

DESIGNING YOUR CAREER PATH: HOW TO EXPLORE, WHERE TO LOOK, AND WHAT TO DO

Advice With A Slice

September 19, 2024

Rando, Leddin, Spieth, Fesperman, Slatton

THE ADVICE WITH A SLICE SCHEDULE

HOW TO FIND AND GET THE RIGHT JOB OR INTERNSHIP FOR YOU:

- 9/19 Designing Your Career Path (Rando/Spieth)
- 9/25 Nailing the Job Interview (Slatton/Spieth/White)
- 10/1 Networking Your Way To Success (Williamson)
- 10/3 Leveraging LinkedIn To Open Doors (White/Binkley)

IMPORTANT SKILLS TO BE THE BEST YOU:

- 10/17 Excel Basics for the Classroom, Career, and Life (Binkley/Rando)
- 10/24 Selling Products, Services, Your Ideas, and Yourself (Dyke)
- 10/31 The Power of Project Management in Your Career and Your Life (Rando)
- 11/7 Personal Finance and Your Money (Hulings/Rando/Kimball)
- 11/14 Finding Balance, Success, and Happiness in Your Career (Williamson/Slatton/Speith)
- 11/21 Pursuing Lifelong Learning (Dyke/Williamson/Binkley)

CPG

TRANSPORTATION

HEALTHCARE

RETAIL

AGENCY

MANUFACTURING

HOTELS

CONSULTING

INVESTMENT
BANKING

TECH

TELECOM

INSURANCE

APPAREL

RESTAURANTS

FIN SERVICES

BANKS

GOVERNMENT

ENERGY

YOUR APPROACH



RED = recruit at Vanderbilt
BOLD = annually rated a top company
to work for
RED = Both!

CONSULTING

McKinsey, Bain, BCG

Deloitte, Booz Allen, **KPMG**, E&Y, **Accenture**, AT
Kearney, PWC, IBM,

CapCo, Charles River Associates, IBM, **Oliver
Wyman, Prophet**, Roland Berger, Kaiser Associates,
Cambridge Group, Bainbridge Consulting, Vizient,
North Highland, **Crowe Horwath**, Clearview
Partners, Mercer, **Huron Consulting, CapGemini**,
Willis Towers Watson, **AlphaSights, Gallup**, Aon
Hewitt, Epsilon, Advisory Board, **CGI**, Arthur D Little,
Forrester, Lippincott, Gerson Lehrman Group,
InfoWorks, Keystone Strategy, Red Clay Consulting,
**W Capra Consulting, Rockwood Company, Slalom, IQ
Talent Partners, FTI Consulting**

+500 more across the US alone

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INVESTMENT BANKING

Goldman Sachs, Morgan Stanley, BofA Merrill Lynch, JP Morgan Chase, CitiGroup

Barclays, Credit Suisse, Deutsche Bank, Wells Fargo Securities, RBC, Jeffries, UBS, Houlihan Lokey, BNP Paribas

Allen & Co, Cain Brothers, TD Securities, Lazard, Mihuzo, Evercore Partners, Nomura, Cambridge Associates, BMO Capital, Mitsubishi Financial, Brown Brothers Harriman, **Parella Weinberg Partners**, Cantor Fitzgerald, Raymond James, Marathon Capital, Hambrecht & Quist, AXA Advisors, Oppenheimer & Co, Guggenheim Partners, Piper Jaffray, DE Shaw, Sagent Advisors, PJT Partners, **Greenhill & Co**, Centerview Partners

+300-500 more across the US alone

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CONSUMER PACKAGED GOODS

Procter & Gamble, Nestle Purina, Unilever, Kraft, **Johnson & Johnson**

Pepsico, Tyson Foods, 3M, Coca-Cola, Philip Morris, **L'Oreal**, Diageo, Sara Lee, Kimberly Clark, Anheuser-Busch, Mars

Cargill, Dial Corp, GE Consumer, General Mills, Danone Foods, Miller Brewing Co, ConAgra Foods, **Colgate-Palmolive**, Dean Foods, Kellogg, HJ Heinz, Land-o-Lakes, Mars Petcare, Campell Soup, VF, **Black & Decker**, Avon, SC Johnson, Dole Foods, Rubbermaid, GlaxoSmithKlein, Hormel, Hershey, Clorox, Estee Lauder

