

Pedagogical Values Presentation 2024

Career Learning and
Development



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ACKNOWLEDGEMENT OF TRADITIONAL LANDS

Royal Roads University acknowledges that the campus is located on the traditional lands of the Lekwungen-speaking peoples, the Songhees and Esquimalt Nations.

It is with gratitude that we now learn and work here, where the past, present and future of Indigenous and non-Indigenous students, faculty and staff come together.

Hay'sxw'qa si'em!



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OUTLINE

Workshop Agenda

- We want to hear from you (Mentimeter)
- Introduction – Natasha Dilay
- Overview of Career Development Learning – Heather McDonald
 - Activity: Discuss the student constellation, where are the opportunities for growth?
- Career-informed practices and approaches – Sue Brown
 - Activity: Discussion of approaches and pedagogies
- New ideas for your classroom – Alejandra Huerta Guerra
 - Use course outlines to create a double t-chart

Career Learning and Development Awareness Scale

UNAWARE

My students are working (professionals) and don't need career-informed pedagogies.

PASSIVE

Students have expressed they are concerned about their next career step.

CURIOUS

I wonder how career development learning may support students' academic and career goals.

ALLY

Students are regularly referred to career resources and services available to them.

ADVOCATE

Career development learning is fully embedded into my teaching, and I understand how it connects to institutional return on investment for students.

Instructions

Go to

www.menti.com

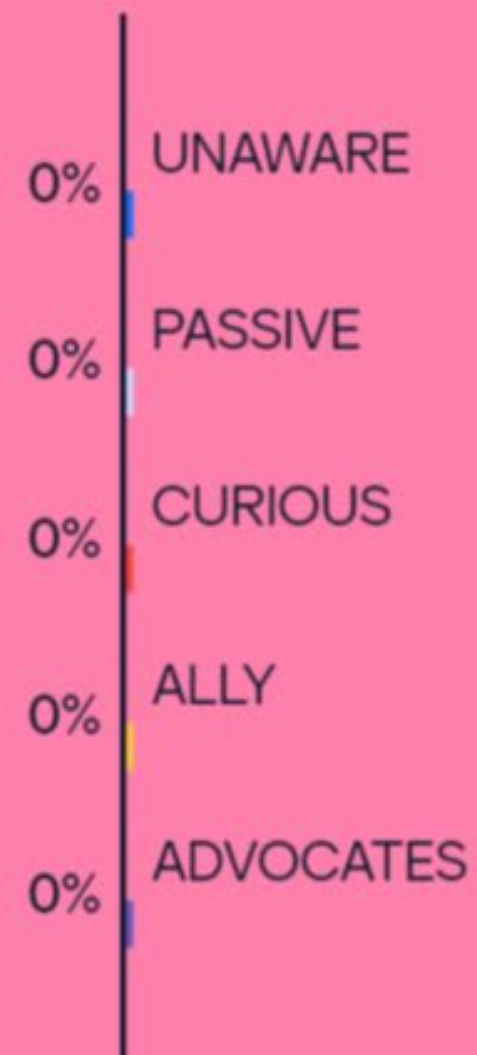
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Or use QR code

Career Learning and Development Awareness Scale



Career Learning & Development

Career Advising

Alejandra Huerta Guerra

Senior Career Advisor

Heather McDonald

Career Advisor

Sue Brown

Career Advisor

Employer Services

Robyn Booth

Employer Engagement Strategist

Megan Hamlet

Job Developer

Nancy Prevost-Maurice

Career Innovation Project, WIL Framework
Developer



Image: RRU

Career Capital

Set of skills that create a foundation for career agency:

Cultural capital: the capacity to work within diverse work groups

Psychological capital: the ability to navigate individual and professional challenges

Social capital: the capability to manage relationships and social networks and the influential capacities within these networks

Human capital: the ambition of skills attainment, experiences and education to achieve career goals

Scholastic capital: the capacity to leverage education for career growth and apply academic knowledge within the workplace

Employability Capital

Cultural capital: the capacity to work within diverse work groups

Psychological capital: the ability to navigate individual and professional challenges

Social capital: the capability to manage relationships and social networks and the influential capacities within these networks

Human capital: the ambition of skills attainment, experiences and education to achieve career goals

Scholastic capital: the capacity to leverage education for career growth and apply academic knowledge within the workplace

Personal identity capital: how one is perceived or judged based on their presentation of self

Health capital: accumulation of resources supporting physical and mental health

Market-value capital: understanding and facilitation of labour market and skill sets that drive the feeling of employability

Career-identity capital: understanding of and engagement in resources that support career readiness and employability

Economic capital: personal finances that support and enhance employability skills and experience

(Donald, Baruch, & Ashleigh, 2023)

Share with us...

