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## Career Readiness: Document of the 2019-2020 University Theme

Winona State University

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## Winona State University Theme for 2019-2020: Career Readiness



# Career Readiness

*Are you ready?*

The [Career Readiness Theme](#) recognized that the world of work evolves through technological advances, globalization, and workforce diversification; the need for competent, responsible leaders grows; and the value of a liberal arts education is challenged.

The Career Readiness theme team used the National Association of Colleges and Employers Career Readiness Model, which through extensive research identified eight core competencies that employers seek in college graduates.

This model created a framework to assist students to identify, articulate, and advance these eight core competency areas through curricular and co-curricular programming.

The theme also invited academic programs to highlight and share their best practices around competency identification, articulation, and advancement unique to their disciplines.

## 2019-20 Theme: Career Readiness

The world of work evolves through technological advances, globalization, and workforce diversification; the need for competent, responsible leaders grows; and the value of a liberal arts education is challenged.

Are we, as a higher education institution ready for what the future holds?

Are our students prepared to serve generously, lead responsibly and respond imaginatively and creatively to the challenges of their work, life and communities as our WSU mission states?

How do they know they are ready?

The [Career Readiness](#) theme team used the National Association of Colleges and Employers Career Readiness Model, which through extensive research identified eight [core competencies](#) that employers seek in college graduates.

These eight core competencies align well with the University's student learning outcomes and complement many of the learning outcomes of academic programs.

This model created a framework to assist students to identify, articulate, and advance these eight core competency areas through curricular and co-curricular programming.

The theme also invited academic programs to highlight and share their best practices around competency identification, articulation, and advancement unique to their disciplines.

## Featured Competency Weeks

During the featured competency weeks, it's a time to focus on those career readiness concepts and really build up your skills in the competency area.

- Teamwork & Collaboration: Sep. 2 - 20
- Global & Cultural Fluency: Sep. 23 - Oct. 11
- Professionalism & Career Management: Oct. 14 - Nov. 1
- Critical Thinking: Nov. 4 - 22
- Leadership: Jan. 27 - Feb. 14
- Digital Technology: Feb. 17 - March 6
- Oral & Written Communication: March 16 - April 3
- Community Engagement: April 6 - 24

## Career Readiness Events

The Career Readiness Theme included a variety of events throughout the year that will help the WSU community build their career readiness skills and become better prepared for their careers-- whatever they may be.

Faculty were encouraged to use the theme in their classrooms and schedule a [classroom presentation](#) from the Warrior Success Center called "Are you Ready?" which walked students through multiple activities to help them identify their competencies.

Members of the WSU community were also welcome to host their own Theme events. The Theme team provided resources for tying events to the theme including:

- Downloadable theme logo graphics
- Downloadable Facebook Event filters
- Use of #WSUCareerReady hashtag for students to showcase their competencies and employers to see evidence of career readiness from WSU students

## #WSUCareerReady Social Media Contest

Career Services gave away career-related books to help support career development:

- Becoming by Michelle Obama – an autobiography
- So Good They Can't Ignore You by Cal Newport-- a career management book
- You Can Do Anything, The Surprising Power of a "Useless" Liberal Arts degree by George Anders – signed by the author

Students, staff and community members who like, share or comment on the [Career Services Facebook](#) posts were entered into a drawing to win the book.

*[Information to which the Theme site linked]*

## Career Readiness

### Prepare for Your Career-- Whatever That May Be

Like most students, you probably choose to attend WSU to prepare for a future career. The term “career” can mean different things to different people including:

- pursuing employment after graduation
- continuing your education in graduate school or other programs
- polishing a craft like creative writing, music performance or art
- contributing to an academic discipline through research
- creating your own personal journey

At WSU, we use the term “career readiness” to describe the process of learning and practicing essential competencies that broadly prepare you for a successful life after college in your academic field, workplace, local community or family.

These core competencies --that is your knowledge, skills, abilities and strengths--are not specifically tied to any individual major or career path. Every WSU graduate can develop career readiness through academic courses, guest speakers, club involvement, student employment and more. It takes being focused and engaged in your college experience.

