A degree alone is no longer enough...

Today, being an employable college graduate means starting the career planning process early and Making College Count!

In order for all of our graduates to be employable, ALL faculty and staff must **proactively** engage students in conversation about their career plans.

Talking to students about their career plans doesn’t have to be intimidating. Remember—you don’t have to have all the answers, you just have to get the conversation started. When you identify what a student needs, you can direct them to the appropriate resource, whether it’s a web resource or a referral to the Career Center.

**Here are some key questions to ask in your advising sessions to start that conversation:**

**What do you plan to do with your degree when you graduate?**

Students are still receiving the message that going to college basically guarantees a good job, and as a result, a surprising number choose a major without any real consideration of what they will do with it and if it's the appropriate major to get them to where they want to be. Because ANY degree is only as marketable as you make it, students need to think through how their major and future career fit together, and how to target their major to their career goals. “What Can I Do With This Major?” is a good resource to use with students who aren’t sure, as are the career planning modules.

**Do you know what you need to do to prepare for your career?**

This is often the question students have the hardest time answering! Many still do not realize that a degree alone is not enough, and that their career preparation will require far more than just doing well in their classes... and even if they do, they’re often still not sure exactly WHAT they need to be doing. If a student can’t describe the internships, other out-of-class experiences, skills, and professional contacts they’ll need and how they plan to get them, the career planning modules (especially Module 7), career information databases, and other resources on the Make College Count! webpage are good places to go next.

**Why do you want to change your major? or What made you decide to change your major?**

Always ask why! If a student is expressing the desire to change or has recently changed to a new major, find out as much as you can about the motivation behind the change, and whether the student has carefully thought through his career interests and made an informed decision about his new path. If the student is unsure of his career path, you may make use of the career planning modules (particularly 1 and 2), and suggest he meet with a career counselor at the Career Center.

**Remember, you don’t need all the answers. You can refer a student to the Career Center for:**

Choosing a major • Choosing a career path • Overcoming barriers to choosing a path • Planning and preparing for a particular career • Deciding whether to pursue graduate school • Searching for student jobs • Searching for internships • Searching for professional positions • Professional networking • Developing a personal brand • Creating a professional online presence • LinkedIn • Resumes and cover letters • Interviewing

We are here to support you! Let us know what you need! [http://career.boisestate.edu/facultystaff/](http://career.boisestate.edu/facultystaff/)
Virtual Career Center: The easiest way to help a student find what they need! You don't need to know the resources or where to find them—the Virtual Career Center will guide you. ALL of our electronic resources can be accessed here. (career.boisestate.edu/virtualcareercenter)

Make College Count! Webpage: Easy access to virtual workshops, critical skills videos, resources for researching careers and obtaining job market information, career planning web resources, and data on what employers expect from college grads. (career.boisestate.edu/makecollegecount)

Virtual Workshops: Interactive eLearning modules that guide students through the career planning and job search processes. Show students the appropriate module(s) for their needs, or even go through part of one with the student and use it to guide your discussion. (career.boisestate.edu/makecollegecount/careerplanningmodules)

Critical Skills Videos: A series of 3-minute videos discussing the top professional skills employers say are critical for employability regardless of major, featuring local employers and campus reps. Use these to begin a discussion about how the student has or can develop these skills in their academic program and through out-of-class experiences. (career.boisestate.edu/makecollegecount/skills-critical-employability)

Career and Job Market Research Webpage: Web resources for obtaining career and job market information, including career information databases, links to all 50 states' Department of Labor, and national employment research data. Show students appropriate resources based on their needs. (career.boisestate.edu/career-job-market-research)

What Can I Do With This Major? Online resource that identifies career options, types of employers, and career preparation strategies by major. Pull up the report for the student's major and use it to begin a discussion about career interests and options. (career.boisestate.edu/whatcanidowiththismajor)

Internship Database: Where students can get ideas for internships and companies to approach about internship opportunities by searching through our records of what other Boise State students have done for academic credit. Log in and show students how to search by their major (or company of interest). (Internship Application for Academic Credit link: career.boisestate.edu)

Informational Handouts: Detailed guides to career planning, finding an internship, conducting a job search, resumes, cover letters, interviewing, finding a part-time job, and deciding whether to go to grad school. Show students where to find the appropriate handout, or print them a copy. (career.boisestate.edu/handouts)