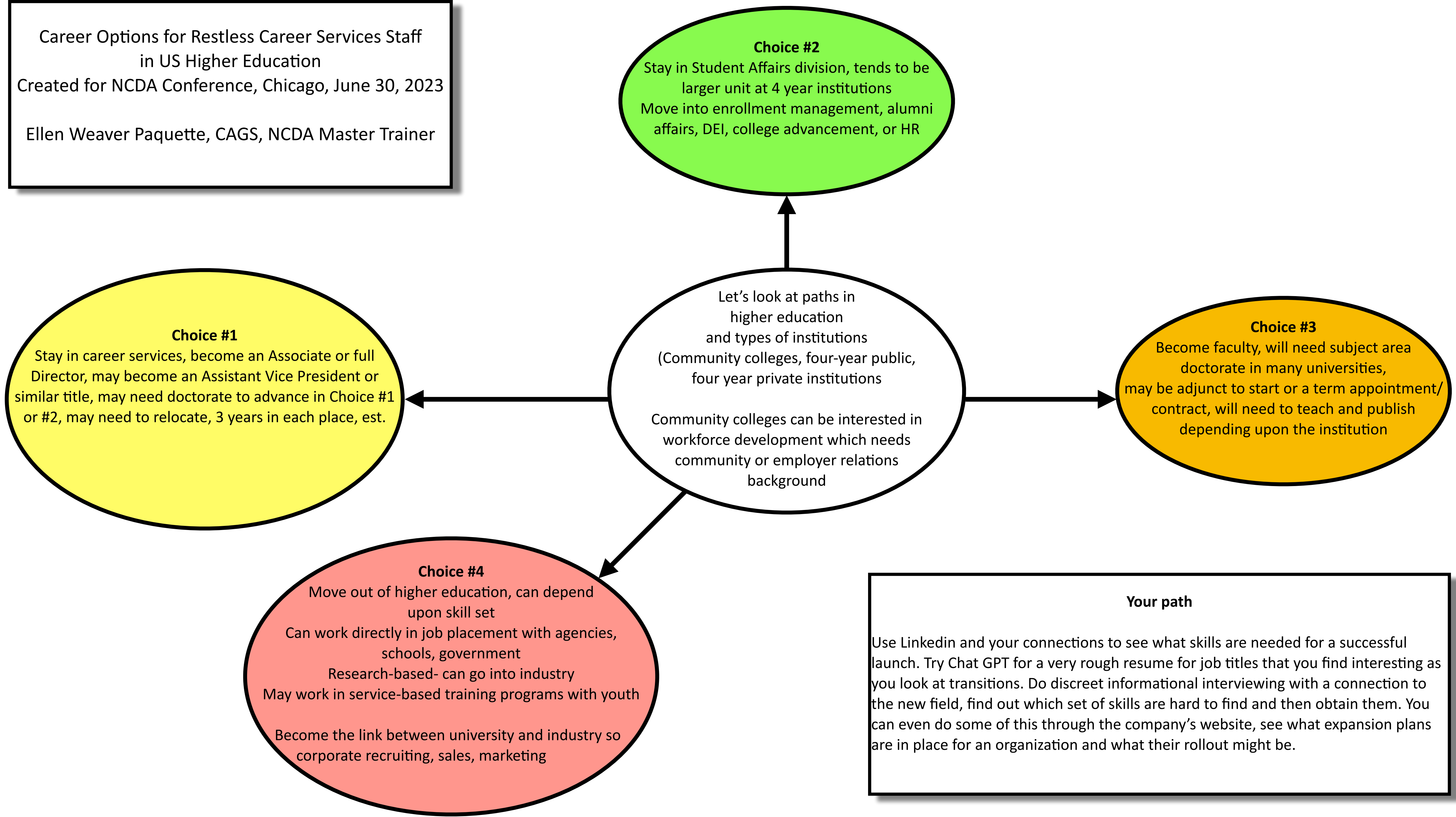


Career Options for Restless Career Services Staff  
in US Higher Education  
Created for NCDCA Conference, Chicago, June 30, 2023  
Ellen Weaver Paquette, CAGS, NCDCA Master Trainer



**Choice #2**  
Stay in Student Affairs division, tends to be larger unit at 4 year institutions  
Move into enrollment management, alumni affairs, DEI, college advancement, or HR

**Choice #1**  
Stay in career services, become an Associate or full Director, may become an Assistant Vice President or similar title, may need doctorate to advance in Choice #1 or #2, may need to relocate, 3 years in each place, est.

**Choice #3**  
Become faculty, will need subject area doctorate in many universities, may be adjunct to start or a term appointment/contract, will need to teach and publish depending upon the institution

Let's look at paths in higher education and types of institutions  
(Community colleges, four-year public, four year private institutions)  
Community colleges can be interested in workforce development which needs community or employer relations background

**Choice #4**  
Move out of higher education, can depend upon skill set  
Can work directly in job placement with agencies, schools, government  
Research-based- can go into industry  
May work in service-based training programs with youth  
Become the link between university and industry so corporate recruiting, sales, marketing

**Your path**  
Use LinkedIn and your connections to see what skills are needed for a successful launch. Try Chat GPT for a very rough resume for job titles that you find interesting as you look at transitions. Do discreet informational interviewing with a connection to the new field, find out which set of skills are hard to find and then obtain them. You can even do some of this through the company's website, see what expansion plans are in place for an organization and what their rollout might be.