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ADVERTISING/MARKETING AGENCIES

Ogilvy, BBDO, McCann, J Walter Thompson, Leo Burnett, Young & Rubicam, Hill Holiday

Saatchi and Saatchi, Epsilon, Acxiom, Merckle, Deloitte Digital, SapientRazorfish, Advantage Marketing, PWC Digital, Edelman, Weber Shandwick, Experion Marketing, Harte Hanks,

Edelman, Rapp, Wunderman, Havas, TBWA, Starcom USA, Publicis, **Red Ventures**, Spark Foundry, Mindshare, FleishmanHillard, Mosaic, Grey, OMD, inVentive, Freeman, Ketchum, Horizon Media, MediaCom, MEC, Wieden and Kennedy, Huge, VML, **MCA Connect**

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MANUFACTURING

Apple, GE, IBM, 3M, GM, Ford, Boeing, **Microsoft**

Northrop Grumman, **Nissan North America**,
Raytheon, Sherwin Williams, Toro, Hasbro,
Genesco, Rockwell, **Caterpillar**, **Lockheed Martin**,
John Deere, Intel, United Technologies, Honeywell

Illinois Tool Works, **Stryker**, Tenneco, Huntington
Ingalls, **Amphenol Corp**, Lear Corp, Altria, **Toyota
North America**, Triumph Aerospace Structures,
Packaging Corporation of America, Hyundai
Motor America, **Lennox**, Hilbers, American Axle,
National Recovery Technology, Wabash National,
National Instruments, United Therapeutics, **Lee
Company**, AO Smith, Herman Miller, **Denso
Manufacturing**, **Eastman Chemical**

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HEALTHCARE

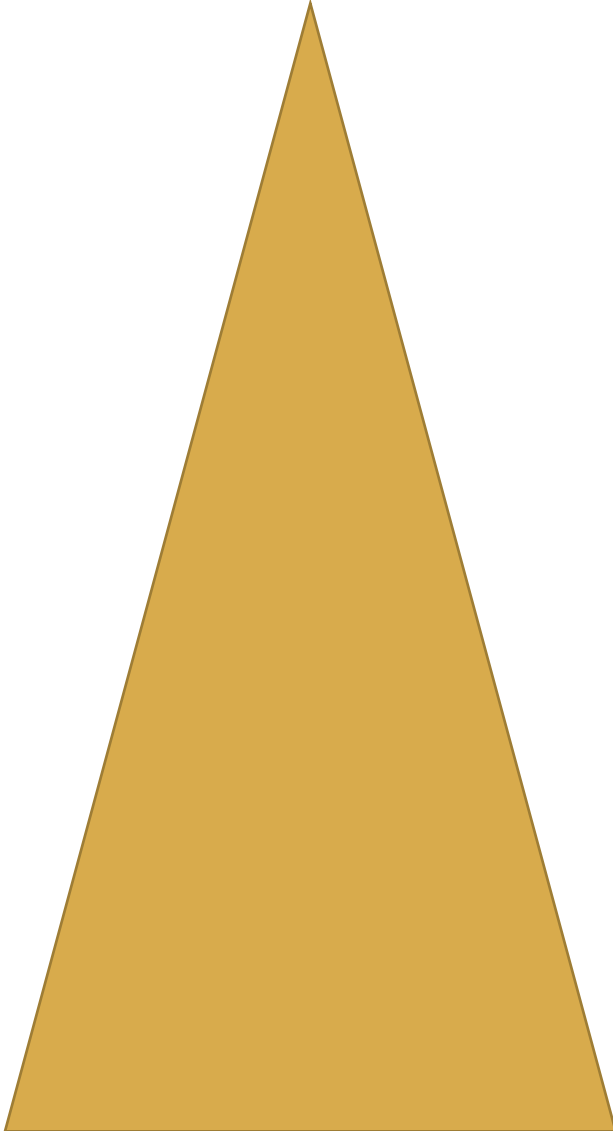
UnitedHealth Group, Aetna, Humana,
AmerisourceBergen, **Johnson & Johnson**, Pfizer

Express Scripts, Cardinal Health, CVS Health,
Anthem (Wellpoint), Walgreens, McKesson,
Kaiser Permanente, **HCA**, LifePoint, Cigna, **Merck**

