

Dickinson

From College to Career

Annie Kondas, Dean and Director of Employer Relations & Career Development
Center for Advising, Internships & Lifelong Career Development
August 2022

College to Career Overview

- Academic advising, majors, and the value of the liberal arts
- How we help you find their authentic interests
- Engaging in the career exploration process
- Looking forward—Internships, Research, Job Search

Center for Advising, Internships & Lifelong Career Development

Mission

We teach Dickinsonians to define and pursue their authentic interests – on campus and in the wider world.

Program Learning Goals

Through sustained, active participation with the Center for Advising, Internships and Lifelong Career Development, students and alumni will—

- Define their authentic interests
- Communicate the value of their experiences
- Develop personal action plans
- Recognize that career development is a social process that changes over time
- Gain confidence in their ability to achieve success – however they choose to define it.

Career/Advising Development

- What do you think you want to study & why?
- What do you think you want to do after you graduate & why?
- How do these two questions relate to one another & why?
- What's fun for you?And why?



Career Centers

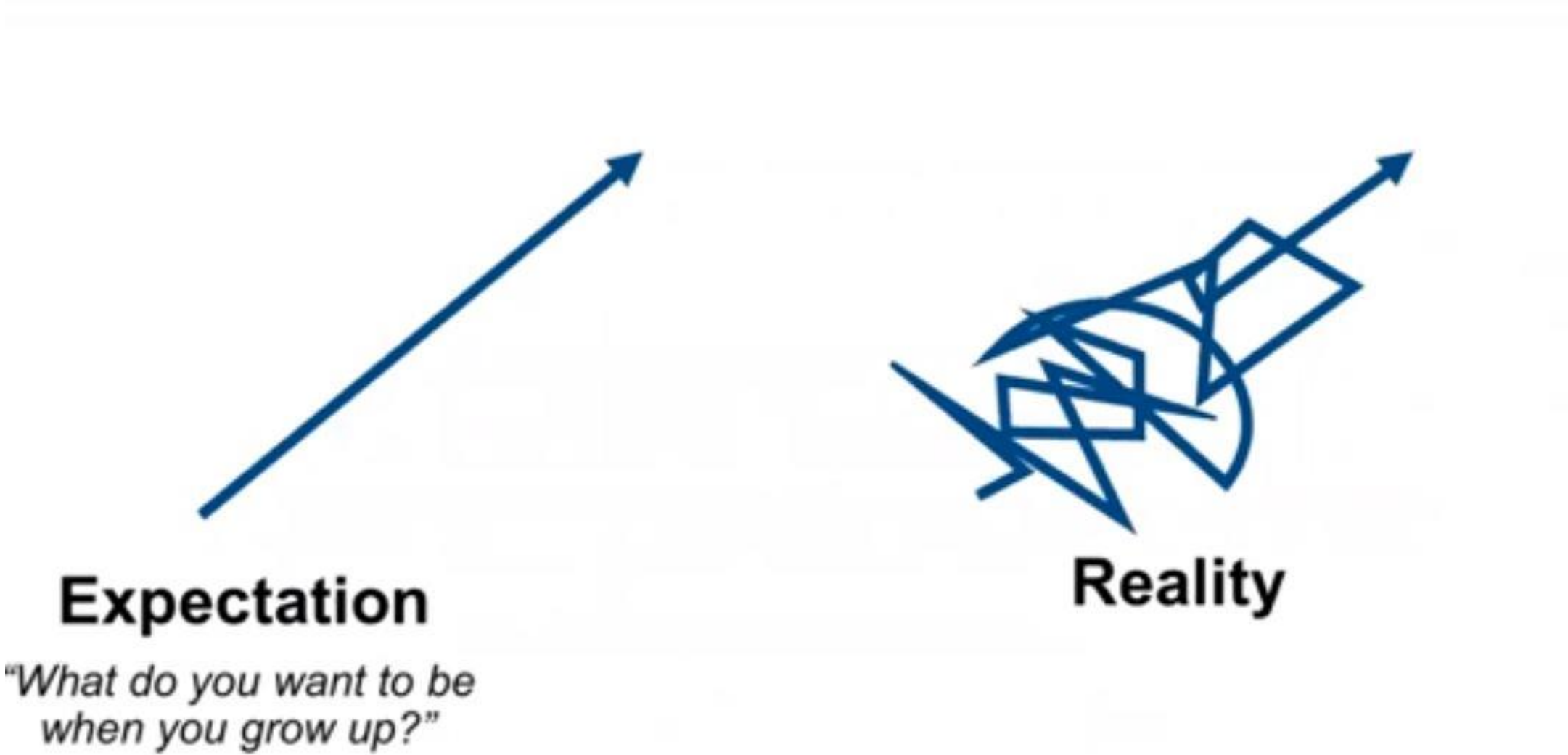
THEN--1993

- Students think about careers senior year
- Employers expect to train employees
- Students access opportunities via bulletin boards, binders and job fairs
- More students began jobs with larger companies

NOW--2022

- Career is often a factor in the college decision process
- Students may think about career issues in their first year
- Employers want college grads who have developed professional skills
- Students access opportunities via a myriad of mediums that evolve and change daily
- A majority of students are hired by medium to small organizations

