



Student Employment and Career Centre (SECC)

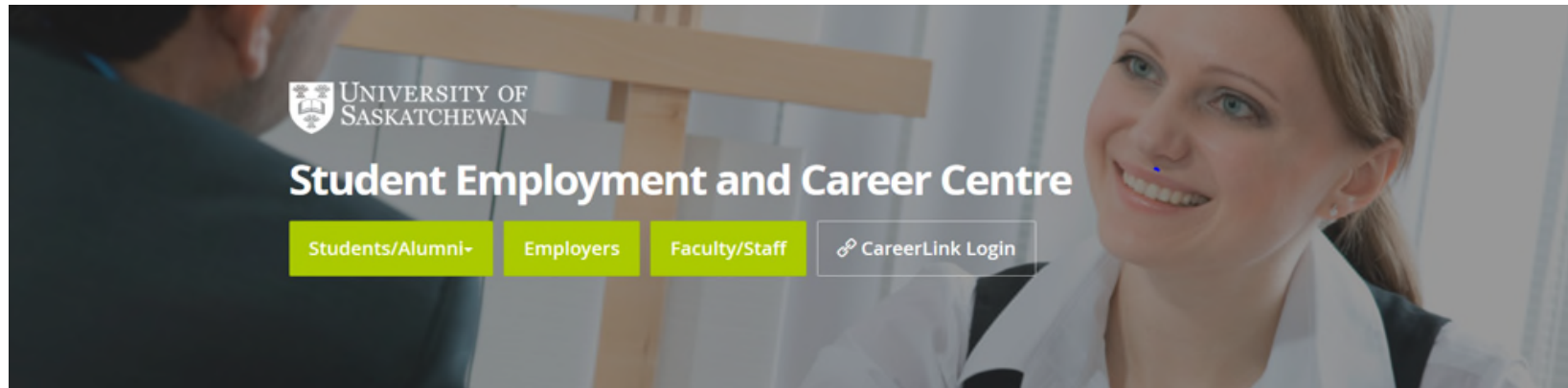


Today's Agenda

- SECC Overview
- Career Readiness Competencies
- College and Industry Partnerships
- Curricular-Based Programming
- 2016-17 Highlights Report



SECC Overview - Website



The SECC contributes to student/alumni success by empowering students/alumni with the necessary tools, resources and supports to make a successful transition from education to career



SECC Overview - CareerLink



The screenshot shows the CareerLink website interface. At the top left is the University of Saskatchewan logo and name. To the right is the 'CareerLink' title. Below this is a navigation bar with links for Home, Login, Registration, and Forgot Password. The main content area features a large image of silhouettes of people walking in a city. Below the image is a welcome message: 'Welcome to the University of Saskatchewan's CareerLink!'. A paragraph explains that CareerLink is managed collaboratively by career centre staff across campus to provide support for career development, employment, and experiential learning needs. A bulleted list identifies the managing departments: Student Employment and Career Centre, Edwards Career Services, College of Engineering, Engineering Student Centre, and Department of Computer Science. Below this are four columns for different user groups: STUDENTS, ALUMNI, EMPLOYERS, and STAFF AND FACULTY. Each column includes a small image and a list of services or actions available to that group.

UNIVERSITY OF
SASKATCHEWAN

CareerLink

Home Login Registration Forgot Password

Welcome to the University of Saskatchewan's CareerLink!

CareerLink is managed collaboratively by career centre staff across campus to provide support for your career development, employment and experiential learning needs.

- Student Employment and Career Centre
- Edwards Career Services
- College of Engineering, Engineering Student Centre
- Department of Computer Science

STUDENTS

To access CareerLink, please login using your PAWS login and password.

