



# Career Center Quarterly

*Career & Employment Trends Updates for Faculty*

Vol. 6, #1, January 2016

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## BACKPACKS TO BRIEFCASES

In the spring of 2015, the Career Center was approached by leaders from state and local Workforce Development Offices to assist in the promotion of the Backpacks to Briefcases program. This program targets any college graduate residing in New Hanover County who has been out of college for 6 – 24 months and who find themselves either currently unemployed or underemployed.

This program provides the graduates with access to career counseling and readiness services as well as opportunities to network and interview with employers. The goal is to place the graduates with these employers in paid internships and then convert them to full-time permanent employees.

Over the Fall semester, we hosted 2 student info sessions and 2 employers info sessions. These sessions were facilitated by staff from EDSI (Workplace Development). In January an entire week of career training was conducted for the grads, and a networking event with employers will be held in late January.

## FROM THE CAREER CENTER:

Welcome to the January 2016 Career Center Quarterly: Career & Employment Trends Updates for Faculty. Below is recent information regarding job market trends and related economic news. This newsletter is published through the Career Center. If you have information you would like posted in this newsletter, please contact Thom Rakes, rakest, or Diane Reed, reedd, with that information. We hope you find this information helpful for you and your students. A PDF version can be found online at <http://uncw.edu/career/facstaff.html>.

## REGIONAL EMPLOYMENT NEWS & TRENDS:

### SNAPSHOT: A Monthly Update of the Fifth District Economy

Economic conditions in North Carolina continued to improve in recent months, as labor markets strengthened and household conditions mostly improved; however, housing market indicators were more mixed. Payroll employment in North Carolina expanded 0.3 percent in November as firms added 11,400 jobs in the month. Three industries accounted for the majority of jobs added in November: education and health services (4,700 jobs), trade, transportation, and utilities (4,200 jobs), and professional and business services (4,000 jobs).

[\*Read more from the Federal Reserve Bank of Richmond: Richmond, Baltimore, Charlotte\*](#)

### Key Industries in North Carolina Overview

Some of the key industries that are thriving here include advanced manufacturing, aerospace and aviation, defense, automotive, biotechnology and pharmaceuticals, green and sustainable energy, financial services, software and information technology as well as textiles.

Over the past 20 years, North Carolina has transitioned from a traditional economy based on tobacco, furniture and textiles—to a global economy that is driven by knowledge-based enterprises. Many of our traditional industry sectors showcase the economic transition. For example, agriculture remains vital with a shift in focus from tobacco to new crops that fuel such areas as wine-making and biotechnology. Our textile manufacturers have evolved by producing high-tech innovations in the area of nonwoven textiles and engineered fabrics.

These industries, along with our universities, community colleges and training programs, provide a continuous stream of workers equipped with the skills that are in demand globally. North Carolina workers are not only highly trained, but also more productive. In fact, North Carolina workers are 36% more productive than the average U.S. worker. That's because the quality of life here helps people to flourish. And when people are happy and more productive, the companies they work for gain a competitive advantage.

[\*Read more from Thrive in North Carolina\*](#)



**DUKE INTERNSHIP PROGRAM**

In the summer of 2015, the Career Center, as orchestrated through the UNC Board of Governors, funded by Duke Energy (via a Workforce Development Grant), and in partnership with the SBTSC, launched the pilot of the Duke Energy/UNC System Internship Initiative at UNCW.

The goal of the program is to increase the number of students on campus who have a meaningful internship prior to graduation, with the goal of increasing employment post- graduation.

This past summer, Duke Energy funded two paid seven-week internships for two UNCW seniors in the local market.

Going forward, Duke will sponsor 20 more interns over the next three summers in our market.



If you have a required resume assignment or know students who have quick career questions, please send them to our Express Lane. These are typically 15 minutes or less types of “walk-in” appointments

**Express Lane Hours:**  
 Mon-Fri, 2:00 - 4:00 pm  
 Wed-Thurs, 9:00 - 11:00 am

**NATIONAL EMPLOYMENT NEWS & TRENDS:**

**Economic Recruiting Trends 2015-2016**

The college labor market has been rebounding since the depths of the recession. Signs in the late summer of 2015 point to another explosive year. Since 2015-16 is shaping up to be as competitive as last year, we need to be aware of possible drags on the college hiring market.

