

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

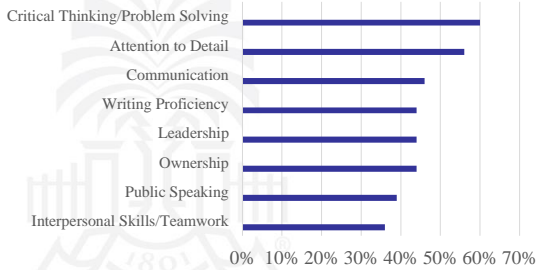


- Only 50% of managers feel recent graduates are prepared for the workforce

Payscale (2016). Leveling Up: How to Win in the Skills Economy
"Unemployed Jennifer Aniston GIF". GIPHY, 2013. <https://giphy.com/gifs/jennifer-aniston-OTpxM142KtJ6>

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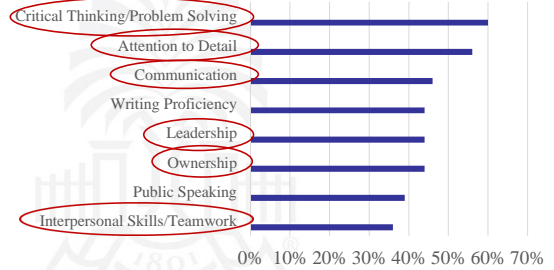
% of Managers Who Feel New Grads Lack Skill



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

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% of Managers Who Feel New Grads Lack Skill



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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

(cover - 1/2018)

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.

SKILLS

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

EDUCATION

HS GRADUATE - 2008 - 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, my name is Lighting Flame, and I have been assigned to defend and protect and attend Sky High University. We graduated in May of 2018. We are looking for a teaming building with a single thread, in well as an easy employee 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
- Finger Dexterity
- Can save other people and help

Experience

Cleaning 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 an employee at 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 me 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?

For more information:

Jessie Cochran- jessiec@uscupstate.edu

Susan Kolb- skolb@uscupstate.edu

Susannah Waldrop- swaldrop@uscupstate.edu

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Please remember to submit your evaluation on Guidebook!

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

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