Career Development Process



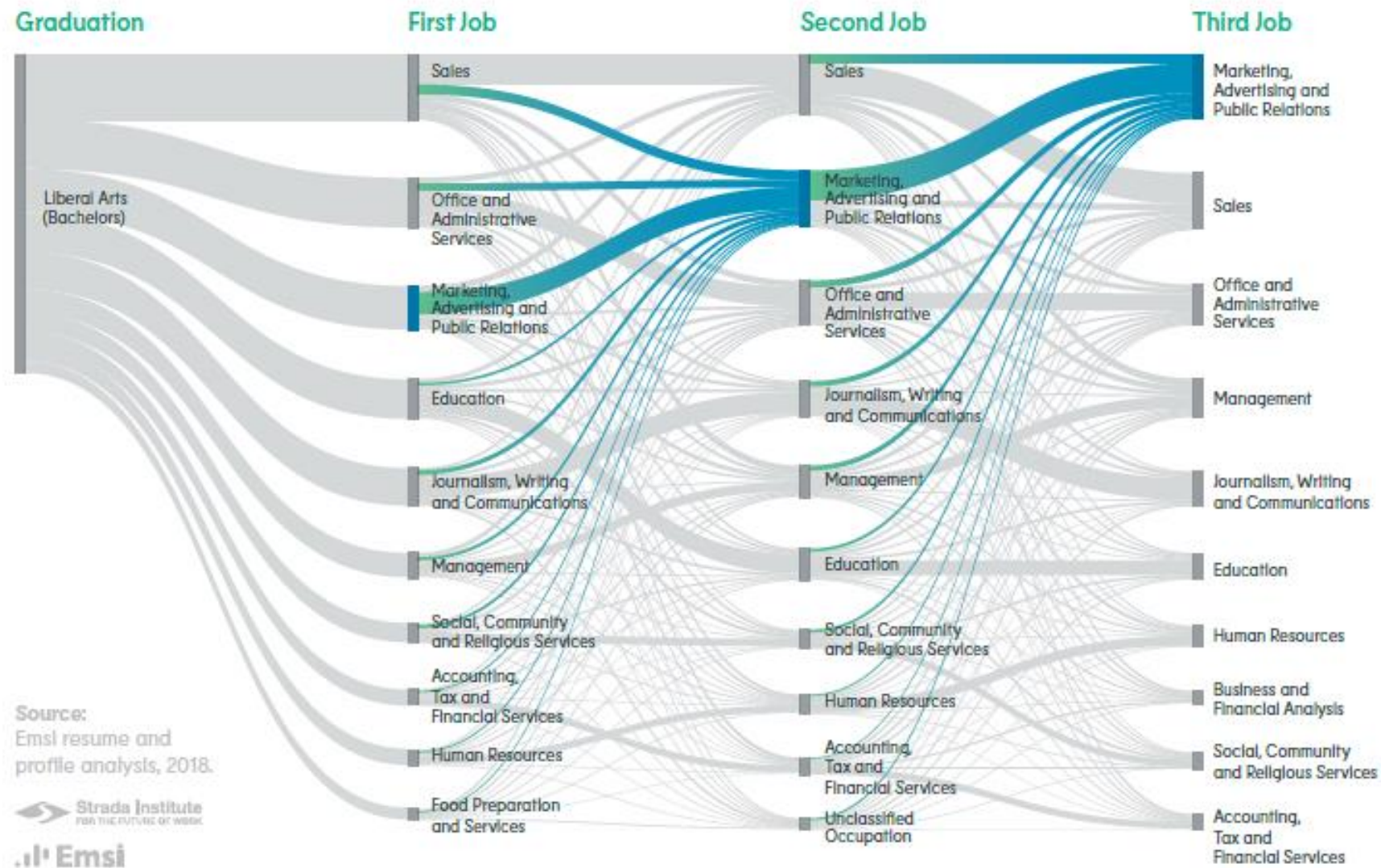
Employers want Liberal Arts Grads



STEPHEN M. SMITH '92
PRESIDENT AND CEO OF L.L.BEAN
ART HISTORY MAJOR
PHYSICS MINOR



LAUREN ASHLEY SMITH '06
HEAD WRITER AND EXECUTIVE PRODUCER: HBO SERIES "A BLACK LADY SKETCH SHOW"
