatically again this year. Most programs had an Interview Relay where students had the opportunity to not only build skills but also make meaningful career connections in their selected field. Employers shared their expertise during interactions at classroom presentations, workshops, and panels. The number of alumni available to connect through PCS Groups on LinkedIn increased, and students were able to connect immediately with someone who could make a difference in their individual job search. Students are effectively connecting with alumni employers locally.

ACCOMPLISHMENT 3
SUCCESS!

Students are landing jobs and report being very satisfied with individual appointments and programming. Job acquisition is occurring earlier in the year. Student ratings of individual appointments, interview relays, and other major events are very positive. Continual assessment and process improvement is making a positive difference in the Vanderbilt Peabody student’s career experience.
**Individual Student Appointments**
- Conducted **674 individual meetings** with students, **96%** of which were rated “great” or “excellent”
- Strategically targeted career services to specific programs—program directors reported being very satisfied with results and collaboration
- Focused on **90/90/9-30 bottom line**—achieved **97% employment** with **94%** of students tracked by **September 30, 2015**
- Recruited and trained 20 peer career mentors (second-year students) to provide individual services to first-year students through three individual meetings

**Events and Programming**
- Conducted **49 high-quality events** for **1,957 attendees**
- Presented to all incoming students at orientation on how to strategically launch their career
- Collaborated with program directors and faculty to conduct classroom visits and targeted sessions where all students learned about services and developed their job search toolkit
- Presented to prospective students at master's visitation weekend
- Orchestrated Career Countdown Conference where students learned about key career topics from industry experts

**Alumni and Employer Relationship Development**
- **179 employers connected** with students and conducted **761 mock interviews** and **75 job interviews**, participated on expert panels, and led professional seminars
- Strategically expanded members of Vanderbilt Peabody Career Services LinkedIn group by **27%** and the K–12 educators group by **37%**
- Collaborated with Nashville Area Career Consortium to bring 118 education employers from around the country to Nashville for a career fair (Nashville Career Consortium Employers)

**Communications**
- Communicated timely and relevant career topics through monthly newsletters sent to all students
- Connected with students and provided information through Facebook, LinkedIn, and website
- Conducted extensive tracking to assure students were effectively implementing job search and successfully landing at their first career destination
STUDENT OUTCOMES BY DEPARTMENT

Total Graduates: 323

Total Seeking: 308

Total Known: 288

Seeking

- Seeking: those looking for full-time employment, continuing education, or currently employed full-time
- Not Seeking: students taking time off to travel, spouse/partner relocation, FMLA
- Seeking + Not Seeking = Total Graduates

Known

- Known: seeking students with whom we are in contact
- Unknown: seeking students who are non-responsive post-graduation, or for whom we are unable to contact
- Known ÷ Seeking = Knowledge Rate or Percent Tracked

Employed

- Employed: landed at first destination, continuing in a role they obtained prior to/during enrollment, or continuing education
- Unemployed: known and still searching
- Employed ÷ Known = Employment Rate or Career Outcome

Knowledge Rate 94%

Employment Rate 97%
PEABODY GRADUATES AT WORK IN THE U.S. AND AROUND THE WORLD

Graduates Who Launched Careers in Tennessee

63%

Graduates Who Moved Out of Tennessee Launched Careers in These Regions

Graduates Who Launched Careers Outside the US

10%