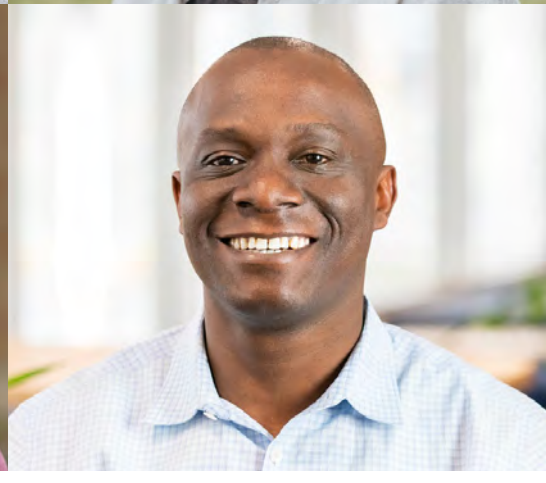




**METRO STATE
UNIVERSITY**

Elevate Career Success

Career Center 2024 Annual Review



A member of Minnesota State

Table of Contents

2023-2024 Annual Review

Career Center Operations and Initiatives

- 3 A Letter from the Director
- 4 Staff Profiles
- 4 Introduction of New Career Center Space
- 5 Career Center Data
- 6 Career Readiness Project Update
- 8 Delivery of Service

Student and Alumni Success

- 9 Internships at Metro: A Year in Review
- 10 Student Success Stories
 - Abdellah Afellah
 - Neimo Hajji-Mohamed
- 12 Pathways to Government Careers
- 13 Career Ideas Festival: The Real Schtick is SHTEM
- 14 Alumni Career Experience

Programs and Partnerships

- 15 PAC (AANAPISI) Grant—Promote, Advance, Connect Asian American and Native American Pacific Islander Students
- 16 National Alumni Career Mobility (NACM) Survey
- 18 METR 111: Applying What You Know in Internships
- 18 METR 310: Reimagining Your Career
- 19 Recap of Significant Career Center Events





Letter from the Director

Bill Baldus

Colleagues,

As I write this in early May, I am reflecting on all the great things that happened this year. One of the recent highlights for me was our Employer Partner Reception held in the Science Center Atrium. It was a microcosm of Metro State’s career ecosystem that supports our students in their professional aspirations—our “inner circle” of employer partners, students, staff, faculty, alumni. The format was simple: time to mingle (yes, network!), a few words from the Provost, and some testimony from employers. Kindra Ramaker from Mayo Clinic, Juan Ramirez from Fastenal, and Leah Spielman from Best Buy spoke. It was inspiring to hear them talk about what they see in our students and why they want them in their organizations. The room buzzed with conversation and everyone seemed to enjoy meeting each other and making new connections. We’re all part of this community—a growing network of support and encouragement that our students and alumni can feel. They know that we are thinking about their careers and we have their backs.

This year, we reached a number of milestones in our work to elevate our students’ career success. In the summer, we hired a talented new career counselor, Rachel Nihart. In her short time with us, Rachel has made dozens of class visits, met with a few hundred students, and established herself as master event organizer and project manager.

In the fall, the System Office provided funding to the university to expand industry sector programming. This allowed us to build our Career Readiness Project with an expanded faculty workgroup and a faculty director, Monica Roth Day.

In the winter, Monica and I spent our first 11 days working together writing up a strong grant proposal for the second wave of industry sector programming funding and locating a match. We are on track to receive \$461,767 to carry out a number of innovative efforts under the Career Readiness Project umbrella over the next few years.

So, thank you, Metro State family, for all the ways you support and engage in our students’ career hopes and goals—this year and every year. Next year promises to be even bigger; I can’t wait.

Bill Baldus
Career Center Director

Staff Profiles



Bill Baldus, Director

Provides overall leadership, strategic direction, and employer relationship development.



Marisa Kelly, Office Manager

Manages day-to-day operations, finances, and supervises student staff.



Rachel Nihart, Career Counselor

Supports students and alumni in career exploration, networking, résumés, interview prep, and more.



LaBarre Spence, Career Readiness Coordinator

Delivers career development resources and fosters alumni connections tailored to Asian American Pacific Islander (AAPI) students.

Introduction of New Career Center Space

On June 10, 2024, the Career Center is moving from its Founders Hall home to the Library and Learning Center! We are excited about setting up camp in the newly renovated bookstore space. It is a spectacular place—open, bright, and right in the heart of campus life. This is the first time we have been together for a while, so the team is looking forward to being reunited. We also look forward to sharing the space with our Community Engagement colleagues and seeing what collaborations and synergies spring from our shared work space. Stop by and see us at our new address: Library 150.

