

# Middlebury College Center for Careers and Internships

## STRATEGIC PLAN 2024-2027







## Our Mission

The Center for Careers and Internships prepares students to translate their Middlebury experience into successful pursuit of their post-graduate goals.

# Vision and Core Values

## VISION:

Student career and professional development are an integral part of the Middlebury experience.

## CORE VALUES:



### Students First

We welcome and serve all Middlebury students--their needs and aspirations are at the center of our work and decision-making.



### Learning

We are educators who lead with a commitment to teaching and learning.



### Exploration

We model and nurture curiosity, ideation, and inquiry to promote growth mindsets, essential for career development and achievement of meaningful outcomes.



### Connection

We cultivate relationships, fostering trust and collaboration.

# About the Plan

We are pleased to share our strategic plan, outlining goals and priorities through June 2027. As part of Middlebury's Academic Affairs division, we support the institution's commitment to immersive learning--preparing students to lead engaged, consequential, and creative lives, contribute to their communities, and address the world's most challenging problems. Our goal is to ensure that students graduate both world-ready and work-ready.

This plan is the result of a year-long process including stakeholder consultations, benchmarking, team collaboration, and a revision of our core values to address current and future opportunities and challenges.

Through an integrated approach to career and professional development, CCI envisions career exploration as a seamless, essential part of the Middlebury experience. To achieve this, we have outlined three core strategic goals:

- Develop and sustain a thriving college-to-career ecosystem.
- Strengthen career education at Middlebury.
- Facilitate access to meaningful opportunities.

In collaboration with key stakeholders, we will implement initiatives to enhance student career development, grow professional networks, and provide meaningful opportunities. This work will position Middlebury students for long-term success in an evolving professional landscape. Details on our annual action plan and key performance indicators will be shared in our annual reports and are available by request.





**Develop and  
Sustain a  
Thriving College  
to Career  
Ecosystem**

**Facilitate Access  
to Meaningful  
Opportunities**

**Strengthen  
Career  
Education at  
Middlebury**



# Develop and Sustain a Thriving College to Career Ecosystem

## GOAL:

CCI will build and support a dynamic community that amplifies the breadth, depth, and quality of partnerships and practices benefiting student career development.







## OBJECTIVES:

### **Empowered Community.**

Build a hub for professional development that equips faculty, staff, administrators, alumni, and student peers with the assets and knowledge to integrate career development and readiness into their work.

### **Integrated Networks.**

Scale up alumni, parent, and employer engagement and align with best practices in mentored learning.

### **Thought Leadership.**

Lead the way with best-in-class expertise, market intelligence, and technology connecting students to the world of work.

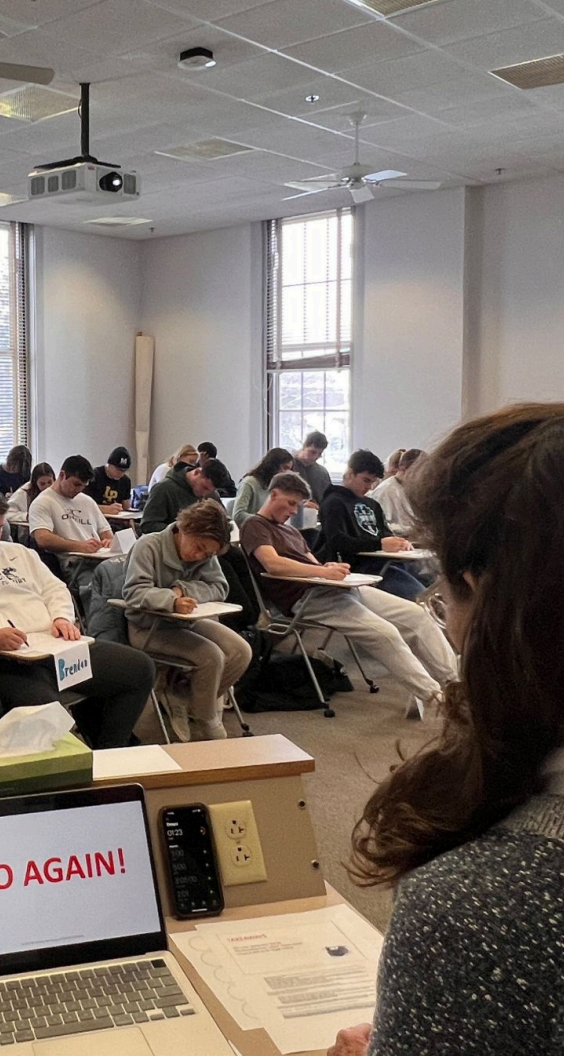
# Strengthen Career Education at Middlebury

## GOAL:

CCI will deliver comprehensive career education designed to increase students' agency in their own career development.







### **Integrated Career Education.**

Collaborate with faculty and staff to incorporate career readiness competencies throughout the liberal arts experience.

### **High Impact Experiential Learning.**

Design, support, and evaluate internships and experiential learning opportunities that connect students' liberal arts learning to career learning outcomes.

### **Learning and Growth.**

Create and deliver innovative and pragmatic programs, digital content, experiences, and opportunities to ensure intellectual and personal growth.

## **OBJECTIVES:**

# Facilitate Access to Meaningful Opportunities

## GOAL:

CCI will develop and provide access to a wide range of opportunities, including internships, jobs, and experiential learning programs, with an aim of bringing the world to Middlebury and Middlebury to the world.







### **Equitable Access.**

Equip all students with the support they need to pursue success at each stage of their career development.

### **Durable Relationships.**

Build lasting relationships with a diverse range of employers whose internships and jobs match student interests.

### **Future Ready.**

Enhance and streamline advising, programs, and resources to increase student knowledge, skills, and social capital necessary for top jobs and careers of the future.

## **OBJECTIVES:**



cci@middlebury.edu



152 College Street, Middlebury, VT 05753



[www.middlebury.edu/careers-internships](http://www.middlebury.edu/careers-internships)



Center for Careers  
and Internships  
*at Middlebury*