Career Readiness is Life Readiness

Eileen C. Buecher
Assistant Vice President – Student Affairs and Career Success
University of North Texas - Career Center
Sage Hall, Suite 270 | 1155 Union Circle #310859 | Denton, Texas 76203-5017
940-565-2707 | eileen.buecher@unt.edu
In a Community of Dreamers and Doers

*Paving the Pathways to Careers in a Rapidly Changing World*

- Creative and collaborative community
- Diverse student body with a high sense of belonging
- Opportunities for first generation students
- Developing innovative leaders of tomorrow
- Transformation as a value and action
- Skill, confidence, and career building through student employment, internship & research opportunities, global partnerships, and leadership & student organization experiences
- Imaginative culture to convert dreams into realized goals
Choices: Variety of Academic Majors and Programs
114 bachelor's, 97 master's and 39 doctoral degree programs

Location: Being in the right place at the right time
• The DFW area has the fourth highest concentration of Fortune 500 companies in the U.S.
• DFW is ranked 12th in the nation by Forbes for creating the most tech jobs.
• More than 10,000 of DFW’s UNT alumni hold executive titles.
• A wealth of job and internship opportunities, plus entertainment, culture, shopping and professional sports.
Preparing UNT Students as Employees of the Future

- Integrating career readiness activities, experiences, and education in Academic Colleges

- Preparing for Change and the Unknown: Marketable skills, Transferable skills, Soft skills, Upskilling and Professional Mindset

- Strong student engagement and learning to advance organizational workforce, impact, growth, and profits
UNT Core Curriculum Objectives

- **Critical Thinking Skills**, including creative thinking, innovation, inquiry, and analysis, evaluation and synthesis of information
- **Communication Skills**, including effective development, interpretation and expression of ideas through written, oral and visual communication
- **Empirical and Quantitative Skills**, including the manipulation and analysis of numerical data or observable facts resulting in informed conclusions
- **Teamwork**, including the ability to consider different points of view and to work effectively with others to support a shared purpose or goal
- **Personal Responsibility**, including the ability to connect choices, actions and consequences to ethical decision-making
- **Social Responsibility**, including intercultural competence, knowledge of civic responsibility, and the ability to engage effectively in regional, national, and global communities
UNT Career Center

Centralized Model with a Decentralized Approach

57 members serving the campus community through the following areas:

- Career Coaching & Education Team
- Employer Services Team
- Student Employment Team
- Internship Team
- High School Career Connect
- Business Services & Operations Team
Upskilling to Thrive in the World of Work

- Distinct elements of talent and skills (DELTAS) needed
- Four broad categories, 13 skill groups, and 56 foundational skills

<table>
<thead>
<tr>
<th>Cognitive</th>
<th>Planning and ways of working</th>
<th>Interpersonal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical thinking</td>
<td>Work-plan development</td>
<td>Mobilizing systems</td>
</tr>
<tr>
<td>Structural problem solving</td>
<td>Time management and prioritization</td>
<td>Role modeling</td>
</tr>
<tr>
<td>Logical reasoning</td>
<td>Agile thinking</td>
<td>Win-win negotiations</td>
</tr>
<tr>
<td>Understanding biases</td>
<td></td>
<td>Crafting an inspiring vision</td>
</tr>
<tr>
<td>Seeking relevant information</td>
<td></td>
<td>Organizational awareness</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Communication</th>
<th>Mental flexibility</th>
<th>Teamwork effectiveness</th>
<th>Digital</th>
</tr>
</thead>
<tbody>
<tr>
<td>Storytelling &amp; public speaking</td>
<td>Creativity &amp; imagination</td>
<td>Fostering inclusiveness</td>
<td>Digital fluency &amp; citizenship</td>
</tr>
<tr>
<td>Asking the right questions</td>
<td>Translating knowledge to different contexts</td>
<td>Motivating different personalities</td>
<td>Digital literacy</td>
</tr>
<tr>
<td>Synthesizing messages</td>
<td>Adopting a different perspective</td>
<td>Resolving conflicts</td>
<td>Digital learning</td>
</tr>
<tr>
<td>Active listening</td>
<td>Adaptability</td>
<td></td>
<td>Digital collaboration</td>
</tr>
<tr>
<td></td>
<td>Ability to learn</td>
<td></td>
<td>Digital ethics</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Entrepreneurship</th>
<th>Software uses &amp; development</th>
<th>Goals Achievement</th>
<th>Understanding digital systems</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courage &amp; risk taking</td>
<td>Programming literacy</td>
<td>Ownership &amp; decisiveness</td>
<td>Data literacy</td>
</tr>
<tr>
<td>Driving change &amp; innovation</td>
<td>Data analysis &amp; statistics</td>
<td>Achievement orientation</td>
<td>Cybersecurity literacy</td>
</tr>
<tr>
<td></td>
<td>Computational &amp; algorithmic thinking</td>
<td>Grit &amp; persistence</td>
<td>Tech translation &amp; enablement</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coping with uncertainty</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Breaking orthodoxies</td>
<td></td>
</tr>
</tbody>
</table>
Competencies for a Career-Ready Workforce Overview

