

Penn State Smeal College of Business  
Alumni Career Services

# 2022 - 2023 Alumni Career Services Impact Report

Connecting Smeal Alumni with engaging professional opportunities to advance their careers.



**PennState**  
Smeal College of Business

Alumni Career  
Services

<https://www.smeal.psu.edu/alumni>

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# Smeal Alumni Career Services Mission Statement

To deliver the very best programming and services in support of Smeal alumni on their path to career success. Our innovative career coaching, lifelong learning webinars, podcast episodes, online networking, and job search resources leverage the advancement of talented alumni at every stage of their careers. We proudly connect our community to one of the largest, professional networks in the world.

<https://www.smeal.psu.edu/alumni/alumni-career-services>



# One-to-One Career Coaching

Smeal alumni receive five individual career coaching sessions upon graduation, helping clients develop and run a job search or career transition plan.

**76** Unique Clients

**5** Satisfaction Rating (out of 5)

**83%** Bachelor Degree

**17%** Master Degree

Field of Study:

- Management
- Marketing
- Supply Chain

**50%** Early Career Stage (0-9 years)

**28%** Mid Career Stage (10-24 years)

**12%** Advanced Career Stage (25+ years)

Industry:

- Finance
- Manufacturing
- Real Estate

"The zoom meetings and advice that my career coach allowed me to be more confident. She helped me with details that I didn't think of, which greatly impacted how I was searching for jobs and allowed me to find a career I want to pursue."

"Continuous, relevant information provided to help in my job search and great tips on enhancing LinkedIn."

## Top Client Locations

### Domestic

California

Connecticut

New Jersey

New York

Pennsylvania

### International

United Kingdom

Canada

Italy



# Drop in Coaching Session Descriptions

Smeal ACS provided another round of free digital group coaching sessions for 66 alumni participants in partnership with the firm HumanQ. Topics spanned from “Connecting to Your Purpose” to “Human Connection & Belonging.” Success skills gained included relationships, self-awareness, and business impact. This program continues to be successful for alumni who take a more holistic approach to career management that includes self-clarity and wellbeing.

SESSION TOPICS	MONTHS	NUMBER OF SESSIONS	SESSION DESCRIPTION
<b>Topic 1:</b> Connecting with Your Purpose	November - February	3	This session explores how to connect with your career goals to achieve a certain purpose.
<b>Topic 2:</b> Embracing Your Authentic Self	November - February	2	This session explores how to create a culture of authenticity in the workplace.
<b>Topic 3:</b> Harnessing a Growth Mindset	November - February	2	This session explores how to address career insecurities while growing to your full potential.
<b>Topic 4:</b> Connecting the Dots	November - February	2	This session explores how to connect attributes to become the best version of yourself.
<b>Topic 5:</b> Human Connection and Belonging	November - February	2	This session explores how to challenge your thinking on making connections in the workplace.



# Drop in Coaching Session Attendee Overview

## COMPANIES REPRESENTED



## Unique Clients

- Analyst
- Manager
- Senior Manager
- Director
- Executive Director
- Vice President
- General Counsel
- President
- Chief Financial Officer



# Drop in Coaching Session Impact Results

"Hearing everyone's perspective on what authentic means to each person."

"The steps to thinking through purpose, values, what brings me joy, what's important, behavior, skills. What was most helpful was when the exercise wasn't resonating, the Coach approached it from a different direction which clicked."

"Walking away with specific action items."

"Discussion regarding how important culture at work can be on your authenticity at the workplace."

"An understanding of my unconscious insecurities and how to address these with a growth mindset."

"The group's openness and the Coach's leadership."

"Insights from the coach and the challenge to change my thinking."

"Good to think about applications of these principles to the business environment."

"It was great meeting other Penn State folks who are eager and interested in expanding knowledge about how to be your authentic self every day."

AVERAGE SESSION RATING

**8.56** /10

AVERAGE COACH RATING

**8.63** /10

PSYCHOLOGICAL SAFETY

**100%**

Participants felt like they had a safe and comfortable setting to voice their opinions and share their thoughts

## SUCCESS SKILLS GAINED



Relationships



Impact



Self-Awareness



# PROGRAM WINS

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Participants **committed to taking different actions to both identify their purpose and continue to pursue their purpose.**



Participants were engaged in the session and **identified actions such as finding smaller venues at work and looking for the right cultural fit during a job search** so they can be their authentic selves.



Participants found the sessions **helpful in finding their purpose** and took a more strategic and thoughtful approach to their job search.



Participants **adopted a growth mindset and took action to be more thoughtful** in advance of team meetings and more reflective after meetings to identify opportunities where they can think bigger and drive greater impact.



Participants became **more strategic in how they connect the dots**, for example, synthesizing their experiences and interests for future success and adapting communications for different stakeholders.



Participants **valued the opportunity for self reflection and connecting with others** – they connected on LinkedIn after the session so they could continue to support one another.







# Job Opportunities

nittanylionCAREERS hosts job postings, LionLink connects students to a professional alumni network, and executive search firms connect with Smeal ACS to recruit experienced talent.

## 2,121 Smeal Alumni Job Postings

### Desired Degree Level

64% Bachelor

18% Bachelor/Master

6% Associate/Bachelor

4% Associate/Bachelor/Master/Doctoral

2% Master

### LOCATION:

- New York NY
- Pittsburgh PA
- Harrisburg PA
- Philadelphia PA
- Bethesda MD

### Desired Major:

Accounting, Management, Finance, Labor Relations (in combination with business for positions in Human Resources)

### Employer:

Marriott International, AlphaSights, Commonwealth of Pennsylvania Department of Energy, Baker Tilly