



The information provided compiles data from the beginning of Fall Quarter 2021 to end of Spring Quarter 2022

A Message from the Dean

The mission of Career Services at Columbia Basin College is to equip students at any stage of their professional development with essential career readiness skills to empower them to successfully navigate through their career journey. Our programming and workforce partnerships build and strengthen bridges of connectivity among employers, community partners and students to create equal access opportunities for our CBC community.

Our entire staff is committed to this mission and actively engages each day in a variety of different ways to prepare students for their career journey. The Career Services team prioritizes the success of our students and community while partnering with employers to meet the needs of our local workforce. We pride ourselves in providing meaningful experiences for all stakeholders as programming, events, and resources are developed with an equity lens. This academic year was one filled with growth and success as we pivoted and executed creative initiatives to meet the needs of students, employers and community partners.

In the 2021-2022 academic school year, CBC Career Services has:

- Transitioned from remote services to our very first on-campus office location and established a Career Readiness Center to offer free job search resources for students.
- Formalized a vetting process for employers to better protect our students from fraudulent activity commonly targets college students.
- Developed a monthly newsletter to update enrolled students on upcoming events and programming.
- Presented on the impact of the Hawk Career Readiness Program (HCRP) at the 2021 Mountain Pacific Association of Colleges and Employers (MPACE)'s annual conference alongside our CBC Counselors.
- Successfully launched the Pathways to Hanford (P2H) program in winter quarter with over 100 students in the program that were interested in obtaining a career at Hanford. With the development of the program, Career Services obtained over \$10K in grant funding and over \$22K sponsorship from Hanford Mission Integration Services (HMIS).
- Completed the first implementation year of Handshake, our one-stop shop platform. Handshake expanded our employer connections and employment postings both locally and across the nation. The platform streamlined our services with self-selected appointments, event registration and virtual resources, all which are accessible at the convenience of our students.

Career Services is clearly focused on results for our students, our college and our company partners. We look forward to working with all of our partners in the 2022-2023 school year and beyond and hope that you can see how our work changes lives.



LANE SCHUMACHER
Dean for Student Retention & Completion

Hawk Career Readiness Program

The Hawk Career Readiness Program (HCRP) is a self-paced, self-directed online program that supports students through their professional development stage. HCRP focuses on preparing students to make informed career decisions, become job ready and set educational and professional goals.

EVENT DATA

26 students registered and participated in the Career Readiness Open House

columbiabasin.edu/hcrp

35 Applications received
12 Graduates

50% of applicants stated that they were uncertain of their chosen Guided Pathway

TOP 5 GUIDED PATHWAYS IN THE PROGRAM

23% Health Sciences
20% Computer Sciences
14% Business
14% Career & Technical Education
11% Arts, Humanities & Communication

Career Services' Events

40 TOTAL CAREER SERVICES EVENTS

VIRTUAL EVENTS

10 Employer Residencies
3 Hanford On-Sites
10 Workshops
3 Program Orientations
6 Find Your Why! sessions
4 Career and Internship Fairs

IN-PERSON EVENTS

2 Employer Tabling Sessions
1 Hanford On-Site
1 Career Readiness Open House



Pathways to Hanford

- 104** Students participated in Pathways to Hanford
- 27** Students know what career they would like to pursue at Hanford
- 60** Students wanted to explore careers at Hanford

PROGRAM BENEFITS THAT INTEREST STUDENTS MOST

- 66 (80%)** Students stated discovering careers at Hanford
- 58 (71%)** Students stated connecting with recruiters and expanding their network

TOP 5 GUIDED PATHWAYS IN THE PROGRAM

- 37%** Business
- 24%** Computer Sciences
- 13%** Career & Technical Education
- 9%** Social & Behavioral Sciences
- 6%** Math, Science & Engineering/Health Sciences

EVENT DATA

Virtual Events

- 6** Virtual Pathways to Hanford events
- 44** Total students registered for a virtual event