- Search and apply for jobs
- Sign up for workshops, events and information sessions
- Participate in experiential learning

ALUMNI

Login to CareerLink to:

- Search and apply for jobs
- Sign up for workshops, events and information sessions

EMPLOYERS

Login to CareerLink to:

- Post jobs
- Post volunteer opportunities
- Build your brand and recruit
- Participate in career development and employment activities

STAFF AND FACULTY

Login to CareerLink to:

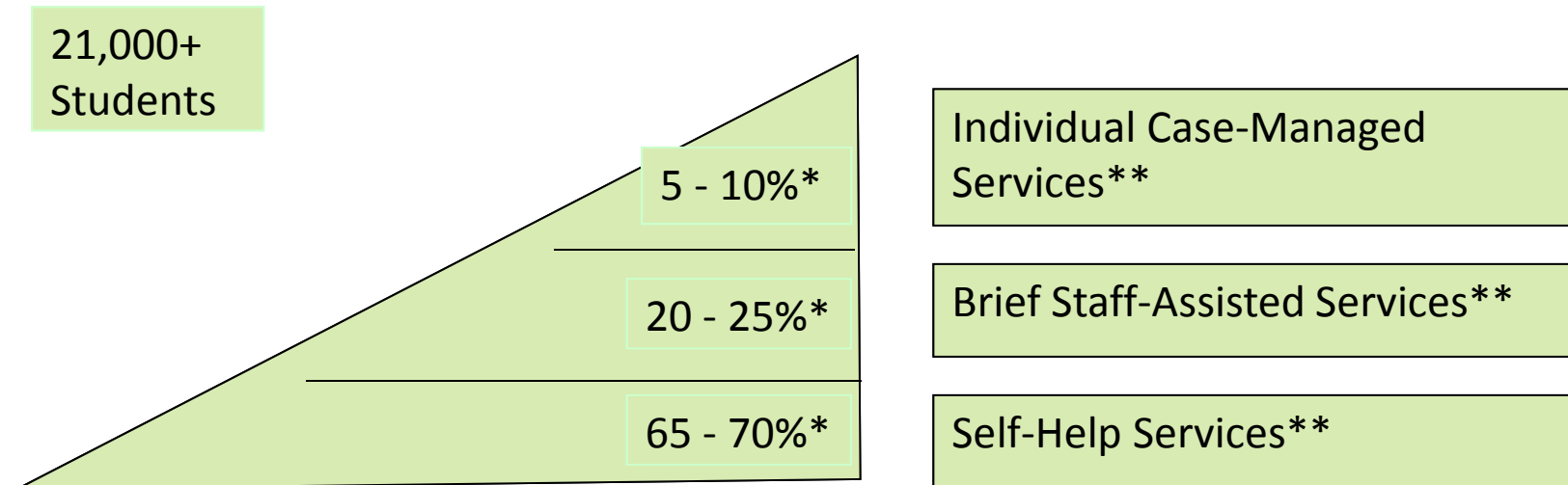
- Post jobs
- Post volunteer opportunities
- Engage in career and employment events

CareerLink is managed collaboratively by career centre staff across campus to provide support for your career development, employment and experiential learning needs

