Equipping Academic Advisors with Basic Career Service Tools: Enhancing the Student Experience

Tim Wince
Rachel Ruic
Icebreaker

- Find 3 individuals to discuss your questions with for 5 minutes...
Understanding the Student Mindset
Learning Outcomes/Objectives

- Academic advisor will be able to understand the basics of career assessment tools
- Academic Advisors will assist an advisee in beginning the process of self assessment and connecting majors to career/personality/interests/skills
What 3 Questions Do High School Graduates Get Asked During A Graduation Party?

- Where are you going to college?
- What are you going to study?
- What do you want to do?
It’s A Mystery!
Why is this important to refer to career services early?

“Students who know who they are and understand the various vocational options that support their strengths, skills, interests, and passions, have greater potential to make academic decisions that have personal meaning.”

McCalla-Wriggens, 2009
Connecting Students To Their Purpose Through Meaning

- Trait and Factor Theory (Frank Parsons)
- Talk about self-inventory (knowing yourself (values, interests, skills))
- Transitioning majors
- Undeclared majors
Has anyone ever had a job that they really disliked?

What were some of the reasons why you did not like it?

Was the work environment aligned with your skills, interests, and values?

Do you think students know their skills, interests, and values?
Why early referral to career exploration is important

Trait-Factor Theory – Frank Parsons:

- Know yourself (interests, skills, abilities, personality)
- Know possible majors/careers/job and labor market
- Rational, objective judgement between their individual traits and career/jobs/labor market
- Holland’s RIASEC codes are based off of Trait-Factor Theory
WORK ADJUSTMENT THEORY

The more closely a person’s abilities (skills, knowledge, experience, attitude, behaviors, etc.) correspond with the requirements of the role or the organization, the more likely it is that they will perform the job well and be perceived as satisfactory by the employer.

Theory of Work Adjustment
HOW ACADEMIC ADVISORS CAN CONNECT STUDENTS TO CAREER OFFICE

- Encourage visit to Career Office
- Provide students with relevant resources that encourage exploration early
  - ONET, Occupational Outlook Handbook, What Can I Do With This Major
OCCUPATIONAL OUTLOOK HANDBOOK (OOH)
WHAT CAN I DO WITH THIS MAJOR

Majors

Accounting
Advertising
Africana Studies
Agricultural Leadership, Education, and Communications
American Studies
Animal Science
Anthropology / Archaeology
Architecture
Art
Art History
Students meet their academic advisor far in advance of visiting a Career Services office.

- Do Academic Advisor have the basic training/resources to explore how a major fits an advisee’s goals?
- How often are advisee’s able to articulate their career goals as it relates to a major?
Shared Goals

**Academic Advisors**
- Discuss major, career paths, skills learned in major
- Discuss student aspirations
- Encourage students to attend career fairs
- Ensure student succeeds and is in major that fits

**Career Advisors**
- Identify/understand interests, personality, values
- Connect understanding of self to possible majors and work environments
- Host career fairs
- Assist students in defining career goals.
Student Resources

- Vocational Informational Interview
- RIASEC – Ready Reference
- MBTI, Strong's Interest Inventory
- Early Referral to Career Services
- Career Fairs
- Networking
- Faculty Instructor’s in the Industry
Learning Outcomes

- Academic advisor will be able to understand the basics of career assessment tools.
- Academic Advisors will assist an advisee in beginning the process of self assessment and connecting majors to career/personality/interests/skills.