**What are your ideas about why students pursue post-secondary;
how does this relate to employability and career capital?**



Here's what students are saying:

Good job or career	58%
Learning and knowledge	23%
Family or social expectations	12%
Access/Affordability	6%
Other	2%

Main Reason for Choosing Level of Education

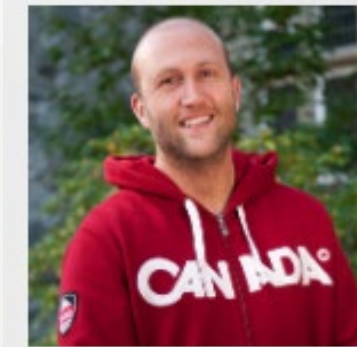
(Gallup – Strada report, USA 2018)

[Why Higher Ed? \(stradaeducation.org\)](http://stradaeducation.org)



“The guidance from my RRU Career Advisor, [Susan Brown BA CEC](#), combined with my Career Advisors at RBC, helped me to aim high and be ambitious.”

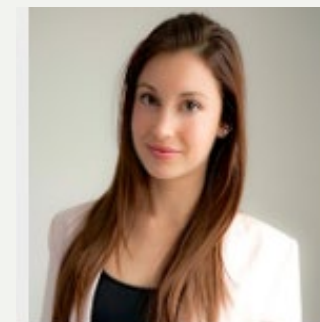
“RRU gives you the opportunity to accomplish your goals, turning your career dreams into a reality.”



Adam French

Master of Global Management

A vast majority of the theoretical classes related directly to my career objectives. They provided further context about the role of media in society, and thus gave me more of a meaningful perspective about my career aspirations.”



Alexandra Graves

Bachelor of Arts in Professional Communication

[Testimonials | Royal Roads University](#)

Do you see yourself as Career Influencer?



[Image: Maximizing Career Intervention Through Career Influencers NBCDA 2019 \(kpu.ca\)](#)

Career is “the constellation of life roles an individual plays over his or her lifetime. It’s one’s ‘life story’”.
(Magnusson, 2014)

Each point of contact has the potential influence a students' learning and understanding of their career

"Career Influencers" are individuals who informally provide career-related advice, guidance, and/or counselling. – Dr. Candy Ho

career development is everyone's responsibility
the institution is the career centre

The aim of this session is to support our "Career Influencers" at RRU to increase students career capital by being *intentional* about how to embed career development learning within their spheres of influence
e.g., course material and content, program frameworks and student conversations

We are already influencers – how can we become a **Career Advocate?**

Activity 1: How are you influencing "Career Capital"?

What kinds of conversations are you having with students related to careers?

Where and when are you providing information which could build career knowledge?



Connecting the dots: What are the potential benefits of doing this well:

- Expand students' career capital: effective articulation of their knowledge, skills, values and competencies to make *deliberate* connections, between academics and professional industries
- Better graduation outcomes for students, the university, and reduced barriers for students – particularly for equity-deserving groups
- Increase students' return on investment and attract future students
- Build confidence in how students see themselves contributing to the world, to become a "**change-maker**"

Career informed Practice into existing Pedagogy – what are we currently doing?



Image: UN Sustainable Development Goals. <https://www.un.org/sustainabledevelopment/news/communications-material/>

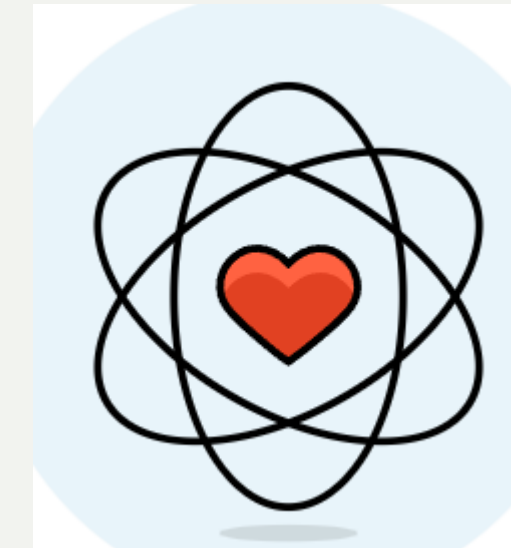


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Image: Research word, <https://brocku.ca/brock-news/2013/06/2020-vision-a-look-at-the-process-of-drafting-brocks-research-strategic-plan/>



