Advising the Undecided
Incorporating Career Exploration in the College Search Process
Presented By:

Johnathan Rastello
Director of College Counseling &
Upper School Dean

Chuck Liddiard
Assistant Director:  West Coast Admissions &
Horn Program Youth Entrepreneurship Coordinator
A LITTLE DIVE INTO THE MIND OF GEN-Z
first, some generational basics.

<table>
<thead>
<tr>
<th>GENERATION</th>
<th>BIRTH YEARS</th>
<th>AGES</th>
<th>POPULATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>BABY BOOMERS</td>
<td>b. 1946-1964</td>
<td>age 54-72</td>
<td>73MM</td>
</tr>
<tr>
<td>GEN X</td>
<td>b. 1965-1976</td>
<td>age 42-53</td>
<td>49MM</td>
</tr>
<tr>
<td>MILLENNIALS</td>
<td>b. 1977-1994</td>
<td>age 24-41</td>
<td>80MM</td>
</tr>
<tr>
<td>GEN Z</td>
<td>b. 1995-?</td>
<td>age ?-23</td>
<td>100MM*</td>
</tr>
</tbody>
</table>
the zeitgeist of formative years establishes both core characteristics and key stereotypes.

**BABY BOOMERS**
- aspirational • idealistic
- materialistic • headstrong

**GEN X**
- grounded • pragmatic
- cynical • cautious

**MILLENNIAL**
- optimistic • imaginative
- self-involved • impatient
these generational relationships and interactions impact gen z.

**BABY BOOMERS**
- aspirational • idealistic
- materialistic • headstrong

**GEN X**
- grounded • pragmatic
- cynical • cautious

**MILLENNIAL**
- optimistic • imaginative
- self-involved • impatient

grandparents & parents of gen z
parents of gen z
brothers & sisters of gen z
gen z’s formative years were dominated by crisis.
Gen Z defies more “boxes” more often than any other living generation.

“I know someone who identifies as...”
- Gender non-binary: 51% (510 index)
- Multiracial: 60% (158 index)
- Bisexual: 58% (215 index)

“I personally identify as...”
- Gender non-binary: 9% (300 index)
- Multiracial: 17% (243 index)
- Bisexual: 16% (320 index)
they’ve also grown up amidst leaps forward in innovation, connection and creativity.
Gen Z was born into an age of rapid technological innovation toward *we*.
gen z knows technoshock stressors all too well.
Gen Z wants the same things everyone else wants.

*In your ideal life, which of the following would be the most important?*

<table>
<thead>
<tr>
<th></th>
<th>Gen Z</th>
<th>Millennial</th>
<th>Gen X</th>
<th>Boomer+</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Happiness 76%</td>
<td>Happiness 72%</td>
<td>Health 77%</td>
<td>Health 84%</td>
</tr>
<tr>
<td>2</td>
<td>Family 65%</td>
<td>Family 66%</td>
<td>Family 70%</td>
<td>Family 70%</td>
</tr>
<tr>
<td>3</td>
<td>Friends 42%</td>
<td>Health 54%</td>
<td>Happiness 63%</td>
<td>Happiness 67%</td>
</tr>
<tr>
<td>4</td>
<td>Health 42%</td>
<td>Marriage/partnership 39%</td>
<td>Freedom 37%</td>
<td>Freedom 42%</td>
</tr>
<tr>
<td>5</td>
<td>Knowledge 36%</td>
<td>Friends 34%</td>
<td>Marriage/partnership 36%</td>
<td>Marriage/partnership 39%</td>
</tr>
</tbody>
</table>
"I stay true to my values and priorities, even if they aren't 'normal.'"

"You need to have a degree of realism, you need to understand that everything will not go your way all the time, you need toughness and to keep moving forward no matter what life throws at you, determination, loyalty, honesty."

"My generation will ultimately lead the future and fix the inefficiencies in the world today. Due to social media and the rise of digital content creators, it is very easy for my generation to be involved in making an impact."

"I am following a career path that I chose for myself because it is something that I am passionate about. The hobbies/interests that I have are things that I love to do and I don't do them because they are 'cool' or 'trendy.'"
they also want to stay focused. they believe in keeping end goals in sight with no distractions.

