Career Readiness Competencies & Prototyping Your Career

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What are Career Readiness Competencies?

- Eight broad areas.
- They encompass the skills that employers, across all industries and functional areas, are seeking in college graduates entering the world of work.
- Highly qualified candidates have reflected on their career competencies and are able to effectively communicate their career readiness.
• You’ll develop the skills employers want.
  • You will enter the world of work with the transferable skills necessary to adapt and grow throughout your career.

• You’ll be able to tell your story.
  • Being able to effectively communicate your strengths can assist you in showcasing that you are the best fit for a specific position, organization, industry or network.

• You’ll be able to strategize how to continue growing.
  • Reflecting on your career readiness can help you identify areas of growth as a professional.
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<th>Competencies for a Career-Ready Workforce Definitions</th>
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| Career & Self Development | Proactively develop oneself and one’s career through continual personal and professional learning, awareness of one’s strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one’s organization. |
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| Communication | Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization. |
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| Critical Thinking | Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information. |
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| Equity & Inclusion | Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism. |
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| Leadership | Recognize and capitalize on personal and team strengths to achieve organizational goals. |
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| Professionalism | Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace. |
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| Teamwork | Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities. |
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| Technology | Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals. |
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What is the career competency you feel strongest in right now?

How did you develop strength in this area?

What is the career competency you feel weakest in right now?

How can you develop strength in this area?

It’s important to know that none of us are 10/10s in each of these competency areas. The career competencies are not a “you either have it or you don’t” set of skills.
Shopping Cart as Metaphor for Career?

https://www.youtube.com/watch?v=W6EgoiPxNDs
• Seek out people from different backgrounds and experiences
• Ask questions
• Brainstorm – no idea is too wild
• Build on wild ideas
• Talk to the experts to learn quickly
• Pull out the best elements from each idea

What did the shopping cart teach you about prototyping your career?
Why prototype your career?

- Not a thought experiment – must involve a physical experience in the world.
- Allows you to “try out” a version of a potentially interesting future.
- Helps you visualize alternatives in an experiential way.
- Allows you to imagine your future as you are already living it.
What can a prototype help you do?

• Involve others – helps you build a community and network.

• Start conversations & find unexpected opportunities.
  • “cultivate serendipity”

• Fail rapidly without overinvesting; fail forward.
  • “fail often in order to succeed sooner”
How can you prototype NOW?

- Complete an Internship
- Find a Mentor
- Informational Interview
- Job Shadowing
- Got to Conferences
- Volunteer
- Run for Office
- Join Clubs/Organizations
- What Else?
A great (and short) read
Deb Albin
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Montana’s Own Scholarship Program

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