Image: Design Thinking [. <https://sixsigmadsi.com/design-process-thinking/>



Image: Lake Bing



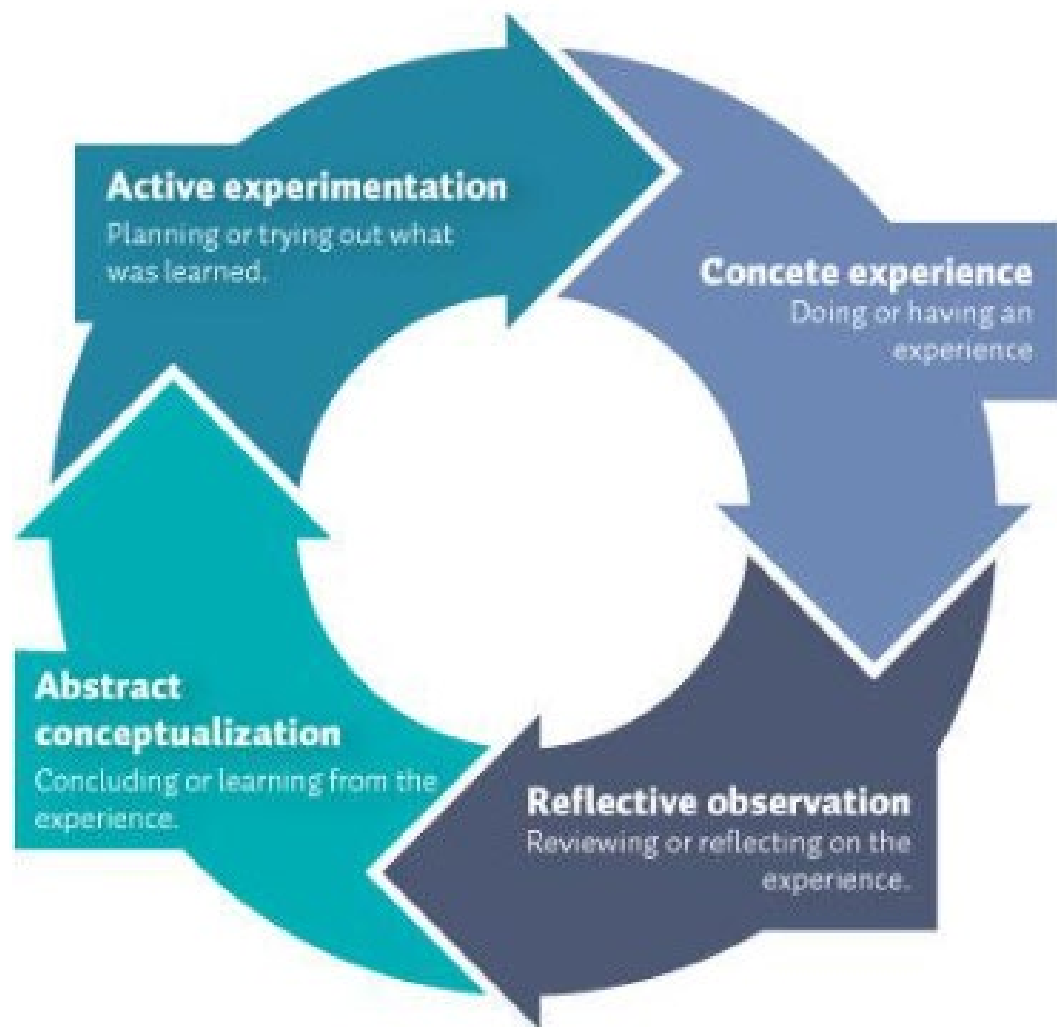
Image: Project. Bing Pixabay.

Activity 2 - Padlet

- **How are you linking academic knowledge to build career capital? E.g., coursework, guest speakers, student conversations**
- **Where do you see opportunities to extend career development learning beyond your current approach?**



Career Informed Reflective Practice



How are we supporting students to connect the dots?

