

Partners in Career Development - *Strategies for Veteran Students*



WILLIAM
& MARY

CHARTERED 1693

**OFFICE OF CAREER DEVELOPMENT
& PROFESSIONAL ENGAGEMENT**



WILLIAM & MARY

CHARTERED 1693

Office of Career Development & Professional Engagement



Under University
Advancement

Mission Statement:

***The Office of Career
Development & Professional
Engagement empowers
students and alumni to
explore professional
possibilities and navigate
lifelong career development.***

Leadership



Kathleen Powell
Chief Career Officer
AVP Advancement



Renard Miles
Executive Director



Lena Weisman
Executive Assistant to the
Chief Career Officer/AVP
Advancement

Internships & Applied Learning



Phil Heavilin
Director
Internships
& Applied Learning



Lisa Randolph
Assistant Director
Experiential Learning



Owen Marino
Coordinator
Internships
& Applied Learning

Advisors



Kelly O'Shaughnessy
Director
Career Readiness Pathways



Charlotte Palmer
Director
Career Access & Engagement



Cristen McQuillan
Associate Director
Creative Careers



Caroline Herath
Director
Business Careers



Devan Turner
Assistant Director
Business Careers



Andrew Martin
Assistant Director
Public Service Careers



Araba Andrews
Graduate Asst
Public Service Careers



Don Snyder
Director
STEAM Careers



Suzy Lindley
Career Coach
Data, Tech, Eng

Charlotte Palmer will be your go-to advisor starting in October 2024, however, all advisors see all students and majors.

Employer Development & Engagement



Stan Inman
Director
Employer Development
& Engagement



Andy Kandell
Assistant Director
Employer Engagement
& Programming



Matthew Barrett
Coordinator
Employer Development
& Engagement

Operations & Events



Kelsey Brumfield
Director
Operations



Colleen Prosser
Office Coordinator



Bella RaeAnne
Events
Coordinator

Alumni Career Development & Professional Engagement



Michael Steelman
Director, Alumni Career
Development & Professional
Engagement



Alex Beard
Sr. Assistant Director
Alumni Career Development &
Professional Engagement

Data & Systems Management



Nicole Sloan
Associate Director
Data & Systems
Management



Rachael Carberry
Sr Director of
Development for Career
Initiatives

Advancement

WHO WE SERVE:

Undergraduate Students

Graduate Arts & Sciences

School of Education

School of Computing, Data Sciences, and Physics

Batten School of Coastal & Marine Sciences

Alumni

HOW WE HELP:

Major/Career Exploration &
Decision Making

Professional Development Materials

Making Connections

Job and Internship Search

Graduate & Professional School

- The Office of Career Development & Professional Engagement helps with every step of the Career Development Cycle. Whatever stage you are at, we offer individualized help to help you move forward.



EXPLORING CAREERS

CAREER EXPLORATION



- We wanted to provide this visual to give you an idea of the career exploration process and emphasize that it is cyclical. You can plug in at any point; you can move forward, take a step back, and explore a segment again. Your career journey is unique to you and there is not a singular path you are meant to take.
- Each part of the cycle is important and lays the framework for your next step. The Office of Career Development & Professional Engagement is here to help with each step you take.

LIBERAL ARTS & SCIENCES AND CAREERS



“93% of employers agree that candidates’ demonstrated capacity to **think critically, communicate clearly, and solve complex problems** is more important than their undergraduate major.”

- Your major is just one aspect of your experience here at William & Mary.
- As you can see from this data point, employers are attracted to certain skills and qualities that are developed through any major here at William & Mary.
- This is why reflection is a key aspect of your career growth. It is important to reflect deeply on all experiences you have had before as well as what you continue to do at William & Mary and think critically about what skills you have developed. This reflection allows you to explain your skills and assets to an employer in a way that they will understand.

Career Competencies



Communication: Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.



Critical Thinking: Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.



Digital Literacy : Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.



Equity & Inclusion: Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-oppressive practices that actively challenge the systems, structures, and policies of racism and inequity.



Leadership: Recognize and capitalize on personal and team strengths to achieve organizational goals.



