

## BREAKOUTS

**Breakout Title:** Jumping the Hurdles of Consolidation to Thrive in Transition

**Primary Presenter(s):** Julie Goley

**Additional Presenters(s):** Glenn Gibney; Catherine Neiner; Ana Baida

**Company/College:** Augusta University

**Additional Company/Colleges:** Georgia Southern (Glenn); Georgia State (Catherine); Ana Baida (Kennesaw)

**Summary of Program:** Consolidation and mergers -- terminology employers know all too well. Higher Education is not immune, as we learned with the University System of Georgia campus consolidation initiatives in the last five years. This program is applicable to individuals experiencing or managing change at any workplace. Hear from Career Services Directors who have weathered the challenges of consolidation at their respective institutions and the lessons they have learned.

---

**Breakout Title:** Flipping student employment: A high-impact strategy

**Primary Presenter(s):** Carrie Hachadurian

**Additional Presenters(s):** Theresa Cruz Paul

**Company/College:** Western Carolina University

**Additional Company/Colleges:** Western Carolina University

**Summary of Program:** Many supervisors feel thrown into the world of student employment, and as a result, there is a huge missed opportunity to more effectively teach NACE career-readiness skills to students. Participants in this session will leave with knowledge on how to create a supervisor program which not only introduces supervisors to quality practices in managing student workers, but also encourages campuses to flip their student employment programs from purely task-oriented into high-impact and educational-focused practices.

---

**Breakout Title:** First Destination Surveys - Everybody's Business

**Primary Presenter(s):** Brian Weese/ Bridgette McDonald

**Additional Presenters(s):** Bridgette McDonald

**Company/College:** College of Coastal Georgia

**Additional Company/Colleges:** Clayton State University

**Summary of Program:** How do you boost the response rate to your first-destination survey? Attaining a high knowledge rate is very beneficial to your efforts, but achieving one can be a challenge. This presentation will explore ways you can seek institutional buy-in to support student career outcomes. Clayton State University has risen from a 94.2% knowledge rate in the spring of 2016 to a 99% knowledge rate in 2018. This impressive response has been due to a high level collaboration between several critical departments on campus. College of Coastal Georgia attained a 95.2% knowledge rate among the Spring 2018 graduating class and consistently maintains a knowledge rate of 90% or better among its graduates.

**Breakout Title:** Providing Career Services to College Students on the Autism Spectrum: How Prepared Are We?

**Primary Presenter(s):** Cheryl Van Dyke

**Additional Presenters(s):**

**Company/College:** College of Coastal Georgia

**Additional Company/Colleges:**

**Summary of Program:** We've seen the increase in students with Autism Spectrum Disorder (ASD) on our campuses, but how prepared are we to provide them with the services and support they need to move toward gainful employment? While there are few clear measures of the number of students with ASD attending college, recent studies estimate that they comprise approximately 2 percent of the current student population (Cox, et al., 2015). The incidence rate of ASD is expected to continue to increase, with approximately 50,000 young adults on the spectrum entering working age each year ("Young adults on the Autism Spectrum", 2013). Many will struggle in their career development: Currently about 85 percent of adults with ASD are underemployed or unemployed (Scheiner, 2011). This presentation will focus on increasing education and awareness of this population in the academic setting while also facilitating an open discussion of best practices. Employers will learn how to work with students/graduates on the spectrum and how to leverage their unique talents to benefit the company.

---

**Breakout Title:** Transfer Students Success

**Primary Presenter(s):** Vassi Deltcheva

**Additional Presenters(s):**

**Company/College:** University of Georgia

**Additional Company/Colleges:**

**Summary of Program:** This presentation offers a glimpse in a new research done on the career outcomes rates for transfer students at the University of Georgia. We have looked at the career outcomes data collected from more than 5,000 transfer students who graduated in Class of 2016, Class of 2017, and Class of 2018 and compared them to the career outcomes data from non-transfer students, who graduated from UGA during that same time period.

---

**Breakout Title:** Attracting, Selecting and Retaining the Modern Workforce

**Primary Presenter(s):** Monique Jenkins

**Additional Presenters(s):** Bo McDaniel

**Company/College:** Georgia Department of Administrative Services

**Additional Company/Colleges:** Georgia Department of Administrative Services

**Summary of Program:** The modern workforce is here! This does not just include Generations Y & Z!! This is a workforce who demands to work for mission driven organizations. Are your talent acquisition and retention strategies optimized to attract, select and retain those who embrace your purpose?

