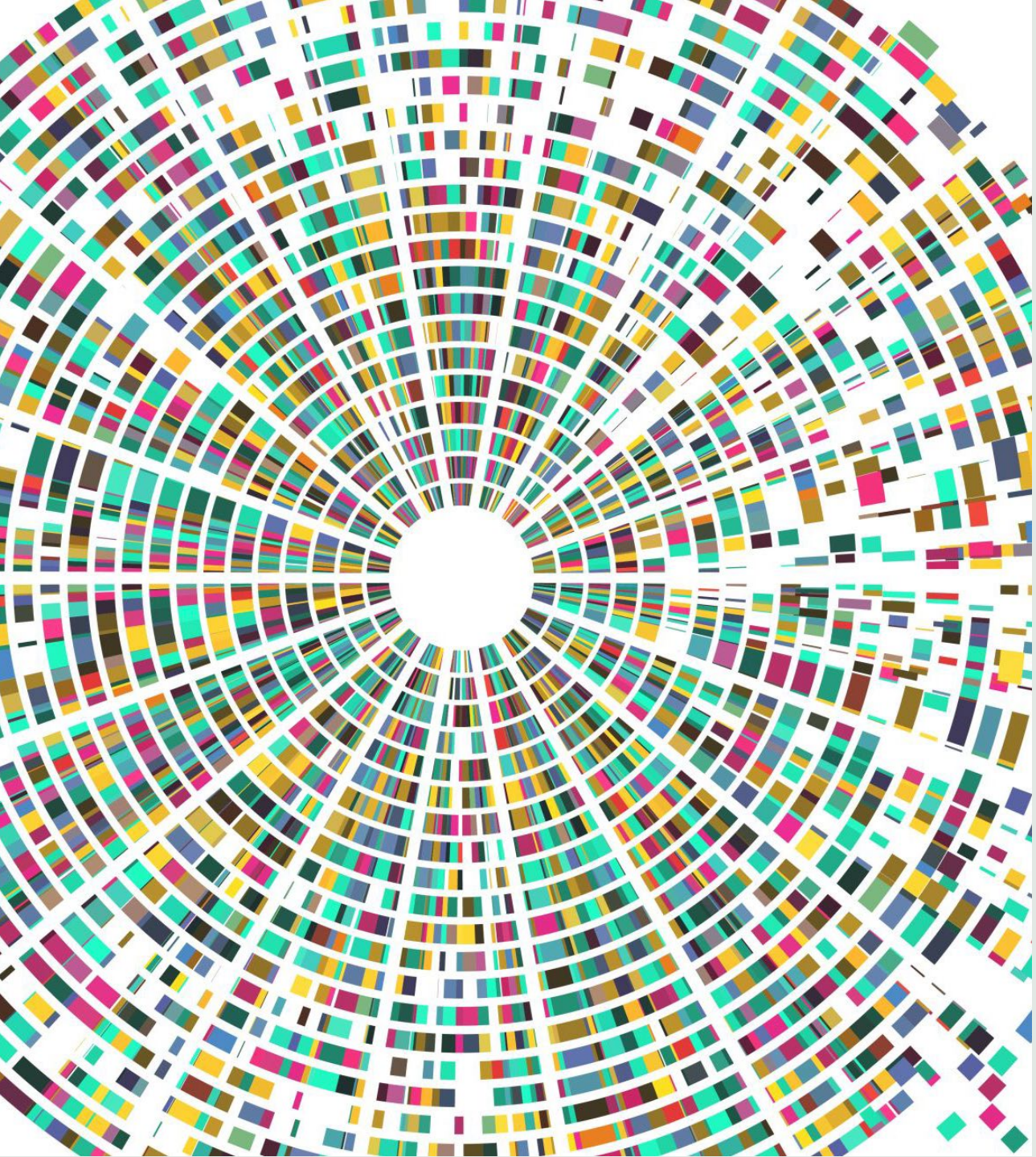


Career Starts Here: How Georgia State University Integrates Career Readiness

Catherine Neiner, Director of University Career Services

Angela Christie, Ph.D., Faculty Director College to Career QEP

Momentum Summit IV

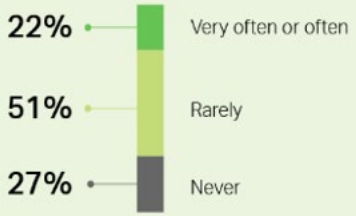
March 3, 2021

College to Career: An Overview

(Dis)illusioning Findings

