

University of
Mary Washington

Center for Career and Professional Development

Annual Report 2023

**Onward.
Upward.
Together.**



LETTER FROM THE DIRECTOR



“Life After Mary Washington” is a unifying concept for our campus community, yet its meaning is as unique as each of us. While we support and guide students, this new focus of our Quality Enhancement Plan has inspired personal reflection on our own career development experiences, as we explore new ways to collaborate on helping students prepare for theirs. For our students, the thoughtful integration of career readiness into curricular and co-curricular pursuits not only reinforces those concepts through alignment with areas of study and personal interest, but also helps them realize their agency in crafting experiences beyond graduation.



Looking back over the past year, we are proud of new highs in student reach, impressive graduate outcomes, increased Career & Internship Fair participation, and enhanced efforts to strategically align the work of the Center for Career and Professional Development with other departments, the University, and the Commonwealth. These positive outcomes have affirmed that the focus of our time and attention is leading us in the right direction:

**onward and upward,
together.**

Dr. Antoinette Carter Jenkins, Director

LET'S TALK LIFE AFTER MW



Life After Mary Wash centers on 10 core competencies...



Critical Thinking



Leadership



Teamwork & Collaboration



Digital Fluency



Meaningful Connections*



Communication



Well-being & Mindfulness*



Civic Engagement &
Community Service



Global Awareness &
Intercultural Competence



Career, Self-development &
Professionalism

The National Association of Colleges and Employers (NACE) has created eight competencies that relate to career readiness. The vision and oversight of the Quality Enhancement Plan (QEP) was led by Dr. Jennifer Walker, Associate Professor of Special Education, and Kimberly Young, Associate Provost of Career and Workforce, who examined how NACE's identified competencies applied to UMW's unique student body. The eight NACE competencies were adopted and enhanced, resulting in the 10 competencies that make up Life After Mary Washington.

In the process of customizing the competencies for UMW, two original competencies were created: Meaningful Connections and Well-being and Mindfulness. Well-being and Mindfulness is a necessary addition in response to the documented shift of mental health in college-aged students following the COVID-19 pandemic. Meaningful Connections encourages our students to engage with our alumni network.

HOW WE DID IT



STUDENT COMMUNICATION

The student communications campaign began with the invitation to orientation which included an introduction for students and families to the competencies. Students were also asked to complete a self-assessment to help to assess their level of knowledge and mastery of each of the competencies. Social media campaigns such as ‘Dear Students: Letters from Fans’ brought the competencies to life.



STUDENT ONBOARDING AND AFFINITY

Students were introduced to their co-curricular transcripts, detailing activity, club, or event involvement. Class meetings were held for each class year. These meetings were designed to help students focus on the key activities needed to advance their career readiness and academic success.



FACULTY & STAFF DEVELOPMENT

The cultural integration of the QEP required the support of staff and faculty to initiate, execute, and support these activities. Staff and faculty were invited to collaboratively identify areas in which competencies were covered and further develop concrete intersections of competencies among academic, co-curricular, and extracurricular areas.



INVITATION TO INNOVATE

The plan aims to support the growth of new efforts to capitalize on the energy and insights created through the implementation of Life After Mary Washington (Life After MW) with a fund set aside to support innovations that will facilitate achievement of the goals.



DEAR STUDENTS



A Competency of the Month campaign was launched in an effort to connect the 10 identified Life After Mary Washington competencies to our students' everyday lives.

Among the initiatives of the Competency of the Month campaign, were posts with thought-provoking content and collaborative efforts across campus. One of the most meaningful things to come out of the campaign was a series called Dear Students: Letters From Fans. In the series, campus leaders from across departments shared their perspectives on the competency of that month, how they use it in their careers and how students can implement it in their lives.

Dear students,

OCTOBER: CAREER, SELF-DEVELOPMENT & PROFESSIONALISM

Being curious means that you are open and willing to ask questions even if you already think you know the answers.