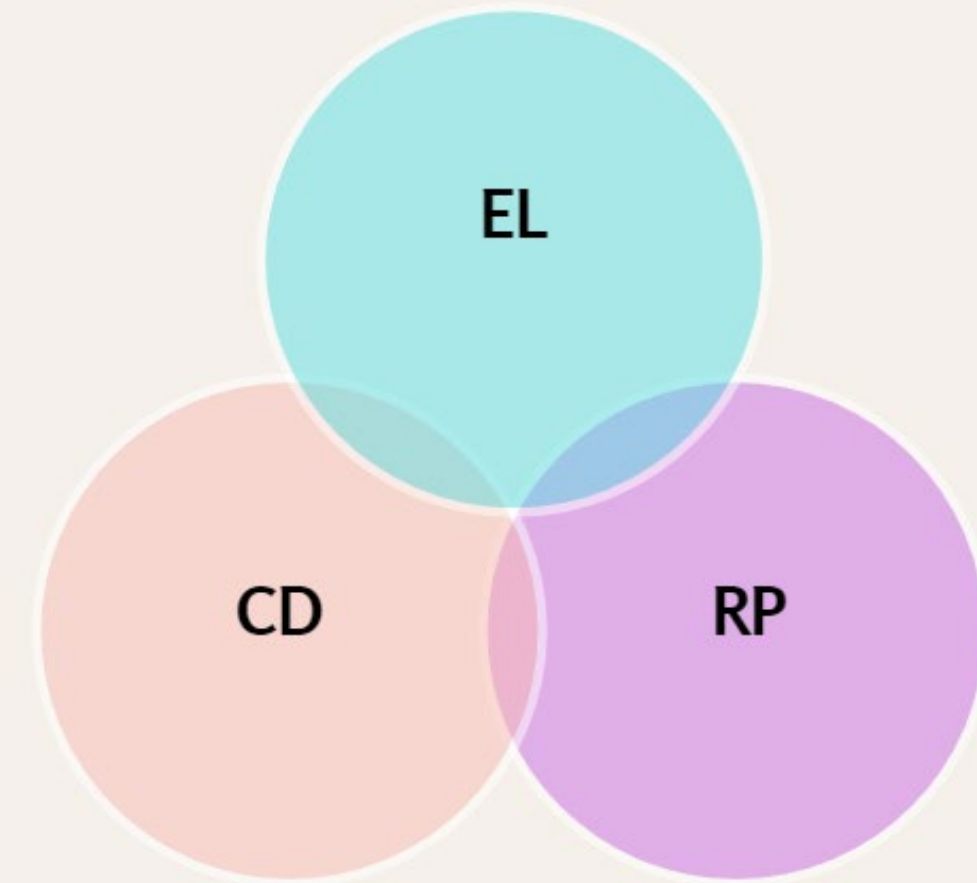


Image: Kolb's Experiential Learning Theory <https://www.royalroads.ca/about/academics/experiential-learning-hub/experiential-learning-faculty-staff>

