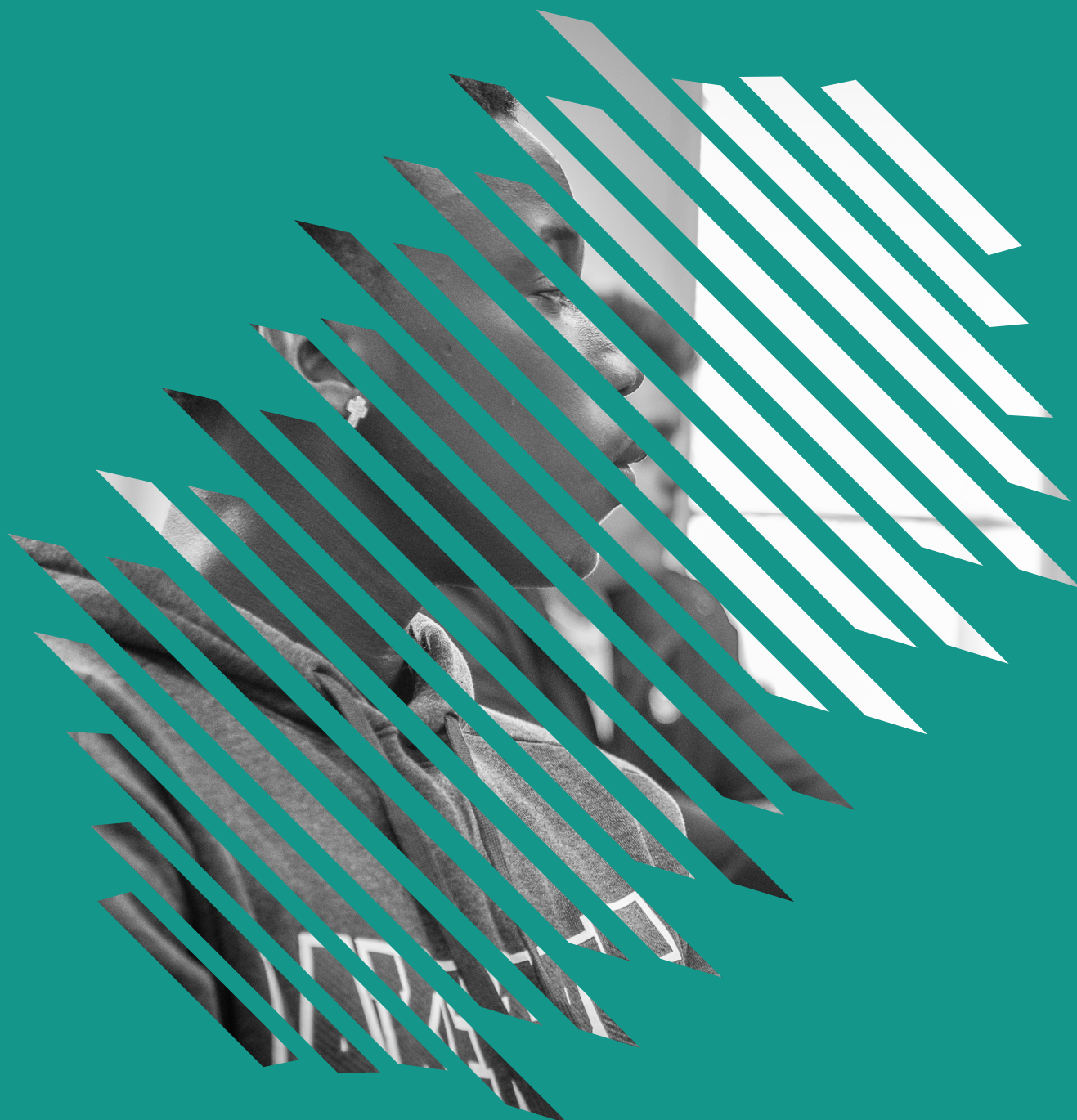



CAREER DEVELOPMENT REPORT

2019/2020



LAKE ERIE
COLLEGE





“There are many opportunities in the horse industry, and LEC helped me decide on a career path that was a perfect fit for me. EVERY class I took helped me identify and nurture my interest.”

MEGAN NICHOLLS, CLASS OF 2019
HORSES IN THE SUN, HORSE SHOW SECRETARY

CONTENTS

03	Career Development Program Philosophy
04	Career Development Program Learning Objectives and Mission
05	First Destination Procedure & Overall Results
07	School of Equestrian Studies Results
09	School of Education Results
11	School of Arts, Humanities, and Social Sciences Results
13	School of Natural Sciences and Mathematics Results
15	School of Business Results
17	P2E Timeline and Student Expectations
19	2019/2020 P2E Professional Development Events
21	Personal Development Events
23	First Year Experience and Power-Up Surveys
25	Future Events and Updates



LAKE ERIE COLLEGE CAREER DEVELOPMENT PROGRAM

Our **Career Development Mission** is to integrate career reflection and exploration in every student's educational experience providing personalized action oriented programming that empowers and develops the skills needed for post-graduate employment.

Our help can include assistance with deciding on a career direction, résumés, LinkedIn profiles, cover letters, applications, interviews, networking, and obtaining part-time and full-time work.

Our Career Support is embedded in the academic experience through our **Pathway to Empowerment Program (P2E)**. Through our innovative and signature P2E personal and professional development programming, these courses give support and focus for every academic year. It helps you gain the skills you need and offers support as alumni to continue to help you in your career.