A big thanks to Pa Her for helping us with all the moving details.



Career Center Data

Data collected from July 1, 2023 to May 31, 2024

Handshake Data

742

Number of new activations

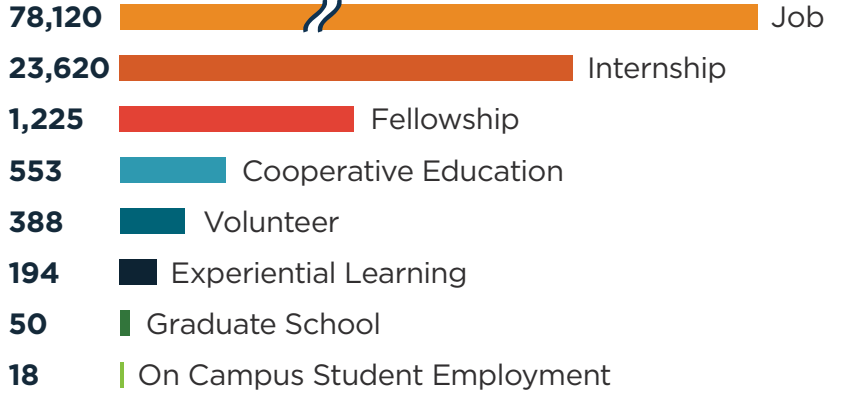
21%

Percent of new student accounts (excluding alumni) with a complete profile

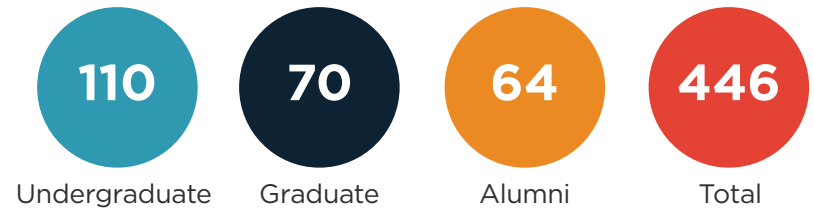
95%

Percent of new active student accounts (excluding alumni) that have opted to make their profile public to other students

Postings by job type



Career Counseling Appointments



Handshake Employer Data

2,636

Number of employers approved

2,636

Number of opportunities posted by approved employers

Online Tools Usage

Candid Career

926

Logins

984

Videos watched

Metro State Career Center LinkedIn group members

1,366

Career Readiness Project Update

As we watch the Career Readiness Project lift off and take flight, we remember starting this effort with just a wisp of an idea, a 2017 Star Tribune news story that inspired us to try something big, a whole new way of supporting our students career-wise. With system funding and institutional support, we are well on our way to moving this work from being a Career Center idea to an innovative university-wide commitment. This work has the potential to become a national model for providing career support for working adult students.

The American Association of State Colleges and Universities reached out to us to write an article on the Project. President Arthur, Career Readiness Faculty Director Monica Roth Day, and Career Center Director Bill Baldus, were interviewed. We're proud to see the promising practice article now featured on the *AASCU Telling Our Story* page:

[Translating the University Experience into Career Readiness - Metropolitan State University](#)

Background: Why the Career Readiness Project?

At Metro State University, we acknowledge that the persistent educational and economic opportunity gaps in Minnesota are calcified, particularly in regards to racialized inequities. The median income for these identified racial groups is significantly below that of the white comparison group (Minnesota Disparities Race Report, 2020). We have the responsibility to ensure that our students are provided learning opportunities which reflect their intersectional identities and help ensure success in career growth.

The Career Readiness Project is our innovative approach to supporting students' career goals and aspires to address these inequities intentionally. To do this, we lean on a 50-year history of leading the state in social justice and social mobility, civic engagement, and developing community leaders. In fact, you helped us achieve #1 in Minnesota and 22nd in the U.S. social mobility ranking—a measure of colleges' and universities' success in elevating students from low income strata into the middle class by five years after graduation.

Economic and social advancement are the key measurements of this survey, with a paid job after graduation being one of the most impactful to the score. Social mobility is an indicator of our success in fulfilling our mission to serve “underserved groups” and help them drastically improve their ability to earn family-sustaining wages. To sustain and improve these results, Career Readiness is imperative.

“An overall outcome for Spring 2024 was to increase awareness and capacity for Career Readiness by at least 100 faculty. Based on the information included in the reports, this goal was met and exceeded through individual meetings and mentoring, department and college meetings, and campus activities (including the CFD Teaching and Learning Conference), email communications and new members on the workgroup.”