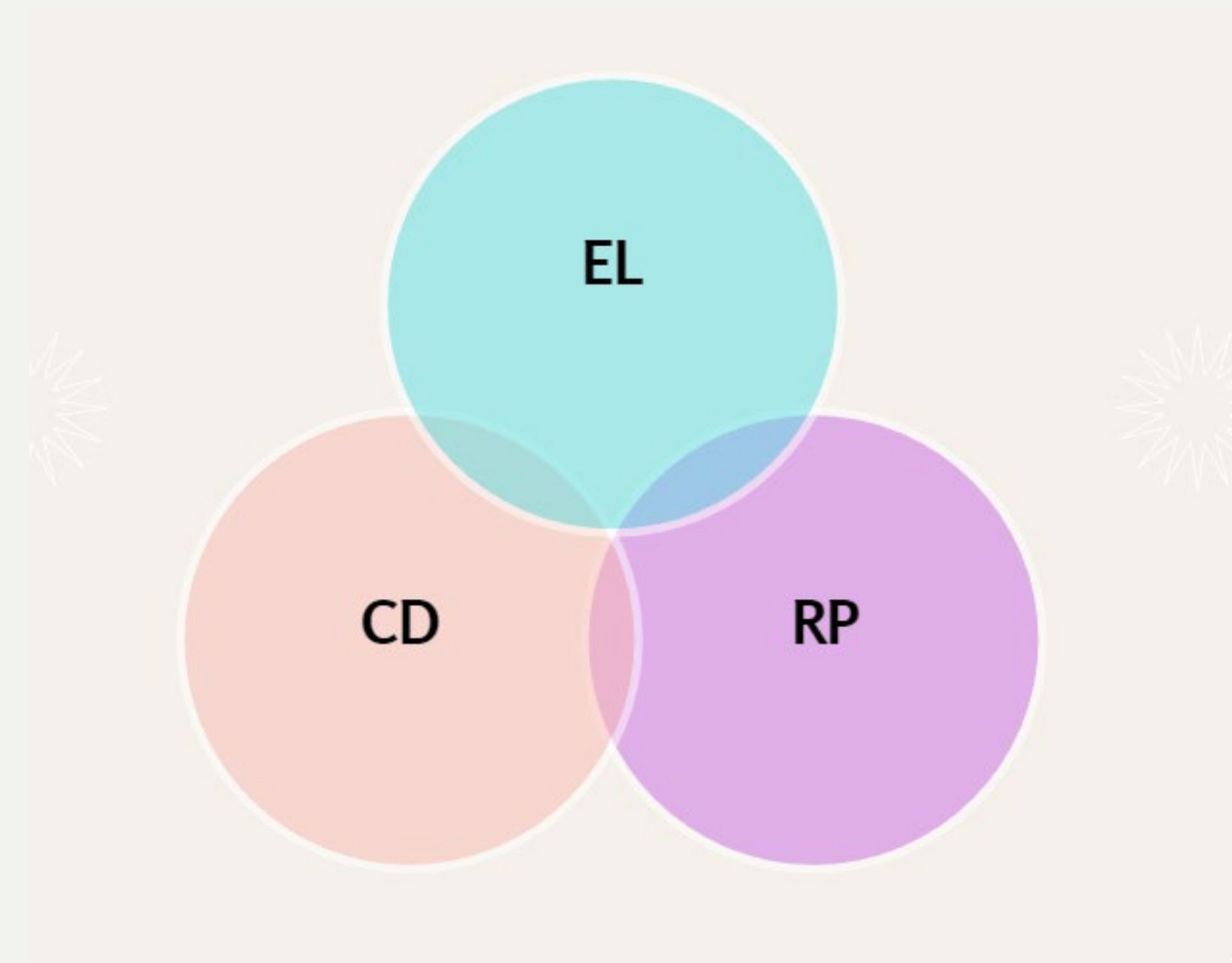
"Career development outcomes have not successfully broken through a majority of experiential learning programs due to the inability to connect experiential learning, reflective practices and translation to career development" (CERIC, 2021, p. 2).

Reflection activities might include:



Image: This Photo by Unknown author is licensed under CC BY-NC.

- Connection to program learning goals
- SMART goals – providing framework which includes some core concepts in addition to connecting to learning outcomes of coursework
- Mind mapping activities
- Personal portfolio/ journal
- Skills/competency articulation- gap analysis
- Scaffolding reflective practice through the education journey



Tools/research to support career informed reflective practice

[CERIC –Advancing Career Education in Canada /Funding current research and projects](https://ceric.ca/wayfinder/search-result.html)

<https://ceric.ca/wayfinder/search-result.html>

<https://opentextbc.ca/workintegratedlearning/chapter/reflective-practice-in-wil/>