CAREER PROGRAM LEARNING OBJECTIVES

PLO 1 Students will engage and recommend career programming

PLO 2 Maintain and grow career support in academic and co-curricular programs

PLO 3 Maintain and grow programming in student organizations and groups

PLO 4 Students will engage in their Pathway to Empowerment (networking, job shadowing, significant experiential learning, community based projects)

FIRST DESTINATION PROCEDURE & RESULTS

- All Participating Students Who participated in Graduation completed our Grad Survey: <https://lec-uga.edu.185r.net/survey/?id=103>
- Two Email and two Social Media reminders sent by LEC Marketing
- Survey populated in Office of Admission Fireworks database
- Contacted deans and faculty to communicate survey results asking for confirmation and updates while contacting alumni directly for updates and searching LinkedIn

It was a challenging year to obtain employment and grad information for our **December 2019 grads** and **Spring 2020** grads because there was no graduation to require a survey. Online Surveys have achieved modest results so far. Career Development is currently working with Marketing to push out the employment update to these alum and incentivize participation with \$100 raffle rewards and other methods.

Overall Employment / Grad 2019

Equestrian 11/11 100% 12 total 91.6% reporting

100% GRAD LEVEL EMPLOYMENT

Education 10/10 100% 10 total 100% reporting

100% GRAD LEVEL EMPLOYMENT

Sciences 8/10 80% 12 total 90% reporting, 1 alum not in workforce

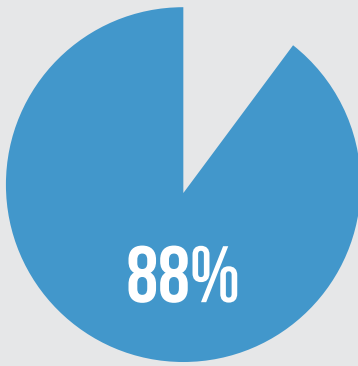
80% GRAD LEVEL EMPLOYMENT

Humanities 23/27 85.1% 29 total 90% reporting

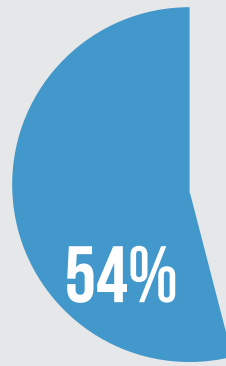
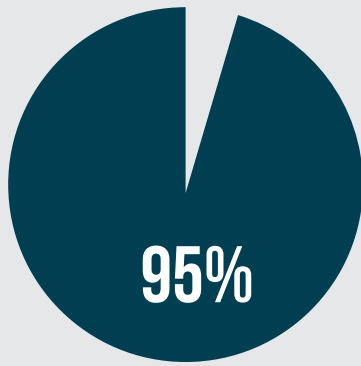
85.1% GRAD LEVEL EMPLOYMENT

Business 53/62 85% employment / grad 64 total 97% reporting

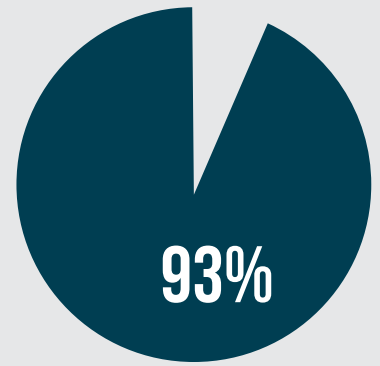
85% GRAD LEVEL EMPLOYMENT



105/120 88% employment
grad 127 total 95% reporting



64/118 54% experiential learning
127 total 93% reporting



Mount Union

96% GRAD LEVEL EMPLOYMENT

71% RESPONSE RATE

Hiram College


94% GRAD LEVEL EMPLOYMENT

84% RESPONSE RATE

**Youngstown State
University**

94% GRAD LEVEL EMPLOYMENT

35% RESPONSE RATE

A person wearing a helmet and sunglasses is riding a horse in a grassy field. The background shows trees and a fence. The image is overlaid with a large white speech bubble containing text.

“LEC has helped me tremendously when it comes to proper horse care and maintenance, preparing me to take care of horses on both a day-to-day basis, as well as in emergency situations.”

KAYLEE ADAMEK CLASS OF 2019

PATH ADAPTIVE CAMP COUNSELOR, SITE MANAGER,
INTERNATIONAL ACCREDITED FIELD OF DREAMS EDUCATION CENTER

SCHOOL OF EQUESTRIAN STUDIES (SQ)

Pam Hess, DVM, Dean of the School of Equine Studies - highly supportive and motivating partner to obtain employment stats.

Wendy Burt, Coordinator of Equine Studies - instrumental in sourcing alumni updates, proactively started her own alumni data and outreach.

2019 100% Experiential Learning (12/12)



100% reporting



Internships Partners Include:

Autumn Rose Farm and Fieldstone Farm Therapeutic Riding Center

Embrace Pet Insurance

Falcon Camp

Johnson Sporthorses, Germany

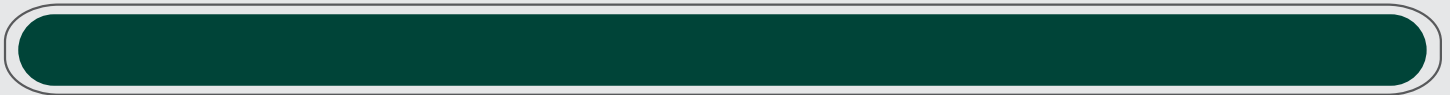
Marin E. Wollam Racing Stables, Fieldstone Farm Therapeutic Riding Center