—Monica Roth Day, faculty director

A big thank you to the team of students, faculty, and administrators for moving the Career Readiness needle and helping us find a way forward this year

- Bill Baldus, Career Center
- Erica Berte, College of Business and Management
- Queen Booker, College of Business and Management
- Andrew Carlson, College of Liberal Arts
- Lim Chan, Student Member
- Becky Evan, College of Business and Management
- Eric Fotsch, Urban Ed
- Emma Gabbert, Student Member
- Kimberly Halvorson, College of Community Studies and Public Affairs
- Susan Hilal, College of Community Studies and Public Affairs
- Dave Jacobson, College of Sciences
- Burak Konduk, College of Business and Management
- Caitlin Mahoney, College of Community Studies and Public Affairs
- Miriam Nkemnji-Enohnyaket, College of Nursing and Health Sciences
- Maureen O'Dougherty, College of Liberal Arts
- Gemma Punti, College of Individualized Studies
- Dean Rassule Hadidi, College of Business and Management
- Kate Ries, College of Sciences
- Monica Roth Day, Career Readiness Faculty Director
- Jose Santos, College of Liberal Arts
- Denise Williams, College of Business and Management

And looking forward to both new and experienced voices in next year's leadership team

- Bill Baldus, Career Center
- Erica Berte, College of Business and Management
- Naomi Fernandez, College of Community Studies and Public Affairs
- Eric Fotsch, Urban Education
- Caitlin Mahoney, College of Community Studies and Public Affairs
- Miriam Nkemnji-Enohnyaket, College of Nursing and Health Sciences
- Monica Roth Day, Career Readiness Faculty Director
- Dawn Wing, Library

Resources

- 2022 Boyer Report:** ueru.org/boyer2030
- NACE Career Readiness Overview:** naceweb.org/career-readiness/competencies/career-readiness-defined/
- GELS / Competencies graphic:** [Career Competencies GELS FINAL.pdf](#)
- Career Readiness Model:** [Career Readiness framework with comments.pdf](#)
- Career Readiness Equity Statement:** [Metro State Career Readiness Project equity statement.pdf](#)



Delivery of Service

This section highlights our service delivery efforts, focusing on how the Career Center interactions with classrooms and the Stress vs Hope assessment, all with the aim of empowering students to envision and achieve their career goals.

Classroom Visits

In 2024, the Career Center continued its mission to connect with students through classroom visits. Despite the challenges, our team remains committed to this initiative. This year, we had the privilege of visiting 35 classrooms, thanks to the gracious invitations extended by faculty members. It's worth noting that the ratio of time faculty members spend with students compared to our staff stands at approximately 200:1 (hours). We're extremely grateful for the chance to interact directly with students, bridging the gap between academia and career readiness.

“Thank you for your fantastic presentation. Your preparation help for history students is greatly appreciated. Examples were specific and discussion was interactive. I am so pleased that you came to share your knowledge with HIST 301 students.”

—Dr. Sumiko Otsubo

Assessment Questions

1. Before my appointment, when I thought about my future career possibilities, I felt..
2. Now, when I think about my future career possibilities, I feel..
3. Before my appointment, when I thought about my ability to impact my future, I felt..
4. Now, when I think about my ability to impact my future, I feel..
5. Do you know the next step for your career journey?
6. Is there anything else you'd like to share about your experience?

Assessment Summary

Before their appointments with the Career Center, 11 students and alumni reported feeling somewhat hopeful or very hopeful about their future career possibilities. Following the sessions, this number saw a substantial increase to 66 individuals, representing a remarkable surge of 500% in the percentage of hopeful students and alumni. This significant rise in positive sentiment highlights the effectiveness of our career counseling services in enhancing the career outlook of those we assist.

Stress vs Hope

Drawing inspiration from the DePaul University Career Center, our office has implemented an assessment where students and alumni are requested to self-assess their levels of stress vs hope regarding their future career prospects using a five-point scale. This assessment is administered once at the end of the appointment.

This approach allows us to gain an overview of student's and alumni's perception towards their future professional paths. By understanding these responses, we aim to customize our career support programs and resources to effectively address specific concerns and cater to individual needs.

When students and alumni were asked at the conclusion of their appointment, "Is there anything else you'd like to share about your experience?" we captured the following anonymous responses:

“Rachel was very uplifting and confident during our conversation. She helped me through all my concerns to find a path that I am fully comfortable with!”

