

**IT TAKES A VILLAGE:
PARTNERSHIPS TO ENHANCE
STUDENTS' CAREER DEVELOPMENT**

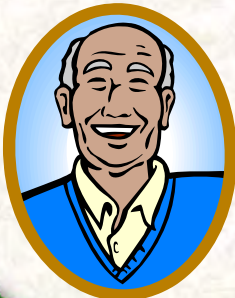
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INT150: Academic and Career Planning

- This course is designed to guide freshman and sophomore students through the career and academic exploration and planning processes and to provide the strategies and skills necessary for a lifetime of career-related decision making.
- In collaboration with community members from the Winter Park Public Library Lifelong Learning Institute and Rollins Career Connections alumni volunteers, students will engage in a variety of self-discovery initiatives, exploring personal interests, values and abilities.
- With this information, students will utilize various assessment **and reflection techniques** to define and clarify educational and career plans. In addition, several methods of researching academic and career opportunities will be discussed **and practiced** in class.
- 1 credit-hour (15 weeks), Credit/No Credit

Winter Park Public Library – Lifelong Learning Institute

- The *Lifelong Learning Institute* is the adult education department of the Winter Park Public Library.
- Courses at the *Lifelong Learning Institute* support the Library's mission of information, education and entertainment; providing Winter Park residents and Library patrons the opportunity to:
 - engage in personal development and enrichment
 - engage in continuous learning through training and development
 - learn how to better access information in an electronic age



Career and Academic Planning Model

Interests
Needs
Lifestyle
Skills
Values

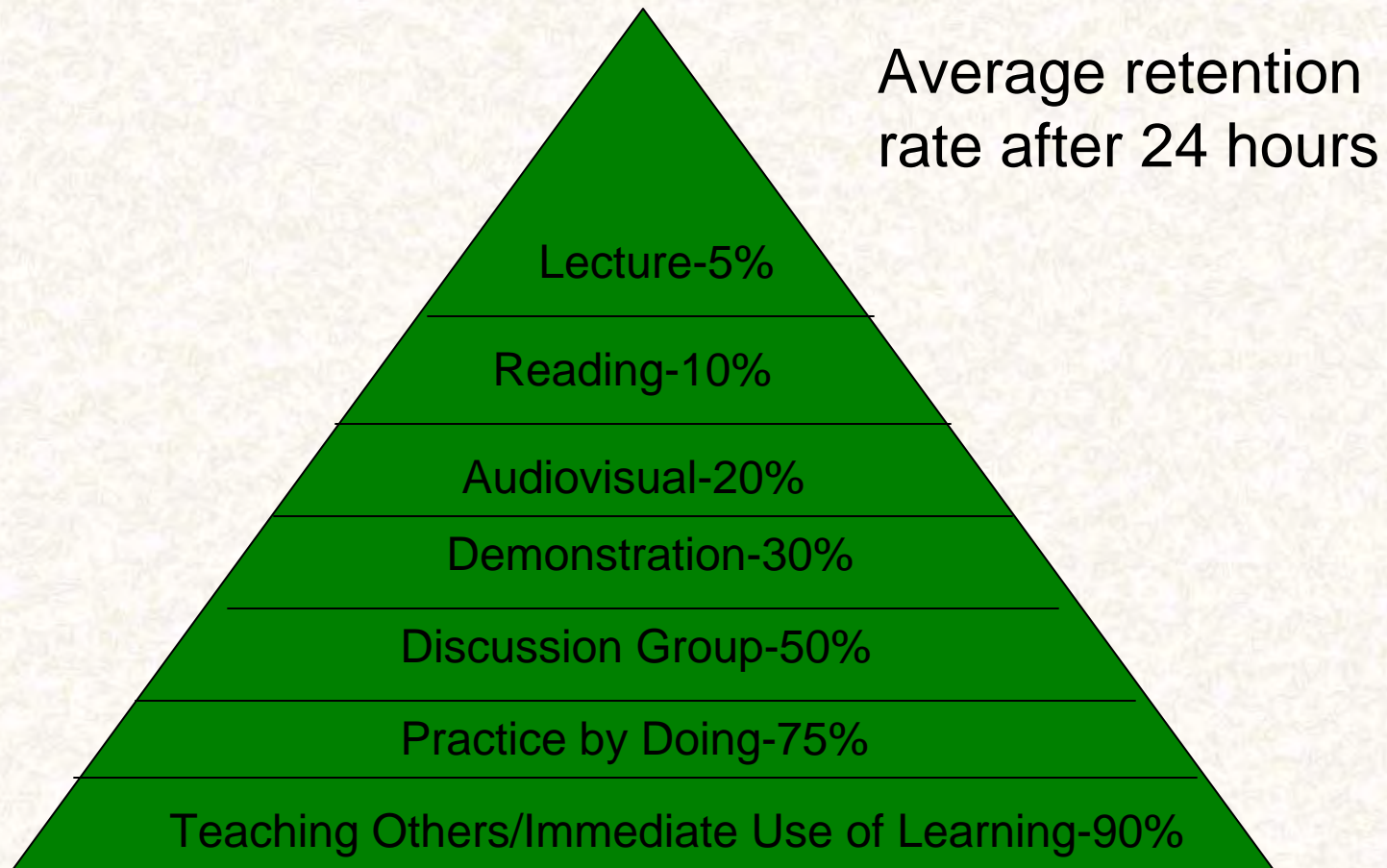
Who are you?
Assess yourself.