Ascension Health, NY Life, Community Health
Systems, Tenet Healthcare, **Genentech**, Gilead
Sciences, DaVita, **Covance**, Universal Health
Services, Genesys Healthcare, Parallon, **Centene**,
Molina Healthcare, AbbVie, Amgen, **Eli Lilly**,
Applied Medical Resources, Bristol-Myers
Squibb, Biogen, Celgene, **Abbott Labs**, **Cancer
Treatment Centers of America**, Beckton
Dickenson, Lab Corp, **QGenda**, **Boston Scientific**,
Change Healthcare, Quest Diagnostics, St. Jude
Medical, Cardinal Health, **Brainlab**, **AIM Clinics**,
DaVita

+1,000 more across the US alone

Rando, 2024



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RETAIL

WalMart, **Home Depot**, **Kroger**, Walgreens,
Target, Best Buy, Macy's, TJX, **Amazon**

Costco, CVS, Safeway, **Publix**, Rite Aid, HEB,
Kohls, Dollar General, Bed Bath & Beyond, **REI**

Albertsons, **Wegmans**, Dalhaize America, **Whole
Foods**, Meijer, Wayfair, Ahold USA, Dominos,
GAP, Aldi, Ross Stores, Family Dollar, Bi-Lo,
AutoZone, **Abercrombie & Fitch**, Toys-R-Us,
Staples, **CarMax**, Dillards, Tractor Supply, **IKEA**,
Enterprise, Barnes & Noble, Foot Locker, **Pilot
Flying J**, Ascena Retail, Burlington Coat,
Restaurant Brands of America, Michaels

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TECHNOLOGY

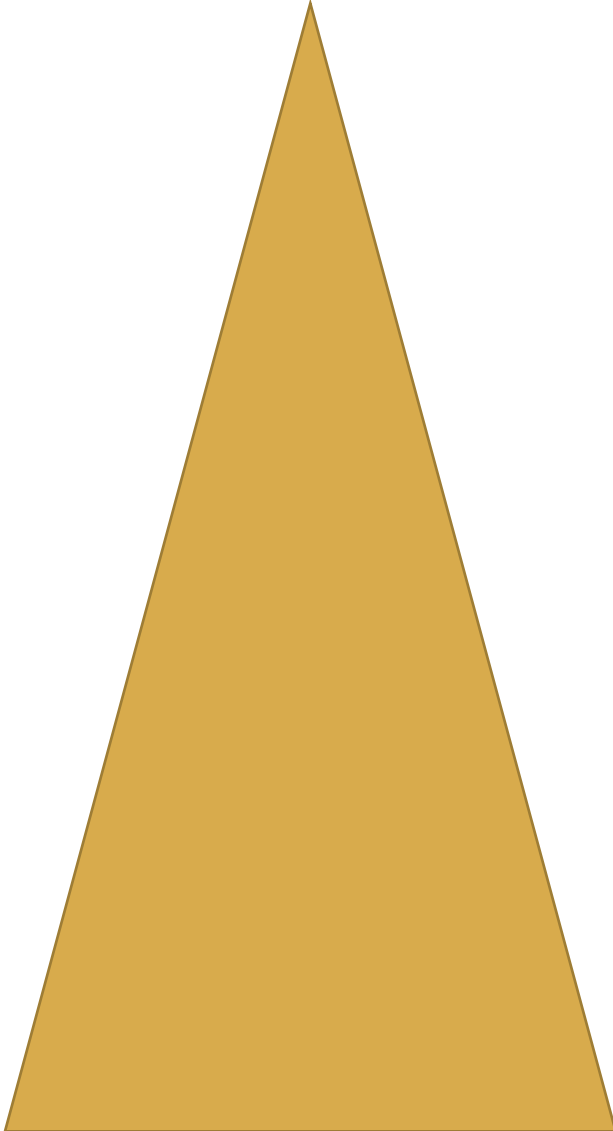
Apple, **Microsoft**, **Oracle**, HP, Alphabet,
Facebook, Uber, Samsung, IBM

Dell, Advanced Micro Devices, Nokia,
Qualcomm, EMC, Xerox, Texas Instruments, Intel,
Cisco Systems, Motorola, Tencent