careerlink.usask.ca/

www.usask.ca/secc

SECC Overview - Service Delivery Model



*Percentages represent targets of the SDM

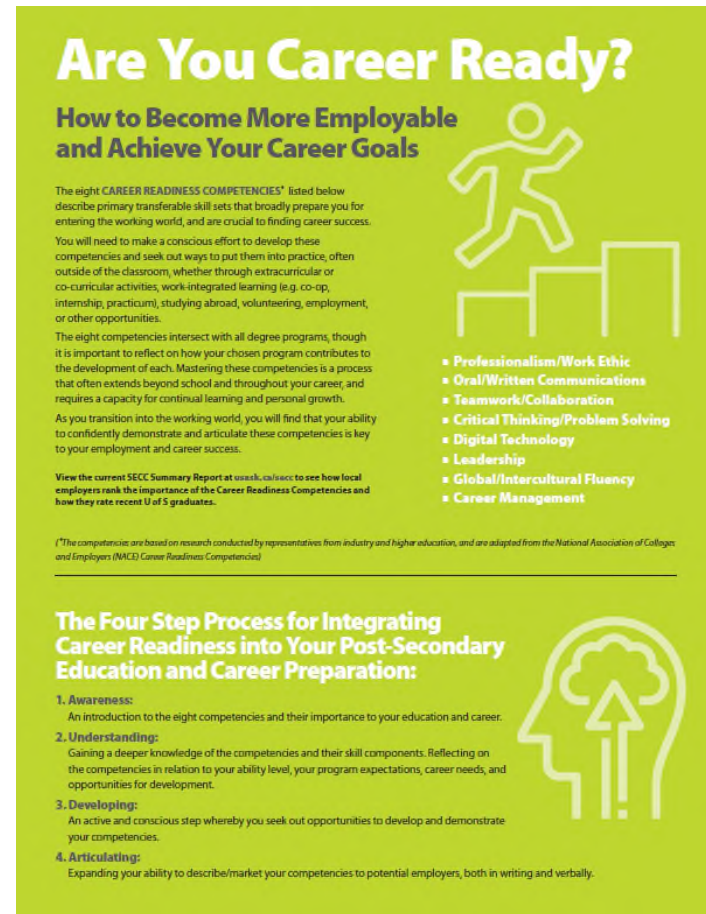
**Sampson, Reardon, Peterson, and Lenz (2004)



Career Readiness Competencies

- Career readiness is the attainment and demonstration of requisite competencies that broadly prepare [university] graduates for a successful transition into the workplace.

National Association of Colleges and Employers (NACE)



Are You Career Ready?

How to Become More Employable and Achieve Your Career Goals

The eight CAREER READINESS COMPETENCIES* listed below describe primary transferable skill sets that broadly prepare you for entering the working world, and are crucial to finding career success. You will need to make a conscious effort to develop these competencies and seek out ways to put them into practice, often outside of the classroom, whether through extracurricular or co-curricular activities, work-integrated learning (e.g. co-op, internship, practicum), studying abroad, volunteering, employment, or other opportunities.

The eight competencies intersect with all degree programs, though it is important to reflect on how your chosen program contributes to the development of each. Mastering these competencies is a process that often extends beyond school and throughout your career, and requires a capacity for continual learning and personal growth.

As you transition into the working world, you will find that your ability to confidently demonstrate and articulate these competencies is key to your employment and career success.

View the current SECC Summary Report at usask.ca/secc to see how local employers rank the importance of the Career Readiness Competencies and how they rate recent U of S graduates.

(*The competencies are based on research conducted by representatives from industry and higher education, and are adapted from the National Association of Colleges and Employers (NACE) Career Readiness Competencies)

- Professionalism/Work Ethic
- Oral/Written Communications
- Teamwork/Collaboration
- Critical Thinking/Problem Solving
- Digital Technology
- Leadership
- Global/Intercultural Fluency
- Career Management

The Four Step Process for Integrating Career Readiness into Your Post-Secondary Education and Career Preparation:

- 1. Awareness:**
An introduction to the eight competencies and their importance to your education and career.
- 2. Understanding:**
Gaining a deeper knowledge of the competencies and their skill components. Reflecting on the competencies in relation to your ability level, your program expectations, career needs, and opportunities for development.
- 3. Developing:**
An active and conscious step whereby you seek out opportunities to develop and demonstrate your competencies.
- 4. Articulating:**
Expanding your ability to describe/market your competencies to potential employers, both in writing and verbally.





Professionalism/Work Ethic

Demonstrate personal accountability and effective work habits, e.g., punctuality, working productively with others, and time workload management, and understand the impact of non-verbal communication on professional work image. The individual demonstrates integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and is able to learn from their mistakes.



Oral/Written Communications

Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and outside of the organization. The individual has public speaking skills; is able to express ideas to others; and can write/edit memos, letters, and complex technical reports clearly and effectively.



Teamwork/Collaboration

Build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, sexual orientations, religions, and viewpoints. The individual is able to work within a team structure, and can negotiate and manage conflict.