The ultimate goal is that you will be confident to serve generously, lead responsibly and respond imaginatively and creatively to the challenges of your work, your life and your communities as our WSU mission states.

But it can be really hard to put your college education and experiences into words. The core competencies framework helps create a common language when you speak with colleagues, faculty, employers, family and the public about how the time you spent at WSU prepared you to be successful.

## Thinking of a Career Change?

WSU Career Services is not only here to help current students prepare for their professional experience – we are also here to help WSU alumni and new students who are looking to make a career change!

How do you know if it is time for a change? Here are some [signs](#):

- You dread Monday morning
- You feel unmotivated or bored in your job

- You do not see any potential for growth
- You discover passions for other things and feel pulled towards those areas
- You feel constant stress, and your physical and mental health are suffering

But that is okay – [research by the Bureau of Labor Statistics](#) has found that people may change jobs or careers around 12 times in their lives! It may just be a new position with the same organization, or something completely different – and that can lead to increased satisfaction, a more balanced personal life, a higher salary, and more.

WSU Career Services can offer professional counseling to help you determine your next steps, including [career and major exploration](#), as well as [self-assessments](#) to help you solidify your goals. WSU also has many [undergraduate](#) and [graduate](#) programs that are wonderful options for people looking to make a career change.

If you think you might be ready for a career change, connect with Career Services – we are here to help!

## Major and Career Myths

Myth: There is only one major and career for me

Myth: If I choose the “wrong” major, I’ll go into the “wrong” career and struggle my entire life with this decision.

Myth: Employers only look for certain majors

Myth: The best careers are the ones with best employment outlook and best salaries

Myth: Liberal Arts and Humanities majors are usually unemployable after college

## Core Competencies for Career Readiness

Competence is the ability to do something successfully. When it comes to your career, competency is defined as the knowledge, skills and personal attributes that make you a better employee and your workplace a better business.

At WSU, you’ll have the chance to explore and develop your levels of competency across eight core categories.

Whether it’s in the classroom, through clubs and co-curricular activities, or during internships and part-time jobs, there are so many ways to prepare for your career.

### Critical Thinking

Critical thinking is the ability to assess, contextualize and compare available evidence when you form a position on a complex issue.

It’s analyzing your own and others’ assumptions on a topic or situation. It’s also evaluating issues from multiple perspectives to address problems and solutions.

Learn how to build your critical thinking competency.

### Oral & Written Communication

Communication is the ability to express thoughts and ideas clearly and effectively through writing or spoken word. It also means that you can listen attentively and purposefully despite distractions. You'll need to communicate to a variety of audiences from co-workers and supervisors to clients, customers and other external groups.

You also will be able to verbally discuss and produce reliable, succinct, and easy-to-follow professional documents. This includes every step from planning, research, writing, editing, proofreading and even designing such documents.

Learn how to build your oral and written communication competency.

## **Teamwork & Collaboration**

Teamwork is the ability to work with others closely together to achieve a joint outcome. You'll need to work well with people from multiple backgrounds and perspectives who bring a variety of specialized skills and knowledge to the task.

Building collaborative relationships in your workplace is important because you'll:

- learn from other team members
- share knowledge, resources and workloads freely
- help one another complete jobs

Learn how to build your teamwork & collaboration competency.

## **Digital Technology**

Digital technology competency is when you can use current digital technologies ethically and efficiently to:

- solve problems
- complete tasks
- accomplish goals

You'll also be able to effectively adapt to new and emerging technologies.

Learn how to build your digital technology competency.

## **Leadership**

Leadership is the ability to leverage the strengths of others to achieve common goals. An effective leader is able to organize, prioritize and delegate work.

You'll need good interpersonal skills to coach and develop others toward success.

Leadership requires empathic skills to guide and motivate a team. It's also the ability to assess and manage your emotions and the emotions of others.

Learn how to build your leadership competency.

## Professionalism & Career Management

Professionalism is the ability to demonstrate personal accountability and effective work habits. You'll understand how your professional image is affected by verbal and non-verbal communication. Having professionalism means that you:

- show integrity
- demonstrate ethics
- act responsibly with the interests of the organization and wider community in mind

It also means that you learn from your mistakes.

