Chapter 3.2: Undergraduate Career Development

Objectives and Goals

Objective: Develop a full spectrum of programs supporting the career development and placement of undergraduate students while considering the workforce needs of industry partners.

The goals related to Career Development are:

Goal: Provide pathways for students to obtain industry and/or research experience related to their discipline

Goal: Ensure professional preparation and development related to workforce entry

Goal: Provide opportunities for students to gain international engineering experience

Goal: Provide preparation and testing support for professional engineering licensure

Strategies

Be the preferred provider for undergraduate engineers

- Address employer need for a “one-stop shop” when recruiting engineers, i.e. networking events, job postings, career fairs, information sessions, interviewing, student organization interaction
- Create easy access for employers to recruiting resources, i.e. websites, links, registration processes
- Expand relationship with employers who currently recruit in COE
- Develop recruiting relationships with employers already engaged in other programs in COE
- Seek new employer relationships by promoting CSU’s strengths and programs
- Use national and regional conferences to identify new employers, i.e. NSBE, SHPE, SWE
- Provide early access to underrepresented groups and student leadership

Assist the undergraduate student in the job search process

- Engage the students in the job search process earlier in their college career
- Increase the number of students receiving job search assistance through workshops and classroom
- Expand programming for career exploration via student and employer panels or tours
- Seek alternative resources for individual counseling given limited COE resources

Support undergraduate professional preparation

- Provide support and leadership for the Professional Learning Institute through coordination of training in cultural adaptability, leadership, ethics, public engagement
- Plan and organize PLI Day each fall semester and explore expanding PLI day to the Spring semester
- Monitor provide PLI tracking information to students and advisors

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**Expand opportunities for international engineering experience**
- Advise CSU chapter of International Association for the Exchange of Students for Technical Experience (IAESTE)
- Research international study abroad destinations and evaluate appropriateness of transfer credits
- Explore partnerships with universities sponsoring research and internship experience abroad

**Support student pathways to obtain professional licensure**
- Work with NCEES to provide on-site logistical support the Fundamentals of Engineering Exam
- Provide assistance to Engineering College Council in the delivery of FE Review Sessions.
- Assist with the transition from paper to computer based testing (CBT) on campus

**Metrics**
- Percent of students participating in COE sponsored “job search” programming
- Percent of students graduating with one or more professional or research experiences
- Percent improvement in 5 year moving average graduation placement rates
- Number of students placed in international internship or research positions
- Percent of students seeking professional licensure