*What are your career
or academic options?*
**Assess career or
academic options.**

*Set objectives and
test possibilities.*
Decision making.

(CPP, 2007)

Effectiveness of Teaching Methods



(Sousa, 2001)

Student Learning Imperative

“Optimal benefits [in regards to desired learning outcomes] are more likely to be realized under certain conditions, such as active engagement and collaboration with others (faculty, peers, co-workers, and so on) on learning tasks” (ACPA, 1996, p.119)

Activities with Elders

- Values Game (visit 1)
- Biography Paper (visit 1)
- Strong Interest Inventory Interpretation (visit 2)
- End-of-the semester student presentations (optional visit)



University Club – Preceptor Program

- The University Club of Winter Park is chartered as a 501(C)(3) and is a place where people interested in intellectual pursuits meet for fellowship and the exchange of knowledge. The Club cultivates a broad range of cultural, scientific, historical and philanthropic interests through cultural presentations, dinner and luncheon meetings, entertaining and informative speakers, seminars, group activities and whatever promotes member interests.
- The Preceptor Program is a joint effort of the University Club of Winter Park and Rollins College. The program makes members of the University Club of Winter Park with their experience, skills and knowledge, available to the faculty and students of Rollins College in the role of guest speakers, lecturers, and mentors.

Activities with Active Elders

- Values Game (visit 1)
- Biography Paper (visit 1)
- Strong Interest Inventory Interpretation (visit 2)
- Community Partners Panel **OR** Business Etiquette & Professional Communication (visit 3)



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Career Connections Alumni Assignment

(Sample Questions)

Getting to Know Each Other

- What was your major?
- Did you go to grad school?
- What kind of work do you do?
- What do you like/dislike about your work?

The Importance of Practical Experience

- Did you do an internship?
- What part-time jobs did you do?
- Were you involved in any clubs?
- What skills did you learn then that you still use now?

Academic and Career Planning

- What was your career path?
- What kind of career goals did you set?
- What kind of job search strategies have you used?
- What do you think about *my* career goals?
- Do you have any advice for me?



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Key Connections to “Test Possibilities”

- Office of Community Engagement
 - Service learning, volunteerism
- Office of Student Involvement and Leadership
 - Campus clubs, organizations, Greek life
- Office of International Programs
 - Study abroad, field study, semester-at-sea
- Internships
 - For credit, not-for-credit



Student Involvement w/Intention

- Classroom Panels
- Professional Preparation Planner
 - [Choices Planner](#)



The screenshot shows a web application interface with a navigation bar at the top containing 'HOME', 'HELP', 'ABOUT', and 'USER PROFILE'. The main content area is divided into three columns. The left column is titled 'WORK' and contains a list of links: 'Check out our new profile and career assessment', 'Discover Yourself', 'Link Your Education to the Workforce', 'Career Paths', 'Support Center', and 'Help'. The middle column is titled 'LEARN' and contains a list of links: 'Find job locations and job listings', 'Career resources', 'Skills', 'College Search', 'College Search', and 'Help'. The right column is titled 'PERSONAL' and contains a list of links: 'Learn about steps that matter, like what you want to do in life & explore', 'Take It', 'Personal Goals', 'Personal Goals', and 'Help'. Below the main content area, there is a 'PERSONAL INFO' section with a 'PERSONAL INFO' button.

Choices Planner
Learn about yourself with our assessments and connect your course plans, post-secondary options and career goals.



search Enter search text

Talk to Us | Professional Tools

home work learn your portfolio

Sign In

WHAT THEY DO

IS THIS FOR YOU?

SKILLS YOU NEED

WHAT TO LEARN

MONEY & OUTLOOK

MILITARY OPTIONS

CONNECTIONS

COMPARE CAREERS

Human Resources Manager

What They Do

Manages, plans, directs, and coordinates human resource activities of an organization.