Critical Thinking/Problem Solving

Exercise sound reasoning to analyze issues, make decisions, and overcome problems. The individual is able to obtain, interpret, and use knowledge, facts, and data in this process, and may demonstrate originality and inventiveness.



Digital Technology

Leverage existing digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals. The individual demonstrates effective adaptability to new and emerging technologies.



Leadership

Leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others. The individual is able to assess and manage their emotions and those of others; use empathetic skills to guide and motivate; and organize, prioritize, and delegate work.



Global/Intercultural Fluency

Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences. As a University of Saskatchewan graduate, demonstrating substantive knowledge of Aboriginal peoples, and their history, is also crucial.

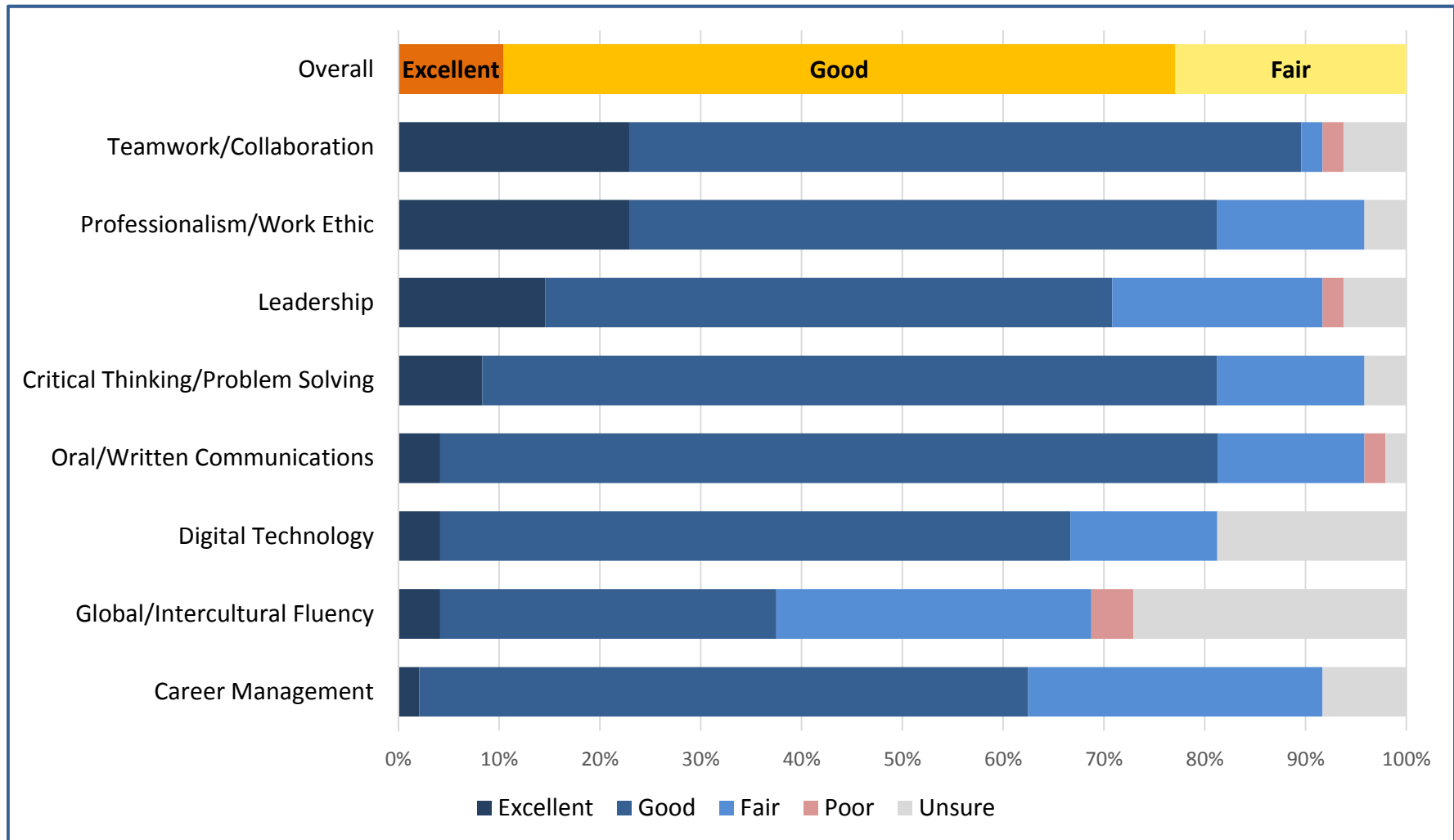


Career Management

Identify and articulate one's skills, strengths, knowledge, and experiences relevant to the position desired and career goals, and identify areas necessary for professional growth. The individual is able to navigate and explore job options, understands and can take the steps necessary to pursue opportunities, and understands how to self-advocate for opportunities in the workplace.



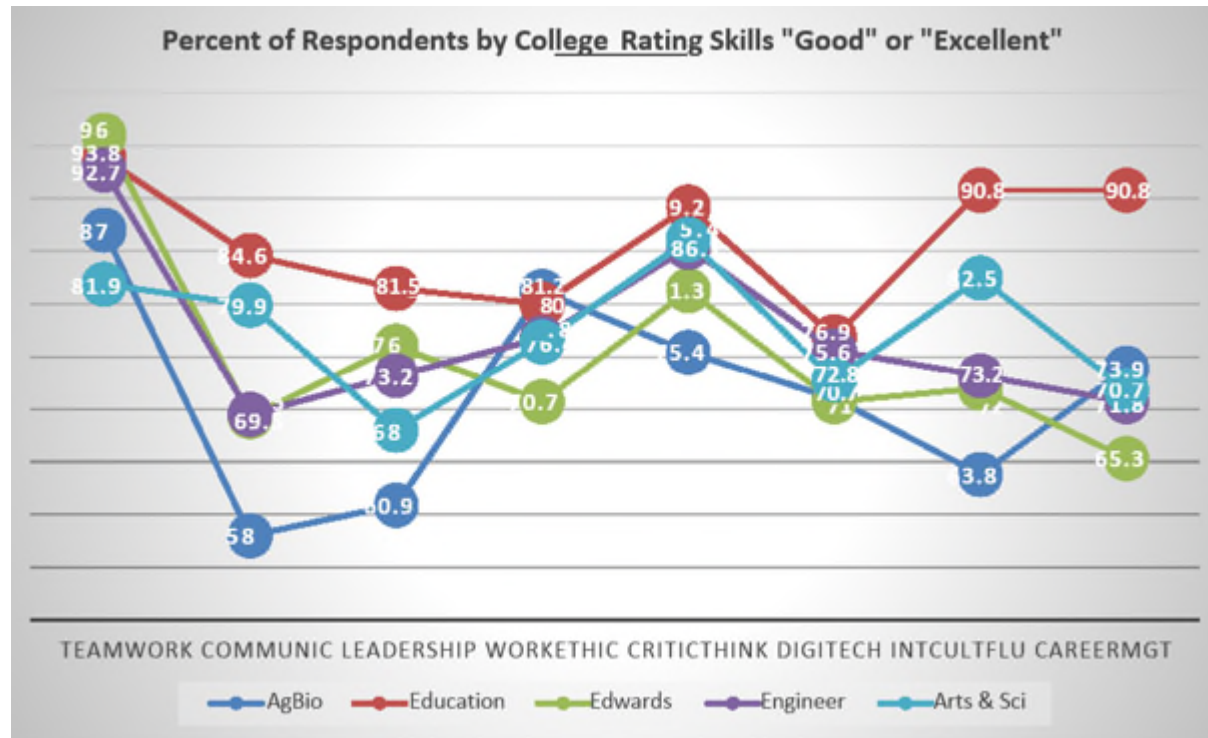
Rating of Recent Grads' Career Readiness Competencies