-Kimberly Young

NOVEMBER: WELL-BEING & MINDFULNESS

Pause on Campus Walk one day and look up. Notice how the tree branches dance on the autumn breeze and make a latticework pattern against the crisp November sky. The sun on your face feels good, doesn't it? Absorb that bit of beauty and vitamin D and take it with you for the rest of the day.

-Mary Becebia

DECEMBER: DIGITAL FLUENCY

Not only can [Digital Fluency] help you be a better consumer of information, it can make it easier for you to weed out some of the noise and clutter and focus on what is truly important. Reading in digital spaces requires new skills, some healthy skepticism, and strong analytical skills.

-Dr. Leah Schweitzer

OUR YEAR IN NUMBERS

In calendar year 2023, we saw record-breaking numbers. An all-time high number of students attended our Fall Career & Internship Fair and engaged with our programming. Our region led the state in employers qualifying for state-funded support through the Virginia Talent + Opportunity Partnership (V-TOP) to develop high-quality, paid internships for UMW and other local postsecondary students. “V-TOP addresses one of the top issues facing the business community: talent. Focusing on work-based learning produces a talented workforce...to fill in-demand jobs across Virginia.” (V-TOP, 2023)



894

COACHING APPOINTMENTS



14

INTERNSHIP GRANT RECIPIENTS



56%

INCREASE IN ENGAGEMENT COMPARED
TO HIGHEST HISTORIC DATA



25+

EMPLOYERS QUALIFIED IN OUR REGION FOR
V-TOP FUNDING TO DEVELOP INTERNSHIPS

READY, SET, GO



Our awesome 2023 student employees!



Peer Career Consultants from left: Anshu Adhikari, Maddie Smith, Carlos Ortega, Katie Reif, Rodas Tekka

SPREADING THE WORD

CCPD staff were integral in the first communications of all things Life After MW. CCPD leadership spoke at the sophomore, junior and senior targeted class meetings, which introduced Life After MW to help each class understand how the plan fits in with their remaining academic trajectory.

LIFE AFTER MW IN THE CLASSROOM

Students can fulfill their required Life After MW course across academic disciplines.

The competencies have been brought to life in classrooms with courses such as:

Communication 460

Seminar in Digital Rhetoric

A study of the contemporary function of rhetoric in the context of our globally networked society.

Mathematics 305

Mathematics as a Profession

An overview of technical tools, strategies for job placement and the development of professional identity in the mathematical sciences.

IDIS 193

Personal Development for Life and Career

A course to support students as they seek to understand, assess, and refine their professional identity.

MAKING IT HAPPEN: INTERNSHIPS



In partnership with the UMW Foundation, CCPD manages a number of grant awards distributed in the spring and summer. These funds support students pursuing unpaid or low-paid internships. As part of the award, the grant awardees document their experiences through a blog. Throughout 2023, students took life-changing trips where they put their UMW education into action.

Kylie Jackson



“ I had the opportunity to intern for SEED Madagascar. Sustainable, Environment, Education, Development (SEED), is a charity that works with Malagasy (people native to Madagascar). They are dedicated to promoting childhood education, community health, sustainable living, and environmental conservation. It was so amazing to be able to do work that contributed to actual research that will be used in conservation efforts for the unique biota of Madagascar! ”