Professionalism: Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.



Teamwork: Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.



Career & Self Development: Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.

Sourced from
Naceweb.org



These are career competencies identified by the National Association of Colleges & Employers' surveys to employers across all industries and organization sizes as important for entry level hires to have. Most employers are looking for transferrable skills, in other words, skills that you can get from a multitude of experiences. Some employers, yes, are looking for students with specific technical skills for sure, but most are looking for things like leadership, communication, and adaptability. These are things you can learn from school, work, clubs, Greek life, internships, etc.

Think about which skills you have that are a good match for the applied learning opportunities you're applying to and also the skills you need to build and how the applied learning experiences you're applying for/participating in can help with that.



Career Planning Foundations



My Career Planning Involvement

START OVER REVIEW RESULTS



My Academic Strengths

START OVER REVIEW RESULTS



Am I Career Ready?

START OVER REVIEW RESULTS

- Online
- Self-paced career, education, and planning tool
- Take inventory of your values, interests, personality, & skills

<https://www.wm.edu/offices/career/students/career-exploration/resources/>

Self Assessment

Discover majors and occupations that match your personal attributes



Work Interest Assessment

START



Values Assessment

100% Complete

RESULTS
Review
Start Over



Personality Assessment

100% Complete

RESULTS
Review
Start Over



Skills Assessment

100% Complete

RESULTS
Review
Start Over



Leisure Assessment

100% Complete

RESULTS
Review
Start Over

Combine Assessments

4/5 Completed



The Focus2 is a great tool to explore your interests and skills. This tool allows you to assess your work interest, personality, leisure interest, values, and skills as a way to see what jobs you may want to investigate based on your results. Talking through your results with a career advisor is encouraged but not mandatory.

In order to access the Focus2 you will need to use the link in the above slide. You will register for an account. The access code for your registration is onetribе.

MACE

MY ACTIVE CAREER EXPLORATION
at the Cohen Career Center

"I think this is a great program if you are at all unsure about your major or career opportunities. The three semester plan is helpful to every student!"



6-week program, September 17th -October 22nd (90-minute meeting once per week)

Registration: **Apply by Wednesday, Sept. 11**

Register here https://wmsas.qualtrics.com/jfe/form/SV_88LURqUrdRYIpXU

Back again this year, we'll be offering the MACE program. It will be hosted in person, and registration ends Sept. 11

This six week program guides students through self assessments of their VIPS while showing them how to research options based on their results.

Each student completes the program having learned how to research and make career choices, while designing a 3 semester plan to gain exposure and experience to their prioritized choices.



- National Resource
- Provides Breakdown of:
 - Focus Areas
 - Job Functions
 - Employers
 - Career Management Strategies
 - Professional Associations
 - Career Guides
 - Job Posting Sites

What Can I Do With This Major provides a really comprehensive breakdown of over 90 academic majors with detailed information on focus areas, job functions associated with that focus area, types of employers interested in hiring for those roles, strategies for pursuing those employers, as well as clickable links to professional associations, career guides, and job posting pages.

Since both of these sites are paid for by the career center, you'll want to access them from our website: https://www.wm.edu/offices/career/students/career-exploration/resources/#Focus_2 . Scroll down to major and click on What can I Do With This Major?

Programs & Events

Workshops

Meet Ups

Information Sessions

Panels

Trips

Career Fairs



CAREER *Readiness* KICKOFF

TUESDAY, AUGUST 27

COHEN CAREER CENTER, PRESENTATION ROOM | RSVP IN TRIBE CAREERS



- 11 A.M. Maximize Your Career Resources
- 12 P.M. Leveraging AI for Career Development
- 1 P.M. Resume & Cover Letter
- 2 P.M. Applied Learning: Internship Search & More
- 3 P.M. Prepare for the Fairs
- 4 P.M. Connect on One Network

RECRUITING EVENTS

ON-CAMPUS STUDENT EMPLOYMENT FAIR

📅 THURSDAY, AUGUST 29, 2024

🕒 9:00 - 11:00 A.M.