From the SECC On Campus Recruitment Survey 2017



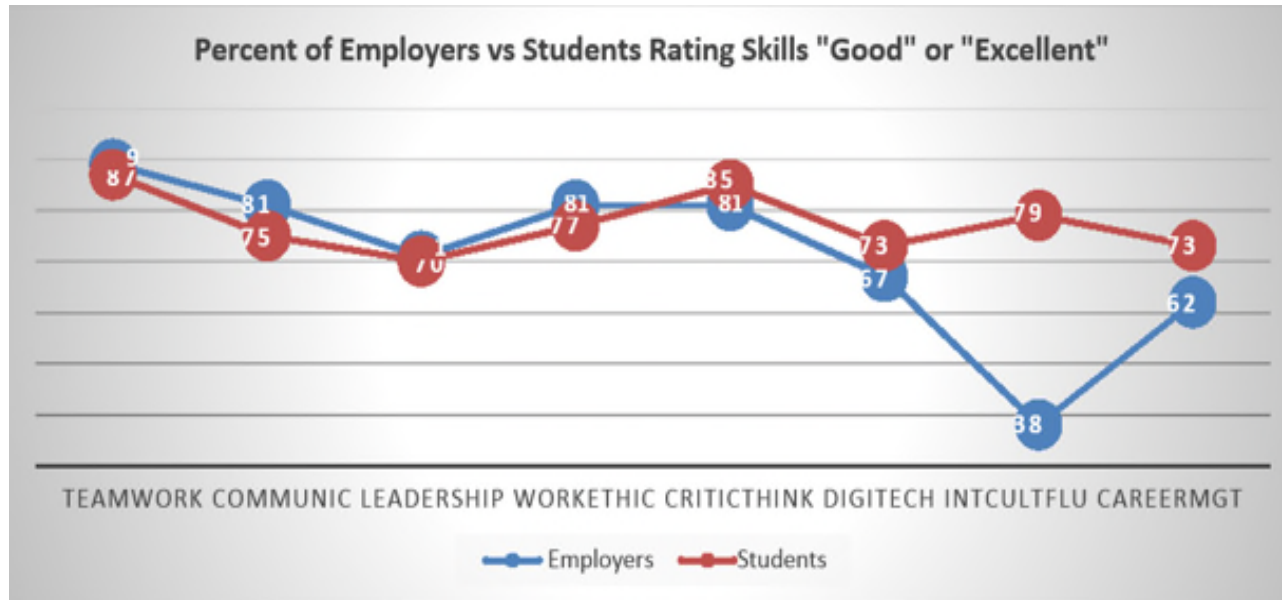
Career Competency Research Project



From the Edwards School of Business - SECC Career Readiness Research Report 2017



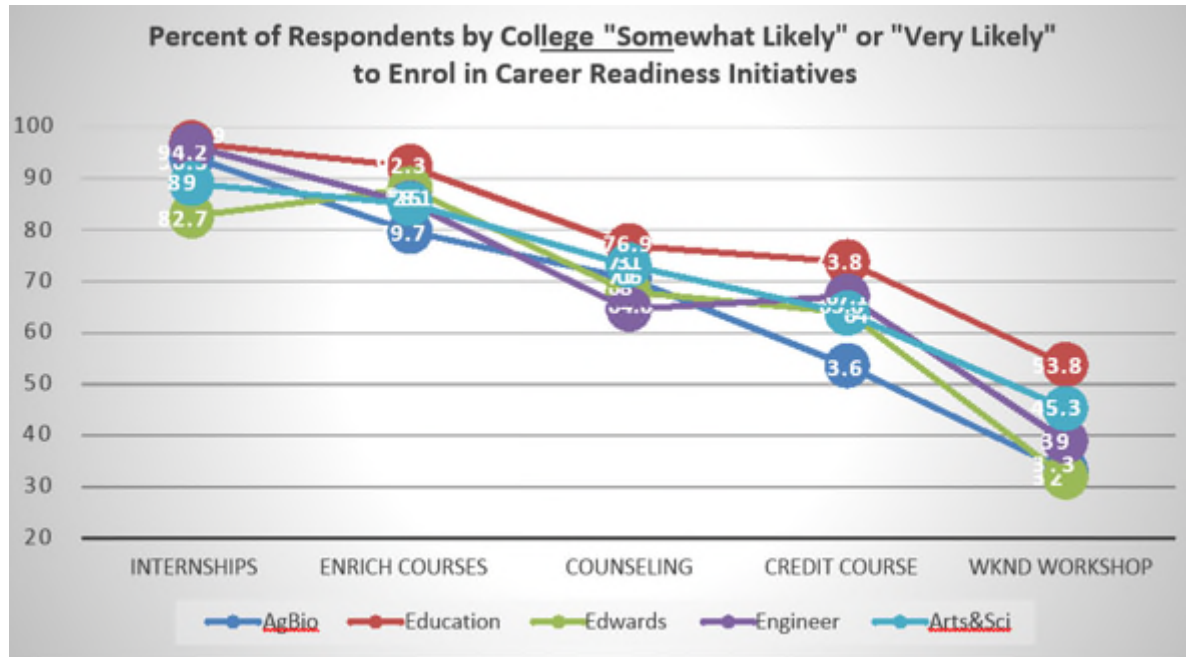
Career Competency Research Project



From the Edwards School of Business - SECC Career Readiness Research Report 2017



Career Competency Research Project



From the Edwards School of Business - SECC Career Readiness Research Report 2017



College and Industry Partnerships

Career Talks -Don't cancel that class! (73 presentations, 2016-17)

The SECC offers customized 50 minute sessions on career development and employment transition programming for colleges, department's and groups on campus in the following areas:

- Meet your SECC
- Plan with a Pencil: Career Development for 1st and 2nd years / 3rd and 4th years
- What can I do with My Degree In ...? Learn How to Explore Carer Possibilities
- Strengths and MBTI Workshops
- Networking 101
- Creating Top Cover Letters and Building Effective Resumes and CV's
- Marketing Your Student Leadership Experience
- Effective Job Searching: A step by Step Approach
- How to Make the Most of a Career Fair
- The Power of LinkedIn
- Ace the Interview: Tips and Tricks



College and Industry Partnerships

Career Meet Ups (Up to 75 participants per session, 2017-18)

These events bring together a broad and diverse group to draw connections between industry, faculty, students and alumni. The SECC has partnered with Alumni Relations on these 9 events:

- Renewable Energy
- Environment and Sustainability
- Science, Technology and Research
- Government and Community-based Organizations
- Kinesiology; Engineering