Hadley Mantia



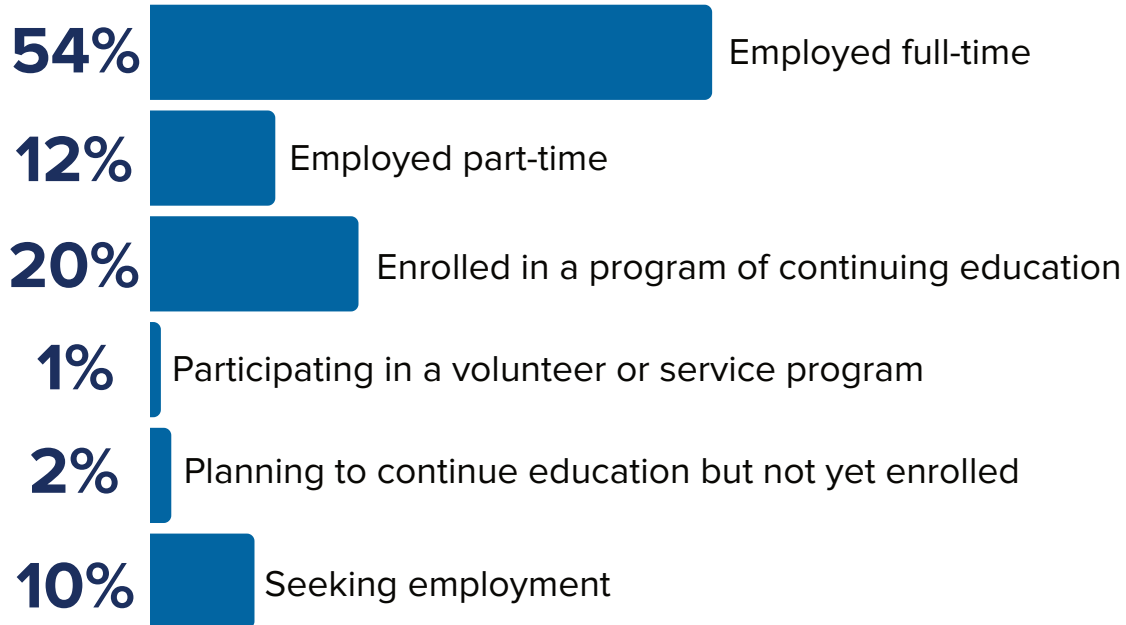
“ This summer, my internship took place in Aix-en-Provence, France. Not only was my entire internship conducted in French, it showed me what the business world looks like in another country, really tying together my double major in International Business and French. I learned so much and met a number of amazing people through it too. I would not change the way that this summer went for anything. ”

AFTER FLYING THE NEST



WHAT ARE THEY DOING?

CAREER OUTCOMES FOR UMW GRADS*



WHERE DID THEY GO?

TOP EMPLOYERS FOR UMW GRADS*

- Walt Disney Company
- Colonial Williamsburg Foundation
- KPMG
- Northrop Grumman
- Tech Wizards
- Americorp
- Carahsoft Technology Company
- University of Mary Washington
- Mary Washington Healthcare
- Naval Surface Warfare Center Dahlgren Division
- Stafford, Fredericksburg and Spotsylvania Public Schools



*Data from First Destination Survey, 90% knowledge rate

PREPARING OUR STUDENTS



CCPD fully engaged in updating and introducing our brand to students in 2023, after emerging from COVID-19 and building off our virtual fair in spring 2022 and small in-person fair in fall 2022. An important part of our work is educating UMW students on what it means to be a professional. Toward this goal, in 2023, we brought together students, employers and alumni for Speed Networking. We also introduced Career Week—five days devoted to career programming to prepare students for our reinvigorated Career & Internship Fair, which was the highlight of the week.

We welcomed nearly 50 employers to campus for each of our 2023 fairs, and student attendance has steadily increased. By fall 2023, 66% of students responding to a post-fair survey reported having a positive experience. The employers responding to their own survey shared that our students were well prepared. Going forward we will expand our offerings beyond Career Week to include several events leading up to the fair. We want all students to know that we are here to listen, support and guide them to feel confident and excited as they participate in the Career & Internship Fair and our many other offerings.

-Andrea Cordray

Associate Director of Career Education and Programs



Fall 2023 Speed Networking



ENGAGING EMPLOYERS



“
The fair was fabulous.
The students were
very well prepared.
”



“
Thank you for
everything. It was
more than
anticipated!
”



“
This is a great
opportunity to
engage with future
therapists and we will
continue to support
the event.
”



“
It was awesome!
There were more
than enough
students that
showed up.
”

We seek to empower our students by helping them recognize and leverage the relationship between their academic studies, co-curricular activities and Life After MW by facilitating connections with alumni, prospective employers and the greater Fredericksburg community.

