



## The Roche Family Center for Career Development

# CENTER FOR CAREER DEVELOPMENT

LORI MORAN

Supporting Faculty  
and Highlighting  
Career Readiness Competencies



# ABOUT CAREER DEVELOPMENT

- ❑ Individualized attention and early engagement
- ❑ All years and all majors
- ❑ Career Coaching
  - ❑ Career Decision-making
  - ❑ Resume/Cover Letter Writing
  - ❑ Job/Internship Search
  - ❑ Interview Prep/Mock Interviews
  - ❑ Grad School Prep
  - ❑ Networking/LinkedIn
- ❑ Career Relations
  - ❑ Experiential Learning
  - ❑ Career Expos
  - ❑ Opportunities on and off campus



# PROGRAMS



Royal Threads



Royal Experience Summer Internship Program



Interview Rooms

# HOW CAREER DEVELOPMENT CAN SUPPORT FACULTY

- ❑ Liaison Model
- ❑ Classroom Presentations
- ❑ Assignments for your classes (example: resume review, mock interview, attend Career Expo)
- ❑ Partnerships on programs
- ❑ Outcomes information
- ❑ Tools and Resources: our website, Career Roadmap, Big Interview, Handshake
- ❑ Understanding and promoting career readiness competencies

# CAREER COMPETENCIES

AS DEFINED BY THE NATIONAL  
ASSOCIATION OF COLLEGES & EMPLOYERS  
(NACE)

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Career and Self-Development

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Communication

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Critical Thinking

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Cura Personalis (care for the whole person)

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Leadership

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Professionalism

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Teamwork

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Technology

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# CAREER READINESS COMPETENCIES IN CLASS

- ❑ Faculty play an important role in helping students understand and gain career readiness competencies—students often ask faculty for career advice, and courses may already be structured to include competency development.
- ❑ **Faculty don't need to do anything extra throughout the semester! You are already doing it!**
- ❑ Consider adding a Skills/Competencies Objective in your syllabus: articulate how the class and assignments connect to the career competencies.
  - ❑ Which skills/competencies will students gain throughout the course and HOW?
  - ❑ The skills gained in class and the skills employers seek are not mutually exclusive.

# SAMPLE SYLLABUS LANGUAGE

The National Association of Colleges and Employers (NACE) states that there are eight career readiness competencies <https://www.nacweb.org/career-readiness/competencies/career-readiness-defined> that all employers are looking for and that all college students can attain. Here is how you can develop these competencies in this course:

**Career and self-development:** You will conduct an informational interview with a professional in the field. You will attend the Career Expo, dress professionally, and speak to three employers at the event, practicing your networking skills.

**Communication:** You will develop your written communication skills by writing a research paper. You will develop verbal and interpersonal communication skills through group work and a class presentation.

# SYLLABUS (CONTINUED)

**Critical Thinking:** We will have conversations in class regarding ethical dilemmas and analyze problems through certain class activities. You will use anatomical knowledge to predict physiological consequences and use knowledge of function to predict the features of anatomical structures. You will discuss real-world implications (i.e. clinical, health, or fitness) of anatomy and physiology.

**Equity and Inclusion:** We will learn about creating accessible lab spaces in this class. As part of your CBL, you will be connected with a new, local refugee family to assist with acclimation to the community. You will learn about systemic racism in the course and write a research paper about how to dismantle systemic racism.

**Leadership:** You have the opportunity to take on a leadership role in your group project.



# SYLLABUS (CONTINUED)

**Professionalism:** You will be on time and be prepared for class. You will set up a LinkedIn profile to effectively portray your professional brand.

**Teamwork:** Through your group project, you will gain experience collaborating as part of a team. You will work in a team of three to participate in the Advertising challenge and create a real campaign for a local organization.

**Technology:** You will become proficient in Java. You will utilize Brightspace for your assignments.

# HOW STUDENTS CAN CONNECT THE DOTS

- ❑ Students may not think about career readiness competencies gained in the classroom, but if reinforced in a syllabus and/or class discussion, they may feel more confident that they have attained those skills.
- ❑ Students will be better prepared in resume preparation, interviews and networking opportunities to discuss these skill sets and reflect on experiences in the classroom.

# CENTER FOR CAREER DEVELOPMENT

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Once a Royal, always a Royal!

THANK YOU!!!

# RESOURCES

<https://www.nacweb.org/career-readiness/competencies/career-readiness-defined>

<https://www.nacweb.org/career-readiness/best-practices/working-with-faculty-takeaways-from-the-competency-symposium/>

<https://www.nacweb.org/career-readiness/best-practices/helping-faculty-understand-the-impact-of-the-nace-career-readiness-competencies/>