Career and Academic Planning Workshop

College & Career Success
Bridget Mullally
Maria Buchta
Career and Academic Planning Workshop

December 9, 2022

- Welcoming Remarks by Jill Rushbrook and the discussion of CCS 101 Learning Outcome #5
  - 5. Create academic and career plans including financial and success strategies for goal attainment.
- Ice-breaker activity: “When I grow up, I want to be a... VS. Now”
  - (Breakout session)
  - De-brief session with whole group
- Focus-2 Presentation by Kiran Somaya and Kelly Delmazio-Norwalk Community College-Career Development and Experiential Learning Center
  - Questions and comments for our presenters
- Maria Buchta (NCC) Career and Academic Planning Assignment-example
- Bridget Mullally (GCC) Career and Academic Planning Assignment-example
- Questions and Takeaways
The Importance of Career and Academic Planning

• There are some great benefits of engaging in a structured exploration and planning process during students first year.

• Allows students the time and guidance to articulate their goals and the value of a college education- increasing their motivation.

• A plan may help students make more informed academic and personal decisions by often reminding them of the requirements for completion.

• Involvement of researching, drafting, and refining the plan allows students to reflect on what would be best for them. They have the tools now.
Maslow’s Hierarchy of Needs

- Maslow’s pyramid provides us an excellent framework by which to live our lives, also by which to help identify, define, refine, and organize our career goals.

- At the base of the career pyramid of needs is the main reason we all go to work—we need to survive. We must have food to eat, access to safe drinking water, and proper shelter.

- Safety and security needs, within the background of your career, means that you are earning enough money, you have accommodating benefits, and that you have a safe workplace.

- Love and belonging translates into teamwork, mentorship, and a sense of acceptance from co-workers.

- Self-esteem is knowing that your work matters and becoming an expert at what you do.
Career Development Theories

Holland Theory of Vocational Types (Personality shapes occupation choice)
- Realistic, Investigative, Artistic, Social, Enterprising, & Conventional

Bandura’s Social Cognitive Theory
- Self-Efficacy beliefs are the most influential predictor of human behavior.

Super’s Developmental Self-Concept Theory
- Vocational development is the process of developing and implementing a self-concept.
- As the self-concept becomes more realistic and stable, so does vocational choice and behavior.
Career Planning

- What beliefs help shape your decision-making and goals?
- What steps should I take to learn about my best opportunities?
- What can I do to prepare for my career while in college?
- What experiences and resources can help me in my search?
Career Planning

• Learn About Yourself
  • Interests
  • Personality
  • Skills/aptitudes
  • Values
Formal Assessments

Here are some commonly used and useful assessments that you may run across:

Interest Assessments: Strong Interest Inventory, Self-Directed Search, Campbell Interest and Skill Survey, Harrington-O’Shea Career Decision-Making System

Personality Measures: Myers-Briggs Type Indicator, CliftonStrengths (formerly StrengthsQuest), Big Five Inventory, Keirsey Temperament Sorter, TypeFocus, DiSC

Career Planning Software: SIGI 3, FOCUS 2
Informal Assessments

• Often, asking questions and seeking answers can help get us information that we need.
  
  • What do you enjoy or do particularly well in?
  • Most people are the go-to person for something, what do most people come to you for?
  • Ask others what they think your strengths are.
  • Find a mentor/work with your advisor who may share a value with you or learn new things from.
  • Get involved on campus—you may learn more about yourself outside of the classroom (trying new things, speaking in front of others, leading an activity).
  • Talk to alumni or get involved off campus and discuss careers. Ask others how they got to where they are and can you envision yourself in their role.
  • The career process is a discovery process and can take time and work.
You
- Interests
- Skills/Aptitudes
- Values
- Personality

Job
- Duties
- Qualifications
- Expectations & Standards
- Working Conditions
- Career Path

Employer Needs + Your Strengths = Fit

Your strengths:
- Knowledge
- Skills
- Abilities

Employer Needs:
- Knowledge
- Skills
- Abilities
Self Assessment

Discover majors and occupations that match your personal attributes

- Work Interest Assessment: 100% Complete
  - Results
  - Review
  - Start Over

- Values Assessment: 100% Complete
  - Results
  - Review
  - Start Over

- Personality Assessment
  - Results
  - Start Over

- Skills Assessment: 100% Complete
  - Results
  - Review
  - Start Over

- Leisure Assessment
  - Results
  - Start Over

- Combine Assessments
  - 5/5 Completed

Focus-2
Journal #2
Research Two
Chosen Career Interests

- Salary
- Job Outlook
- Education
- Will this career support the lifestyle you desire?
- Licensure/exams
- What do “teachers do?”
- Work environment
- Similar Occupations

- All part of Journal #3
Academic Planning

- How do you set manageable goals that will help you stay on track?
- Long-term goals
- Short-term goals
- Setting a plan to track your goals
- Intentionally reflecting on your progress
  - Am I making good choices?
  - Do I need to attend tutoring?
  - What could I change now in order to reach my goal for this semester?
Academic Planning