The biannual Career & Internship Fair, along with other preparatory programming, allows students to practice important skills that will support their success in the workforce. These forums have provided opportunities for employers and our students to establish meaningful connections that lead to successful outcomes including internships, professional network growth and jobs after graduation.

We look forward to continuing the enrichment of our programs and partnerships.

-Amanda Talbert

Associate Director of Employer & Alumni Engagement

OUR GUEST LIST

Between our two 2023 fairs, we hosted employers across every sector. Some of our guests were:

ACCOUNTING, BUSINESS & SALES

AnaVation LLC
Booster
Brown Edwards
CACI
Enterprise Holdings
Equitable Advisors
Keiter
Kerecis
The Lester Group
Matern Staffing, Inc.
NVR, Inc. / Ryan Homes
PBMares, LLP
Ruppert Landscape
SimVentions

EDUCATION & COMMUNITY SERVICES

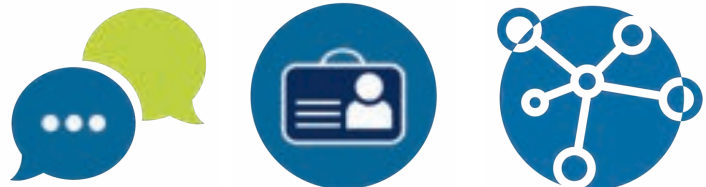
Alexandria City Public Schools
Alternative Paths Training School
Close Up Foundation
Colonial Beach Public Schools
disAbility Resource Center
Dovetail Cultural Resource Group
Elite Academy
Fauquier County Public Schools
Fredericksburg City VA Public Schools
King George County Public Schools
King William County Public Schools
Manassas City Public Schools
Manassas Museum
Newport News Public Schools
Preventive Measures inc.
Rappahannock Area Community Services Board
Stafford County Public Schools
The Keswick School
University of Virginia
Virginia State University
Westmoreland County VA Public Schools

DEFENSE, LAW ENFORCEMENT & GOVERNMENT

City of Fairfax Police Department
Delaware Department of Correction
Federal Bureau of Investigation
Federal Reserve Bank of Richmond
Hanover Fire-EMS
Joint Warfare Analysis Center
National Air and Space Intelligence Center (NASIC)
National Park Service
Naval Criminal Investigative Service (NCIS)
Naval Surface Warfare Center Dahlgren Division (NSWCDD)
Prince William County Police Department
U.S. Air Force & Space Force Officer Recruiting
US ARMY RECRUITING
Virginia Department of Correction
Virginia State Police

TECHNOLOGY, BIOTECH & HEALTH

Compass Counseling Services of NOVA
Ellie Mental Health
EMD Serono, MilliporeSigma and EMD Electronics
Flusso Software, LLC.
GCubed Enterprises, Inc.
Paragon Autism Services
QRC Technologies
Rappahannock Electric Cooperative
Tech Wizards, Inc.
The Medical Team, Inc.



STATEWIDE INITIATIVES



LEADING THE STATE

Under the leadership of CCPD director, Dr. Antoinette Carter Jenkins, the introduction of V-TOP has been well-received in our region. Employers in GO Virginia Region 6 have eagerly embraced the opportunity to participate in training to qualify for the V-TOP Matching Funds Program. This program provides resources for employers to offer paid internships to post-secondary students. Region 6 finished calendar year 2023 with the highest number of employers qualified for the state-funded support.

“Internships represent one of the most impactful, mutually beneficial opportunities for organizations to demonstrate social responsibility,” Dr. Jenkins said. “These essential work-based learning experiences enrich us all by nurturing students along the pathway to a profession that will yield returns for them, their families and the community for generations to come.”