“LaBarre is knowledgeable and sociable. During our conversation, I felt grounded and hopeful. I have a sense of direction on where my career journey would probably go.”



Internships at Metro: A Year in Review

The 2023–2024 academic year saw increased focus on internships at the Career Center, with significant momentum around engaging students in this high-impact practice. Here are some of the highlights:

- A completely **refreshed and accessible Academic Internship Agreement form** was created and added to the website.
- The internship information and resources on the **Career Center’s website has been completely updated**. The Career Center has asked departments to review and update their departmental guidelines.
- **The following internship opportunities were created exclusively for Metro State students:**
 - Data Science Internship with Tennant Company
 - Full Stack Developer Intern with Inkit
 - Social Media/Marketing Internship with Scandia Heritage Alliance
- Entered new partnership with Parker Dewey to offer **paid micro-internships** to students.
- **Offered METR 111: Applying What You Know in Internships. Application of Theory to Practice** for the first time in Spring 2024.
- **Awarded \$25,000** in scholarships to students enrolled in Human Services Group Practicum and Seminar (HSER 331) and Resource Management and Finance for Health Care (NURS 749). Students in these classes completed unpaid internships and service learning.

What is Parker Dewey?

Our office has recently joined forces with Parker Dewey to offer an alternative internship option to students. Parker Dewey specializes in micro-internships and provides the opportunity for students to complete a paid and remote experience on the student’s own schedule. This can be a great way for a student to gain new experience, try out an area they are considering with a low commitment, and validate their career choices. Students can access these opportunities in their free account that they can create under the “Specialized Job Search Resources” feature on the Career Center’s website.

“Thank you so much for your assistance in connecting us to Metro State students. We were very impressed by the candidates we met and each had their own career journey and unique skill sets. They were all extremely professional and driven!”

—Internship hiring personnel from Scandia Heritage Alliance

Student Success Story

Abdellah Afellah

Major: Data Science

Graduation: January 2024

New Title: Data Management Intern

Organization/Company: Tennant Company



In Fall 2023, the Career Center supported the U.S. market leader in cleaning equipment, Tennant Company, in development and recruitment of a Data Management intern. This position was opened exclusively to Metro State students and was shared to students in Dave Jacobson’s math and statistics courses. Eleven students expressed interest in the position and Tennant hosted interviews on campus. Abdellah Afellah, the selected student; Professor Dave Jacobson; and Tennant Company Manager Mark Lund all share what this experience was like for them:

Abdellah Afellah

Data Science, December 2023 Graduate

As a recent graduate with a major in Data Science, my primary career goal has always been to merge technical expertise with practical, real-world applications. This aspiration led me to the Customer Master Internship at Tennant Company.

The flexibility of the Tennant team has been a significant aspect of my internship experience. Balancing work and academic commitments can be challenging, but Tennant’s accommodating approach allowed me to manage my schedule effectively, ensuring that I could give my best both at work and in my studies.

This internship has been a fulfilling and enriching experience. It has not only allowed me to apply my theoretical knowledge but also helped me develop a deeper understanding of data’s impact in a real-world business context. It has confirmed my passion for data science and has motivated me to pursue a career in this field.

Dave Jacobson

Metro State Professor of Mathematics and Statistics

Internships help students gain valuable work experience, fulfill academic requirements, and give them material to add to their résumés. Students gain exposure as to how a business in their discipline operates as they often take part in meetings and perform assigned tasks in actual work settings. An internship helps a student decide if their personality and talents are a fit for a particular career track.

Internships are a practical way to expand a student’s network which can provide valuable connections to future positions. Many students also develop a strong mentoring relationship from their internship experience. Supervisors, mentors, and coworkers from internships are valuable sources for references and recommendations when the student pursues a full-time position. In many cases, internships result in permanent positions at the site where the student has done an internship.

Mark Lund

Senior Field Analytics and Process Improvement Manager at Tennant Company

Tennant Company has had some great experiences in the past with interns and hiring Metro State college students. With potentially two employees retiring from our master data management team, I wanted to take a different approach with hiring replacement employees by offering an internship. This part-time internship provided the student with on-the-job training, exposure to a corporate environment and a potential job opportunity after graduation. For Tennant Company and my team, the internship provided an opportunity to interview students with an interest and background in data and determine if it is the right fit for the position. Metro State faculty and the Career Center coordinated the first interviews on campus with six strong candidates. Metro State’s coordination of potential interns and interviews provided some great support to the process. It was an overall great experience, and I will do it again in the future!