Paradigm Farm, LLC

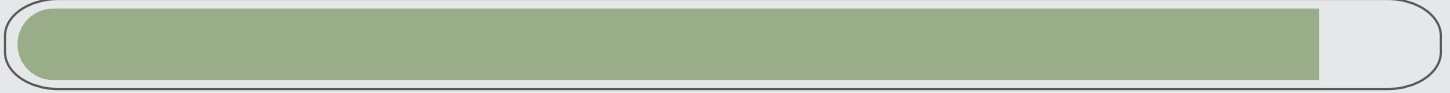
Red Oak Camp

Ridgewood Stables, France

2019 100% (11/11) Grad Studies / Employment



91.6% reporting



Employer Partners Include:

Field of Dreams Equine Education Center, Blacklick, Ohio

KD Sport Horses, LLC, Watertown Wisconsin

Lawton Stables, Hilton Head, South Carolina

Bascule Farm, Poolesville, Maryland

Embrace Pet Insurance, Cleveland, Ohio

Fieldstone Farms TRC, Chagrin Falls, Ohio

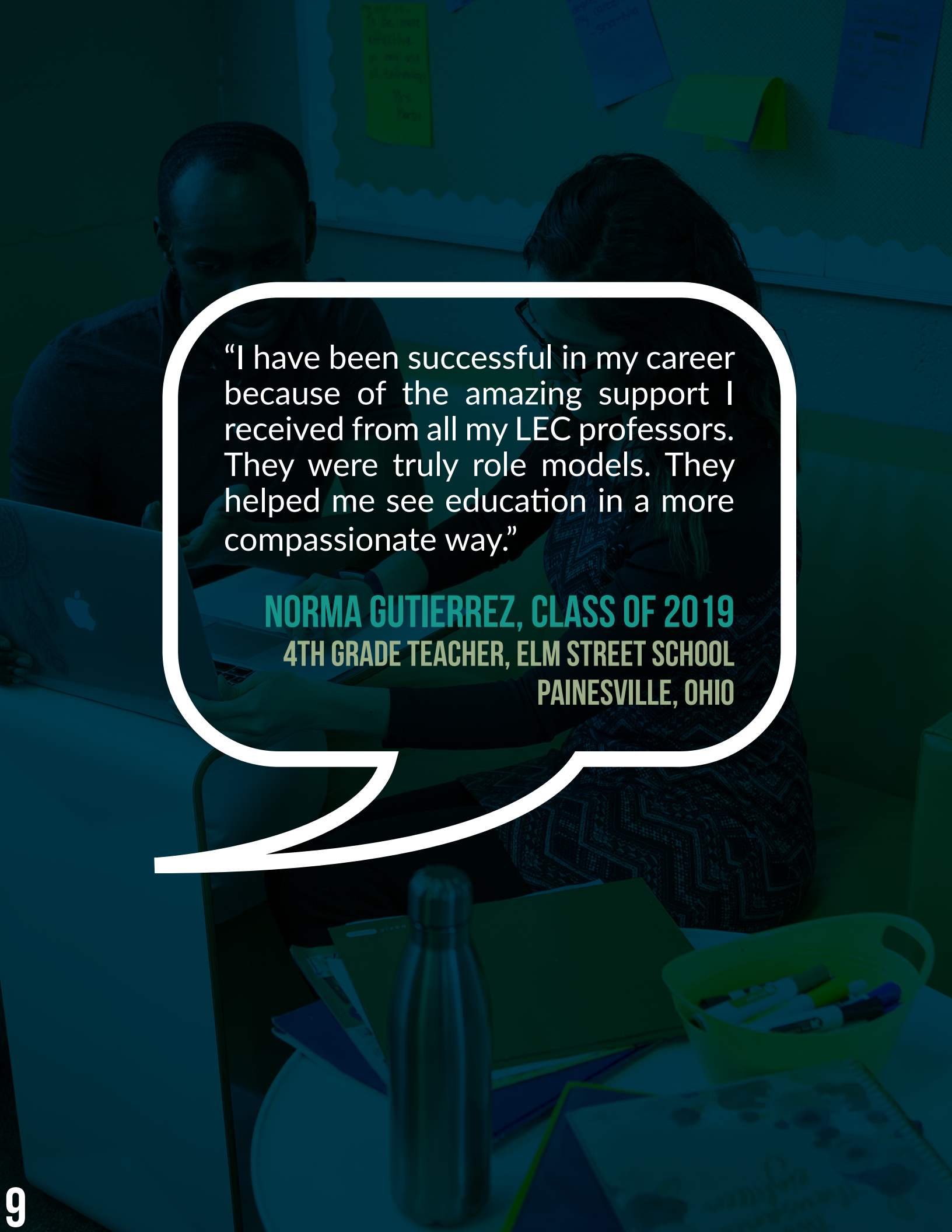
Tibri Horses, Chepachet, Rhode Island

Horses in the Sun, Saugerties, NY

Creekside Eventing Complex, Brunswick, Ohio

LEGIS Equine Insurance, Burbank, California

Swan Mountain Outfitters, Swan Lake, Montana

A man and a woman are sitting at a desk in a classroom or office setting. The man is on the left, looking down at a laptop. The woman is on the right, wearing glasses and looking at a piece of paper. There are various papers, a water bottle, and a container of markers on the desk. The background shows a bulletin board with several papers pinned to it.

“I have been successful in my career because of the amazing support I received from all my LEC professors. They were truly role models. They helped me see education in a more compassionate way.”

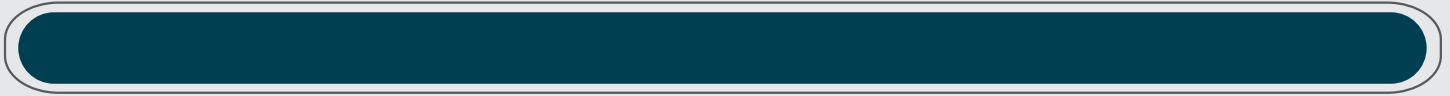
NORMA GUTIERREZ, CLASS OF 2019
4TH GRADE TEACHER, ELM STREET SCHOOL
PAINESVILLE, OHIO

SCHOOL OF EDUCATION (SF)

Katharine Delavan, Ph.D., Dean of the School of Education

Pam Martin, Director of Clinical Experiences & Partnerships contributed to student spotlight.