📍 SADLER CENTER, CHESAPEAKE

MEET THE FIRMS

📅 FRIDAY, SEPTEMBER 13, 2024

🕒 12:00 - 4:00 P.M.

📍 RAYMOND A. MASON SCHOOL OF BUSINESS, MILLER HALL

CAREER DIVERSITY BRUNCH & EXPO

📅 FRIDAY, SEPTEMBER 20, 2024

🕒 10:00 - 11:30 A.M.

📍 SADLER CENTER, CHESAPEAKE & TIDEWATER

CAREER & INTERNSHIP FAIR

📅 FRIDAY, SEPTEMBER 20, 2024

🕒 12:00 - 4:00 P.M.

📍 SADLER CENTER, CHESAPEAKE & TIDEWATER

STEM CAREER & INTERNSHIP FAIR

📅 FRIDAY, SEPTEMBER 27, 2024

🕒 12:00 - 4:00 P.M.

📍 SADLER CENTER, CHESAPEAKE

GRADUATE & PROFESSIONAL SCHOOL FAIR

📅 FRIDAY, OCTOBER 4, 2024

🕒 12:00 - 2:00 P.M.

📍 SADLER CENTER, CHESAPEAKE & TIDEWATER

W&M CAREER DEVELOPMENT & PROFESSIONAL ENGAGEMENT

Annual Recruiting Events



- On-Campus Student Employment Fair (fall/spring)
- Career & Internship Fairs (fall/spring)
- Career Diversity Expo (fall/spring)
- Meet the Firms (fall)
- Grad & Professional School Fair (fall)
- Government, Education, Nonprofit Fair
- LAUNCH Consortium
- Science Career Expo (fall)
- K-12 Education Recruitment Day (spring)
- On-Campus Interviews (year-round)

- Many events take place throughout the fall and spring semesters covering a variety of fields
- Students need to take advantage of any opportunity to get in front of organizations and talk with representatives

CAREERS IN CONSULTING

PANEL

WILLIAM & MARY LIBRARIES & ARCHIVES



6:00 - 7:00: Panel and Q&A | 7:00-7:30: Informal Networking
This event is welcome to all students of any major interested in consulting!

COHEN CAREER CENTER PRESENTATION ROOM | WEDNESDAY, MARCH 27 | 6:00 - 7:30 P.M.

sponsored by WILLIAM & MARY LIBRARIES CAREER DEVELOPMENT & PROFESSIONAL ENGAGEMENT

LIBRARY AND ARCHIVES CAREER NIGHT

FEB 8, 2024
SWEM LIBRARY FORD CLASSROOM
6:00-7:30 P.M.



Join our panel of experienced librarians and archivists who will share their insights, experiences, and journeys! Network with professionals and discover opportunities in information management.

RSVP in TribeCareers

MEET UP:

An Insider's Look at the Pharmaceutical Industry



W&M COHEN CAREER CENTER

Are you interested in learning about the pharmaceutical industry?

Join W&M chemistry alum Brian Hubbard, Chief Executive Officer at Anji Pharma, as he discusses the pharmaceutical field.

October 5th
12:30 - 1:30pm
Sign up on TribeCareers!

Creative Careers Immersion

Freelancers & Creators

A panel event featuring alumnae working in careers in creative spaces. Hear from wonderfully talented alumni who are artists, creators, and freelancers on how they've made a career as a creative.

February 13, 4 PM | Virtual
RSVP on TribeCareers.wm.edu



Freelance Filmmaker, Photographer | Freelance Food Stylist, Recipe Developer, Writer | Sofia Lenore Watercolorist

W&M CAREER DEVELOPMENT & PROFESSIONAL ENGAGEMENT

Diplomacy Unveiled: A Conversation with Foreign Service Officers

WE INVITE YOU TO DELVE INTO THE EXPERIENCES, INSIGHTS, AND PERSONAL STORIES OF SEASONED DIPLOMATS.