AMERICAN STUDIES MAJOR
SPANISH MINOR

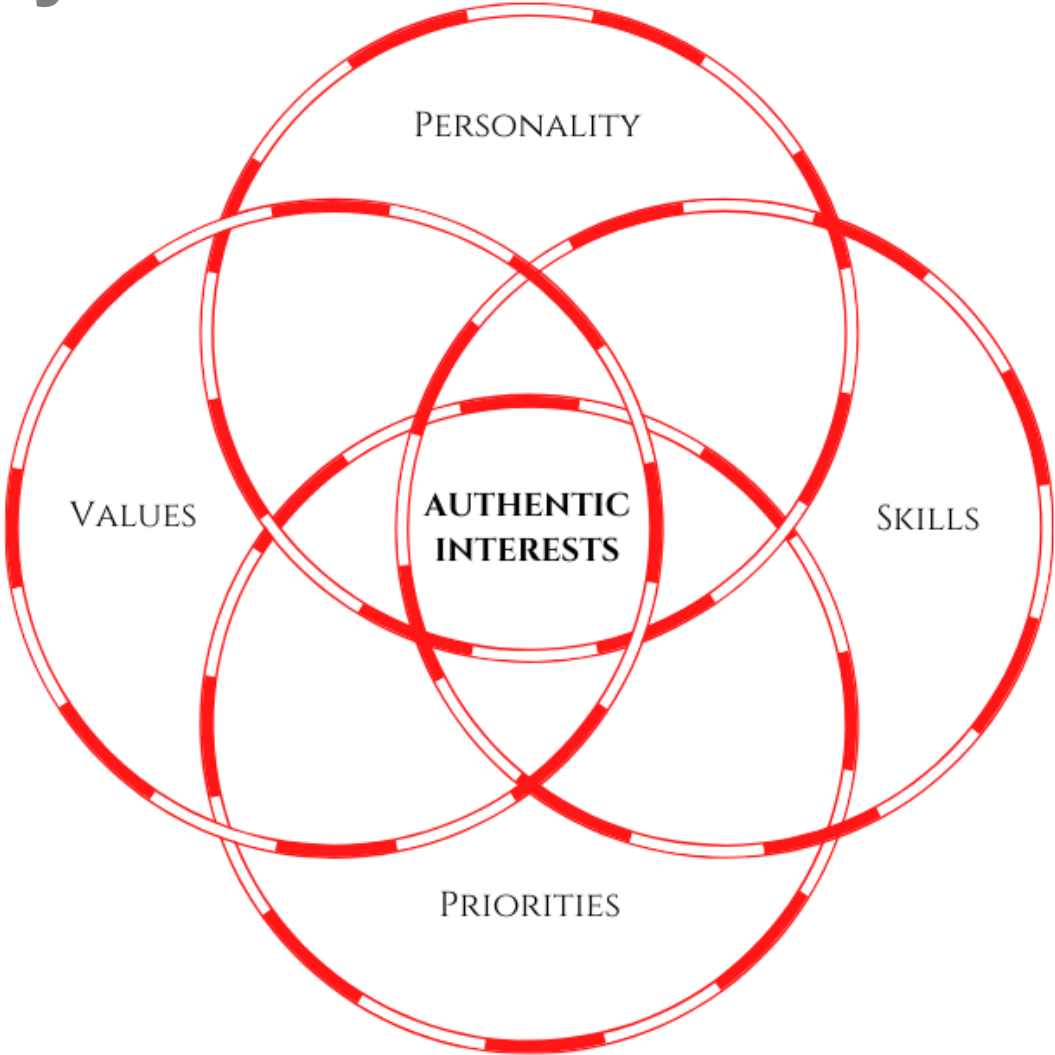


Liberal Arts is defined in this graph as humanities & social sciences

Center for Advising, Internships & Lifelong Career Development's Organizing Priority