**Breakout Title:** Going for the Triple Crown: Advancing from internships to a TRIFECTA of externships, mentorships, and service-learning

**Primary Presenter(s):** Dr. Lyn Riggsby-Gonzalez

**Additional Presenters(s):** Heather Kahl

**Company/College:** Columbus State University

**Additional Company/Colleges:** Enterprise Holdings

**Summary of Program:** Experiential education builds practical skills (such as critical thinking/problem-solving, oral/written communication, and lifelong learning) and moves students beyond classroom theory into real-world practice. Students desire opportunities to engage in greater experiential education and those who complete three or more experiential experiences are far more likely to gain full-time employment. Institutions and employers are beginning to partner in a range of experiential learning beyond traditional internships including externships, practicums, apprenticeships, job shadowing, and service-learning.

---

**Breakout Title:** Improving Students' Intercultural Competency for the Workforce

**Primary Presenter(s):** Dr. Gerald Williams

**Additional Presenters(s):** Sandra Y.G. Jones

**Company/College:** Valdosta State University

**Additional Company/Colleges:**

**Summary of Program:** Developing Intercultural Competency is a common value within higher education and the work force. And while we strive to create and support campus environments that welcome differences, students often struggle with how to navigate diverse work environments. This session will highlight the creation of a course piloted at Valdosta State University. The course examined the significance and impact of intercultural competency as it applies to successfully entering the world of work and managing one's career.

---

**Breakout Title:** Casual Connections: Build Employer Presence with On-campus Drop-ins

**Primary Presenter(s):** Ashley Watts

**Additional Presenters(s):** Ramona Simien

**Company/College:** Georgia State University, University Career Services

**Additional Company/Colleges:**

**Summary of Program:** Info sessions not working? Campus recruitment hit a lull? Need to increase student engagement among non-business majors? GA State has a solution for you! This marketing approach is easy to implement with a few resources. The Employer Relations team will share details for you to model a similar program in your career center. Recruiters, you can request this model to increase your branding presence on campus and build relationships with students beyond the career fair.

**Breakout Title:** Developing a Cohort Style Program for Students to Practice and Learn Three of the Major Competencies

**Primary Presenter(s):** Samantha Shore

**Additional Presenters(s):** Amanda Boland

**Company/College:** Augusta University

**Additional Company/Colleges:**

**Summary of Program:** This session will discuss an innovative program that has been implemented at Augusta University. This cohort-style program, called JagPREP (practice, readiness, experiential, professionalism), expands over the length of a semester, and promotes the development of Career Competencies as outlined by National Association of Colleges and Employers (NACE). Come hear about how this program was conceived and implemented, as well as discuss how this could be practiced at your own institution.

---

**Breakout Title:** Internships in the Time of #metoo

**Primary Presenter(s):** Caroline Anderson

**Additional Presenters(s):**

**Company/College:** Georgia State University

**Additional Company/Colleges:**

**Summary of Program:** Internships are meant to be positive learning experiences where students learn the ins and outs of the professional world. Sometimes, the things students learn is that navigating a new environment can come with negative situations like sexual harassment. At Georgia State University, University Career Services initiated a workshop called, "Learn the Line: Preventing Sexual Harassment for Interns." Join the discussion and bring your ideas about how to discuss this critical and timely topic.

---

**Breakout Title:** TBD TO CHANGE: Creating a Podcast

**Primary Presenter(s):** Michelle Berg

**Additional Presenters(s):**

**Company/College:** Georgia State University

**Additional Company/Colleges:**

**Summary of Program:** Did you know that 38% of millennials ages 18-34 listen to podcasts? Creating a podcast isn't as daunting (or as costly) as you might think! This program will review how University Career Services at Georgia State created its podcast, tips for publishing your own and will point out cost-effective resources.

