UCF Leadership Empowerment Program Project

Integrating Technology into Student Career Readiness

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Purpose

Implement new technology to support virtual interviewing for

UCF Career Services

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Why?

SCALE x EXCELLENCE = IMPACT

- Meet increasing demands of a growing student population

- Technology can be utilized for UCF Online students, UCF Connect students, and UCF Downtown students

- Technology has the power to amplify the delivery of career related programs and services to a broad student base

Importance

- Strong focus on college student career readiness
- Universities are being held accountable for graduate career outcomes
- Increase in number of colleges/academic programs including career readiness as components of courses
  - **College of Business Administration**
  - **Psychology program**
- Increase in number of faculty/staff referring students to CS

Importance

- Preparing students for their next step is everyone's responsibility

- Career Readiness Emphasized In:
  - Performance Based Funding Metrics
  - Governor's Ready, Set, Work Challenge
  - UCF Quality Enhancement Plan: What's Next
  - UCF Strategic Plan: Collective Impact
  - Student Development and Enrollment Strategic Plan: Transformative Opportunities

Literature Review

- According to National Association of Colleges and Employers (NACE), college career centers across the country offer students the opportunity to interview virtually with employers.

- Virtual interviews are a good option for employers, especially those who travel extensively or have travel budget constraints.

- Offering this service would make recruiting UCF students easier and more convenient for employers.

Data

- Academic year 2016-2017:**1,652** UCF students interviewed in person with employers in Career Services and Experiential Learning building

- Spring 2017: **200** College of Business students enrolled in professional development courses completed an in-person practice interview with CS staff.

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Data

- It is expected that virtual interviewing capabilities will increase the number of UCF students who interview with employers by up to **50%** to approximately **2,500** students

- If only 10 students take advantage of this service each week, **500 additional interviews** could be conducted over the course of a year

Employer Feedback

Spring 2018 Career Services
Employer Advisory Board Meeting

- **Target:** Facetime or Skype for last round virtual interviews with district managers

- **Disney** Blue Jeans software for virtual interviews with hundreds of thousands of applicants

- **ADP** (payroll company) Blue Jeans software for first round virtual interviews

- Employers suggested that Career Services offer virtual mock interviews and more virtual content

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Student Feedback

Students attending spring 2018 career expo were asked the following question in a survey administered on site immediately after the career fair.