“it feels more natural for me to work to achieve expertise in one area”

34% 179
index against adults 25+
ROBOTS ARE TAKING OVER THE WORLD
TIME TO RELAX
For a majority of colleges students
Your major does not define your career
& Don’t Worry…..
You’re most likely going to change it in college anyway
FIGURE 2. Percentage of 2011–12 beginning postsecondary students who ever changed majors, by original declared field of study: 2014

<table>
<thead>
<tr>
<th>Original declared field of study</th>
<th>Total</th>
<th>STEM fields</th>
<th>Non-STEM fields</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total STEM</td>
<td>35</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total non-STEM</td>
<td>29</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mathematics</td>
<td>52</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural sciences</td>
<td>40</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Engineering and engineering technology</td>
<td>28</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer and information sciences</td>
<td>37</td>
<td>36</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Humanities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General studies and other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social sciences</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health care fields</td>
<td>31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other applied</td>
<td>26</td>
<td>22</td>
<td></td>
</tr>
</tbody>
</table>
5 Talents Needed to Survive the Robotic Age

**Feeling:** Empathy & Intuition

**Seeing:** How the parts fit the whole picture (systems thinking)

**Dreaming:** Applied Imagination

**Making:** Creativity, design, prototyping and testing

**Learning:** Learning how to learn

Linda Naiman: The 5 Skills You and Your Kids Need to Be Robot Proof, According to Experts. 2/22/17—Inc.com
ADVISING GEN-Z
Tips for Working With High School Students in the Robotic Age

It can happen at your school with:

TVT Course Offerings include:

Ceramics, Electrical Engineering, Entrepreneurship, Film, Mechanical Engineering, Structural Engineering, Studio Art, etc.

TVT has also implemented a dean model

Grade level specific, starting in 6th grade, which handles the social/emotional well being of the student

Not every school has this luxury, but we also created space on campus to foster these talents

Last year, we opened an Art and Engineering Center, etc.
Tools We Can Use to Help the Undecided Student

Naviance Student

Career Cluster Finder, Career Interest Profiler, Do What You Are, etc.

Summer programming

Chapman (Dodge Film Academy), COSMOS, UCI, USC, etc.

Internships

Utilize local connections or community members

At TVT, we offer Immersion Programs

Biomedical Research, Game Design, Marketing Internship for an NGO, etc.

ROP programs
Tips for Working With High School Students in the Robotic Age

At TVT, we host Delaware’s Southern California Diamond Challenge for High School Entrepreneurs

Utilize alumni to convey success stories to current students

  Suggestion: Conduct a Q&A session in May after they return from school

Attend local conferences (SLC) to collaborate with other professionals to learn best practices

Be willing to have uncomfortable conversations about student development

  It’s okay that they do not know!

  Where they go, versus how they engage, in college is tantamount!
University of Delaware
University Studies Program
Our Approach

Our program is solely focused to serving UST student and is not affiliated within another college. Ex. Liberal Arts or Humanities

Very High Touch Point with frequent meetings with advisors

Consistently reevaluating the students in UST:

Self Interests & Skill Sets

Values

Career Exploration

Academic Options
UST by the Numbers

Past five years: 700 to 800 admits to UST each year

20% of the First Year Class

In addition, 100 to 130 students change from their major to UST throughout the year

Students that have accumulated more than 60 credits cannot transfer into UST

Time Spent in UST varies from 4 days to 4 semesters

90% of UST students declare by the end of their sophomore year
Top 3 Reasons Why Students Choose UST at University of Delaware

1. Exploring Programs

A majority of UST students: They are simply unsure about their passion and want to spend their time to examine as many options as they deem relevant before choosing their major.
Top 3 Reasons Why Students Chose UST at University of Delaware

2. Examining Programs

Students are admitted to UD but are torn between 1 or 2 academic programs. They use their time in UST to further examine those programs before committing to a major.
Top 3 Reasons Why Students Chose UST at University of Delaware

3. Enhancing Skills

Students who apply to highly competitive programs but are admitted to UD as UST students. Based on their high school preparation, test scores, etc, UD feels strongly that they may not be successful if they begin in rigorous programs.

Students are given the option to attend UD as UST students and to complete pre-requisite course and apply for an internal transfer to intended programs.
UST: Declaring a Major

60% of UD majors are unrestricted and can be declared at anytime regardless of GPA

30% of UD majors are considered competitive, but not off-limits for UST students

Most competitive: Majors in the Health Sciences & Engineering (Nursing, Biomedical and Chemical Engineering) & Entrepreneurship

Only one major ineligible for internal transfer: 3+2 program in Occupational Therapy—in conjunction with Thomas Jefferson University
UST: Student Life

Absolutely no different than any other UD student who is admitted directly into their major

UST students participate in:

- Honors Program
- Study Abroad
- Internships
- University Research
Advising UST Students:

Highly encourage student involvement in extra & co-curricular activities to further explore their passions.

Consistent Interaction with Career Services, The Office of Academic Enrichment & Student Development.