Competencies
There are eight career readiness competencies, each of which can be demonstrated in a variety of ways.
UNT Career Center Commitments

• Prepare students to be career ready because career readiness is life readiness.
• All UNT students make informed and confident decisions about their career and life goals.
• Students learn how to identify and communicate their transferable skills developed through their academic, work, leadership, co-curricular, community, and life experiences.
• Students develop skills and knowledge to conduct successful internship, job, and graduate school searches.
• Students have access to jobs, internships, and graduate school guidance and opportunities.
• Career Readiness instructional materials, online resources, networking experiences, and career coaching are provided to students throughout their UNT collegiate experience.
UNT CAREER CENTER

HOW CAN WE HELP YOU?

CAREER EDUCATION
- Career Advising + Coaching
- Job and Internship Advice
- Resume Reviews and Interview Prep
- Presentations and Workshops
- High School Career Connect

CAREER READINESS
- Mean Green Mentors - Alumni Mentors
- Mock Interviews & Big Interview
- Business Cards
- Suit Up Closet
- Career Readiness Seminars

STUDENT EMPLOYMENT
- On-Campus Job Opportunities
- Student + Supervisor Training
- Background Checks
- I-9 Processing

INTERNSHIPS
- Internship Opportunities on Handshake
- Online Internship Search Resources
- Internship Cords For Graduates
- Career Treks - Job Shadowing

EMPLOYERS
- Professional Networking Series
- On-Campus Interviews
- Handshake - Jobs and Internships
- Career Fairs
Invitation to Parents and Families to be Career Readiness Partners

**Shared Commitment to Student Success**

- First Year Seminar Timeline – *see handout on your table*
- Zero-Credit
- Pass/No Pass – UCAR 1000Z shows on transcripts as Career Seminar I.
- No impact on Financial Aid or Scholarships
- Not included in GPA calculations
- All first years complete Modules 1 and 2 this summer
- All first year at UNT students take a Career Readiness course: UCAR 1000Z is for all majors except:
  - Ryan College of Business majors – BUSI 1200
  - Liberal Arts & Social Science (CLASS) majors – choose between UCRS 2100 and UCAR 1000Z
  - College of Education Teacher Candidates – EDEC 1010 and EDEE 1010
  - Applied and Collaborative Studies (CACS) Project Design & Analysis majors – SPDA 2010
  - College of Science Chemistry majors – either CHEM 1400 or UCAR 1000Z
  - College of Engineering – Introduction to Engineering/Computing Department courses
Career Readiness Curriculum: First Year Seminar

Modules and Learning Targets

1. Self Discovery
   Students will reflect upon and communicate personality, interests, skills, and values as they relate to career exploration and planning.

2. Career Exploration
   Students will recognize and apply knowledge gained through self-discovery to analyze how major and career options connect.

3. Professional Communication Skills
   Students will demonstrate professional communication skills as it relates to career journey and the world of work.

4. Networking & Professional Relationship Building
   Students will identify strategies to develop networking skills and build professional networks.

5. Now What? The Journey Continues
   Students will identify and utilize career readiness resources available through the UNT Career Center.
Second Year Career Readiness Modules

- Futureproof Your Career: Skills and Upskilling
- Connecting Majors to Careers
- Experiential-Learning Opportunities and Value-Added to Career Path
- Confidence in Professional Communications
- Practical Experience in applying for an Internship with Peer Mentor Feedback
- Resource Toolkit for each Module
- Extra Credit for each Module
- Graduate School Planning – Bonus Module
- Two Required 10-15 minute Reflection Check-ins with Peer Mentor

Learning Outcomes are similar to UCAR 1000Z

Third and Fourth Year Career Readiness Curriculum in development.
Again, Welcome to UNT!

Career Readiness at UNT

Eileen C. Buecher
Assistant Vice President – Student Affairs and Career Success
University of North Texas - Career Center
Sage Hall, Suite 270 | 1155 Union Circle #310859 | Denton, Texas 76203-5017
940-565-2707 | eileen.buecher@unt.edu