Student Success Story

Neimo Hajji-Mohamed

Major: Computer Science

Graduation: December 2024

New Title: IT Quality Insurance Analyst Intern

Organization/Company: Hennepin County



How did you secure your job? What was your process like? Was there a defining moment or turning point that led to your success?

I'm really grateful for all the support I got from the Career Center during my internship search. They played a huge role in my success. My journey began with a session with Emily from the Career Center. She introduced me to different strategies for finding internships, including the best times and places to search. This was incredibly helpful and set me on the right path. After learning these strategies, I decided to update my résumé. The Career Center helped me improve it significantly. This new and improved résumé was a crucial tool in getting noticed by potential employers.

I attended a job fair at the start of the fall semester, which was an eye-opening experience. There, I met representatives from various companies. My interaction with someone from Hennepin County, where one of my classmates worked, was particularly impactful. He shared a lot of positive insights about the company, emphasizing its diversity and inclusive culture. This motivated me to do more research and apply for all the internships they offered that matched my skills. When I received an interview invitation, I was thrilled but also quite nervous. To prepare, I scheduled a mock interview with the Career Center, which boosted my confidence significantly. The practice interview was a game-changer for me. It helped me convert my nervousness into confidence.

The feedback and tips I received were invaluable. They made me realize the importance of being well-prepared and having a positive mindset. During my internship search, I also attended several workshops

and networking events organized by the Career Center. These events were great opportunities to learn from the experiences of others and to connect with professionals in my field. The insights and contacts I gained from these events were instrumental in shaping my approach to job hunting.

What advice would you give to students and alumni currently seeking internships or jobs?

The Career Center is an amazing resource. They're committed to helping students succeed. My advice is to take full advantage of the Career Center. They can assist you in every step, from updating your résumé to preparing for interviews. I want to extend my heartfelt thanks to the entire team, especially Emily and Rachel, for guiding me through my internship search. As I begin my role as an IT Quality Assurance Analyst Intern at Hennepin County, I'm not just bringing the technical skills I've learned. I'm also carrying with me the invaluable life lessons and professional ethics I've developed through this process. The Career Center didn't just help me land an internship; they've prepared me for a successful career ahead. The experience of searching for and securing this internship has taught me the importance of persistence, networking, and continuous learning. These are skills that will serve me well in my future career. I look forward to applying everything I've learned in my new role and continuing to grow both personally and professionally. Remember, the journey to finding the right internship or job can be challenging, but with the right support and resources, it's definitely achievable. Don't hesitate to reach out for help and use all the resources available to you, like the Career Center. They can make a significant difference in your search and overall career development.

Pathways to Government Careers

The Career Center collaborated with government agencies to offer an immersive introduction to government careers at a bi-annual interactive event tailored for students and alumni. The event, targeting fields such as information technology, human services, social work, healthcare, justice, business administration, and communication, welcomed participants from all backgrounds to learn from local government agencies.

One of the highlights of the event was the speed-networking sessions, where attendees had the opportunity to interact with representatives from organizations such as the State of Minnesota, Hennepin County, Ramsey County, Washington County, and the City of Saint Paul. Professionals at the forefront of the public sector shared insights on internship and job opportunities, application processes, and leadership roles. The event provided guidance and networking opportunities for attendees aiming to pursue careers in the public sector.

“The ideal of being a lifelong learner is no longer a platitude. It has become an economic necessity, and the academic community is only beginning to understand that traditional teaching methods and curricula must be adapted to develop a twenty-first-century workforce and citizens of an increasingly complex world.”

—Buck Goldstein and Holden Thorp, Editor, Science, Boyer 2030 Commissioner



Students and alumni networking with an information technology recruiter at the Pathways to Government Careers event.

Career Ideas Festival: The Real Schtick is SHTEM

Speaker Dr. Jayshree Seth

The Career Ideas Festival, headlined by Dr. Jayshree Seth, 3M's inaugural Chief Science Advocate, was an event celebrating career development, valued partnerships, and networking opportunities for students and professionals. Co-sponsored by the Career Center and College of Science, with AANAPISI grant support, it brought together experts and participants from various fields to explore pathways to success.

Dr. Seth's keynote, "The Real Schtick is SHTEM: Perspectives from a 30-year career in STEM," captivated attendees with her personal journey from doubt to advocacy. She shared insights from her ongoing global research initiative aimed at understanding public perceptions of science. Many findings underscored the critical need to address both real and perceived barriers to science appreciation and STEM education. This is vital not only for ensuring a robust pipeline of future scientists, technologists, and engineers to tackle complex global challenges but also for societal acceptance of scientific solutions.