AUTHENTIC INTERESTS

Authentic interests describes learning through applying knowledge in real-life contexts and situations



AUTHENTIC INTERESTS: Dickinson's Career Development Model

➔ ASSESS

- Personality
- Values
- Skills
- Priorities

➔ LAUNCH

- Job & Grad School Search
- Interviews
- Career Decisions
- Salary Negotiation



➔ EXPLORE

- Academic Studies
- Informational Interviews
- Opportunity Search/Research
- Creating Your Opportunity Lists
- Expanding Your Network

➔ EXPERIENCE

- Academics
- Employment
- Involvement
- Volunteerism
- Summer Jobs
- Research Positions
- Externships
- Internships

Some of what we do...

- Summer Advising
 - First Year Seminar Programming
 - Programming for interest groups, clubs, organizations
 - Departmental liaisons
 - Skill mapping
 - Year-by-year career roadmap/pathways
 - Personal Career Action Plan
 - Internship Notation Program
 - Internship Grants
- Externship program
 - Academic Advising
 - Pre-law & pre-health advising
 - Group and individual advising & workshops
 - Alumni and employer relations
 - Academic Success Strategies
 - Graduate School Articulation agreements
 - Fellowships & other prestigious opportunities
 - Alpha Lambda Delta and Phi Beta Kappa academic honors societies
 - Curricular programming



Being Career Ready for Launch

DICKINSON'S CAREER DEVELOPMENT CHECKLIST

Tools

- Handshake Profile
- Resume
- Cover Letter
- Personal Statement
- LinkedIn Profile
- Business Cards
- Reference Page

Skills

- Networking
- Skill Mapping
- Identifying Opportunities
- Interviewing
- Professionalism

Exploration

- Self-Assessment
- Career Research
- Graduate School Research
- Gaining Experience

Decision Points

- Academic Choices
- Career Decisions
- Salary Negotiation
- Transition out of college

A Four-Year Guide to Success YEAR ONE

The mission of the Center for Advising, Internships & Lifelong Career Development is to help you pursue your authentic interests. When you undertake projects you find compelling and worthwhile, you're more likely to achieve success (however you define it!) and happiness (however you define it!). To help, we offer a variety of educational programs, workshops, individualized appointments and resources so you can assess your interests, skills, values and personality.

Building a career is a lifelong process that involves establishing, developing and redefining your goals over time.

2 CRITICAL FIRST STEPS you must do this year to get started:

Activate Handshake

Handshake is Dickinson's career management system where students and alumni can:

- **SEARCH ALL JOBS** (on-campus, full-time, part-time or summer opportunities)
- **SCHEDULE** appointments with a peer and career advisor
- **VIEW AND SIGN UP** for career related events/programs
- **SEARCH INTERNSHIPS** for Dickinson students passed along by alumni, parents, friends, and local organizations
- **APPLY AND SIGN UP** for on-campus Interviews or resume referrals
- **SEARCH FOR FELLOWSHIPS**

Visit dickinson.joinhandshake.com, activate your profile and select your emerging career interests.

Create your Resume

A resume is a marketing tool for potential employers that highlights your academic and extracurricular achievements. To maximize impact, **have your resume critiqued by a peer advisor**. You can schedule an appointment, drop in during open hours or participate in one of our resume group advising sessions. For dates and times, check **EngageD** and **Handshake**.

GET AHEAD: Five additional steps for career exploration.

□ Explore Majors at Dickinson

The best way to explore potential majors is to talk with your professors and fellow students. View the complete list of Dickinson programs at dickinson.edu/academicprograms. You can also use whatcanidowiththismajor.com to find out about hiring trends and strategize about the skills you might want to develop to make you a more marketable candidate.

