Study Abroad &
Career Competencies:
Conveying the value to employers

Philip Gardner, Ph.D
Linda Gross, Ph.D
Inge Steglitz, Ph.D

June 2010
CIBER
Short Term Study Abroad
Conference
Kansas City, MO
Objectives:

• Gain insight into a mutually beneficial collaboration between study abroad and career services

• Realize some of the dynamics of student reflection in understanding their learning and building a portfolio of transferable skills

• Contextualize the demand for student reflection in light of the learning imperatives for the knowledge based economy
Outline for today’s session

• A little context: *purpose & history of our collaboration*
• Underlying research: *what employers say*
• A little theory: *grounding our work*
• Student unpacking demonstrations: *what really happens*
• Outlook: *careers academic and professional*
• Questions and conversation
A bit of background

- How it began
- Current workshop focus
- UT & MSU CIBER web resource collaboration
- Future applications
  - International education/orientation
  - Assist advisers in focusing on the total student
A synergy of mission between study abroad & career services

A high quality program must take seriously the responsibility of helping students to make the connection between their experiences and their future academic and professional careers.
SKILLS: THE BOTTOM LINE
The 12 Essentials

- Developing professional competencies
- Communicating effectively
- Solving problems
- Balancing work and life
- Embracing change
- Working effectively in a team
- Working in a diverse environment
- Managing time and priorities
- Navigating across boundaries
- Acquiring knowledge
- Thinking critically
- Performing with integrity

careernetwork.msu.edu/pdf/Competencies.pdf
Skill Usage: The Funnel

1st Job
11-18 months

Apply Learning
Writing Effectively
Teamwork
Grasp Realities of Workplace
Acquire Learning
Demonstrating Initiative

2nd job

Demonstrating Initiative
Think Analytically
Oral Communication
Acquire & Apply Learning
Evaluate Alternatives
Creative Solutions
Teamwork
Leadership
Utilize technology
Grasp Realities of Workplace
Competencies: *They are moving!*

- Build working, professional relationships
- Analyze, evaluate and interpret data
- Engage in continuous learning
- Communicate through justification and persuasion
- Plan and manage a project
- Create new knowledge
- Seek global understanding
Leader of the Pack

- Does Industrial Sector make a difference?
- Does Size make a difference?
- Does Geographic Location make a difference?
- Does Academic Major make a difference?
EVERYBODY!

NO EXCEPTIONS!

STAR PERFORMER

From Day 1
What skills do employers value from employees who have studied or interned abroad?

<table>
<thead>
<tr>
<th>Skill Group #1</th>
<th>Skill Group #2</th>
</tr>
</thead>
<tbody>
<tr>
<td>45% employer response range</td>
<td>All clustered in 30% employer response range</td>
</tr>
</tbody>
</table>

- Interacting w/ people who hold different interests, values, perspectives (60%)
- Understanding cultural differences in the workplace (53%)
- Adapting to situations of change (50%)
- Gaining new knowledge from experiences (45%)
- Ability to work independently
- Undertaking tasks that are unfamiliar
- Applying information in new or broader contexts
- Identifying new problems/alternatives solutions
- Working effectively with co-workers

The internship or co-op has become a high stakes event as it is the starting job of today.

A NEW PLACE TO START
## The Evidence

<table>
<thead>
<tr>
<th>Competency</th>
<th>Eng FT 5 yrs ago</th>
<th>Eng Intern Today</th>
<th>Noneng FT 5 yrs ago</th>
<th>Noneng Intern Today</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analyze</td>
<td>31%</td>
<td>30%</td>
<td>30%</td>
<td>22%</td>
</tr>
<tr>
<td>Communicat.</td>
<td>35%</td>
<td>26%</td>
<td>34%</td>
<td>34%</td>
</tr>
<tr>
<td>Teamwork</td>
<td>30%</td>
<td>33%</td>
<td>36%</td>
<td>31%</td>
</tr>
<tr>
<td>Customer Ser.</td>
<td>27%</td>
<td>11%</td>
<td>28%</td>
<td>15%</td>
</tr>
<tr>
<td>Global</td>
<td>11%</td>
<td>12%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Innovation</td>
<td>7%</td>
<td>10%</td>
<td>9%</td>
<td>6%</td>
</tr>
<tr>
<td>Diversity</td>
<td>9%</td>
<td>6%</td>
<td>11%</td>
<td>4%</td>
</tr>
<tr>
<td>Plan</td>
<td>39%</td>
<td>34%</td>
<td>37%</td>
<td>31%</td>
</tr>
<tr>
<td>Project</td>
<td>45%</td>
<td>46%</td>
<td>27%</td>
<td>38%</td>
</tr>
</tbody>
</table>
Employer Expectations