Image: Ceric. <https://ceric.ca/>

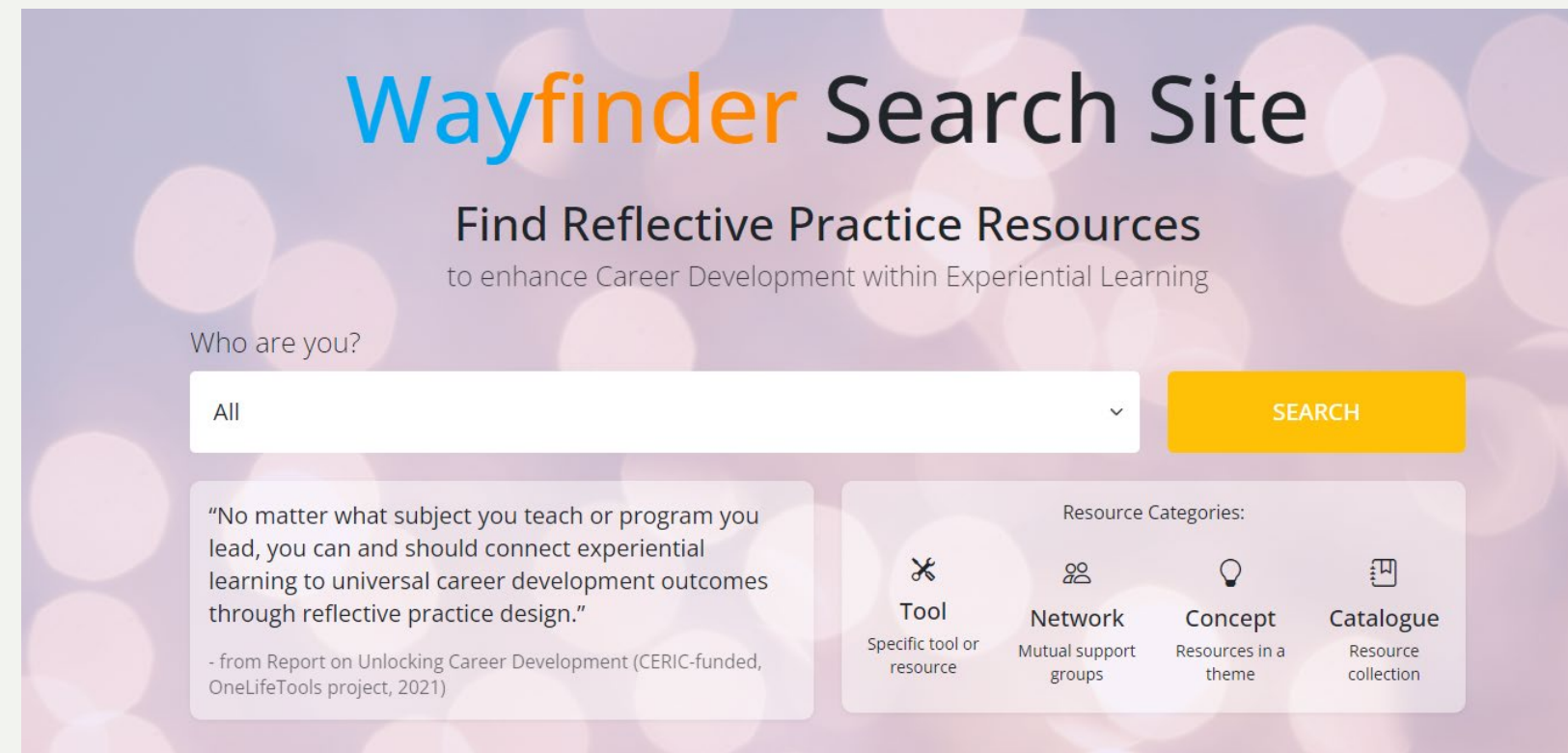


Image: Wayfinder Application, CERIC <https://ceric.ca/wayfinder/>



Image: BC Campus. <https://bccampus.ca/>



Connecting Learning Outcomes to Career Development

Learning Outcome	Criteria	Career Development- Lens
<p>Domain: 1. Communication</p> <p>Students will be able to communicate professionally and effectively through writing</p>	<ul style="list-style-type: none">• Logically organizes documents, with a logical sequencing of paragraphs• Writes concisely, without using more sentences or words than necessary to communicate an idea• Writes correctly, without errors in spelling, punctuation or sentence construction• Adapts communication so that it is appropriate for audience• Formats papers professionally, according to School guidelines, and adopts an appropriate tone and style• Cites sources appropriately and correctly	<p>Share ideas on how you can build career and employability capital</p>



Career Learning and Development Awareness Scale

Has anything shifted?

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Resources

- [Experiential Learning- Faculty & Staff, Industry/Community or Students](#) | RRU Website
- [Career Learning & Development](#) – Current Students | RRU Website
- [Career Management Resources for Professionals](#) – OpenED | RRU Website
- **Student individual on campus or online appointments** | [Libcal](#) – Career Services
- **Drop-in hours** with a Career Advisor **Tue, Wed & Thu 11:30am-1pm** | Sequoia Bldg
- [CareerRoads](#) | Events, Resources & Postings
- [Career Learning & Development \(CLD\) LinkedIn Page](#) | Follow us
- Crossroads or social media *#careerlearninganddevelopment #RRU*

CLD Events and Projects



Image: Bing

- **FEBRUARY 14**
Student Success at Career Events: Strategies & Tips | Online
- **FEBRUARY 22**
Event-Ready Profiles: LinkedIn 101 for Networking | Online
- **FEBRUARY 23**
In class panel discussion with BSC Environmental Science (Active Earth & Parks Canada)
- **FEBRUARY 29**
Employer Connect: From Jobs to Careers!
RRU Career Fair in person and online
- **MARCH 7 OR 14**
Online discussion HUMSIP students on humanitarian work and climate action (Mercy Ships, Canadian Red Cross, World Food Program, TBA)
- **MARCH 21**
In class presentation on careers stories
- Community Service Leadership Project (strategic volunteerism)



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Thank you.

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