

Real Work, Real Impact: Career Services for Real Life

Staying Student Centered: Career Services in a Shifting Landscape

Summer 2025 – CPE Career Services Convening
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Overview



Highlight today's landscape for students, career services, and the workforce



Understand why these realities matter for career services



Reimagine career services - Shift from transactional to transformational

The Landscape We Are Navigating - Students

Student Reality

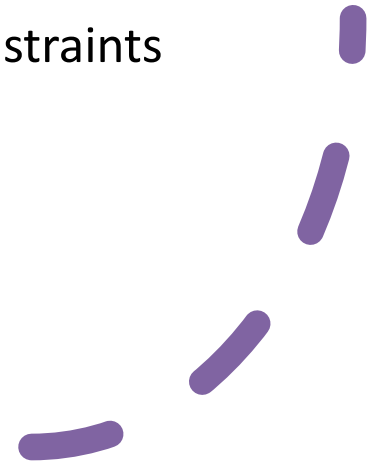
- Financial stress
- Caregiving
- Academic pressure
- Navigating identity & belonging
- Technology/information overload
- Career pressure
- Managing their mental health and wellbeing



The Landscape We Are Navigating – Career Services

Career Services Reality

- Rising Student Expectations
- Equity Gaps in Career Services
- Technology & AI
- Pressure to Demonstrate ROI
- Shifting Employer Demands
- Political and Economic Uncertainty
- Staff Burnout and Resource Constraints



The Landscape We Are Navigating - Workforce

Workforce Realities

- Widespread Worker Shortages
- Childcare & workforce participation barriers
- Flexible work & hybrid expectations
- Pressure to Upskill & Career Redesign
- Salary Expectations
- Persistent Employee Burnout
- AI Driven Realities
- Changing Political & Economic Environment

Why Does This Matter

NAME: Dwayne Compton

CLASS: Freshman

HOMETOWN: Louisville, KY

HIGH SCHOOL: Shawnee

HIGH SCHOOL COACH: Bill Kercher

MAJOR: Electronic Engineering

LABOR POSITION: Blue Ridge

HEIGHT: 5'9"

WEIGHT: 160



First-Gen

Low-SES

Low H.S.
Statewide
Academic
Ranking

Engineering
Career
Aspirations

Student
Athlete

Why Does This Matter



The college experience is no longer just academic



Our students are navigating a complex world and looking to us to serve as their guide



Career Services = Access Work

“Students aren’t choosing between ‘career’ or ‘class’ —they’re trying to survive while doing both.”



Why Does This Matter

- Identity, inclusion, and psychological safety matter
- Connectedness is directly tied to engagement and academic success
- Campus spaces must affirm that they belong and their story matters
- Students must see themselves in the future careers they are pursuing

Why Does This Matter

Traditional career models no longer fit



There must be a shift from
transactional to *transformational*



We must build career pathways that
reflect lived realities, not just political
and/or labor market trends

Where Do We Go From Here



We must reframe
the role of career
service providers



Shift from isolated
services to deep
integration across the
academic continuum



We must build authentic
partnerships with employers
who value skills, growth,
and potential over pedigree

Where Do We Go From Here



Engage students in
career conversations
early and often



Reimagine employer
engagement

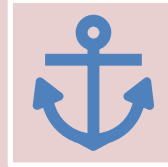


Expand high-impact
practices

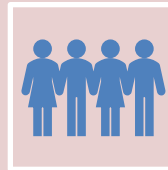


Embrace AI and
emerging technology

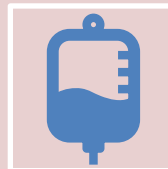
Final Thoughts



Become anchors for
our students



Help students connect
their lives to what's
possible



Be bold, audacious,
and innovative during
times of uncertainty

Note of Thanks



- Thank you to CPE Team for the invitation to speak today
- Thank you to the KCTCS Systems Office for hosting the convening
- Thanks to each of you for all you do to support students and for being here today

Questions



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