2019 100% Experiential Learning



100% reporting



Internship Partners Include:

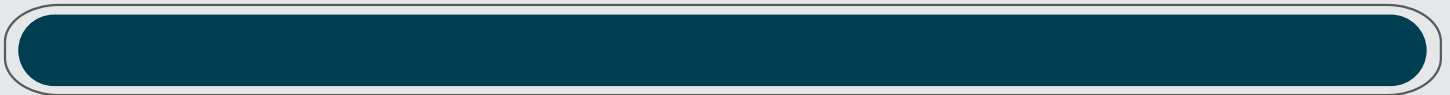
Madison High School, Madison, Ohio

Painesville Schools, Painesville, Ohio

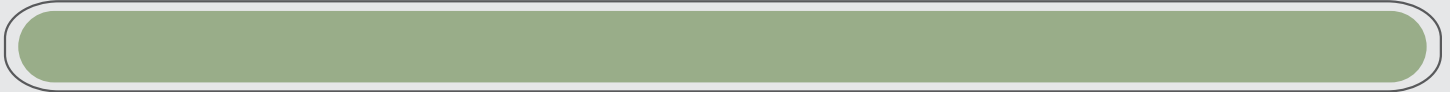
Willoughby Eastlake City Schools, Willoughby, Ohio

Willoughby Middle School, Willoughby, Ohio

2019 100% Grad Studies / Employment (10/10)



100% reporting



Employer Partners Include:

American Creativity, Academy, Salmiya, Kuwait

Beachwood Middle School, Beachwood, Ohio

Elm Street Elementary, Painesville, Ohio

Fairfax Elementary School, Mentor, Ohio

Franklin Local Schools, Duncan Falls, Ohio


Glendale Elementary School District, Bedford, Ohio

Head Start/ Harvey High School, Painesville, Ohio

Mentor Schools, Mentor, Ohio

Ridge Pointe Child Care, Mentor, Ohio

Stafast Products, Painesville, Ohio



"I am very thankful for the education and experience I gained at LEC. With the vast variety of classes and amazing teachers, I was able to think critically and push my limits. With my newfound knowledge, I was able to become the Editor at Bleeding Cool."

TYLER WEBSTER, CLASS OF 2019

JOURNALIST, BLEEDING COOL

SCHOOL OF ARTS, HUMANITIES, AND SOCIAL SCIENCES (SH+SAH)

Jennifer Swartz-Levine, Ph. D., Dean of the School of Arts, Humanities, and Social Sciences

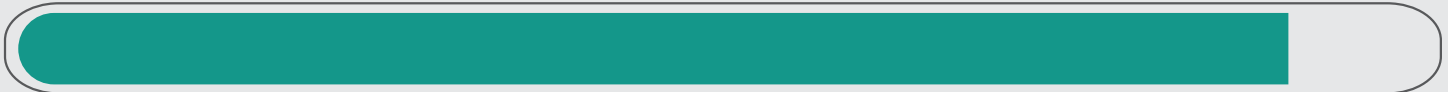
Brenda Prochaska, Ph. D., Assistant Professor of Criminal Justice - contributed employment update

Steve Yachanin, Professor of Psychology - contributed two grad school updates

2019 47% Experiential Learning 11/23



90% reporting



Internship Partners Include:

Betsy Rader for Congress

Bridge Street Artworks

DeGenova & Yarwood, Ltd.

Game Sports Management, Patrice Denman

Intertek

Lake County Corrections

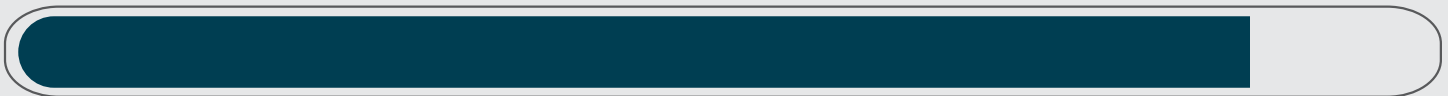
Lake County Court of Common Pleas

Smith and Miller

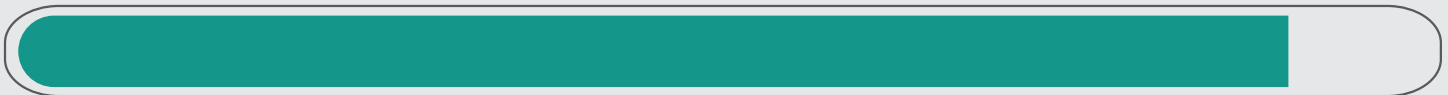
Willoughby Fine Arts Association

Youth Opportunities Unlimited

2019 Grad Studies / Employment 85.1% (23/27)



90% reporting



Employer Partners Include:

