WACE CAREER COMPETENCIES PREPARING OUR STUDENTS FOR THE WORKFORCE PRESENTED TO THE ADVISING ALLIANCE STARR CAREER DEVELOPMENT CENTER

LEARNING GOALS FOR TODAY

By the end of this presentation, you will be able to:

- Name at least 2 career competencies critical to success in internship/job searching and career development
- Give 2 examples of how students might develop 1 of the career competencies
- Identify 2 tangible ways that you and/or your department might weave your knowledge of career competencies into your work with students.



POLL TIME!

- 1. What department do you work for?
- 2. How often do matters pertaining to career readiness or professionalism come up in your work with students?
- 3. How comfortable do you feel incorporating matters of career readiness or professionalism in your work with students?



WHAT IS THE NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS? (NACE)

Members include over 9,400 career services professionals and 3,200 university relations and recruiting professionals Leading resource on the employment trends and hiring practices for the college-educated

Surveyed
employers to
identify core
competencies
that comprise
"career
readiness" in new
professionals

WHAT ARE NACE CAREER COMPETENCIES?

NACE defines career readiness:

"Career readiness is the attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition into the workplace."

These competencies are:

Students rated themselves
HIGHER on these competencies
than employers rated them

Critical Thinking/Problem Solving

Oral/Written Communication

Teamwork/Collaboration

Digital Technology

Leadership

Professionalism/Work Ethic

Career Management

Global/Intercultural Fluency



Critical Thinking/Problem Solving

Sample Interview Question:
"Tell me about a time when you solved a problem at work."

Resolving a Conflict Between Teammates

Improving a Process at Work

Delegating Roles for a Team

Brainstorming Ideas

Writing a Research Paper



Oral/Written Communication

Sample Interview Question:

"Describe a time when you had to interact with a difficult client. How did you handle it?"

Articles/Publications for School Paper

Customer Service Experience

Class Presentations

Selling/Persuading

Take a Communications Class



Teamwork/Collaboration

Sample Interview Question:

"Give me an example of your teamwork in completing a critical project."

Join a Campus Club

Do Team Projects

Join T.E.A.M. Baruch

Volunteer for a Worthy Cause

Help a Friend or Colleague



Digital Technology

Sample Interview Question: "How do you use a pivot table?"

Excel/Python/Industry Software

Webinars/Taking Online Classes

Social Media (LinkedIn, Instagram)

Digital Interviewing (HireVue)

HTML/Web Design



Leadership

Sample Interview Question: "Tell me about a time when you

took a leadership position."

Training a New Colleague

Managing/Supervising

Plan an Event

Run for a Club Position

Joining T.E.A.M. Baruch (Peer Mentor)



Professionalism/Work Ethic

Sample Interview Question:

"When is the last time you received critical feedback, and how did you handle it?"

Punctuality at Work and School

High-Quality Product

Appropriate Work Attire

Timely Completion of Assignments

Positive Demeanor



Career Management

Sample Interview Question: "Why do you want to work here?"

Conduct Informational Interviews

Attend Information Sessions

Go to Networking Events

Create Targeted Resume, Cover Letter and LinkedIn Profile

Get an Internship

Join a Professional Club/ Organization

Obtain a mentor with SEO program



Global/Intercultural Fluency

Sample Interview Question:

"How has your recent study abroad experience changed you?"

Study Abroad/ Exchange Student

Join Conversation Partners

Travel Internationally

Join a Cultural/Religious Club

Be Multilingual/Learn a New Language

POLL TIME!

- 1. On average, in which career competency do you feel your students are strongest?
- 2. On average, with which career competency do you feel your students struggle the most?



BREAKOUTS



For brainstorming/discussion:

- Which career competencies, if any, seem most relevant to the work you are doing with and for students?
- What ideas do you have for how to further integrate these concepts into your work?

WRAP UP / Q&A