In-Person Hanford on Site/Recruiting Event

- 5** Hanford Contractors participated
- HMIS
 - Bechtel
 - WRPS
 - Department of Energy
 - Amentum
- 55** Students attended the event
- 18** New students applied for Pathways to Hanford at the event

columbiabasin.edu/pathwaystohanford

CBC/WSU Tri-Cities Virtual Career Fair

- 37** CBC students participated
- 30** Students attended employer group sessions
- 56** Students 1:1 sessions with employers
- 38** Employers participated

Top 5 employers based on student interest

Amazon

Washington River Protection Solutions

Bechtel

Hanford Mission Integration Solutions

Lamb Weston

Appointment Services

APPOINTMENT TYPES COMPLETED

- 55** Resume Review
(most requested appointment by students)
- 10** Cover Letter Review
- 5** Mock Interview
- 3** Job Search Strategies
- 1** Reference List Review

104 Total appointments scheduled by students

74 Completed appointments

APPOINTMENT TYPES

- 62** Virtual
- 7** Phone calls
- 5** In-Person

60% of students reported being recommended services by a CBC employee.

- 21** Advisor/Counselor
- 13** Faculty/Staff
- 8** Friend/Classmate
- 7** Handshake/Email
- 4** CBC Website
- 4** Career Services Canvas page

Find Your Why! Discover your Career & Degree Pathway

Career assessment and discussion are recognized by the Washington State Employment Security Department to provide WorkSource clients a resource to encourage career and program exploration at CBC.

6 Find Your Why!
Workshops offered

17 WorkSource clients
participated

Handshake

717 Employers approved by CBC
287 Active employers with current job posting
12,114 Postings made by employers on Handshake

TYPES OF POSTINGS ON HANDSHAKE

8607 Job postings
2425 Internship postings
23 Volunteer postings

TOP 5 INDUSTRIES CURRENTLY RECRUITING ON HANDSHAKE

K-12 Education
Government - Local, State & Federal
Healthcare
Accounting
Environmental Services

TOP 5 JOB FUNCTIONS MOST RECRUITED ON HANDSHAKE

1,754 posts Military & Protective Services
1,719 posts Education/Teaching/Training
1,592 posts Engineering - Civil/Mechanical/Other
1,559 posts Research
1,450 posts Data & Analytics

TOP 5 LOCAL EMPLOYERS WITH THE MOST JOB POSTINGS ON HANDSHAKE

Pacific Northwest National Laboratory
Cadwell
Hanford Mission Integration Systems
Benton Franklin Head Start
Gesa Credit Unions



Career Services Partners

- STCU
- HMIS
- Washington Workforce Portal
- WSU Tri-Cities
- WorkSource
- CPCCo
- WRPS
- Bechtel
- CBC Graphics
- CBC Instruction
- CBC Student Services
- CBC Foundation

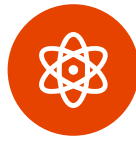
Regional Information

LARGEST INDUSTRIES BASED ON JOBS



HEALTH CARE & SOCIAL SERVICES

12,990 Jobs
1,056 Establishments



PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES

9,787 Jobs
956 Establishments



RETAIL

10,792 Jobs
1,086 Establishments



EDUCATION

8,030 Jobs
228 Establishments

JOB COUNT BY OCCUPATION



11,176

Office &
Administrative
support



10,704

Executive,
Managers &
Administrators



9,604

Sales



5,927

Food Preparation
& Serving



5,628

Business &
Financial
Operations

Blue Collar vs. White Collar work distribution



Blue Collar 34%



White Collar 65%

TOP 10 LARGEST EMPLOYERS BASED ON WORKFORCE

5,300 Employees	Battelle/Pacific Northwest National Laboratory
3,800 Employees	Kadlec Regional Medical Center
3,043 Employees	Kennewick School District
3,000 Employees	Lamb Weston
2,336 Employees	Pasco School District
2,700 Employees	First Fruits Farms
2,200 Employees	Richland School District
2,200 Employees	Central Plateau Cleanup Company (CPCCo)
2,000 Employees	Bechtel National

TRI-CITIES EDUCATIONAL ATTAINMENT

24.93%	High School
23.43%	Some College
9.9%	Associates Degree
17.03%	Bachelor's Degree
10.81%	Grad Degree



Data Sources: JoinHandshake.com | tridec.org | trytricitysites.org

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