TUESDAY, OCTOBER 17 • 5 - 6 P.M. • CAREER CENTER PRESENTATION ROOM



Keahra Opongbrown, '16
PUBLIC DIPLOMACY-CORSED SPECIALIST

Matthew Scranton, '02
FORMER FOREIGN OFFICER WITH THE U.S. DEPARTMENT OF STATE

Zhanna Imel, '21
VICE CONSUL AT EMBASSY HONOLULU, HAWAII

LEARN ABOUT CAREER PATHWAYS, CULTURAL PROFICIENCY, DIPLOMATIC CHALLENGES AND SOLUTIONS, AND MORE. SCAN FOR MORE INFORMATION.

W&M CAREER DEVELOPMENT & PROFESSIONAL ENGAGEMENT

MUSEUM EXPO

April 26 | 12-2 p.m. | Alumni House

Featuring presentations from across the Tidewater region (Richmond to Virginia Beach)

Free admission



RSVP on TribeCareers



WILLIAM & MARY LIBRARIES & ARCHIVES CAREER DEVELOPMENT & PROFESSIONAL ENGAGEMENT | WILLIAM & MARY THE CHARLES CENTER | WILLIAM & MARY ART & ART HISTORY | WILLIAM & MARY VISUAL CULTURAL INSTITUTION

Here is a variety of the types of industry events that we do. We host meet up sessions and panels in a variety of careers within each industry.

SAVE THE DATE

26th biennial

Ferguson Blair

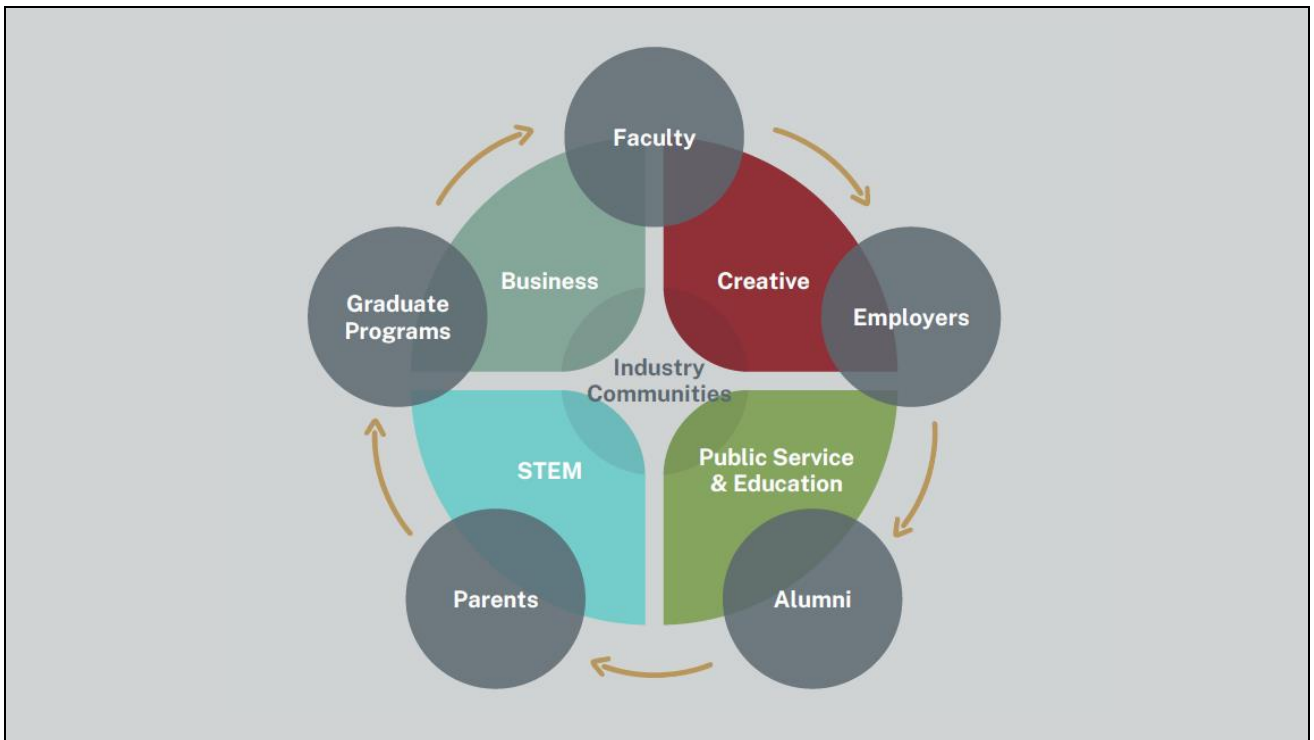
PUBLISHING SEMINAR

Nov. 7 & 8, 2024
W&M Alumni House



Save the date for the Ferguson Blair Publishing Seminar this Nov! Open to all, even if you aren't sure you want to enter the publishing world.