Academy for the State Highway Patrol, Columbus, Ohio

Ashtabula County Library, Ashtabula, Ohio

Ave Maria School of Law, Vineyards, Florida

Bleeding Cool, Rantoul, Illinois

BrandWell Solutions, Columbus, Ohio

Sanger Heart & Vascular Institute, Concord, North Carolina

Cleveland State University, Cleveland, Ohio

Delaware North, Buffalo, New York

DePaul University, Chicago, Illinois

Lake County Utilities Department, Painesville, Ohio

Northeast Ohio Community Alternative Program, Warren, Ohio

The Ohio State University, Columbus, Ohio

Ravenwood Health, Chardon, Ohio

RDP SPorts, Twinsburg, Ohio

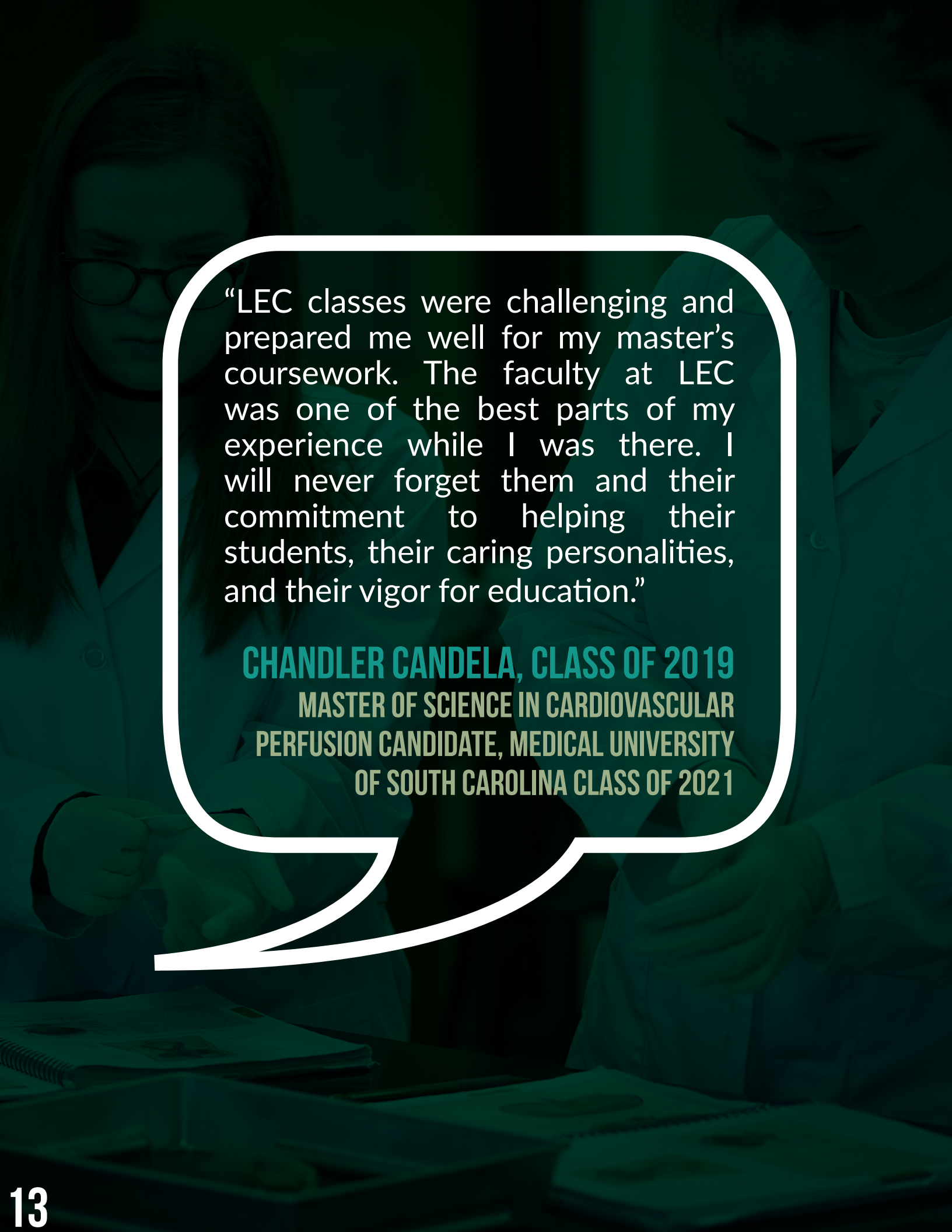
Scotlynn, Vittoria, Ontario, Canada

Total Quality Logistics, Cincinnati, Ohio

University of Akron, Akron, Ohio

Versitec Manufacturing, Painesville, Ohio

Wossner, Huntington Beach, California



“LEC classes were challenging and prepared me well for my master’s coursework. The faculty at LEC was one of the best parts of my experience while I was there. I will never forget them and their commitment to helping their students, their caring personalities, and their vigor for education.”

CHANDLER CANDELA, CLASS OF 2019

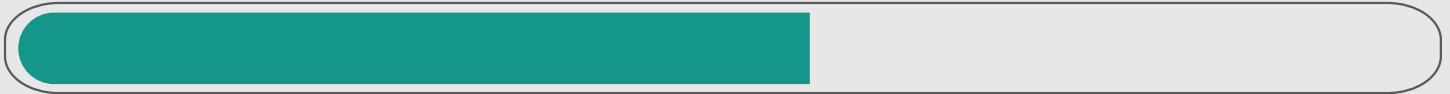
**MASTER OF SCIENCE IN CARDIOVASCULAR
PERFUSION CANDIDATE, MEDICAL UNIVERSITY
OF SOUTH CAROLINA CLASS OF 2021**

SCHOOL OF NATURAL SCIENCE AND MATHEMATICS (SN)

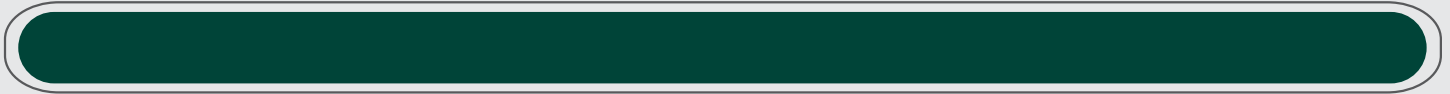
Dean Tedesco, Ph. D., Dean of the School of Natural Sciences and Mathematics - Growing research opportunities on campus, contributed one missing alum from list.