Danaher, Jabil Circuit, **Alight Solutions**,
CenturyLink, Micron Technology, Western Digital,
CDW, Altech, Sanmina, Digital Reasoning,
Applied Materials, **Buckman**, NCR, Symantec,
Level 3, **Epic Software**, NetApp, PayCom,
SanDisc, **Corning**, **BWX Technology**, **Amphenol**,
DCS Corp, Broadcom, Griffin Technology,
Asurion, **Camgian Microsystems**, **DevRev**,
Emerson, **Manhattan Associates**, **Mongo DB**,
Omnicell, **Twitter**

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ENERGY COMPANIES

Exxon/Mobil, BP, Royal Dutch Shell, **Chevron**

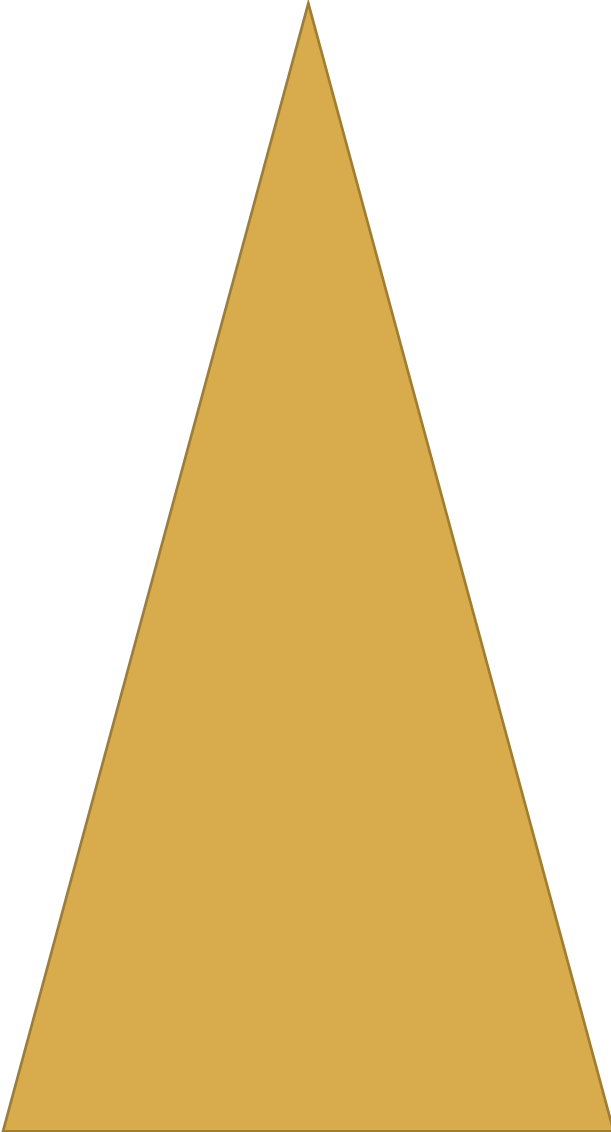
ConocoPhillips, Occidental Petroleum, Valero, Marathon, Anadarko, Southern Co, **Duke Energy**, PG&E, Edison International, PPL, ConEdison, Excelon, Xcel Energy,

Husky Energy, **Castleton Commodities**, NextEra Energy, Nordex, Suncor Energy, SCANA Corp, NiSource Inc, MDU Resources, Vectren Corp, Devon Energy, PPL, Genscape, **Gas South**, Tesoro Corp, **NuStar Energy**

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GOVERNMENT CONTRACTORS



Lockheed Martin, Boeing, **General Dynamics**,
Northrop Grumman, **Raytheon**

SAIC, Unisys, United Technologies, Verizon
Communications, Harris Corp, **L3 Technologies**,
Jacobs Engineering, Sierra Nevada Corp

DXC Technology, Air Force Civilian Service,
Leidos, **AECOM**, BAE Systems, Flour Corp,
Maximus, Engility, Vencore, Chemonics
International, **Fast Enterprises**, Serco Group,
Mantech, CDW, CenturyLink, General Atomics,
Carahsoft Technology, Vectrus Systems, **RTI**
International, **Rockwood Consulting**, **American**
Bureau of Shipping, **Ramboll**