The broad economic outlook seems to be improving: unemployment is about 5 percent; financial markets show steady overall improvement, and interest rates are still low. A recent U.S. census report, however, shows median household income has steadily eroded, apparently unfazed by these improvements. And there is no evidence that is reversing. Despite this negative news, the new college labor market is growing: starting salaries are increasing and becoming competitive. The trend to watch is starting salaries for computer science, engineering, and several other academic majors. These offers may be enough to trigger higher salaries for all new graduates.

[\*Read the report from the Collegiate Employment Research Institute, MSU\*](#)

**Legal Issues: International Students and Unpaid Internships**

What are the legal issues surrounding international students and unpaid internships? The U.S. Department of Labor (DOL) is rigorously investigating "unpaid internship" programs to determine if the work performed is properly "volunteer" work under the law, or instead whether Wage and Hour laws mandate that the work be compensated.

DOL rules governing when an internship can be "unpaid" are not new, and have been in place for many decades. However, until recently, the DOL has not made enforcement these rules a priority. It is a priority now.

[\*Read more at NACE: National Association of Colleges and Employers\*](#)

**Employers are Looking to Hire Class of 2016 Business and Technical Grads**

Among Class of 2016 bachelor’s degree graduates, those from the business, engineering, and computer science disciplines are most in demand by employers responding to NACE's *Job Outlook 2016* survey. Sixty-nine percent of these employers anticipate hiring graduates from the business disciplines, while 67 percent plan to hire engineering graduates and 58 percent expect to hire computer and information sciences graduates.

Broad Category	# respondents that will hire	% of respondents that will hire
Business	125	69.4%
Engineering	120	66.7%
Computer & Information Sciences	104	57.8%
Math & Sciences	50	27.8%
Communications	40	22.2%

[\*Read more at NACE: National Association of Colleges and Employers\*](#)

**Why Do Employers Expect More of Entry-Level Employees Than Ever Before?**

There are a number of factors that put this generation of entry-level employees under more pressure to hit the ground running. For example, in the data-driven workplaces of today, performance and output can be measured more accurately, and flying under the radar during those first weeks on the job is no longer possible. Furthermore, as employers continue to provide more flexibility and benefits to their employees, they expect a higher output in return.

[\*Read more at Fastcompany.com\*](#)

## FEATURED INTERNSHIPS:



**UNC General Administration**  
has two internship  
opportunities available.

**For Graduating Seniors:**

The **Presidential Internship** is a yearlong, full-time professional position open to students who will graduate from a UNC constituent institution this spring. For more information and application process, please see [SeaWork Job # 48580](#).

**For Rising Juniors and Seniors:**

The **Marian Drane Graham Scholars program** is a paid, six-week immersive and experiential summer program designed to provide rising juniors and seniors the opportunity to develop leadership skills and gain a better understanding of key issues facing public higher education. For more information and application process, please see [SeaWork Job # 48589](#).



If you would like access to SeaWork, please contact the Career Center at [careercenter@uncw.edu](mailto:careercenter@uncw.edu) or 23714

## CAREER SUCCESS WEEK:

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## 2016

### Feb. 15 - 17

#### Monday, Feb. 15

#### Network & Etiquette Night

- Workshop: 5:30 - 6:30 p.m.  
Wrightsville Beach Room, Fisher Student Center
- Reception with employers: 6:45 - 8 p.m.  
Clock Tower Lounge

#### Tuesday, Feb. 16

#### Career Fair

- Noon - 3 p.m.  
Burney Center

#### Wednesday, Feb. 17

#### On-Campus Interview Day

- Career Center

#### Financial Planning for College Students & New Graduates

*with Morgan Stanley and N.C. State Employees Credit Union*

- 6 p.m. in Azalea Coast Room  
Fisher University Union

*For complete details about Career Success Week, visit our site at [www.uncw.edu/career/careersuccessweek.html](http://www.uncw.edu/career/careersuccessweek.html)*

If you have economic information from your academic area you would like posted in the Career Quarterly, please email it to Thom Rakes, [rakes](mailto:rakes), or Diane Reed, [reed](mailto:reed)



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