Recently developed UST Peer Liaison Connection pairs new UST students with former UST students to help eliminate isolation and to offer student engagement and support.

Adrian A. McCleary
Associate Director
University Studies Program
University of Delaware
Explore the Benefits of a True Liberal Arts Education
Great Resources

- There Is Life After College
- Where You Go Is Not Who You’ll Be
- Robot-Proof
- Occupational Outlook Handbook
- Future
a summer indie explored what it means for kids to come of age and be themselves today.
University of Delaware Career Insights

102,004 alumni

<table>
<thead>
<tr>
<th>Where they live</th>
<th>Where they work</th>
<th>What they do</th>
</tr>
</thead>
<tbody>
<tr>
<td>98,313 · United States</td>
<td>4,074 · University of Delaware</td>
<td>12,670 · Education</td>
</tr>
<tr>
<td>41,041 · Greater Philadelphia Area</td>
<td>864 · JPMorgan Chase &amp; Co.</td>
<td>10,834 · Business Development</td>
</tr>
<tr>
<td>18,271 · Greater New York City Area</td>
<td>593 · Christiana Care Health System</td>
<td>8,669 · Operations</td>
</tr>
<tr>
<td>Where they live</td>
<td>Where they work</td>
<td>What they do</td>
</tr>
<tr>
<td>------------------------</td>
<td>------------------------------------------------------</td>
<td>------------------------------</td>
</tr>
<tr>
<td>9,279 · United States</td>
<td>233 · University of Delaware</td>
<td>4,569 · Engineering</td>
</tr>
<tr>
<td>3,491 · Greater Philadelphia Area</td>
<td>94 · DuPont</td>
<td>1,332 · Operations</td>
</tr>
<tr>
<td>997 · Greater New York City Area</td>
<td>92 · W. L. Gore &amp; Associates</td>
<td>1,281 · Information Technology</td>
</tr>
<tr>
<td>605 · Baltimore, Maryland Area</td>
<td>72 · Siemens Healthineers</td>
<td>857 · Business Development</td>
</tr>
<tr>
<td>594 · Washington D.C. Metro Area</td>
<td>69 · JPMorgan Chase &amp; Co.</td>
<td>734 · Program and Project Management</td>
</tr>
<tr>
<td>475 · San Francisco Bay Area</td>
<td>58 · Lockheed Martin</td>
<td>596 · Education</td>
</tr>
<tr>
<td>327 · Greater Boston Area</td>
<td>56 · Boeing</td>
<td>561 · Research</td>
</tr>
</tbody>
</table>
### University of Delaware Career Insights

**Search alumni by title, keyword or company**

<table>
<thead>
<tr>
<th>Where they live</th>
<th>Where they work</th>
<th>What they do</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>Google</td>
<td>53 Engineering</td>
</tr>
<tr>
<td>Greater Philadelphia Area</td>
<td>University of Delaware</td>
<td>14 Operations</td>
</tr>
<tr>
<td>Greater New York City Area</td>
<td>SpaceX</td>
<td>10 Business Development</td>
</tr>
<tr>
<td>Baltimore, Maryland Area</td>
<td>Amgen</td>
<td>8 Research</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Start year</th>
<th>End year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1900</td>
<td>2018</td>
</tr>
</tbody>
</table>

108 alumni

(Options for filters: Greater Los Angeles Area, engineer) Clear all
<table>
<thead>
<tr>
<th>Alumni Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3 alumni</strong></td>
</tr>
<tr>
<td><strong>Where they live</strong></td>
</tr>
<tr>
<td>3 · Greater Los Angeles Area</td>
</tr>
<tr>
<td>3 · United States</td>
</tr>
<tr>
<td>3 · Google</td>
</tr>
</tbody>
</table>

**Show more**

<table>
<thead>
<tr>
<th>Alumni Profiles</th>
</tr>
</thead>
</table>
| **Sarah O'Neill** · 3rd  
Mechanical Engineer  
'09 |
| **Jason McLaughlin** · 3rd  
Composite Production Engineer at Space Exploration...  
'08 Mechanical Engineering, ... |
| **Matthew Grusenmeyer** · 3rd  
Composite Tooling Engineer at SpaceX  
'10 Mechanical Engineering |

**Message**
Jason McLaughlin • 3rd
Composite Production Engineer at Space Exploration Technologies
Space Exploration Technologies • University of Delaware
Hawthorne, California • 233 📞