“Not What They Used To Be!”

Yesterday’s Outcomes are Today’s Intern Expectations
The “New Starting Job”

- Internships
- Co-ops
- Career-related employment
- Other engagement: no longer equal
  - Preparatory experiences
High Stakes Event

• Knowing what your interests are
• Frequency
  – How do you gain practice
• Feedback
  – Reflection on practice
  – Reflection in practice
  – Time
• Difficulty
REQUIRES A WHOLE NEW LOOK ON CAMPUS

The New Professional
Smart University
Preparing the new professional
T-Shaped Professionals

Boundary Crossing Competencies
communication, networks, critical thinking, global understanding, teamwork, perspective, organizational culture, project management, etc.

Many disciplines
(understanding & communications)

Many systems
(understanding & communications)

Deep in at least one discipline
(analytic thinking & problem solving)

Deep in at least one system
(analytic thinking & problem solving)

Jim Spohrer,
IBM Labs
Extracting skills & competencies

Provoking critical connections
If learning demands context, what kind of context do these student comments suggest?

What do I need \{insert dept & course #\} for?

I just want to get my electives out of the way.

If I take 20 credits each semester I can be done in 3 years.

But I completed all of the assignments, I should get \textit{at least} a 3.0.

Learning abroad will look really good on my resume.
Student compartmentalization

Activities
Internships
Service

Academics

Study Abroad

Work

Daily living stuff

Finances

Social life

Family
Imperative to ask contextually meaningful questions

- Stimulates critical thinking
- Advances integration of student learning
  - Helps them connect the dots!
- Builds toward discovery and advancing knowledge essential for the emerging economic paradigm
Reflective Learning Model

LEARNING CATALYST

- Academic courses
- Life in residence
- Volunteer & Service-learning
- Internships, co-ops, practica
- Study Abroad
- Organizational and leadership experiences
- Other life events

REFLECTION

- Learning
- Self awareness
- Critical thinking
- Skill identification
- Planning
- Decision-making

INTEGRATION

- Transition awareness
- Skill development
- Problem solving
- Ability to contribute

“The questions we ask determine where our thinking goes.”

~Michael Scriven and Richard Paul
Think back for a moment.

What was your most significant professional learning experience during the last year?
The Power of Perspective
A case example in identifying transferable skills through reflection
The P-A-R-K Method

Problem or need

Action(s) you took

Result(s) you achieved

Knowledge or skills gained
But what do I know about career development?

- No matter what our role, each of us can help foster students’ career development.
- All we need is to ask the right questions.
Exercise:
Choose one of the job bullet points and provide an example from your professional experience that demonstrates competency in that area.
“It is not the answer that enlightens, but the question.”

~Eugène Ionesco
Tips for Practitioners

- Establish a context for student reflection relative to their future life plans (i.e. employment field, graduate school).
- Ask questions that provoke students to make connections. Why? How?
- Use a novice approach. Ask questions to build your understanding or technical competence in the field.
- Push the envelope. Students make important realizations and associations when they stretch their limits.
Conversation
Outlook & Applications
“The quality of our thinking is given in the quality of our questions.”

~Linda Elder and Richard Paul
Dr. Phil Gardner
Collegiate Employment Research Institute
gardnerp@msu.edu

Dr. Linda Gross
Career Services Network
Office of the Associate Provost for Undergraduate Education
grossL@msu.edu

Dr. Inge Steglitz
Office of Study Abroad
steglitz@msu.edu
References