Career Advice: Frequency of Access to Resources

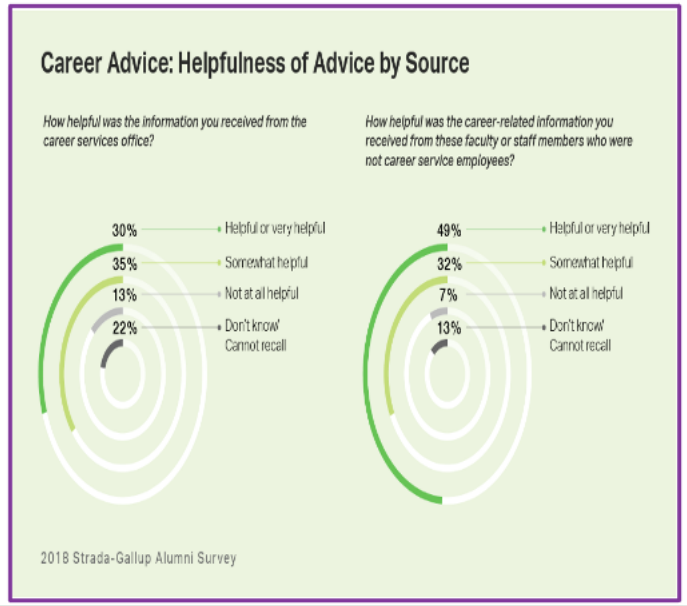
While attending [Institution], how often did you visit or access resources provided by the career services office?

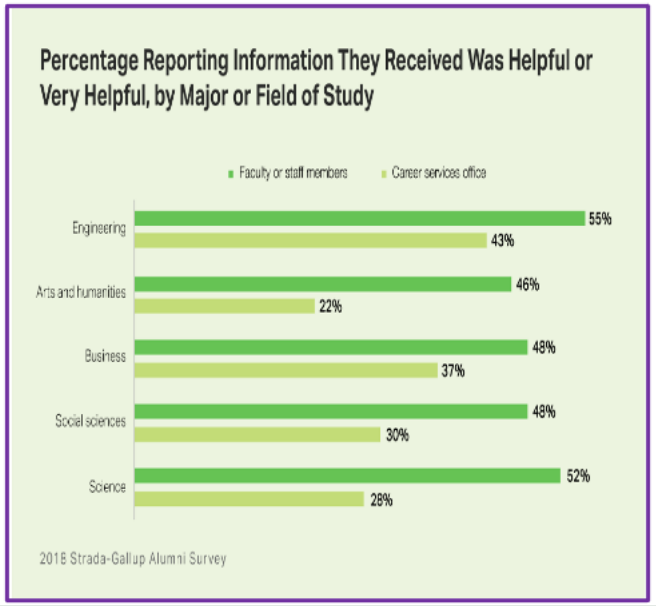


How often did you receive career advice from other faculty or staff members at [Institution] who were not career service employees?