□ Self-Assess

Schedule a career assessment with a **Career Advisor** through **Handshake** to understand how your skills, interests, values and personality may relate to potential careers. Map your skills, interests, values and personality using **Focus2** and **SkillScan**.

□ Conduct Career Research

Identify potential career options of interest to you and explore them further by talking to professionals in the field. Leverage the **Dickinson alumni** community by accessing the **Dickinson AlumniFire** system to begin conducting informational interviews to learn about careers and industries. Engage in a career conversation, resume review or mock interview with industry experts.

□ Explore

Gain firsthand experience in a career field or profession by applying to the **Job Shadowing Externship Program** (dickinson.edu/externships). Through the program you will visit the workplace of a Dickinson alum, parent or friend of the college during winter break for an in-depth experiential learning opportunity.

□ Apply

Students who already have a direction in mind can begin applying for jobs, internships and research roles during their first year. **Professional immersion** is the best way to gain experience in possible career paths and is a vital component of early career resumes. It's important that you complete at least one professional immersion experience before you graduate.

Handshake—The Profile

The screenshot shows a Handshake profile for Allison Miller. The top navigation bar includes the Handshake logo, 'Jobs', 'Events', and 'Employers' on the left, and 'Inbox' (with a notification badge of 82), 'Career Center', and a user profile picture on the right. Below the navigation bar, a message prompts the user to complete their profile by adding information from past applications to 'Education, Work & Volunteer Experience, and Skills', with 'Remind me later' and 'Review' buttons. The profile itself is divided into several sections: 1. Profile Card: Features a circular profile picture of Allison Miller, her name, 'Dickinson College Bachelors, Environmental Studies', graduation date 'May 2020', 'Alumni' status, and pronouns 'She/her'. 2. Completion Progress: A blue bar indicates 'Your profile is 35% complete', with buttons to 'Add Work Experiences', 'Add Organizations', 'Add Skills', and 'Add Documents'. 3. My Journey: A section with a heading 'My Journey' and a text prompt: 'What are you passionate about? What are you looking for on Handshake? What are your experiences or skills?'. Below this is a text input field with the placeholder 'Type your introduction...'. 4. Education: A section titled 'Education' containing two entries. The first is 'Dickinson College' (primary education), a 'Bachelors' degree ending in 'May 2020', with a 'Major in Environmental Studies' and a 'Minor in Philosophy'. The second is 'School for Field Studies', a 'Bachelors' degree, with 'Add', 'Edit', and 'Delete' icons. Below these entries is an 'Add School' button. 5. Work & Volunteer Experience: A section titled 'Work & Volunteer Experience' with one entry for 'DERMAZONE SOLUTIONS'.

Handshake– Job and Internship Announcements

The screenshot shows a Handshake job listing interface. At the top, there are navigation links for 'Jobs', 'Events', and 'Employers'. Below this, there are tabs for 'Jobs' and 'Saved'. A search bar is followed by filter buttons for 'Location', 'Full-time job', 'Internship', 'Part-time', and 'On-campus', along with an 'All filters - 3' button. The main content area shows a search result for 'Associate - Global Market Insights (New York)' at Atheneum Partners. The job is listed as 'Full-time · Job'. The listing includes a 'Don't miss out!' notification, a 'Talk to peers' button, and a 'Quick Apply' button. The 'About the role' section provides details on the application deadline (December 31, 2022), the posted date (April 21, 2021), and that US work authorization is required. The role description section is partially visible at the bottom.

Jobs Events Employers

Jobs Saved

Search Location Full-time job Internship Part-time On-campus All filters - 3

13.8K jobs found Relevance

Don't miss out!
New jobs are getting added all the time.
Save your search and be the first to know.

Full-time · Job

Associate - Global Market Insights (New York)

Atheneum Partners
New York City, NY

Talk to peers

Full-time · Job

World-class scientific and technical job opportunities start...

Oak Ridge Associated...
Remote · Washington, DC and 10 m...

Full-Time · Job

Associate - Global Market Insights (New York)

Atheneum Partners
New York City, NY

About the role

Application deadline	Posted date	US work authorization
December 31, 2022 11:55 PM	April 21, 2021	Required

Quick Apply

Role Description

Handshake- Career Advisor Appointments and Resources

Appointments →

Schedule time to meet with experts and build your career

Resources →

Read curated content from your career center

Surveys →

Answer questions from your career center

Curated employers

These employers are suggested for you by your career center.

