Why Wait? First-Year Students and Career Competency

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.

University 101
- 3 hour elective course
- Not required but generally supported by all majors
- All instructors required to include a career component

ASK Night (Alumni Sharing Knowledge)
- Panel of recent graduates
- Working in their field
- Share Upstate experiences that prepared them for careers
- Attendance required

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
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)

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

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.
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

Activity 1: Dream Board

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.

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”

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

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
Job Description

Help wanted in Circuit City

Position Description: Heads fair here that will fight super villains effectively. Be able to speak in public without showing off their identity, able to save people, must have self-control, able to work well with others.

Major Areas of Responsibility: protects the city, keeps the place clean, and finds things that are lost.

Qualifications:
- Education / Knowledge: critical thinking skills, high English skills, and capable in English and science.
- Skills / Abilities: Teamwork, energy manipulation, weather manipulation, teleportation, adjusts, and tropics.
- Personal Characteristics: must be kind, helpful, loving, and moral.
- Certification: earn in superhero academy.

Experience: At least 2 years of experience in superhero training.

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

- Income: May vary but must be flexible.
- Physical Requirements: strength, speed must be utilized to hit, mentally stable.

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.

Please remember to submit your evaluation on Guidebook!

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

Questions?

For more information:
- Jessie Cochran: jessiec@uscupstate.edu
- Susan Kolb: skolb@uscupstate.edu
- Susannah Waldrop: swaldrop@uscupstate.edu