During her presentation, Dr. Seth also discussed the impact of the pandemic on public perceptions of science, highlighted key themes from the 2020-2022 research results, and outlined strategies for science advocacy and advancing diversity in STEM fields.

For further insights, you can watch "[The State of Science and the Need for STEM Advocacy](#)" on YouTube, hosted by the University of Michigan College of Engineering.



3M's inaugural Chief Science Advocate, Dr. Jayshree Seth



Signing her book, *The Heart of Science: Engineering Footprints, Fingerprints, & Imprint*

Alumni Career Experience

The Alumni Career Experience, hosted in partnership with Alumni Relations, is a biannual event aimed at supporting alumni in their career pursuits by providing access to essential job search information and exclusive networking opportunities with local employers. With nearly 60 participants joining the event, attendees were primed to capitalize on various opportunities in order to:

- Gain insights into résumé development from LaBarre Spence utilizing innovative tools like ChatGPT, and receive personalized résumé feedback from seasoned hiring professionals.
- Engage in mock interview sessions conducted by experienced professionals, allowing participants to refine their interview skills.

- Obtain a professional headshot tailored for their LinkedIn profiles while receiving expert advice on utilizing the platform from Leah Spielman at Best Buy.
- Expand their professional network by connecting with local employers and fellow Metro State alumni.

The Career Center emphasized the importance of a strong support system in pursuing new career opportunities. Through their participation in the Alumni Career Experience, attendees took significant steps toward launching their job search journey with confidence.



A student networking with Jon Moynihan, Associate Manager of Pricing and Market Intelligence at Best Buy.



A student networking with Belinda Armstead, Diversity, Equity, and Inclusion Coordinator at the Capitol Region Watershed District.

When asked about their favorite aspects of the event, one participant said:

“ I enjoyed getting to talk with different recruiters and receiving feedback on my résumé and interview skills. Also, the LinkedIn presentation was a great idea. ”

PAC (AANAPISI Grant)

Promote, Advance, Connect Asian American and Native American Pacific Islander Students

For the past four years, Metro State University has been recognized as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), the only four-year institution in the Minnesota State system to receive this grant. The grant is being used to improve and expand Metro State’s capacity to serve Asian American and Native American Pacific Islander students.

The goals of the grant include: Promoting cultural awareness and competency; Advancing career readiness; and Connecting graduates and students—PAC Program. The university sponsors cultural and career events, outreach to community organizations and schools with AAPI students, and provides cultural-competency training for staff and faculty. Career readiness is enhanced through mentorship, financial literacy training, and career support. The university is working to develop strong connections with graduates through ongoing programs.

Highlights

Metro State Connect (MSC) mentoring platform—

Like Metro State’s own LinkedIn site, MSC currently has over 500 members, with 50% being alumni and 50% students. Students are reaching out to alumni, and alumni are reaching out to both students and other alumni.

AAPI Career Exploration Video—The career exploration challenges and triumphs encountered by Metro State AAPI students will be highlighted in the stories of three current students and three alumni from Metro State University. The awareness-building and educational video will be presented to students, staff, and faculty at a launch event in the fall of 2024.

National Alumni Career Mobility (NACM) survey—

In its fourth year, the NACM program surveys alumni career outcomes at the 5- and 10-year mark after graduation. It provides insights on career preparation, satisfaction, and economic mobility. Metro State continues to be one of the top schools in the nation for career and economic mobility. Key student experiences such as helping students understand career opportunities and creating opportunities for students to network with employers were identified as high impact practices. These two experiences were also shown to close equity gaps.

PAC Fellows—A group of AAPI students provided

invaluable insights and support for implementing the PAC grant programs. The paid positions helped the Career Center with promoting, organizing, and implementing AAPI career events, networking gatherings, as well as outreach to alumni as part of the NACM survey program.



Students, faculty, and staff attending Asian American gathering.



National Alumni Career Mobility (NACM) Survey

Insights from Metro State's Alumni

We are amassing an impressive pool of alumni career outcome data. There is now a collection of feedback from the classes of 2010, 2011, 2012, 2015, 2016, and 2017. What we like about this research is that it looks at graduates (over 50 schools across the country, including Metro State) who have been out of school for 5 and 10 years. The survey asks a broad range of questions about career satisfaction, debt, and earnings. It also asks what those graduates did while they were with us—whether they had an internship, who they received career advice from at the time, and when they decided on their path.

The Career Leadership Collective did an [in-depth study](#) for us. We learned a lot about our graduates and how we might improve the Metro State experience and career outcomes for our current students.

A few highlights that caught our eye

Compared to other NACM schools across the country, Metro State's students are strongly motivated by career aspirations.