- Healthcare
- Mining, Oil and Gas
- Entrepreneurship
- Agriculture and Bioresources



College and Industry Partnerships

Career Fairs (245 exhibitors and Approx. 2800 students, 2016-17)

Career fairs offer an excellent opportunity to market yourself and meet with some of Canada's top employers, develop your networking skills and gain a better understanding of career opportunities in the following multi-discipline and discipline specific events:

- Campus Career EXPO
- Accounting
- Pharmacy
- Agriculture and Bioresources
- Education
- Summer Jobs



College and Industry Partnerships

Engineering Professional Internship Program (EPIP – 91 placements, 2017)

EPIP is a conduit that connects quality students, faculty and employers through an established network of engineering professionals.

- An experiential learning program featuring:
 - 8, 12 or 16 month work terms / January, May or September placements
- Allows you to maintain your full-time student status, count up to 12 months of your experience toward your P.Eng designation and earn a competitive salary while gaining valuable engineering work experience
- Historical placements fall within these industries: Mining; Infrastructure, Transportation or Construction; Manufacturing; Consulting and Professional Services and Oil and Gas



Curriculum-Based Programs

College of Arts & Science (2 Departments, 4 courses, 261 students, 2014-18)

Partnering with the Department of Political Studies and the Dean's Office, we have delivered **over 60 hours of in-class sessions** focusing on building students Essential Academic Skills and:

- Critical Thinking / Problem Solving
- Teamwork / Collaboration
- Oral / Written Communication Competencies