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OTHERS

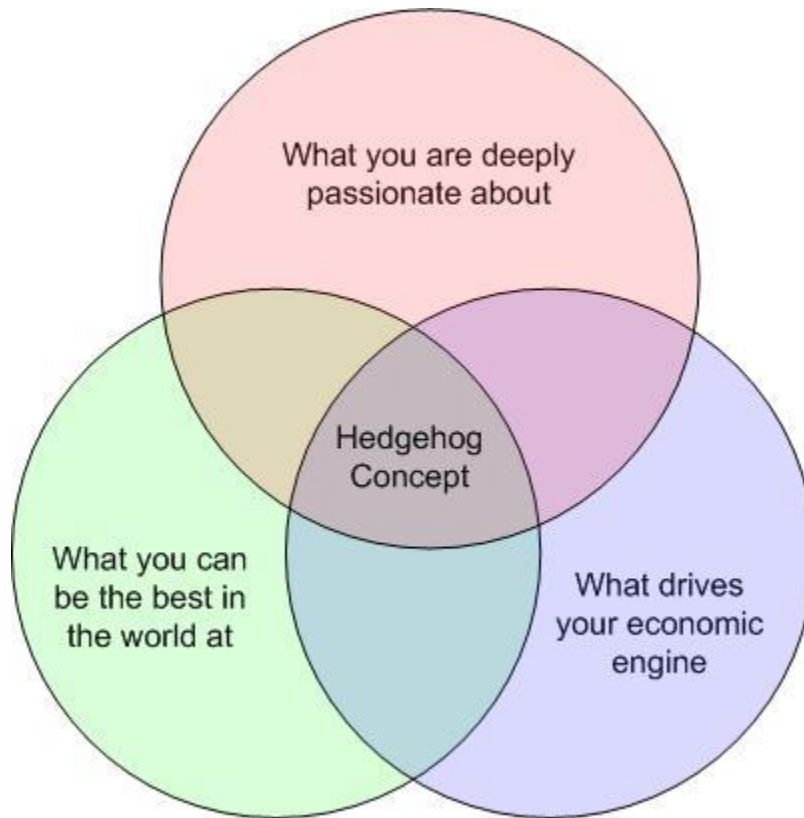
- **Banks**
 - (Chase, WellsFargo, Bank of America, Citibank)
- **Financial Services**
 - (CatFinancial, CapitalOne, Alliance Bernstein, Putnam, Raymond James, ING, USAA, Aon)
- **Telecom**
 - (AT&T, Comcast, Cox Communications, Time Warner, Verizon, Sprint)
- **Non-Profits**
 - (Red Cross, Community Foundation of Middle TN, Clinton Foundation, Second Harvest Food Bank, Goodwill, Adventure Science Center, Cheekwood, **Frist Art Museum**, AARP)
- **Hotels**
 - (Marriott, Hilton, IHG, Wyndham, Accor, Choice)
- **Transportation**
 - (UPS, Union Pacific, Delta, FedEx, CSX)
- **Insurance**
 - (MetLife, Travelers, Aflac, Allstate)
- **Apparel**
 - (Nike, Abercrombie & Fitch, Hilfiger, Ralph Lauren, Coach, Levi, UA)
- **Restaurant**
 - (McDonalds, Yum!, Starbucks, Darden, Cracker Barrel)
- **Conglomerates**
 - (Koch Industries, Berkshire Hathaway)

WHERE TO START: CAREER

- Big salary
- Great company name that will impress
- What everyone else is doing

- What are you interested in?
- What are you passionate about?
- What are you good at?
- Can you make a living doing this?
- Who is doing that? (Networking!!)

WHERE TO START: CAREER



Jim Collins, *Good to Great*

WHERE TO START: JOB

- Big salary
- Great company name that will impress
- What everyone else is doing

- Great culture/environment
- Great leader/mentor
- Opportunity to take risks
- Opportunity to grow and learn
- Okay....salary!

