

## Why Wait? First-Year Students and Career Competency

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## Objectives

By attending this session, participants will be able to:

1. identify eight career readiness competencies;
2. discuss ways to incorporate the competencies in the first-year seminar;
3. examine three sample activities that can be applied to their class.

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- Public, 4-year
- Spartanburg, SC
- 6,000 students (mostly undergraduate)
- High # of first generation students
- Large commuter population
- Focus on service learning and active learning

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## University 101

- 3 hour elective course
- Not required but generally supported by all majors
- All instructors required to include a career component

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## ASK Night (Alumni Sharing Knowledge)



- Panel of recent graduates
- Working in their field
- Share Upstate experiences that prepared them for careers
- Attendance required

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## The Skills Gap

- 87% of recent college graduates feel well prepared for their job upon graduation

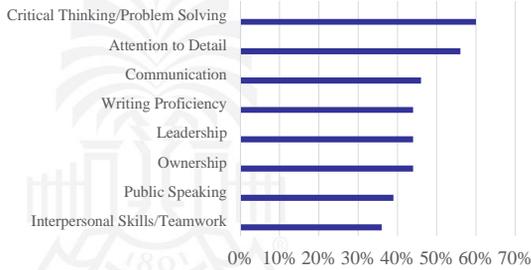


- Only 50% of managers feel recent graduates are prepared for the workforce

Payscale (2016). Leveling Up: How to Win in the Skills Economy  
"Unemployed Jennifer Aniston GIF". GIPHY, 2013. <https://giphy.com/gifs/jennifer-aniston-unemployed-C7pxM142KtJ6>

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### % of Managers Who Feel New Grads Lack Skill



Payscale (2016). Leveling Up: How to Win in the Skills Economy

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## What does it mean to be “Career Ready”?

- **Career Readiness** is the attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition into the workplace (NACE)

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## Career Competencies Identified by NACE

- Critical Thinking/Problem Solving
- Oral/Written Communications
- Teamwork/Collaboration
- Digital Technology
- Leadership
- Professionalism/Work Ethic
- Career Management
- Global/Intercultural Fluency

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## Spartan Ready



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## Literature Supporting Career Development in College Freshmen

- Folsom, Peterson, Reardon, and Mann (2002) found that students who completed an undergraduate career planning course had higher graduation rates as compared with the general student population.
- A term defined by Reed, Reardon, Lenz, and Leierer (2001) is dysfunctional career thoughts.

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## Overcoming Dysfunctional Career Thoughts in FYE

- Help understand the work in today's world
- Recognize negative thoughts and reframe to think in a positive manner
- Understand decision-making skills
- Identify personal interests, skills, abilities, and values
- Relate personal characteristics and career goals to academic majors
- Create customized career action plan

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## Activity 1: Dream Board



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## Activity 2: Hiring Committee

- Purpose: Introduce the format, function, and effectiveness of a resume by examining samples and comparing to a job posting
- Time: 15- 30 minutes
- Materials: Job posting and 5 sample resumes (1-2 copies per groups)
- Description: Group students to create "hiring committees." Each group reads the job posting and resumes. Group chooses their favorite candidate and justify it.



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## Activity 3: Superhero Job Search

*Crime is high, people are moving away, and the city needs someone to come in and save the day.*

- Group 1: City Search Committee
- Groups 2-5: Superhero "team"

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## Superhero Job Search

*All groups were given samples/templates of job postings, resumes, and job descriptions.*

### Search Committee

- Create job description
- Decide which strategies to use in your search
- Decide on 10 interview questions that would be important

### Superhero Teams

- Create a superhero (must be original) and build a resume
- Write an elevator pitch

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## Superhero Job Search

### Day One

- The search committee turned in job description and interview questions
- The superhero teams turned in their resumes

### Day Two

- The search committee was given copies of resumes and teams were given copies of job posting
- Superhero teams presented elevator pitches
- The search committee conducted group interview

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## Job Description

### *Help wanted in Circuit city*

**Position Description:** Needs super hero that will fight super villain effectively, be able to speak to public without showing his/her identity, able to save people's lives, must have self-control, able to work well with others.

**Major Areas of Responsibility:** PROTECTING THE CITY, SAVING LIVES, AND TAKING DOWN BAD BUYS

#### Qualifications:

**Education / Knowledge:** Critical thinking skills, High math skills, and experts in English and science

**Skills/ Abilities:** Time manipulation, energy manipulation, matter manipulation, telepathic, and magic

**Personal characteristics:** must be kind, helpful, inviting, and mixed race

**Certifications:** went to superhero academy

**Experience:** MUST HAVE AT LEAST 1-2 YEARS OF EXPERIENCE USING POWERS

**Working Conditions (hours, shift, environment, etc.)**

**Hours/ Shifts:** May vary but must be flexible

**Physical Requirements:** strength, speed, must be durable to hit, mentally stable

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### THE DARK WEB

(Case: 1 earned)

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**OBJECTIVE**

I would like the opportunity to become the citizens of Circuit City. I would like to be able to help the citizens and make the town a happier and safer place.

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**SKILLS**

- Bilingual, speak English and Spanish
- Super/Tal Realities
- Risk-Challenge
- Ability to Create Own Risk-Free Situations

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**EDUCATION**

**HS GRADUATE - 2006 - DAYTON**

- 4.5 GPA
- Varsity Football
- All-Star athlete

**BACHELOR'S DEGREE - 2010 - UNIVERSITY OF ALABAMA**

- 3.5 GPA
- Varsity
- Member
- Member-Club, CHS

### Lighting Flame

**Elevator Pitch**

Hi, we are Lighting Flame.com, and we have acquired in warfare and protection and attended Sky High University. We graduated in May of 2018. We can take out a burning building with a single breath, as well as save anyone in the building without anyone getting hurt.

**Summary**

The name Lighting Flame comes from him being able to come from him being able to rise from one place to another in under 1 second. Flame comes from him being able to go in a burning building without being burned.

**Skills**

- Fast Feet
- Strong grip hand
- Super Hearing
- Can save other people and help

**Experience**

Clearing Contractor

Putting out local fires to save people. It was a bunch of people burned down the local grocery store, he came and put out the fire, as well as saved everyone in the building.

**Education and Training**

Superhero Training People

Sky High University - Newport RI, USA

Graduated 2018

**Activities and Honors**

- \*"On-call with the local fire department"
- \*"Put out a fire with one single breath"
- \*"Hit through every obstacle in gym class first"
- \*"Broke out of jail without getting caught"
- \*"Star track"
- \*"Was the fastest 400-meter dash in track"

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## In Your Groups...

- Create an elevator pitch for your superhero

An elevator pitch is typically a 30-second "commercial" that briefly explains your experience, skills, and employment goals.

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## Questions?

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<https://guidebook.com/g/fye18/>

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