Human Resources at UT Knoxville is committed to supporting staff in their career development, offering services and resources focused on staff development, engagement, advancement, and retention. This report provides insight into the Career Development activities and coaching clients. The appointments began on October 25, 2022.

### Coaching:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Number of Clients</td>
<td>206</td>
</tr>
<tr>
<td>Number of Appointments</td>
<td>524</td>
</tr>
<tr>
<td>Avg number of appts</td>
<td>2.5</td>
</tr>
</tbody>
</table>

### Coaching Outcomes:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Applied to New Role</td>
<td>89</td>
</tr>
<tr>
<td>Secured Interviews</td>
<td>67</td>
</tr>
<tr>
<td>Secured Offers</td>
<td>44</td>
</tr>
</tbody>
</table>

### Issue Prompting Visit

- Exploring Opportunities: 213
- Dissatisfied in Current Role: 175
- Seeking New Career: 70
- Seeking Advancement: 66

### Appointment Type

- Email: 90
- In-Person: 239
- Virtual: 195

### Services Provided

- Career Coaching: 165
- Identifying Opportunities: 74
- Interview Prep: 81
- Resume/Cover Letter: 204

### Staff Satisfaction with Coaching

- Exceeded Expectations: 95%
- Met: 1%
- Not Met: 3%
- Not Sure: 1%

### Diversity of Clients:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Underrepresented Groups</td>
<td>23%</td>
</tr>
<tr>
<td>Female</td>
<td>80%</td>
</tr>
<tr>
<td>Veterans</td>
<td>3%</td>
</tr>
<tr>
<td>Avg Years of Service</td>
<td>6.1 Years</td>
</tr>
<tr>
<td>Exempt</td>
<td>54%</td>
</tr>
<tr>
<td>Non-Exempt</td>
<td>46%</td>
</tr>
</tbody>
</table>

### Underrepresented Groups

- Indigenous: 10
- Asian: 3
- Black: 7
- Hispanic: 25
**Clients by College or Division**

- College Architecture & Design: 3
- College of Arts and Sciences: 16
- College of Communication & ...: 9
- College of Education, Health,...: 11
- College of Nursing: 2
- College of Social Work: 3
- Digital Learning: 4
- General Administration: 3
- Haslam College of Business: 5
- Institute of Agriculture: 5
- Office of Info Technology: 20
- Provost: 20
- Student Life: 17
- Tickle College of Engineering: 14
- UT Development Foundation: 3
- UT Oak Ridge Innovation...: 1
- VC Access & Engagement: 4
- VC Communications: 9
- VC Finance & Admin: 3
- VC Research: 8
- VP Enrollment Management: 8
- VP Student Success: 10

**Referral Source**

- Commission: 22
- HR Newsletter: 13
- Manager Referral: 17
- Outreach Event: 17
- Session Event: 30
- Staff Referral: 87
- Website: 8
- Other: 12

**Generations**

- Baby Boomers: 83
- Generation X: 35
- Millennial: 96
- Generation Z: 15

**Appointments By Month**

<table>
<thead>
<tr>
<th>Month</th>
<th>FY23</th>
<th>FY24</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Aug</td>
<td>42</td>
<td></td>
</tr>
<tr>
<td>Sep</td>
<td>59</td>
<td></td>
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<td>Oct</td>
<td>6</td>
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<tr>
<td>Nov</td>
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<td>Feb</td>
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<tr>
<td>Mar</td>
<td>37</td>
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<tr>
<td>Apr</td>
<td>19</td>
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<tr>
<td>May</td>
<td>36</td>
<td></td>
</tr>
<tr>
<td>Jun</td>
<td>43</td>
<td></td>
</tr>
</tbody>
</table>

**Career Development Events in FY 2023-2024:**

- Number of Events: 33
- Total Attendees: 638

**Event Topics**

- Value of Staff Development: 1
- Creating Community: 1
- Designing Your Career: 5
- Career Development Plan: 1
- Myers-Briggs Types: 1
- Navigating Opportunities: 1
- Other: 8