"How likely are you to utilize virtual interviewing technology available in the Career Services building?"
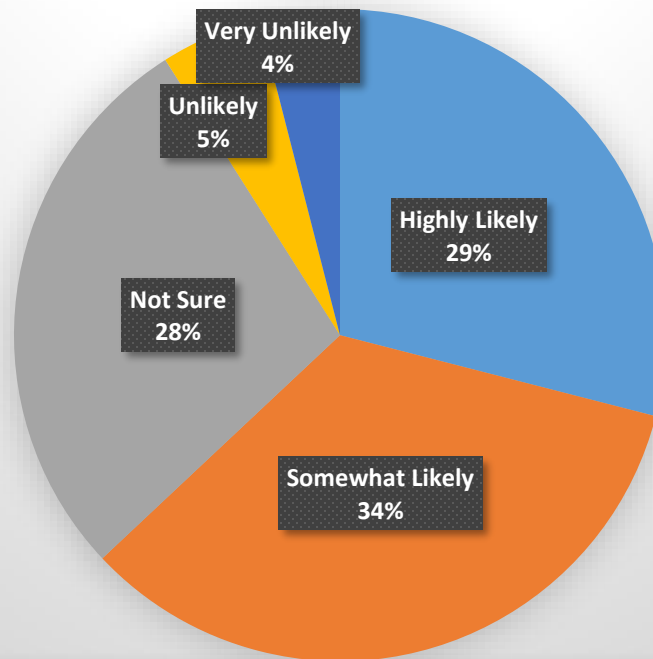
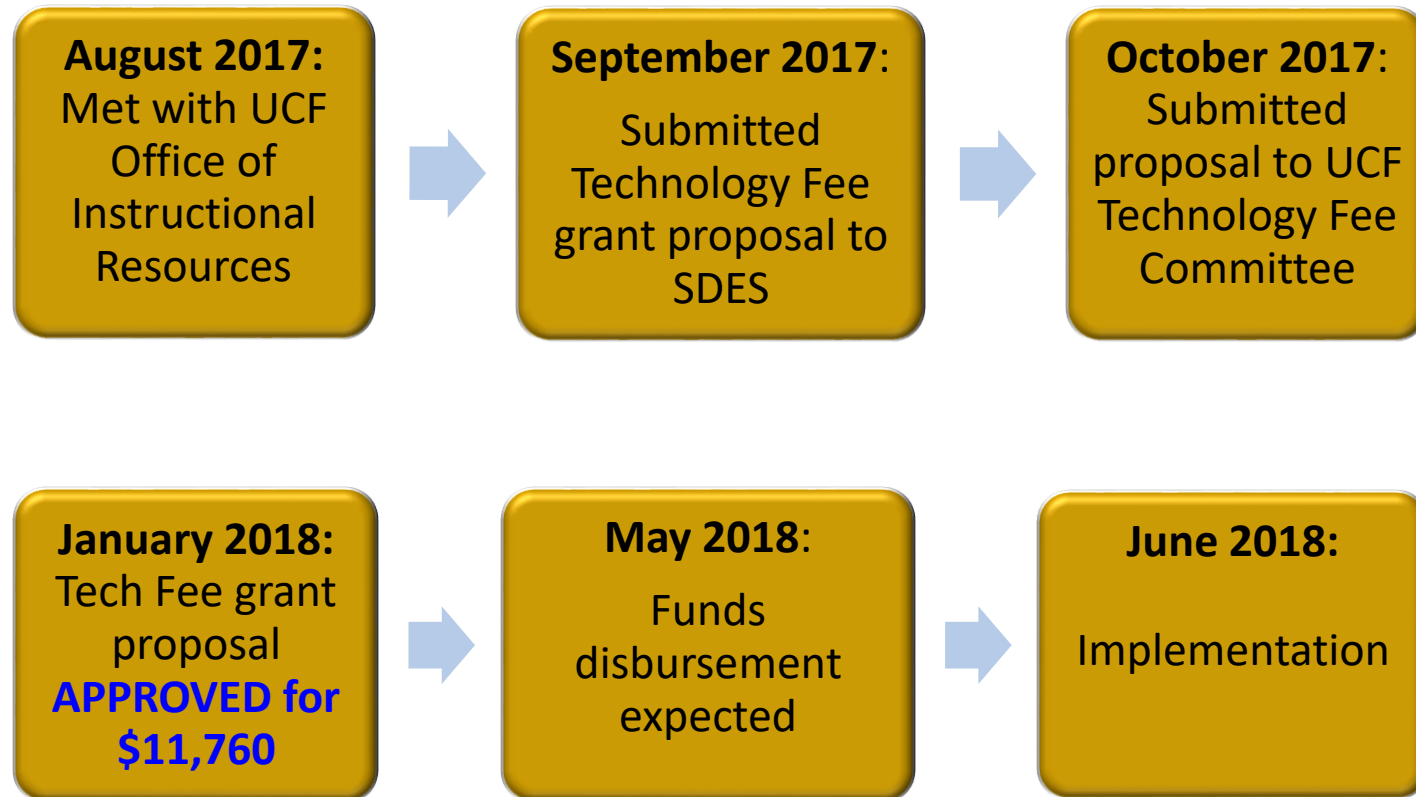| Highly Likely	Somewhat Likely	Not Sure	Unlikely	Very Unlikely

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Student Feedback

"How likely are you to utilize virtual interviewing technology available in the Career Services building?"

- Very Unlikely 4%
- Unlikely 5%
- Not Sure 28%
- Highly Likely 29%
- Somewhat Likely 34%

N=407

Project Timeline

August 2017: Met with UCF Office of Instructional Resources

September 2017: Submitted Technology Fee grant proposal to SDES

October 2017: Submitted proposal to UCF Technology Fee Committee

January 2018: Tech Fee grant proposal **APPROVED for $11,760**

May 2018: Funds disbursement expected

June 2018: Implementation

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Technology

Six interview rooms equipped with:

- 40 inch 4K Ultra HD Monitor
- Universal Mobile Cart
- Mini-computer with 8 gigs of ram
- Wireless mouse/keyboard
- USB Conference Microphone
- LED lighting
- 1080p Webcam

Promote new technology to students and employers

- Marketing materials
- Instructional materials

Questions?

Thank You!

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