2018 Strada-Gallup Alumni Survey

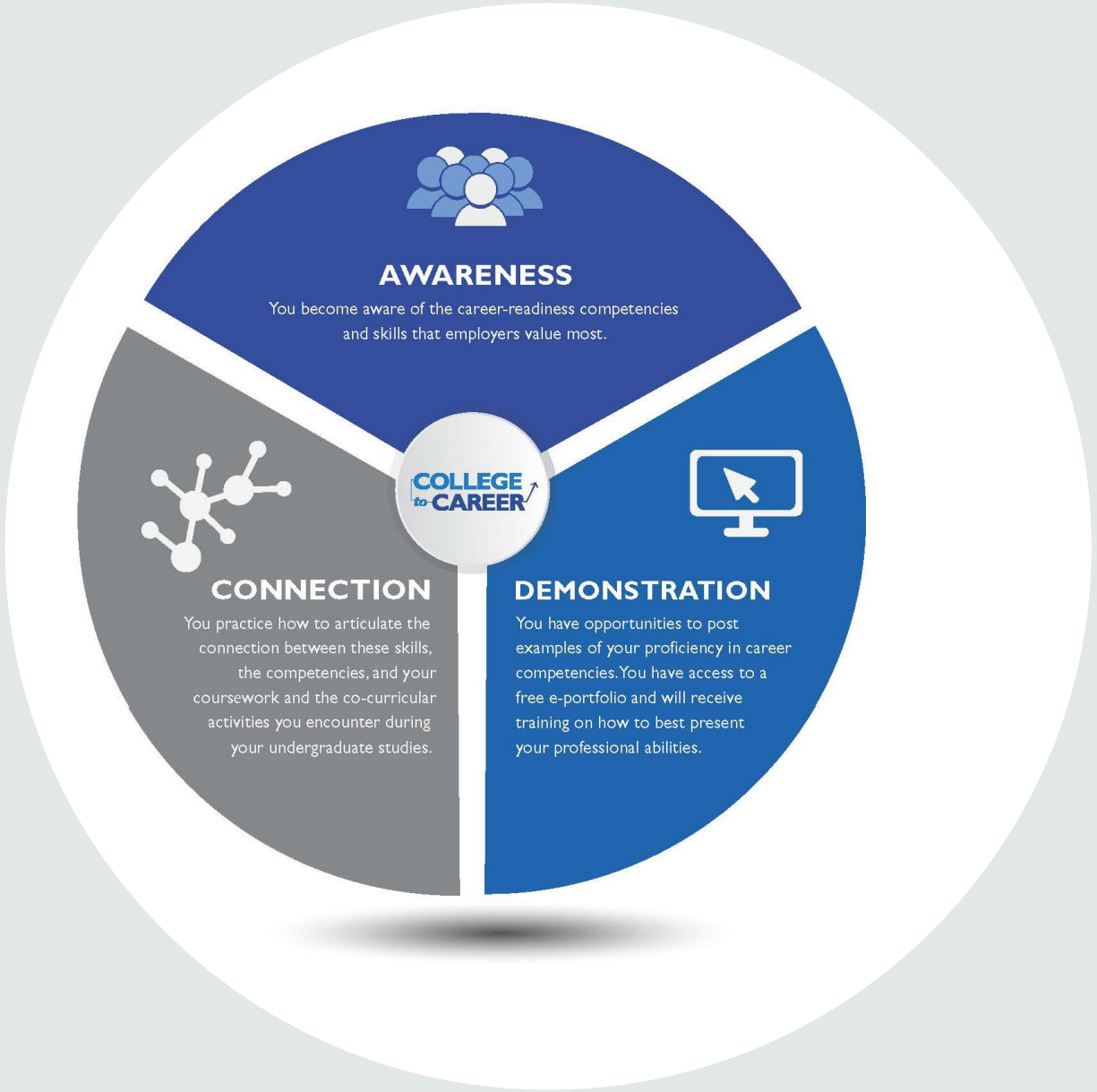
Illuminating Findings





Career Services *in* the Classroom

- Career-Readiness Curriculum
- Skill-Builder Connection Tool
- Departmental Incentive Grants and Faculty Fellowships
- Major-specific Career Explorer Webpages



Career Readiness Curriculum

- GSU 1010 and PCO 1020 Awareness Modules
- English 1101 and 1102 Connection Curriculum
- Signature Experience Courses Demonstration Modules

Skill Builder Connection Tool

CAREER READINESS COMPETENCIES & SKILLS

COLLEGE-to-CAREER

CRITICAL THINKING / PROBLEM SOLVING

- Recognize, build, and appraise arguments
- Create and implement action plans
- Analyze visual data
- Conduct academic and archival research
- Mine and analyze data
- Create and implement solutions to crises/problems
- Identify errors in reasoning
- Provide useful summaries/precis
- Connect valid research to support arguments/claims
- Weigh options by considering impact

ORAL / WRITTEN COMMUNICATION

- Communicate to a mass audience
- Use presentation software effectively
- Produce successful and convincing proposals
- Engage in social/community/political activism
- Edit and publish material
- Engage in storytelling and analyze narrative
- Prepare interview questions and answers
- Curate and maintain social media information
- Translate research
- Participate in active listening and respond appropriately