This event only takes place every two years so take advantage of the opportunity!



- This graphic gives you an idea of how we have developed our industry communities, and how we continually expand them and make them engaging and interactive – involving different constituencies
- These industry communities encompass a wide variety of sectors, if you don't see yourself in one of these communities, remember, we are all generalist as well and don't want any student to fall through the cracks. You don't have to change your interests to fit into one of these communities. We can tap into the W&M alumni network and work with you on careers that may not be as apparent in these communities

SIGN-UP FOR INDUSTRY NEWSLETTERS



In order to stay up to date with the most recent information, including upcoming events and pending deadlines, we provide several newsletters.

For more industry specific news, you need to subscribe to the individual Industry Newsletters. If you've never done this, or haven't updated in a while, just log into TribeCareers.wm.edu, click on your initials or photo on the top right, then My Account, then Industry Newsletters/Career Interests and select as many newsletters as you'd. You can change this as often as you want. Each newsletter comes out at different frequencies depending on the industry and the time of year.

CAREER NEWSLETTERS



- **Monthly to 1st & 2nd year students**
 - **TribeCareers Tip of the Month**
 - **Upcoming Exploration Events**
 - **Career Exploration Resources**
-

- **Sent to all students on Sundays**
 - **Some upcoming events**
 - **Student spotlights**
 - **Job and internship resources**
-



- **Sent to all students twice a month**
- **Applied Learning resources**
- **Student spotlights**
- **Employer advice**

Additionally, we send all freshmen & sophomores a monthly newsletter called JumpStart.

This newsletter has regularly occurring content teaching you how to use a different Cohen resource, a new TribeCareers tip, events specific for early career engagement, and suggested ways for exploring majors and careers.

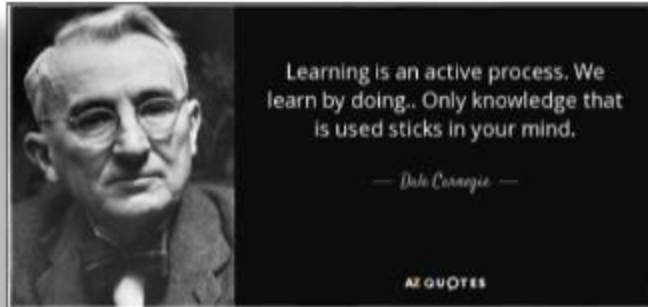
All students receive Career Conversations every Sunday night. This email includes campus-wide career events and news. We also spotlight student peer advice from students across campus, and employer insights.

Note – RISE might change in name this year, so stay tuned!



GETTING EXPERIENCE

Applied Learning at William & Mary



<https://www.wm.edu/offices/career/students/applied-learning/internships-and-externships/>

TribeShadow

Internships

Research

Study Abroad

Athletics

Here are some ways to engage in experiential learning through the Career Center. Learning about your options is key.

TribeShadow is a job shadowing experience. This occurs over Fall and Winter Break; students can also create their own externships through networking and researching organizations. They're all structured differently, but may include interacting with professionals, observing meetings or client interaction, and Q&A sessions.

Internships are typically a semester or a summer long. You can find internships on TribeCareers, through our internship databases, networking, or you can always create your own; internships are important, both to gain experience and see what you like and don't like and because they set you apart in the job search.

Other opportunities not through Career Center include research, volunteer work, part-time jobs, student organizations – these are all great ways to get experience

TribeShadow

- Often referred to as externships, this experience allows you to shadow employers for 1-2 days over Fall or Winter Break.
- Applications for this Fall Break can be found on TribeCareers starting on September 3rd. The deadline to apply is September 13th.