VIRGINIA INTERN DAY

Virginia Intern Day (VID) was celebrated on July 27, 2023. We nominated three of our students who were taking part in internships over the summer to be UMW’s VID Ambassadors. The three UMW student ambassadors, [Yonatan Asfaw](#), [Ava Hart](#) and [Conrad Tan](#) provided photos, videos and blog posts that were shared and celebrated across our social media platforms.

Amidst the VID celebrations, the University itself was named a top employer for interns in Virginia along with 99 other businesses, institutions and organizations across the state.

OUR PARTNERSHIPS

Through the intentional efforts of affinity-building with employers and alumni, partnerships throughout the greater Fredericksburg area have flourished. Long-standing relationships with local employers such as Naval Surface Warfare Center Dahlgren Division, Enterprise Holdings and Mary Washington Healthcare continued to provide valuable pathways for students to find employment and gain networking experience. Newly cultivated relationships with local businesses have connected current students with internships, jobs and mentorship.

CCPD maintained and grew campus collaborative efforts to launch Life After MW by taking part in the introduction of Eagle Involvement Points with Student Activities & Engagement, speaking with prospective students at Admissions and New Student Programming events, advancing storytelling and promotion with University Communications and encouraging the use of Network MaryWash in partnership with Alumni Engagement.

The multidisciplinary career coaching and post-graduate guidance offered by CCPD is supported by three Faculty Fellows who also provide specialized guidance within their disciplines: [Prof. Kimberley Kinsley \(Pre-law and Business\)](#), [Dr. Christine McBride \(Psychological Science\)](#) and [Dr. Deborah O'Dell \(Pre-health\)](#).

University of Mary Washington
NETWORK MaryWash



OUR 2023 TEAM

The team that made the magic happen!

Dr. Antoinette Jenkins

Director, CCPD

Director, Rappahannock Work & Learn Collaborative



Andrea Cordray

Associate Director of Career Education & Programs



Amanda Talbert

Associate Director of Employer & Alumni Engagement



Mary Becelia

Assistant Director of Career Education



Emily Burke

UMW '15

Outreach & Events Coordinator



Kim McManus-Carini

MWC '89, UMW '14

Finance & Operations Coordinator



Peer Career Consultants

Anshu Adhikari '25, Rodas Asfaw '26, Carlos Ortega '25, Katie Reif '25, Maddie Smith '24

CCPD Faculty Fellows

Prof. Kimberley Kinsley, Dr. Christine McBride, Dr. Deborah O'Dell

NEW AND BROADER HEIGHTS



Looking to the year ahead, we are excited for what's to come:

EMPLOYER PARTNERSHIP PROGRAM

Our new Employer Partnership Program will provide an opportunity for employers to sponsor CCPD's efforts to deliver enhanced programs and services to students. Through these sponsorship agreements, employers will receive customized support in connecting with students to recruit for internships and employment.

ENHANCED SERVICES

We aim to support career development through shared learning and a sense of community by introducing new programming such as group coaching. Additionally, we will seek more input from students on the services they need and want, and how we can best facilitate access to those services.

OUTREACH

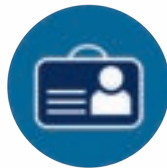
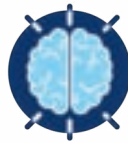
All of our offerings are being reimagined to achieve greater alignment with our QEP and foster student engagement through an array of experiences linked to the theme of Life After MW. We are also developing a plan to extend beyond the boundaries of our campus to facilitate student career exploration with local businesses through community-based engagements.

INTERNSHIPS

We will leverage support from the Commonwealth to increase student access to internships and enhance our management of internship-related data. This work will be done in tandem with increased efforts to help employers in our region to develop their internship programs.

Together, through partnership and innovation, we will move onward and upward into another year of guiding and supporting students as they prepare for their Life After Mary Washington.

Dr. Antoinette Carter Jenkins



Life after MW

**Learn more about us online.
Visit us at umw.edu/careercenter
or scan the QR code.**

 Email us: ccpd@umw.edu

 Call us: 540-654-5646

 Follow us: [@umw_ccpd](https://www.instagram.com/umw_ccpd)



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