Deb Schulman, Ph. D., Professor of Biology - Contributed two alumni corrections.

2019 55% Experiential Learning 6/11



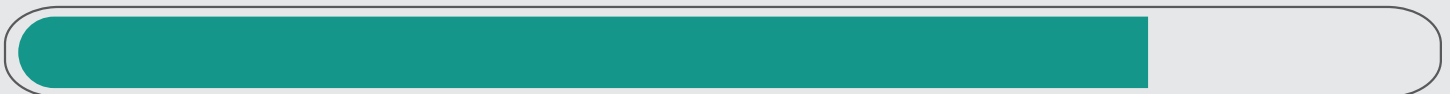
100% reporting



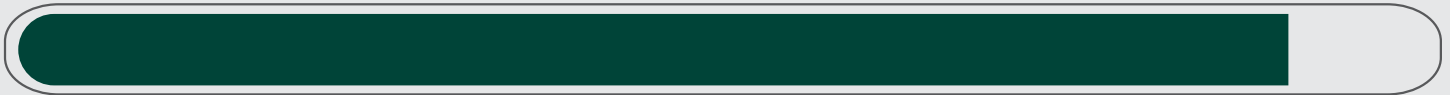
Internship Partners Include:

360 Health
Advanced Cardiovascular Consultants
NovaCare Rehabilitation Center
Penitentiary Glenn, Wildlife and Rehabilitation center
Pennsylvania Department of Environmental Protection
Ravenwood Mental Health

2019 80% Grad Studies / Employment 8/10, 1 alum not in the labor force

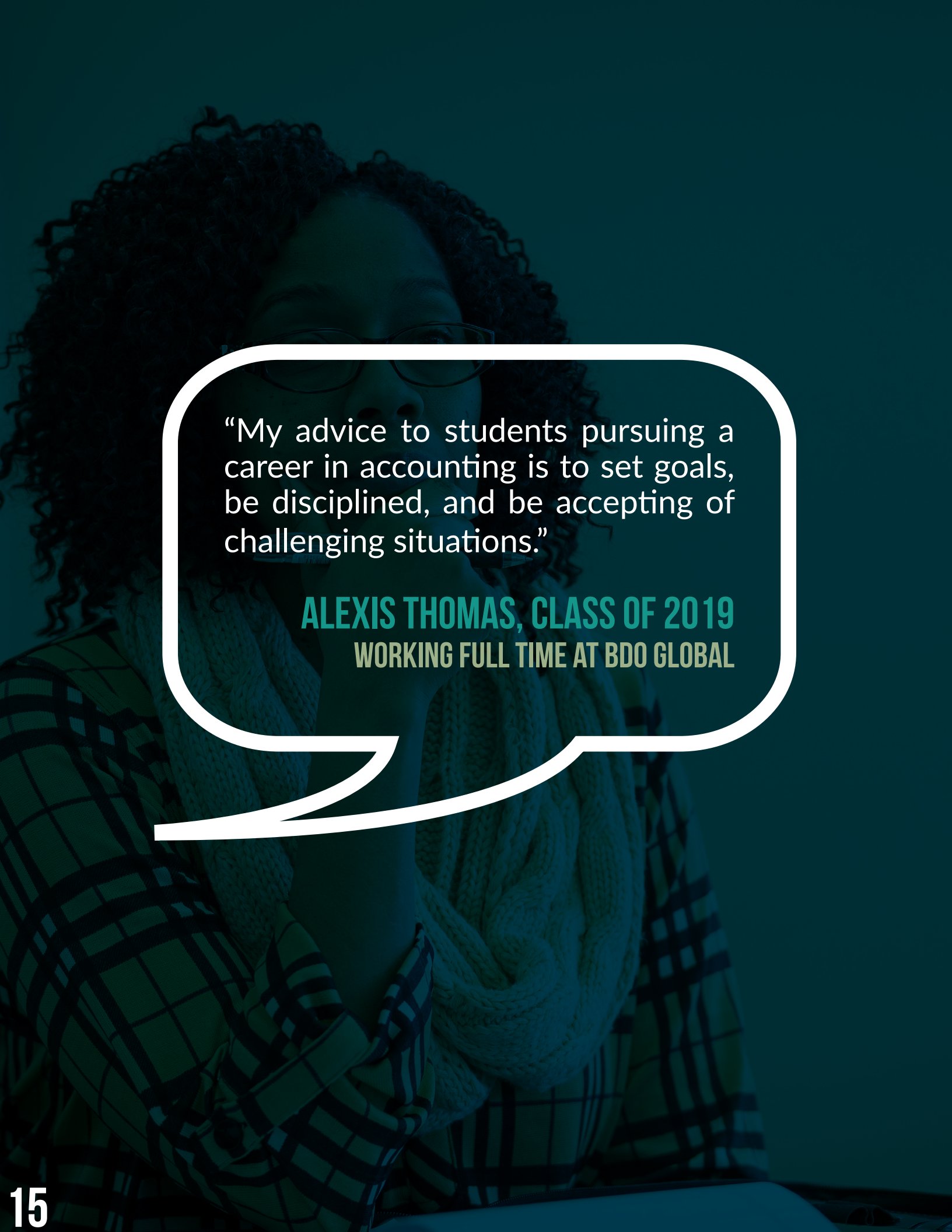


90% reporting



Employer Partners Include:

Campbell University School of Osteopathic Medicine, Lillington, North Carolina
Geauga Youth Center, Hiram, Ohio
Lake County General Health District, Mentor, Ohio
Lake Health, Mentor, Ohio
Medical University of South Carolina, Charleston, South Carolina
Med School, Campbell University, Lillington, North Carolina
The Ohio State University College of Veterinary Medicine, Columbus, Ohio
Penn State Law School, University Park, Pennsylvania



“My advice to students pursuing a career in accounting is to set goals, be disciplined, and be accepting of challenging situations.”