The top three motivations for obtaining a degree are:



Now that we know, without a doubt, that our students come to us primarily to improve their career options, we can harness the power of these motivations by integrating Career Readiness into the entire student journey.

As we develop our university strategic plan, we can bring our students' career hopes and motivations front and center so they can see that we are focused on their career development.



Metro State University's Saint Paul campus

The NACM survey covers a broad range of topics

- I am satisfied with my current career.
- I am satisfied with the level of responsibility of my current job.
- I am content with the progression of my career.
- My institution helped me to understand career opportunities.
- My institution helped me create a plan for my career.
- My institution helped me envision my career options.
- I expect to earn a higher income in the future.
- My earning potential is higher than the household in which I grew up.
- My bachelor's degree helped prepare me for my career.
- I am satisfied with my bachelor's degree educational experience.
- My bachelor's degree is worth the tuition I paid.
- I am involved in my community.
- My institution helped me to network with employers.
- My institution helped me to network with alumni.
- I have advanced in my career as I had hoped.
- I have received recognition for my community involvement.
- I regularly donate time to charitable causes.
- I expect to earn more in the future than the household in which I grew up.
- I volunteer in my community regularly.
- I was well prepared to begin my career when I graduated.
- My institution invested in my career.
- My salary is enough to pay my bills every month.
- The bachelor's degree I earned helped me get started in my career.
- I currently earn a higher income than the household in which I grew up.

“

We're all ears

”

METR 111 Applying What You Know in Internships

In Spring 2024, METR 111 was offered for the first time. This 1-credit course provided students with the opportunity to spend intentional time learning the principles and practices needed to complete a successful internship search. Highlights of this course included résumé basics, creating a target list, and networking. Stay tuned for the second offering of this course!

METR 310 Reimagining Your Career

In Fall 2023 and Spring 2024, the Career Center delivered METR 310, which is a deep dive into the lifelong skills of looking for work. This two-credit, seven-session course was ideal for those close to graduating and/or looking for more fulfilling work. Students learned about the world of work and a process for mastering skills required of a job search. Specific deliverables included:

Building key career skills

- Introducing yourself
- Networking conversations
- Handling interview questions

Developing job search tools

- Strong résumé and cover letter
- LinkedIn profile
- Targeted organizations list

A special feature in this course is the participation of our partner organizations. The spring partner organization was Best Buy with alumna Leah Spielman serving as our key contact and class participant volunteer wrangler. Leah went above and beyond in arranging for Metro State alumni and other Best Buy colleagues to share their experiences and expertise with the students. Past partner organizations have included 3M, Target, Xcel Energy, and Mayo Clinic. These organizations enjoy getting to know a group of our students and raising their profile on campus. With this shared experience, we forged deeper connections with each organization. In addition, employer groups have suggested METR 310 should be a required course.

An integral participant in multiple class sessions, each organization shared its insights on organizational culture and hiring practices, networking, and provided employees who conducted mock interviews with students. Students received “insider knowledge”—hearing directly from recruiters about what they look for in candidates and what matters most in the interview process.

Students found great value from the METR 310 class. Evaluation comments noted the value and importance of hearing directly from recruiters about the application process, appreciation for learning about networking and how to build career connections, improvements to their résumés and LinkedIn profiles, and feeling greater confidence in preparing to interview.



Recap of Significant Career Center Events

Throughout the academic year, our Career Center hosted a variety of engaging events, strengthening collaborations with various departments and employers. These events served as an opportunity to network, gain insights into different industries, and enhance professional development skills.

