

# SELS Mid-Year Impact Report

## Leadership, Job Location and Development

1. Provide a summary of your department's goals, objectives, and strategies. Describe the specific activities and programs implemented during the Fall semester that had significant impact in addressing student success. Which Divisional Goals did these activities and programs align with? If you had to pivot and change your planned programming, please address what occurred and what contributed to your change in plans.

*Student Engagement, Leadership & Success empowers students through involvement in co-curricular engagement, pathways, and leadership development initiatives that encourage self-discovery and prepare them beyond Cal Poly Pomona. Recognizing that student involvement results in improved academic performance, persistence, and an increased sense of belonging, Student Engagement, Leadership, and Success seeks to engage our diverse student population through intentional, transformative, and culturally relevant programs and services.*

*The Leadership, Job Location and Development (JLD) Program has created a series of workshops designed to empower, educate, and instill leadership qualities in Cal Poly Pomona students with the knowledge to find employment in today's job market. Workshops include Job Search, Resume Workshop, Interviewing Skills, Self-Branding, Lead by Example, Leap in Leadership, and Teamwork makes the Dream Work. The workshop series has been strategically designed so Cal Poly Pomona students can find employment and be workforce leaders. As of today, these workshops have been presented to Male Success Initiative and Clubs and Organizations. Overall in Fall '22 we were able to host 7 workshops that were hybrid which gave the opportunity for students that could come in person and be present via zoom. Starting in Spring, the workshops will be offered every other week to all students and in private groups in the Culture Centers, Project Success, Male Success Initiative, Clubs and Organizations, and Sororities and Fraternities.*

2. Please provide a report of the number of students served, the demographic profile of the students served, and the number of services individuals received. Include any cross-collaborative partners and the impact this had on your programming.

*At this moment I partnered with 11 organizations that will be feeding us job opportunities. I will be continuing to add to that the number of partnerships in 3 ways. 1. Outreaching to employers that I worked with in the past 2. Working with employers that are coming directly to us with their recruitment needs. 3. Creating marketing campaigns on LinkedIn and social media sites to promote student recruitments. Right now, I have 9 students working in these companies. Currently, we have reached over 230 students with these workshops and presentations. I had posted several workshops on My Bar and the attendance was very low hence the reason why we've been working on marketing pieces to be able to advertise these workshops for Spring '23. I was able to present to 30 students in Male Success Initiative program that have led the program Director wanting for me to come back next spring '23 and present also to Project Success. The majority number of students that we were able to present to were students in Clubs and Orgs group. With the help of Anita, I was able to present during her workshops to the leaders of Clubs and Organization. Unfortunately, I didn't know that using My Bar you are able to capture data of who attended the workshop. This was my first-time hosting workshop on campus where we needed to capture the number of attendees. Moving forward we will be capturing data of who attends the workshops using My Bar so that we can acknowledge those students that have taken a serious interest towards being ready for employment. By connecting with employers, we will be able to bridge that gap for those students that have been attending the entire series of workshops that we are providing. With the collaboration of Culture*

*Centers, Clubs and Organizations, Male Success Initiative, and Sorority and Fraternity, we will have more significant numbers at the end of Spring '23.*

3. Provide us a summary of what was achieved in the last semester by your department. Address how you are measuring impact and how you addressed one or more of our Student Affairs goals.

*This last semester we've created seven workshops that will help our students be prepared to confront the workforce and be leaders. I also made marketing content material such as flyers and trifold for students and employers to quickly identify the services LLD provides to the students and workforce. I developed a process to track data using Handshake, CPP Connect, My Bar, and Excel to track the number of new employers, job postings, workshops attendance, individual services, and student hires.*

- a. Describe how your unit has engaged with the Office of Assessment, Data, & Evaluation (ADE) and what projects you have in the works with them.  
*In the spring, I will work closely with Marisol Cardenas to create an internal survey to identify the strengths and weaknesses of the programs and provide data on whether the workshop series benefits the students.*

4. Describe challenges and opportunities faced during the past semester. Describe any significant organizational changes, including staffing, changes in partnerships, and how you addressed them and/or plan to address in the Spring semester.

*During the duration of this year, I've had five different managers and a transfer to a new department. During that time, I had a new job description that wasn't finalized until August. This has made it very stressful and challenging not to have a clear direction for my job. It has made it very difficult to perform at peak levels due to my position's different voices, directions, and goals. I hope that under the new leadership of Dr. Camacho, we can iron out this position in spring.*

5. Staff Wellness Plans: what did you do and how will you continue to address staff wellness next semester?

*I haven't been able to set up a wellness plan do to all the changes going on in the office. I am hoping that once we have our director we can address the wellness plan and create a system that will bring a holistic approach to the Department.*

6. Spring 2023 - Include your goals and plans for the Spring semester. How would you describe what your unit will focus on during the Spring semester? Which Divisional Goals do these plans align with?

*In the spring semester, the goal is to have facilitated workshops for 300 students. With the help of the Culture Centers, Male Success Initiative, Clubs and Orgs, and Fraternities and Sororities, I hope to equip students with the proper training. My goal by the end of Spring '23 is to have been able to help 40 students find successful employment.*