TEAMWORK / COLLABORATION

- Assist in organizing and planning
- Collaborate in group projects
- Participate in collaborative writing
- Design and assess tasks
- Prioritize tasks
- Follow through on tasks
- Manage executive order function
- Navigate conflict
- Listen and respond appropriately
- Show commitment and follow through

DIGITAL TECHNOLOGY

- Demonstrate technical and program literacy
- Design creative digital solutions
- Know and apply field-related tech to solve challenges
- Engage in copywriting and editing tasks
- Translate data
- Create audience-appropriate layouts
- Engage in variety of digital publishing formats
- Produce audio and video solutions
- Manage podcast projects
- Use variety of modalities to express meaning

LEADERSHIP

- Organize and manage projects
- Develop time management strategies
- Train/teach others how to perform tasks
- Observe and reflect
- Perform an advisory role
- Develop and implement outcomes
- Promote critical literacy
- Take calculated risks
- Manage conflict resolution
- Generate ideas

PROFESSIONALISM / WORK ETHICS

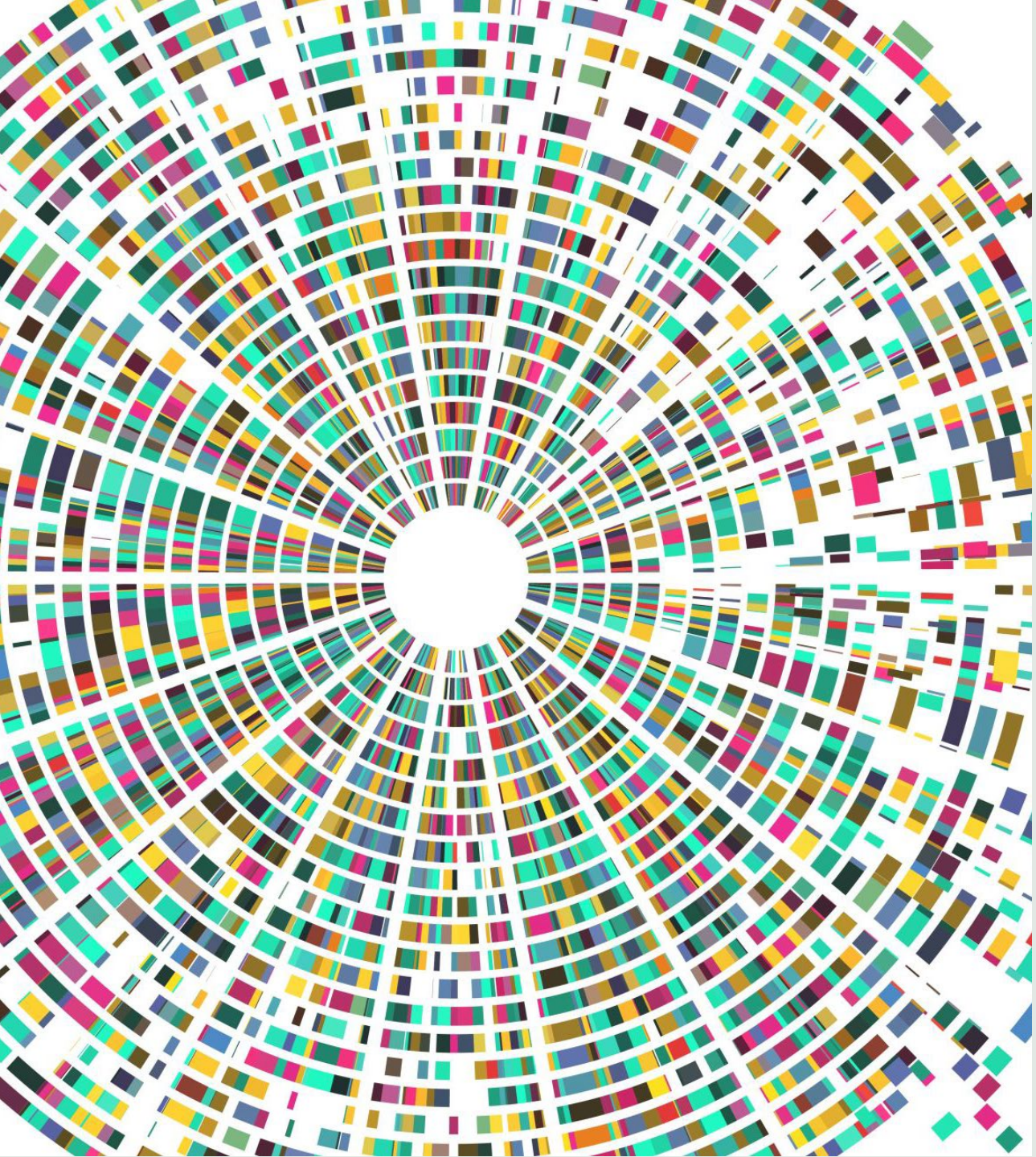
- Meet deadlines
- Demonstrates sensitivity to other's concerns
- Ask and respond appropriately to questions
- Accept responsibility
- Anticipate needs
- Seek other perspectives
- Demonstrate time management
- Adapt to changed circumstances/environment
- Interpret other's emotions
- Solicit and adjust to feedback