ALEXIS THOMAS, CLASS OF 2019
WORKING FULL TIME AT BDO GLOBAL

SCHOOL OF BUSINESS

Jennifer Kinnaird, Ph. D., Dean of the School of Business

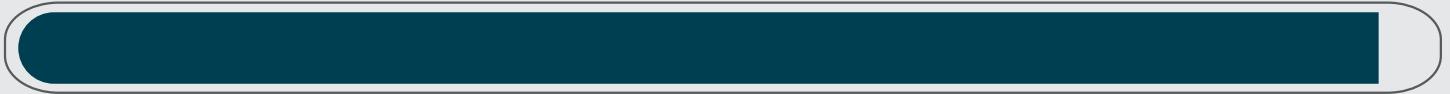
Julie Ziemak, MBA, Associate Professor of Accounting- corrected two employment stats, offered 4 spotlights.

Marie Francosky, Ph. D., Associate Professor of Organizational Behavior - contributed one employment update.

40% Experiential Learning 25/62



97% Reporting



Internship Partners Include:

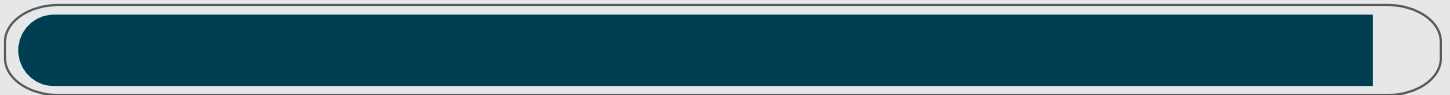
440 Marketing
Breakthrough Schools Cleveland
Demshar Eaton, CPA
Eagle Investment Systems
Lake County Juvenile Court
Lake County Republican Party
MJM industries
NMS inc
OWow Radio

Pittsburgh Riverhounds SC
Sherwin Williams
Somnium Solution
SpyGlass
Stahl's Transfer Express
Vestmark
Willoughby Fine Arts Association
Zappitelli Financial Services
Zinner & Co.

85% Grad/Employment 53/62



97% Reporting



Employer Partners Include:

Lake Erie College MBA, Painesville, Ohio
Amtrust Financial, Cleveland, Ohio
Arbonne International LLC, Irvine, California
IEN Risk Management, Ashtabula, OH
Cardinal Health, Dublin, Ohio
Charles Schwab, Lyndhurst, Ohio
Cleveland Cavaliers, Cleveland, Ohio
Corpad Company, Inc., Mansfield, Ohio
Craig Specialty Advertising, Willoughby, Ohio
Crossroads, Painesville, Ohio
Edward Jones, Painesville, Ohio
HCL UrbanCode, Cleveland, Ohio

IGS Energy, Dublin, Ohio
IntelliCorp Records, Inc., Beachwood, Ohio
Kellermeyer Bergensons Services, LLC, Maumee, Ohio
Lake County Juvenile Court, Painesville, Ohio
Medical Mutual, Cleveland, Ohio
NMS, Chardon, Ohio
Parker Hannifin, Cleveland, Ohio
Progressive, Mayfield, Ohio
Ranpak, Painesville, Ohio
Sherwin Williams, Cleveland, Ohio
SpyGlass, Westlake, Ohio
The Cleveland Clinic, Cleveland, Ohio
US Air Force, Arlington County, Virginia

STUDENT / P2E TIMELINE

STUDENT EXPECTATIONS

P2E PROGRAMMING

SELF DISCOVERY

Networking
Engage outside sport and school bubble
Reflect on their skills
Community-Based Project

First-Year Experience

- FYE Forums
- Community Enhancement Projects to Benefit Campus Community
- CEP Projects End of Semester Event

Power-Up Spring Class

- Networking
- Power-Up P2E Events
- Portfolio with Resume, Elevator Pitch, STAR Examples

DEVELOPING STRONG PERSONAL ATTRIBUTES

Job Shadow / Pre Internship Experience
Take steps outside campus to inform their path
Actively develop their skills

Mentoring / Networking Event every semester

- Alumni Weekend Fall
- P2E Awards Spring

Site Visit every semester

- Criminal Justice site
- Zoo
- Holden Arboretum

Promote internship pipeline experiences with Power-Up students

CREATIVE PROBLEM-SOLVING

Significant Experiential Learning (MicroInternship, Internship, Research)
Gain meaningful experience to gain skills for their career
Internship connections through Tiberius, Faculty, Networking
Internship mid, final and self-evaluations

Career Event in every school

- Earth Day / Community Garden (Science)
- Mock Interviewing in the Barn / Networking Event (Equestrian)
- NOTED / Tomorrow's Teachers (Education)
- Communications Forum / Criminal Justice Event (Business & Humanities)
- Accounting Week / Sport Management Event (Business)

BALANCING PERSONAL AND PROFESSIONAL GOALS WITH THE NEEDS OF OTHERS

Community-Based Project
Engage in their community, communicate their value
Mentor and be Mentored
Engage in P2E Advocacy Group

Final Year Experience Course

- Portfolio with Elevator Pitch, STAR Examples, Resume
- Mock Interview, Networking, Jobsearch

Senior Career Programming
connected to course



19/20 P2E PROFESSIONAL DEVELOPMENT EVENTS

On / Near Campus



In Class



A background image showing several people, including children and adults, sitting at a table and building with colorful blocks. The image is overlaid with a dark blue tint. A white rectangular frame is centered over the image, containing the text 'PERSONAL DEVELOPMENT EVENTS'.