**Breakout Title:** A Roadmap for Developing an Employer & University Partnership

**Primary Presenter(s):** Charlene Leach

**Additional Presenters(s):** Jamie Cook & Allen London

**Company/College:** Mercer University & Robins Air Force Base

**Additional Company/Colleges:** Robins Air Force Base (RAFB) & Mercer University

**Summary of Program:** In the 1980's Robins Air Force Base had a need for engineering talent. To address that need they approached Mercer University and established a relationship that would eventually lead to a new engineering school. Today, Mercer's School of Engineering provides a steady flow of talent to help meet the needs of Robins Air Force Base. In fact the partnership has grown beyond the engineering school to also include business, computer science, computer engineering, information science and informatics. As the relationship between Mercer University and Robins Air Force base a grown, the results have included the creation of the best-in-class military installation/university partnership.

Join us to learn more about the benefits of collaboration for all stakeholders involved.

### ROUNDTABLES

**Roundtable Title:** Gulfstream's Co-op Program from Recruitment to Hire

**Primary Presenter(s):** Cassie Batayias

**Additional Presenters(s):**

**Company/College:** Gulfstream Aerospace

**Additional Company/Colleges:**

**Summary of Program:** Gulfstream Aerospace has been building and enhancing their co-op program for more than 40 years. We hire over 90% of the co-ops into direct positions upon completion of their degree. I thought it would be great to share how we recruit co-op students from around the country, how we manage the co-op program internally, what we offer and how we engage the students while they co-op with us, and our full-time hiring process. I'd also love for this to be interactive where we can all learn best practices and share openly our thoughts and ideas with each other. Some key topics would be: -Recruitment Process -Leadership buy-in and support -Ambassadors -Steering Team Committee and Mentorship -Internal and external events for engagement -Full-time hiring process -Housing

---

**Roundtable Title:** Collaboration is not easy but learn how to develop teamwork strategies to maximize your workforce.

**Primary Presenter(s):** Karen McGrath

**Additional Presenters(s):** Daffany Murphy

**Company/College:** Enterprise Holdings

**Additional Company/Colleges:**

**Summary of Program:** Are you confident that you are creating a nurturing environment for your employees as they pursue "Career Success"? As a leader, have you helped them identify their most critical needs within the scope of their career goals? How can you create self-awareness and a level of "Engagement" where your employees are fully aware of their personal goals while balancing the needs of your team/department? Come join our roundtable for an impactful exercise that will empower you to provide honest feedback to help fully maximize your leadership vision in 2020!

**Round Table Title:** Catch the Momentum with Momentum Year

**Primary Presenter(s):** Dr. Roslyn Brown

**Additional Presenters(s):**

**Company/College:** Georgia Gwinnett College

**Additional Company/Colleges:**

**Summary of Program:** Looking for a way to contribute to the new USG Momentum Year Initiative? Come learn how GGC's Career Development Center contributed to the development and Momentum Year programming and the redesign of new student orientation. Through these campus initiatives, parents and students are educated on the early identification of a major or a focus area. No more parent-only presentation at orientation. We will explore the data before and after implementation.

---

**Roundtable Title:** Transitioning Together - Strategies for New Career Services Professionals and Their Supervisors

**Primary Presenter(s):** Jackie Hand

**Additional Presenters(s):** Dwayne Peterson

**Company/College:** Georgia College & State University

**Additional Company/Colleges:**

**Summary of Program:** Description: Transitioning to career services can be a challenge for new professionals and their supervisors. Taking into account the diversity of professional backgrounds and changes within our field, it is not easy to develop strategies for transitioning, orientation processes, and other techniques for career management and supervision. Using theoretical frameworks, this roundtable discussion offers space for new professionals and supervisors to develop strategies for best practices related to transitioning to and supervising within career services.

---

**Roundtable Title:** Improvement through Empowerment - Student Engagement in the 21st Century

**Primary Presenter(s):** Dr. Tonya Moore

**Additional Presenters(s):**

**Company/College:** Gordon State College

**Additional Company/Colleges:**

**Summary of Program:** During this session employers and career professionals will obtain out-of-the-box strategies to empower future leaders in the work and academic spaces. Discover how effective mentoring, coaching and teaching can prepare future talent in customized ways to ensure meaningful connections are made to produce positive retention results. Participants will learn about the Highlander Leader Pathways program and impactful service learning programming and collaborations designed to empower future leaders to enhance career competencies