This career is part of the [Business, Management and Administration](#) cluster [Management](#) pathway , [Human Resources](#) pathway .

A person in this career:

- Administers compensation and benefits programs.
- Plans, directs, supervises, and coordinates work activities of human resources staff.
- Recruits, interviews and selects applicants for staff vacancies.
- Makes sure personnel are matched to the appropriate position.
- Informs employees about work policies, benefits and opportunities for promotion.
- Settles disputes, fires employees and administers disciplinary procedures when necessary.
- Advises managers on policies related to equal employment

[Print This](#) | [E-mail This](#) | [Add to Portfolio](#)

Related Careers in Choices Planner

- [Employment and Placement Specialist](#)
- [Employee Training Specialist](#)
- [Job and Occupational Analyst](#)
- [Employment Interviewer](#)
- [Human Resources Assistant](#)
- [Training and Development Manager](#)
- [Compensation and Benefits Manager](#)

Multimedia

Watch a one-minute video showing what it's like to work in this career or related careers

Human Resources Manager - Skills You Need - Mozilla Firefox

File Edit View History Bookmarks Tools Help

https://access.bridges.com/choices/work/Skills.do?id=1130490&planId=&inPlan=

Most Visited Banner

Human Resources Manager

Skills You Need

IS THIS FOR YOU?


SKILLS YOU NEED

WHAT TO LEARN

MONEY & OUTLOOK

MILITARY OPTIONS

CONNECTIONS

COMPARE CAREERS 

Basic Skills

The following skills are **important** for this career:

- [Reading comprehension](#) - medium (Level 5)
- [Active listening](#) - medium (Level 5)
- [Writing](#) - medium (Level 5)
- [Speaking](#) - medium (Level 5)
- [Mathematics](#) - medium (Level 4)
- [Critical thinking](#) - medium (Level 5)
- [Active learning](#) - medium (Level 4)
- [Learning strategies](#) - medium (Level 5)
- [Monitoring](#) - medium (Level 4)

These skills are **necessary but not as important**:

- [Science](#) - low (Level 1)

Tell me more about [Basic Skills](#) ...

Transferable Skills

Here's a list of skills used in this career that are also used in other careers.

Your Basic Skills:
You probably have more skills than you think. Do you want to see how your skills match careers? Try the [Basic Skills Survey](#).

Your Transferable Skills:
Have you wondered how the things you've learned will help you in other careers?

Done access.bridges.com

Skills You Will Develop from Your Major and/or Minor Coursework

Skill	Major	Minor
Social perceptiveness	PSY 254 Personality	
Planning and administering budgets		INB 230 Principles of Financial/Managerial Accounting
Speaking	COM 110 Public Speaking (Elective)	
Managing/directing people and programs	PSY 317 Group Dynamics	
Learning Strategies	PSY 341 Learning with Laboratory	

Skills You Will Develop from Experiential Activities Outside the Classroom

Skill	Undergraduate Research	Volunteer/ Service-Learning	Internship	Campus/ Community Leadership Position	Study Abroad
Formulating Program Policy and Goals	Summer Research with Dr. John Houston (Indus./Organ. Psychologist)			Representative for Residence Hall Association	
Providing Personnel Services		Office of Community Engagement Wisdom-works Coach Service Opportunity	Internship with the Tews Company (FoxLink database)		
Writing	American University Summer Internship Program			Contributing Writer for the Sandspur	

Is it Working? – Assessment Results

I feel somewhat anxious or uncomfortable about what I am going to do after I graduate.

PRE-Test

78% = Agree or
Strongly Agree

22% = Disagree or
Strongly Disagree

POST-Test

26% = Agree

74% = Disagree or
Strongly Disagree

Assessment (cont'd)

I understand the Rollins curriculum (required courses, electives, majors, etc).

PRE-Test

67% = Agree or
Strongly Agree

33% = Disagree or
Strongly Disagree

POST-Test

100% = Agree or
Strongly Agree



Assessment (cont'd)

I don't know how to research careers that interest me.

PRE-Test

67% = Agree or
Strongly Agree

33% = Disagree or
Strongly Disagree

POST-Test

0% = Agree
or Strongly Agree

100% = Disagree or
Strongly Disagree



Future Possibilities

- Myers-Briggs Assessment w/Elders
- Upward Bound/Talent Search Programs
 - Teach career planning concepts to middle/high school students
- Parents
- Employers
- Faculty Advisors

References

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- Sousa, D. A. (2001). *How the brain learns: A classroom teacher's guide* (2nd ed.). Thousand Oaks, CA: Corwin Press.

Thank you!

Please contact Elizabeth or Jennifer if you would like more information about the Academic and Career Planning course.

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