- Student should request an appointment with their Guided Pathways Advisor/program advisor.
  - Detailed appointment discussing academic and career goals
  - Reviewing current grades, GPA, and academic history
  - Academic strengths and weaknesses
  - Future goals and plan
  - Mapping out graduation
  - Pre-requisites/admission requirements
  - Navigating Degree Works/course catalogue
  - Review any holds on their account that may prevent registration
  - Transfer opportunities
  - Course Search/Register for classes

- Encourage students to meet with their program advisor!
  - Remind them these are the experts in their chosen major
  - Internship/career opportunities
  - Helps bring clarity to the student that they are in the correct major/area of study/career

- GPA Advising Presentation - Student Success
  - What is a Guided Pathways Advisor?
  - Discuss the importance of academic advising and their role in a student's educational journey
  - Holistic Support Services
  - Important Dates (add/drop/withdrawal)
Letter to Advisor

Creating an Academic Plan (Journal #4)

Advising Appointment Reflection Assignment
Financial Planning Activities/
Financial Plan

(journal #5)
“Coming into college I thought I knew exactly what I wanted to do but trying to figure out what occupation is best suitable for me has been challenging because I am torn between social work and radiology. Upon completing my Focus2 survey I have learned that a lot of the jobs that I were interested in came from my combined personality and skills assessment, in turn I was able to narrow my selection down to four. I choose two careers in social work and two from the radiology field, which were patient advocate, social and community service manager, radiologic technologist, and diagnostic medical sonographer” (Student - Spring 2021).

“In addition to the info session I had with Mary Beth, I also met with an advisor from Southern University and her name is Kaitlyn. I chose to speak with her because I was unsure if I wanted to find a career in social work or radiology. If I did decide to pursue social work, I knew I would need to transfer to a university, and she was just the person to talk to. She helped me explore other majors and gave me the proper guidance necessary to accomplish my goal. So, whether I majored in radiology or public health I now had a few paths I could take” (Student - Spring 2021).
Letter of Advice to a New Student

“There are so many offices as well that gateway has to offer for support. Take advantage of tutoring and speaking with your professors. Your professors care about your success and want you to take advantage of any opportunity the college has to offer. Advisors are great because it’s their job to navigate you through the year and answer any questions you may have. One last piece of advice I have is to participate in any non-academic events. It is a great way to meet new people and make new friends.” Student-Fall 22
Final Presentation

**Career Path**
- You need at least a technical degree.
- For electrician, you must pass:
  - 1. Electrical Knowledge Exam
  - 2. Advanced Exam
  - 3. Practical Exam
  - 4. 600 hours required
- For technician, pass:
  - 1. Advanced Exam
  - 2. 1800 hours required

**Societal Necessity**
Electricians are a valuable service, and we work on electrical systems that keep our homes and businesses running.

**Position Openings**
- Electrician: 100 positions for 1200 candidates.
- Technician: 50 positions for 500 candidates.
- 10,000+ openings for 10,000+ candidates.

**Transfering**
I am not exactly sure which institute to transfer to yet, however:
- Vocational school is for me, I am hands-on.
- Looking at Bergen Community College.
- I do not want to sign on for a path that keeps me in school for over 8 years.
- I want to get out into the workforce.
- I need time in classes that will add to my portfolio.
- Portfolio is a necessity to get hired, it is proof of what I say.

**DIFFERENCE**
Electrical Technology is a multi-faceted subject that comprises many parts of many different industries. In full honesty, I have yet to decide which path I will take exactly, so let’s examine two options.

**Electrical:**
- Electronics involve tiny components that allow us to control electricity within many different devices.
- Electronics involves tiny components that allow us to control electricity within many different devices.
- Electrical Technologies include systems for electricity generation and circuit control that enable the large-scale operations that power the world, such as home lines or power grids.

**Work Environment**
- **Electrician**
  - Electricians go house to house, on call.
  - Diagnose the problems in house electrical grids or larger.
  - Administer solutions to the problem using the tools at hand.
  - Lots of driving site to site.

- **Electronic Technician**
  - Similar to electrician, generally less intense.
  - Can be mobile or own/work in shop.
  - Handling individual devices such as telecommunication (phone repair), CCTV, alarm tech, sound systems.
  - Precision and timing required, some driving, depending...
Educational Costs and Challenges To Overcome

The cost of education for all the semesters combined for the Nursing Program would definitely be more than $10,000.00, especially with books included.

The challenges that I would need to overcome are:

- Completing assignments on time
- Passing my classes
- Finding ways to get to class
- Participating in public speaking

I can overcome these challenges by:

- Staying focused and setting days and times to dedicate those times to school work
- Studying and receiving help whenever needed
- Getting a job and earning enough cash to buy a car to take me to school whenever necessary
- Signing up for classes that motivate you and make you engage in public speaking as well as joining clubs that do the same thing

My Major & My Plan

Found/Academic Inquiry
May 10, 2020