"...they are skills that go well beyond the scope of the course and will be relevant in your entire degree program (and afterwards)" – 3rd Year Political Studies Student

"Students drew on their Strengths Finder Action Items to select strategies for effective small group work, research projects, and academic planning. It was a valuable addition to the course, and to my student's developing academic efficacy!" - Dr. Sandy Marie Bonny, College of Arts & Science



Curriculum-Based Programs

College of Pharmacy and Nutrition (3 courses, 104 students, 2015-18)

Program-wide series to assist faculty in achieving professional skills and management learning outcomes for the 2nd and 3rd year Nutrition students. Aligning with the national **Integrated Competencies for Dietetic Education**, focus was on:

- Professionalism / Work Ethic
- Teamwork / Collaboration
- Critical Thinking / Problem Solving
- Career Management Competencies

“It helped me realize that the skills I’ve developed in this program and my own personal strengths can be transferable to other professions” – 3rd Year Nutrition Student

“...my interest in working with Aboriginal people and in northern Saskatchewan has increased through identifying the many possibilities that exist in this field” – 3rd Year Nutrition Student



Curriculum-Based Programs

College of Graduate and Postdoctoral Studies (3 courses, 164 Graduate students and Postdocs, 2014-18)

Collaborated with instructors of the **Graduate Professional Skills Certificate** to support learning goals designed to develop graduate students' professional skills with specific focus on:

- Professionalism / Work Ethic
- Oral / Written Communication
- Teamwork / Collaboration
- Critical Thinking / Problem Solving Competencies

"It will help me interact with my lab members better because I will take a step back and see how I can use the knowledge about my personality preferences to have a positive impact and create a conducive work environment " – Graduate Student

"...spoke to a certain "version" of myself - particularly my professional persona. This makes it very useful to me as a tool to understand how I fit within my workplace + why I find certain roles comfortable or otherwise" – Graduate Student

Curriculum-Based Programs

College of Law (20 - 1st and 2nd Year Law Students, 2017-18)

Pilot partnership with the Associate Dean Academic to foster students' ability to establish clear and confident career goals, and enrich their understanding of broad Career Readiness Competencies as they relate to the **College of Law Graduate Attributes**. Preliminary data analysis reveals:

- 94% of participants agreed/strongly agreed that their understanding of their personal attributes will help them develop their career direction in the future
- 71% of participants agreed/strongly agreed that they felt confident in their ability to achieve their career goals (as opposed to 47% before the series)

“Having a dedicated time to think about career direction and what I want to do with my degree when considering my strengths/personality” – 1st year Law Student

“Learning to apply my strengths to actually talking about my career in law, why I chose it, etc. This will help with networking” – 1st year Law Student



Curriculum-Based Programs

Broad Themes to Shape our Direction:

Chaos and Happenstance - Nurturing attitudes that embrace curiosity, risk-taking, persistence, flexibility, optimism and uncertainty

Customized Connections and Communities – Creating hubs of connectivity, and fostering strong and authentic relationships with stakeholders

Ecosystem Rather than Place - Connecting key stakeholders, creating a sense of shared responsibility, and influencing campus culture

Moves and Mergers - Aligning with academic and non-academic structures (e.g. academic advising, teaching and learning, alumni relations, research)

Outcomes - Aligning with institutional goals, new measures of success, dynamic approaches to sharing data with key audiences



SECC 2016-17 Highlights Report

- **3rd** highest viewed content on students.usask.ca after “Money” and “Academics”
- **51%** of students logged into CareerLink (4% more than last year), and over 1000 alumni
- **3900** job postings
- **979** organizations posting jobs
- **2/3** of Saskatchewan’s Top 30 employers recruited on campus
- **1/3** of Canada’s Top 100 employers recruited on campus
- **62%** of employers are likely to use competency-based skill sets in their hiring process/job descriptions
- **98%** of students/alumni agreed or strongly agreed that the programming they attended is a valuable service
- **96%** would recommend the program/service to other students/alumni

Access full report at - www.usask.ca/secc/employers



Questions