HOW TO LAUNCH THAT CAREER

- Explore! (Open those eyes!)
- Be intentional (Schedule time)
- Build a tracking system
- Be opportunistic
- Be bold

WHERE TO LOOK

1. Career center

- Curated opportunities
- Targeted, quantified recruiting

2. Network introductions

- Friendly referrals
- “Warm” introductions

3. Posted jobs

- Indeed, LinkedIn, GlassDoor, Handshake
- “Click The Apply Link”

4. Unsolicited contacts

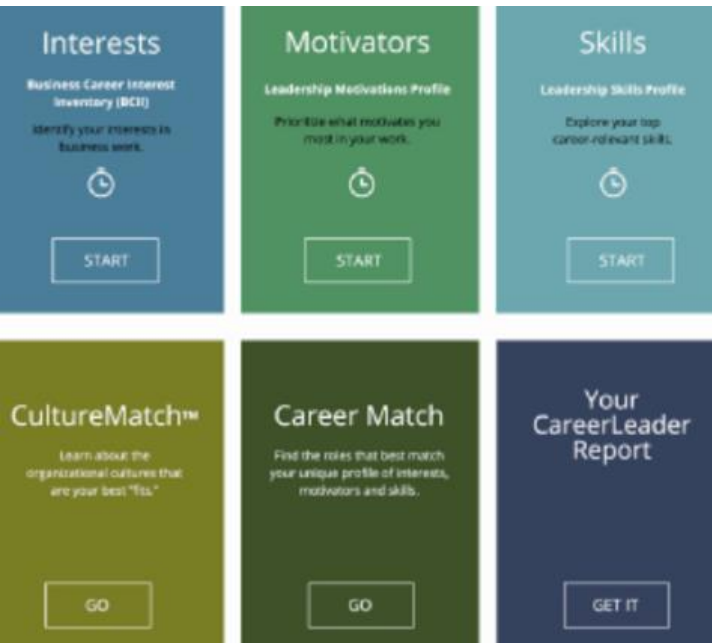
- “Take a shot”

TOOLS

- Professional Resources
 1. LinkedIn
- Library Resources
 1. Vault
 2. Petersons
 3. Hoovers
 4. First Research/Intellect
- Career Center Resources
 1. CareerLeader
 2. HandShake
 3. CareerShift



CAREERLEADER Business Career Assessment



- Generates a personalized report that suggests how to effectively approach a business career.
- Matches you to specific business-related careers, comparing your profile to a database of 500,000 business professionals.
- Helps identify the all-important organizational cultures that are likely to be the best fit for you.



VANDERBILT
Career Center





CAREERLEADER Business Career Assessment

<p>Interests</p> <p>Business Career Interest Inventory (BCII)</p> <p>Identify your interests in business work.</p> <p>🕒</p> <p>START</p>	<p>Motivators</p> <p>Leadership Motivations Profile</p> <p>Prioritize what motivates you most in your work.</p> <p>🕒</p> <p>START</p>	<p>Skills</p> <p>Leadership Skills Profile</p> <p>Explore your top career-relevant skills.</p> <p>🕒</p> <p>START</p>
<p>CultureMatch™</p> <p>Learn about the organizational cultures that are your best "fit."</p> <p>GO</p>	<p>Career Match</p> <p>Find the roles that best match your unique profile of interests, motivators and skills.</p> <p>GO</p>	<p>Your CareerLeader Report</p> <p>GET IT</p>

- 45 minute Online Assessment
- Available to *Design Your Career* attendees
- Facilitated by Career Coach ethan.fesperman@vanderbilt.edu

Sign up Sheet available



VANDERBILT
Career Center

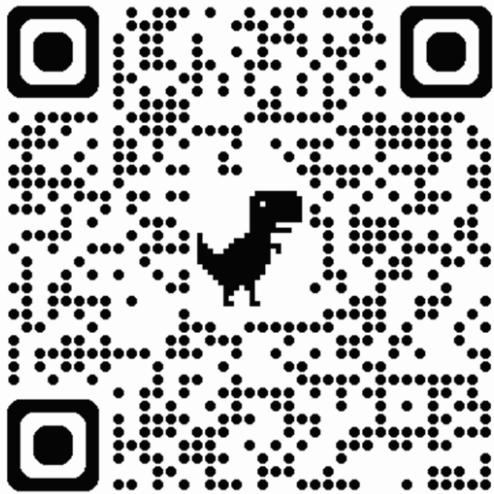




Gain clarity about your future.

We help students gain clarity about:

- Handshake and Digital Career Resources
- Networking
- Career & Major Exploration
- Graduate School Advising & Pre-Law Advising
- Interview Prep
- Job & Internship Search
- Resumes, CVs, & Cover Letters
- Fellowship Opportunities



Drop In Hours



QUESTIONS?