PERSONAL DEVELOPMENT EVENTS

On / Near Campus



In Class

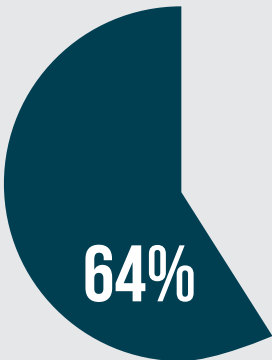




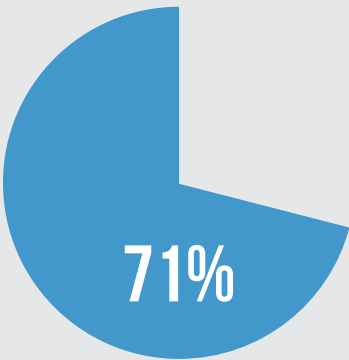
FYE AND POWER-UP SURVEYS

The Power-Up Scholarship Program also enables students to earn scholarships by engaging in activities throughout the school year that align with the Pathway to Empowerment.

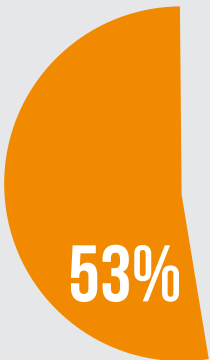
100 FYE STUDENTS RESPONDED



FYE Students:
FYE Course better helped understand the Pathway to Empowerment

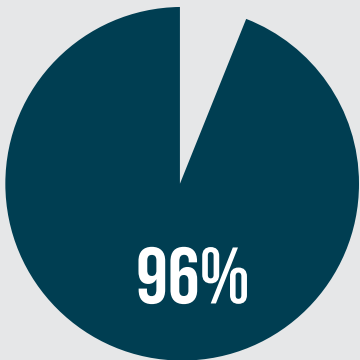


FYE Students found the keynote messages inspiring

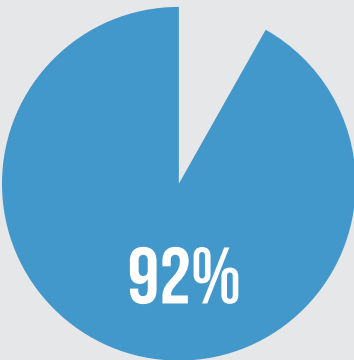


FYE Course helped transition more effectively to becoming part of the LEC community

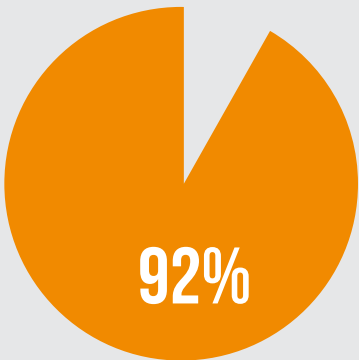
25 POWER-UP STUDENTS RESPONDED



Power-Up students responded that the Power-Up Program is helping them to develop personal, professional, and academic skills



Power Up students responded that the Power-Up Scholarship enhanced their overall experience



Power-Up students responded that the Power-Up Scholarship Program helped them to gain skills and experiences that will help them with future academic and career goals.



Being in the Power-Up Scholarship Program positively impacted determination to graduate from LEC



FUTURE EVENTS/ UPDATES

Regarding Changes as per the Program Review

In 2020, the Career Development area undertook a co-curricular program review process to help understand its effectiveness and to plan for the future. As a result of the process, the following changes were made or activities added.

P2E Events Plan 2020/21

Fall 2020

- 14 weeks, shoot for 1-2 events per week
One P2E email to all students per week
- One Social Media follow up per week. Also ask Power-Up students what kind of event / support they need after Thanksgiving, have Virtual events / support in December
- 8/26 FYE Student Panel
- 9/9 FYE Alumni Panel
- 9/14-17 Accounting Week
- 9/30 FYE Activator Panel
- 10/6 Grad Fair
- 10/12-10/16 CEP Week Workshops / Presentations on Community Advocacy in
- Physical Health / Mental Health / Social Justice / The Environment / Academic Engagement
- 11/11 CEP Projects End of Semester Event
- Jobsearch
- Resume
- Interview
- Internships and other Experiential Learning
- What Can I Do with My Major?
- Study Abroad
- Financial Planning Workshop
- Zoo Tour and Visit
- Holden Tour
- Power-Up Student Mentoring Events
- Meditation/ Yoga / iPrize

Spring 2021

- Jobsearch
- Resume
- Interview
- Internships and other Experiential Learning
- Marketing and Communications Forum / Week
- Stargazing on campus
- Plant identification on campus
- Study Abroad
- What Can I Do with My Major?
- Meditation
- Power-Up Alumni / Student Mentor Event
- Earth Day
- Careers Week 2.0
- Power-Up Help the Homeless with the Salvation Army
- Power-Up Equestrian Networking Event
- Networking Event / P2E Awards Ceremony
- NOTED Education Fair
- Site Visit
- Equestrian Mock Interviews
- Advanced Financial Planning Workshop
- Power-Up Student generated led P2E Events
- Power-Up Top Vote Forum
- P2E Awards Ceremony + Networking Event



LAKE ERIE

COLLEGE

391 WEST WASHINGTON STREET
PAINESVILLE, OHIO 44077
LEC.EDU | 1.855.GO.STORM