



The Student Employment Experience

The majority of Ohio State students work while enrolled in school. According to a 2022 study by the Center for the Study of Student Life (CSSL), 54% of undergraduate students work during the academic year and an additional 29% work only during the summer. The majority of those who work do so to have spending money (70%) and to pay for rent, food or other essential needs (67%). Thirty-seven percent of students say they work for educational or professional development purposes. More than half of working students work on-campus.

Though students may be motivated to work for a paycheck, campus employment is unique in how it can support student success. Student employment positions are typically more flexible and supportive of students' academic schedules and demands, connect students with mentors and resources on campus, and provide students with important transferable skills.

Overview of the Student Employment Experience

The Student Employment Experience (SEE), which was created by the Office of Student Life and is supported through Buckeye Careers, aims to provide students with meaningful work experiences through their student employment. SEE has three main goals:

1. Encourage student employees to reflect on what they are learning through their employment role.
2. Guide students to connect that learning from work to their classes and future careers.
3. Support supervisors of students to incorporate learning into all aspects of a student employee's experience, from hiring to exit interviews.





To support these three goals, SEE is structured around three key components:

Employment	Development	Reflection
Students' jobs provide them with real-world learning opportunities in many diverse lines of business across the university.	Students are provided the opportunity to attend a professional development workshop each semester as part of their employment.	Students and supervisors engage in Guided Reflections on Work (GROW [®]) conversations, led by supervisors to help students reflect on their learning and make connections between work, school and career aspirations.

¹GROW[®] is used with permission from the University of Iowa.

The SEE program focuses on learning goals and outcomes that frame the student employment experience. These goals are based on Student Life's learning goals and the National Association of Colleges and Employers (NACE) career readiness competencies.

Supervisors use these learning goals to coach and support their students. Every semester students can assess their growth and development via the SEE Learning Assessment, which provides individualized results to students on each competency.

Impact

SEE is regularly assessed by Center for the Study of Student Life (CSSL) and research finds that:

- SEE students are **2.5 times** more likely to report that their supervisor helps them make connections between their work and life as a student.
- SEE students are **1.8 times** more likely to report that they think about how their employment can benefit them in other areas of life.
- Students who took part in SEE demonstrated **more learning and skill growth** compared to those who did not participate in SEE.
- **62%** of SEE participants had an above-average sense of belonging to Ohio State, compared to 51% of student employees that are not in SEE.
- SEE students were significantly more likely to indicate they were mentored by an employer (**66%**), compared to students with an off-campus job (53%).



Partner Implementation and Support

Currently, the SEE program supports more than 4,500 students and 350 supervisors in multiple departments across the university, including:

- Office of Student Life
- Alumni Association
- College of Education and Human Ecology
- Department of English, College of Arts and Sciences
- Facilities, Operations and Development
- Office of Advancement
- Academic Enrichment, Student Academic Excellence
- University Libraries

For areas who are interested in implementing SEE, the following support is provided by Buckeye Careers:

- Training and onboarding for supervisors.
- GROW® conversation tools – includes a set of guided discussion questions designed to assist students in thinking about what they are learning from their campus jobs and recognize the connections between their work experiences, academic studies and future careers.
- Access to the SEE Learning Assessment – a short survey that is administered every semester prompts students to reflect on their learning and growth. Individualized results are used as a conversation starter for students and supervisors.
- Professional development opportunities for students, such as resume reviews, career development workshops, and chances to connect with both on-campus and external employers.
- SEE Community of Practice for supervisors – monthly meetings providing supervisors an opportunity to connect with each other, share best practices and engage with SEE partners and initiatives.