Significant Career Events

- September 14, 2023** **Career Think Tank: Minnesota’s Changing Workforce**
We explored Minnesota’s workforce trends alongside Allison Liuzzi, the project director of Minnesota Compass. Our discussion included innovative recruitment and retention strategies, such as the Registered Apprenticeship program, presented by Leslie Philmon and LaRohn Latimer from the Minnesota Department of Labor and Industry.
- September 28, 2023** **Diversity Networking and Job Fair**
Students and alumni were invited to interact with over 20 companies. They engaged in virtual group and 1:1 sessions with recruiters, exploring diverse career paths and building valuable connections.
- October 11, 2023** **Building a Winning Résumé: An Exclusive Workshop for AAPI Students**
Asian American Pacific Islander (AAPI) students benefited from an exclusive workshop led by recruiter Judy Park from Comcast Midwest Region, alongside LaBarre Spence. With their personalized guidance, attendees learned essential résumé elements for a standout application.
- October 17, 2023** **Elevate Your Résumé and LinkedIn**
Rachel Nihart hosted a workshop for Ramsey County’s Young Adult Career Academy (YACA) interns, focused on résumé writing and LinkedIn optimization.
- October 25, 2023** **Networking for Success with Nathan Perez**
AAPI students refined their networking skills with renowned expert Nathan Perez, who guided them through strategies and facilitated connections with other participants.
- October 26, 2023** **Introduction to Government Careers**
- November 8, 2023** **Empowerment through Networking for First-Generation Students**
Rachel Nihart hosted a networking session aimed at empowering first-generation students from Metro State University and Minneapolis College TRIO programs.
- November 8, 2023** **AAPI Community Gathering**
The event was a celebration of shared heritage, featuring a performance by Douachi Yang and a speech from Chonburi Lee, Maplewood City Council member. Attendees embraced cultural unity, indulging in diverse cuisines, and connecting over shared experiences.
- January 11, 2024** **Alumni Career Experience**
- February 14, 2024** **Careers in the Arts: Presented in Partnership with TRIO Student Support Services**
In this collaborative session, TRIO students explored careers in visual, performing, literary, and media arts, with guest speaker Leslie Ureña from the Minneapolis Institute of Art.
- February 21, 2024** **A Résumé That Gets Noticed: What Gets Recruiters’ Attention!**
LaBarre Spence hosted an interactive workshop where participants learned to tailor résumés to job openings, highlight accomplishments, and use AI tools like ChatGPT.
- February 21, 2024** **Careers in Computer Science: Presented in Partnership with TRIO Student Support Services**
During this collaborative session, TRIO students explored career opportunities in computer science, guided by guest speaker Raymond Yu from Sovos, who shared insights and led a coding session using a tool called Scratch.
- March 6, 2024** **Elevate Your Résumé and LinkedIn**
Rachel Nihart hosted a workshop for Ramsey County’s Young Adult Career Academy (YACA) interns, focused on résumé writing and LinkedIn optimization.



- March 27, 2024** **Career Ideas Festival with Dr. Jayshree Seth**
 The event, featuring 3M's inaugural Chief Science Advocate, Dr. Jayshree Seth, was a celebration of emerging ideas in career development and networking opportunity for students. Dr. Seth, known for her impactful work in science and diversity in STEM, shared her journey and insights.
- April 2, 2024** **Interview Ready: Essential Steps to Shine in A Job Interview**
 LaBarre Spence hosted a virtual workshop on interview preparation, including strategy building around strengths, handling tough questions, and leveraging AI tools for confidence.
- April 3, 2024** **Pathways to Government Careers**
- April 11, 2024** **Metro State Employer Partner Reception**
 Employers including Best Buy, Bremer Bank, Fastenal, Inkit, Mayo Clinic, Ramsey County, SPS Commerce, State of Minnesota, Tennant, Travelers, and U.S. Bank gathered to celebrate their partnership growth and showcase their innovative initiatives in supporting students.
- April 17, 2024** **Making the Most of LinkedIn and Handshake: Presented in Partnership with TRIO Student Support Services**
 During this collaborative session, TRIO students received a LinkedIn presentation from Kimberly Kotlowski at Robert Half, outlining the benefits of the platform and opportunities for optimization. Rachel Nihart then led a session on Handshake and navigating the application process.
- May 8, 2024** **Alumni Career Experience**
- September 26, 2024** **Diversity Networking and Job Fair**
 We hosted our 14th Annual Diversity Networking and Job Fair on the Metro State Saint Paul campus. Record setting participation with over 250 students and alumni!
- October 9, 2024** **Law Enforcement Opportunities**
 Students explored careers in law enforcement, criminal justice, corrections, and higher education. Representatives from various agencies were present to discuss job openings and educational pathways.

Recurring Events

- Weekly on Wednesdays** **Résumé Drop-In**
 Available to students and alumni via Zoom while classes are in session from 11:30 a.m.–1 p.m. No appointment needed. Get instant feedback and tips from Career Center staff and Writing Tutors to enhance your résumé.
- Bi-Monthly** **Career Center Info Session**
 Students and alumni are invited to learn about Career Center services bi-monthly, every first Thursday at 11 a.m. and third Tuesday at 5 p.m.

Upcoming Events

- October 25, 2024** **Government and Nonprofit Career Fair**
 This career fair connects students and alumni with professional opportunities and internships in government and nonprofit agencies. For more information on the schedule and registered agencies, please visit the [website](#).

Thank you for reading our Annual Review. Please let us know if you have any questions, ideas, or suggestions!