Specialties: Design and analysis of composite structures, computer aided design and drafting (CADD), finite element analysis, mechanical testing, manufacturing and processing of composite materials.
<table>
<thead>
<tr>
<th>Role</th>
<th>Company</th>
<th>Dates</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Composite Production Engineer</td>
<td>SpaceX Seattle</td>
<td>Sep 2012 – Present</td>
<td>5 yrs 6 mos</td>
</tr>
<tr>
<td>Composite Engineer</td>
<td>Cobham Defense Electronic Systems</td>
<td>Aug 2011 – Aug 2012</td>
<td>1 yr 1 mo</td>
</tr>
<tr>
<td>Limited Term Researcher</td>
<td>Center for Composite Materials</td>
<td>Oct 2008 – Jul 2011</td>
<td>2 yrs 10 mos Newark, DE</td>
</tr>
<tr>
<td>Undergraduate Research Assistant</td>
<td>Center for Composite Materials</td>
<td>Jan 2008 – Sep 2008</td>
<td>9 mos</td>
</tr>
</tbody>
</table>
Education
University of Delaware
BME, Mechanical Engineering, concentration in Aerospace Engineering
2004 – 2008
Activities and Societies: Member of ASME, NSPE and SAMPE

Featured Skills & Endorsements
- Composites - 21
  Endorsed by John Tierney and 3 others who are highly skilled at this
  Endorsed by 3 of Jason’s colleagues at SpaceX

Interests
- SAMPE
  6,639 members
- ASME (American Society of Mechanical Engineers)
  249,983 members
- University of Delaware Official Alumni Group
  13,326 members
- Composites Industry Forum
  23,713 members
- Charter School of Wilmington Alumni
  442 members
- ASME Aerospace
  8,705 members
LinkedIn Profile Checklist

☐ PHOTO: It doesn't have to be fancy - just use your cellphone camera in front of a plain background. Wear a nice shirt and don't forget to smile!

☐ HEADLINE: Tell people what you're excited about now and the cool things you want to do in the future.

☐ SUMMARY: Describe what motivates you, what you're skilled at, and what's next.

☐ EXPERIENCE: List the jobs you held, even if they were part-time, along with what you accomplished at each. Even include photos and videos from your work.

☐ HONORS & AWARDS: If you earned a prize in or out of school, don't be shy. Let the world know about it!
Projects: Whether you led a team assignment in school or built an app on your own, talk about what you did and how you did it.

COURSES: List the classes that show off the skills and interests you’re most excited about.

SKILLS & EXPERTISE: Add at least 5 key skills - and then your connections can endorse you for the things you’re best at.

ORGANIZATIONS: Have you joined any clubs at school or outside? Be sure to describe what you did with each organization.

VOLUNTEER EXPERIENCE & CAUSES: Even if you weren’t paid for a job, be sure to list it. Admissions officers and employers often see volunteer experience as just as valuable as paid work.

EDUCATION: Starting with high school, list all the educational experiences you’ve had - including summer programs.

RECOMMENDATIONS: Ask managers, teachers, or classmates who’ve worked with you closely to write a recommendation. This gives extra credibility to your strengths and skills.

FIRST Robotics Competition
April 2013
Worked with my fellow Robotics Club members to build a functioning robot for the world’s largest high school competition. By using artificial intelligence, our robot was able to win a Best Robot Award and score high!

8 team members, including:
- Amy Guerra
  Gadget Lover and Aspiring Engineer
- Ashley Reese
  Robotics Club VP

Courses
Archbishop Mitty High School
- AP English Literature and Composition
- Statistics
- AP Physics C: Electricity & Magnetism

Skills & Expertise
Most endorsed for...
- Laptop
- Customer Service
- Troubleshooting
- Computer Hardware
- Windows 7

Organizations
Robotics Club
President
April 2013 - Present
Helped found and lead my school’s robotics club, including a trip to the Sacramento Regional for the FIRST Robotics Competition.

Volunteer Experience & Causes
Volunteer
Habitat for Humanity International
January 2013 | Disaster and Humanitarian Relief
Helped to build a new home for a refugee family from Somalia.

Education
Archbishop Mitty High School
2012 - 2014 (expected)

Recommendations
Repair Technician
Best Buy

David Lee
Manager, Service Department

“Amy was one of the best summer workers I’ve ever had. She came in and figured out how to fix just about anything, no matter how tricky. And she always made our customers feel good about their experience, even if they were nervous about using technology. Highly recommended!”

October 30, 2013, David managed Amy at Best Buy
Students Can Use the Creation of Their LinkedIn Profile to Prepare For...
Contact Information

Johnathan Rastello
Director of College Counseling & Upper School Dean
jrastello@tarbut.com

Chuck Liddiard
Assistant Director: West Coast Admissions & Horn Program Youth Entrepreneurship Coordinator
liddiard@udel.edu