When you can identify and talk about your skills, strengths, knowledge and experiences related to a specific job and career goals, that's career management.

It's the ability to recognize and express areas where you need to grow professionally. It's how you navigate and explore job options, then understand and take the steps to pursue opportunities.

Career management is also advocating for yourself and taking advantage of opportunities at work.

Learn how to build your professionalism and career management competency.

## Community Engagement

Community engagement is the ability to demonstrate commitment to respectfully collaborate across and within community contexts and structures.

You can connect and extend knowledge from your own academic study to benefit the greater community.

Learn how to build your community engagement competency.

## Global & Intercultural Fluency

Global and cultural fluency is the ability to value, honor, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions.

It also means to demonstrate openness, inclusiveness, sensitivity, and the ability to interact with all people and understand individuals' differences.

Learn how to build your global and intercultural fluency competency.

These core competencies are based on a [list from the National Association of Colleges and Employers](#). Many competencies align with WSU's university-wide student learning outcomes.

## Class Presentations

Would you like to have a Warrior Success Center staff member provide an online presentation for your class or club to cover a topic on academic success or career preparation?

Each year we provide over 100 presentations to classes and student groups! We have a wide variety of topics to choose from, and can even customize a session for your needs.

[Schedule a presentation](#) today!

If you need additional assistance please contact Toni Drier at [tdrier@winona.edu](mailto:tdrier@winona.edu).

## **Academic Success Topics**

### **Orientation: Welcome to the Warrior Success Center**

The Warrior Success Center offers a wide variety of services to students including advising, career, tutoring, and access services.

This presentation is an excellent option for OR 100 sections, ensuring students know how to take advantage of the valuable services available to help them succeed.

### **Deciding Your Major**

Choosing your major can feel stressful and overwhelming. Learn how to approach your decision using a step-by-step process that will lead you to a major well suited to you!

### **College Success: What Students Need to Know!**

The transition from high school to college is challenging! This interactive presentation provides insight into strategies on motivation, time management and study skills to help you succeed.

### **Registration and DARS: Roadmap to Graduation**

Designed for first year students, this presentation shares the importance of the advisor/advisee relationship, how to use the web registration system, and how to interpret DARS reports. Students, bring your laptops!

### **Surviving Finals**

Feel like finals just might kill you? Take control! This presentation will teach you how to get organized, study effectively, and manage stress to have a successful finals week.

## **Career Preparation Topics**

[Are You Career Ready? \(2019-2020 University Theme\)](#)



It is never too early to start building the skills that employers and grad schools seek most. This session covers eight crucial competencies that students need to develop before graduation. Join us and get started today!

### Handshake: Job Search 101

Looking for an on-campus job, a local part-time job, an internship or a full-time position after graduation? Handshake can help!

Bring your laptop or table and learn how to search and apply for jobs, participate in on-campus interviews and sign up for career events.

### Your Personality Type (MBTI): Uncover your leadership/communication style and career fit

Did you know that understanding your personality type can help you strengthen your leadership and communication skills and guide you to careers best suited for you?

Learn more about the Myers-Briggs personality assessment and what your MBTI profile reveals about you!

### Employment Trends & Issues

Are you seeking ways to tell your students about the job market? This presentation provides the current job outlook for new college grads, who is in demand, preferred methods of hiring and the top 10 skills desired by employers.

### Interviewing to Win!

Nervous about interviewing? If you want to polish your skills, this session will cover what you need to know about the interview process, tips to improve your success and helpful resources like InterviewStream, the free online practice tool.

### Make your Resume Stand Out from the Crowd!

Learn how to write an effective resume that gets results! In this session you will find out what employers look for in resumes.

### Get that Campus Job!

Interested in working on campus? This presentation will show you how to find student jobs, what application materials are needed, and what paperwork needs to be completed once you are hired.

### Social Media and Professional Online Networking

Did you know that over 90% of recruiters are likely to look at a job candidate's online social profile?  
Don't leave it to chance!

Learn what you need to do to enhance your social presence and use online social networking with LinkedIn to open doors to new opportunities.

*Note: The information in this document was compiled directly from the Winona State University (WSU) Theme website, July 2021.*