CAREER MANAGEMENT

- Adapt to professional situations
- Demonstrate an awareness to digital presence
- Set and achieve goals
- Articulate interests, skills, and values
- Show attention to detail
- Take initiative
- Network
- Curate e-portfolio
- Identify support groups needed to achieve goals
- Implement solutions

GLOBAL / INTERCULTURAL FLUENCY

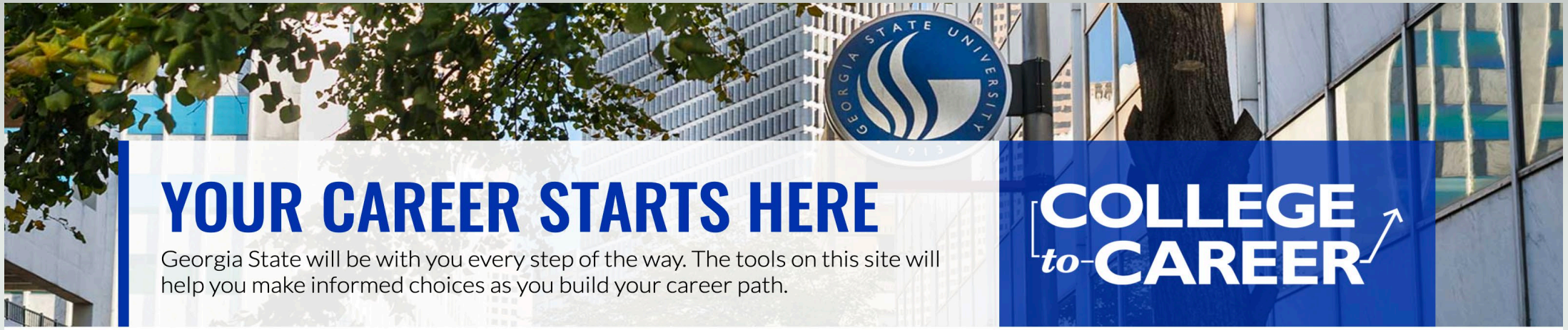
- Show an awareness of diverse perspectives
- Demonstrate respect for other cultures
- Approach team/group communication with sensitivity and openness
- Show awareness of global/community issues
- Question forms of power, privilege, and inequality
- Develop a sense of personal and civic responsibility
- Analyze cultural norms and values
- Understand the influence of history, geography, gender, race, ethnicity, etc. on identity
- Develop strategies for communicating with people with different languages
- Demonstrate self-sufficiency in 'outside the comfort zone' situation



Grants and Fellowships

- Major Alignment Plans/Departmental Incentive Grants
- Faculty Training through CETLO
- Faculty funding available for curriculum and program development
- College to Career Mini-Grants

Career Explorer Webpages



What Does Workforce Readiness Look Like?

▶ The National Association of Colleges and Employers identifies 8 career-readiness competencies that employers value most. Explore those competencies and the associated skills below.

CONNECT, TRACK, AND DOCUMENT **YOUR PATH TO CAREER**