CAREER CHAMPIONS

Meeting the Career Development Needs of All UWSP Students

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Introductions

Name

Pronouns

Role on Campus

Interest in today's topic

Learning Outcomes for This Session

After participating in this session, attendees will be able to:

- Identify strengths and barriers in student career development at the course, program, school, and institutional levels

- Know the 8 NACE Career Readiness Competencies

- Discuss and advocate for current career development practices with colleagues

What We'll Cover Today

- Impacts of COVID on career development
- Best practices in career development
- Where do we go from here?
- Q&A

Impacts of COVID

A Quick Poll

Additional Discussion Topics:

◦ What other ways has COVID impacted students' career development that wasn't mentioned?

◦ How have virtual and in-person interactions with students been different or similar? Since the transition back to (mostly) in-person?
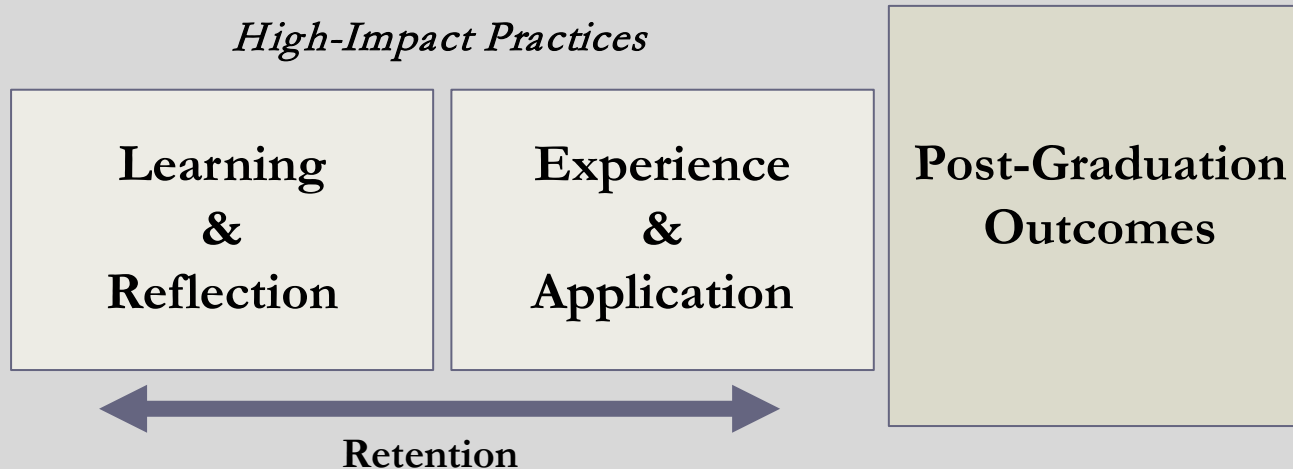
Impacts of COVID

Career Development Team and Employer Perspectives

◦ What we're seeing & hearing from students

◦ What employers are saying

◦ Insight on virtual interactions

◦ Relationships still matter

Best Practice: High-Impact Practices (HIPs)

○ Identifying high-impact practices

○ Connection between HIPs & career development

○ Importance of reflection & communication

High-Impact Practices

Learning & Reflection	**Experience & Application**	**Post-Graduation Outcomes**

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Retention

High-Impact Practices
- Demand time and effort
- Offer timely, substantial feedback
- Prompt reflection
- Engage across differences
- Build relationships
- Apply learning outside class

EXAMPLES of HIPs
- Learning communities
- Service learning
- Collaborative assignments
- Writing intensive courses
- Senior capstone
- Undergraduate research
- Internships

Best Practices: NACE Career Competencies

Career Readiness is a foundation from which to demonstrate requisite *Core Competencies* that broadly prepare people for success in the workplace & lifelong career development.

National Association of Colleges & Employers (NACE), 12/21/21, https://www.naceweb.org/uploadedfiles/files/2021/resources/nace-career-readiness-competencies-revised-apr-2021.pdf

Career & Self-Development

Communication

Critical Thinking

Equity & Inclusion

Leadership

Professionalism

Teamwork

Technology

Best Practices: Continued Work

Reflection	Communication	Collaboration
• Listening to what students, faculty, & employers are sharing • Identifying roadblocks • Acknowledging what's happening and how varying levels of social capital impacts career success	• Acknowledging people are at different points • Cross-sharing of industry information and needs • Extending access; educating others	• Developing needed resources/supports • Advocating for ideas • Identifying and sharing examples of success (and factors within success) • Making change within our scopes of practice
ENGAGING IN THE WORK!		

Identifying Existing Barriers

Group Share

Case Study:
Career Planning Guide

Key Takeaways

- Communication is essential – sharing successes, barriers, and industry updates
- Reflection is key to student retention of career development information
- ACAC Faculty and Staff Resources

Where do we go
from here?

Introducing: Career Champions Network

- Purpose
  - Creating a Network of Faculty & Staff
  - Building a Community of Practice, Support, and Advocacy
  - Meeting Needs of All UWSP Students

Career Champions Network: Course Themes

Developmental Career Assignments

Career Conversations with Students

Career Resources and Technology

Employment/Industry Trends

Career Development in the UWSP Experience

Open Q&A

Resources Guiding Career Practice

- [Handshake](#)

- [Career Leadership Collective](#)

- [National Career Development Association](#) (NCDA)

- [National Association of Colleges & Employers](#) (NACE)
  - [Wisconsin Association of Colleges & Employers](#) (WIACE)
  - [Midwest Association of Colleges & Employers](#) (MWACE)

THANK YOU!

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For more information and resources, visit the Academic & Career Advising Center website