Internships

- Intentional, structured experience
- Applies classroom learning
- Supervised, mentored
- Exposure to an organization
- True learning environment
 - Develop and enhance skills
- Quantifiable contributions

9 out of 10
direct from
college hires
have
internship
experience!

Micro Internships

- Don't have the time to devote to a full internship? Check out Parker Dewey's Micro Internships by signing up for a free account.

<https://info.parkerdewey.com/wm>

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Forge: Virtual Work Experience can be found on TribeCareers. Reach out to me to find out more. Opportunities in Forge focus on business, data, and computer science projects but more and more are added every day!

F.U.S.E. Funding

Funding for Unpaid and Underfunded Student Experiences

- The Career Center Student Internship Fund will award up to \$5,000, over the course of their time at William & Mary, to qualified undergraduate students who will be completing unpaid or underfunded internships.
- The Cameron S. Williams Student Veteran Fund will be available in summer 2025.
- Applications for Fall F.U.S.E funding are currently open and are due by September 12th. An information session will be held on September 4th.

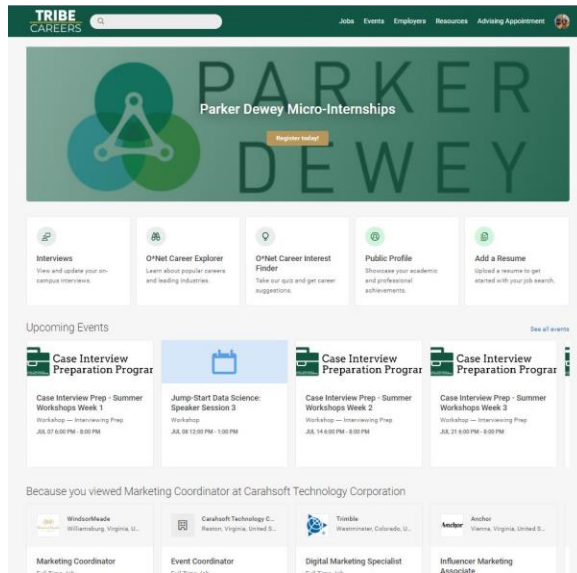
****All awards are based on a budget model for living expenses, to cover food, housing, child-care, and transportation, so a student may participate in an unpaid or underfunded internship experience. F.U.S.E. funds are not intended to make up for lost wages.****

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<https://www.wm.edu/offices/career/students/funding-scholarship/fuse/>

There are a few requirements for the FUSE application so please make sure you give yourself ample time when applying.

TRIBECAREERS.WM.EDU



How do I log-in?

- William & Mary Credentials

What can I do on TribeCareers?

- Subscribe to industry newsletters
- View & apply to full-time, part-time, campus jobs, externships, and internships
- Save application documents
- Explore & RSVP for events including information sessions, fairs, and workshops
- Schedule interviews
- Search employers

**Having trouble logging in?
Call us!**

And finally, for those of you who have not yet, or not frequently, been in TribeCareers, remember it's more than just a job board. It's a place for you to subscribe to industry newsletters

View & apply to full-time, part-time, on-campus jobs and research, externships, and internships

Save application documents

Explore & RSVP for events including information sessions, fairs, and workshops

Schedule interviews

Search employers

Follow Up

- Individual Appointment
 - Schedule in TribeCareers for in-person or Zoom
- Quick Advising
 - Monday-Thursday, 2 - 4 p.m.
 - Cohen Career Center Atrium
- Check out other crash courses & tips videos
- Come in to use the Professional Headshot Booth for free photos

Thank You!

WILLIAM & MARY

CAREER DEVELOPMENT &
PROFESSIONAL ENGAGEMENT

Hours: Monday - Friday, 8 a.m. - 5 p.m.

Phone: 757-221-3231

Visit us online at www.wm.edu/career, and follow our social media for more updates!



@cohencareercenter



@wmcareer



facebook.com/wmcareerdevelopment



linkedin.com/in/wmcareer/