

UREC DEVELOPMENT PILOT

PILOT SUMMARY

University Recreation + Wellness developed a pilot aimed at increasing students' knowledge and development within the UA Career-Ready Skills and reduce barriers students experience when trying to engage with professional development on campus. Fifty-five unique student employees across campus were hired into the role of Career-Readiness Associate, whose primary responsibilities were to engage in professional development.

PILOT ELEMENTS

Over the course of the academic year, students were required to participate in **10 hours of professional development.**

4 HRS

DEVELOPMENTAL SESSIONS
Students selected sessions from a cross campus list of events.

1.5 HRS

ARTICULATION WORKSHOP
Required session focused on articulating the transferable skills students are acquiring in their on-campus positions.

4.5 HRS

PILOT MEETINGS
Orientation, feedback and informational sessions that included short career-ready activities.

PILOT DEMOGRAPHICS

Career-Readiness Associates represented a wide variety of offices, programs, areas of study, and other demographic information.

7

DEPARTMENTS REPRESENTED

27

DEGREE PROGRAMS
The most frequently represented were Marketing, Engineering, Biology, and Finance.

42%

PELL-ELIGIBLE

71%

UPPER-CLASSMAN

\$110

IN WAGES PER STUDENT

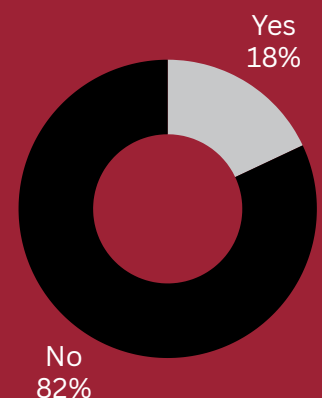


PILOT RESULTS

1 Incentivized and Reduced Barriers for Participating in Professional Development

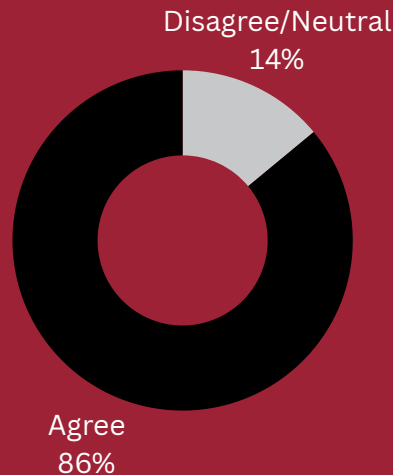
"I've enjoyed being able to partake in... professional development without having to worry about my financial need. It's so so helpful to have the opportunity to do both especially as a low income college student."

Would you participate in this program without pay?



2 Assisted in Incorporating Professional Development into Busy Schedules.

The program helped me learn how to incorporate professional development into my schedule.



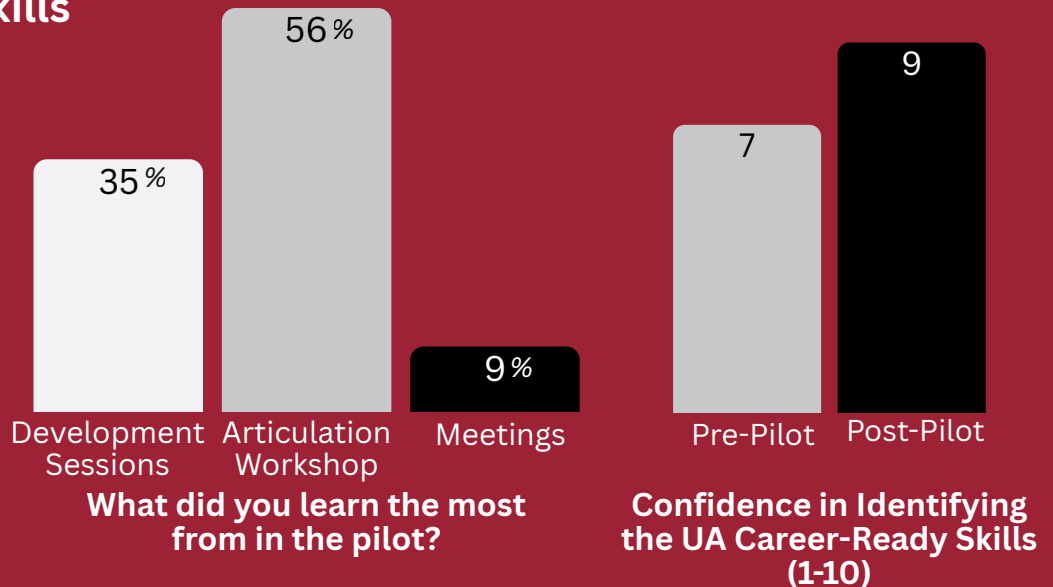
3 Created Community Amongst Students from Different Areas on Campus.



When asked what they enjoyed most about the pilot 41% of students mentioned networking or building connections with other students.

4 Increased Awareness, Development, and Articulation of the UA Career-Ready Skills

“This program has helped me build practical skills and gain hands-on experience that directly connect to my future career goals. Overall, the program made me feel much more confident and prepared for my next steps.”



5 Supported Student Employee Supervisors

100% of the supervisors involved agreed that the pilot was a supportive measure in their supervision of student employees.

Supports **150 Forward Goal** of Enhancing the University’s Status as an **Employer of Choice**.



6 Future Success of the Program

A centralized format is ideal for students to network across departments as that was a major benefit of the pilot. The program will find most success with an office that serves student employees across campus.