Hires from our school

Employers who consistently hire Dickinson College students.



Popular with alumni

Employers where Dickinson College alumni are working or hiring.



Contact Information

Website

<http://www.dickinson.edu/careercenter>

Phone

717-245-1740

Email

recruit@dickinson.edu

Location

28 N College St, Carlisle, PA 17013, USA [↗](#)

Great for internships

Employers with stand-out internship programs

Close to campus

Employers near our school

About

Discernment for First-Years and Sophomores

- Encourage exploration
- Test and try out assumptions
- Acknowledge changing interests
- Facilitate connections inside of Dickinson
- Facilitate connections outside of Dickinson
- Get Involved—Volunteer, Work, Intern

From Major to Career

[Students](#) >

[Faculty](#) >

[Alumni](#) >

[Parents](#) >

[Student Employment](#) >

[Employers](#) >

[Handshake](#) >

[Externships](#) >

[Internship Notation Program](#) >

[Pre-Health Program](#) >

[Pre-Law Program](#) >

[Graduate Linkage Program](#) >

www.dickinson.edu/career

"WHAT CAN I DO WITH A MAJOR IN....?"

Click on the majors that interest you the most. It's a good idea to check out related major pages: for example, if you're interested in American Studies, you might want to also check the Sociology, Psychology, and Anthropology pages.

You may be surprised with what you can do with a major in...

- [American Studies](#)
- [Anthropology](#)
- [Archaeology](#)
- [Art & Art History](#)
- [Biochemistry & Molecular Biology](#)
- [Biology](#)
- [Chemistry](#)
- [Classical Studies](#)
- [Computer Science](#)
- [Creative Writing](#)
- [Earth Sciences](#)
- [East Asian Studies](#)
- [Economics](#)
- [Education](#)
- [English](#)
- [Environmental Studies/Science](#)
- [French](#)
- [International Studies](#)
- [Italian Studies](#)
- [Judaic Studies](#)
- [Latin American Studies](#)
- [Mathematics](#)
- [Medieval & Early Modern Studies](#)
- [Music](#)
- [Neuroscience](#)
- [Philosophy](#)
- [Physics](#)
- [Policy Studies: Law and Policy/Policy Management](#)
- [Political Science](#)
- [Psychology](#)
- [Religion](#)
- [Russian Language & Literature/Russian Area Studies](#)
- [Sociology](#)
- [Spanish](#)

Gaining Experiences

90% of Dickinson students complete an internship or undergraduate research before graduation.

Opportunities:

- Internship Search Support
- Internship Postings
- Alumni Networking Platforms
- Internship Notation Program
- Internship Grants
- Undergraduate Research



Families– Helping with Career Decisions

Be a LISTENER: Choosing a career can be a stressful and confusing time. However, when a student has a supportive ear to listen, it can be a time of excitement and exploration.

Be an ADVOCATE: When something has the potential to cause stress, it is easy to put it aside until later. Career decisions are often put off until senior year.

Be a NETWORKING RESOURCE: Even in the age of technology, most students find their jobs through the art of personal connections.

Be a STORYTELLER: This is the most enjoyable part. Sharing your own career story and those of others you know will alleviate some of their fear of the unknown.

How can I get Involved as New Dickinson Family Member?

- Hire a Dickinson Intern
- Post a Job with Us
- Host a Dickinson Job Shadow over Winter Break
- Give Career Advice to Students by joining [Alumnifire](#)
- Follow us on Instagram- DsonCareer

More information can be found at www.Dickinson.edu/career or by emailing career@dickinson.edu

Q&A

Annie Kondas
Director of Career Development
Advising, Internships, Career Center
Dickinson College
kondasa@dickinson.edu



98%
OF DICKINSON GRADS
ARE EMPLOYED,
completing an internship,
attending graduate school or
pursuing a fellowship one
year after graduation.

OUR PROMISE



Dickinson alumni are at the top of every field—**business, finance, arts, media, science, medicine, education, law, sports, entertainment**—and they are committed to providing internships, connections and support to Dickinson students.



OUR GRADUATES' EDGE