



Developing an Innovative Experiential Learning Program Using an Outcomes-Based Framework

Career Link
Career Readiness Program
October 11, 2018

1. Background
2. What is Career Link?
3. How did we build it?
4. Focus on Outcomes - next steps for design and evaluation

STRATEGIC PLAN 2016-2021



Algoma University Institutional Priorities

1. Student experience and success
2. Experiential learning
3. Special mission (Anishinaabe initiatives)
4. Strategic enrolment growth

The Opportunity

Seed funding through Career Ready Stream 2: Employer and Regional Partnerships.

Work with regional partners to develop Career Link program.

A structured framework to promote participation in high-quality EL and to promote career preparedness.

Focused 'streams' to meet the needs of Indigenous students, students with disabilities, and students interested in entrepreneurship.

Partners

City of Sault Ste. Marie

Sault Ste. Marie Economic Development Corporation

Sault Ste. Marie Innovation Centre

Sault Ste. Marie Chamber of Commerce

Yes You Can Employment Consulting

Batchewana First Nation Employment and Training

Garden River First Nation Employment and Training

Add more partners as we proceed...

Why Partner?

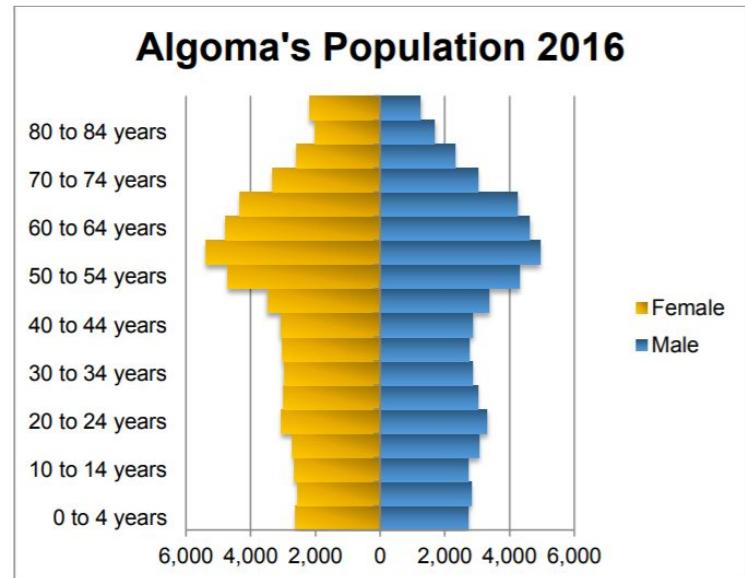
Regional challenges - aging workforce and youth outmigration.

'Job ready' graduates will reduce employers costs for onboarding and training.

Smallest university in Ontario.

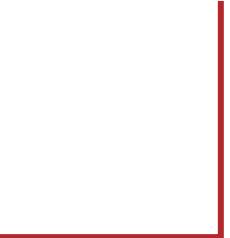
Links between university and community.

Introducing students to wealth of community resources while still in school.



From Algoma Workforce Investment Corporation - 2018 LLMP Report

What is Career Link?



Gain. Experience.

Career Link is a non-credit Certificate Program that runs concurrent with academic studies.

It connects the academic experience to career preparation, through:

Self-reflection;

Hands-on work experience;

Skill development;

Mentorship; and,

Networking.

Stand. Out.

Graduates of the Career Link Program will earn a non-credit Career Link Certificate that will be awarded at convocation and noted on their academic transcript.

Graduates will be well-positioned for a wide variety of career options, and will emerge from the program with:

work experience, a career network, and a Career Portfolio.

Strong ability to articulate the skills developed in university to prospective employers.



Career Link Program Outcomes

Upon successful completion of the certificate program, students will be able to:

1. Communicate job-related skills developed during university to prospective employers.
2. Explore career opportunities that reflect one's values, interests, and skills in a Northern Ontario labour market.
3. Link to prospective employers using established and growing networks.
4. Apply entrepreneurial skills and thinking to the job search process and workplace.
5. Describe and apply cross-cultural competencies in a workplace setting.
6. Navigate the Northern Ontario labour market.

Core Competencies

Communication

Critical Thinking and Problem Solving

Professional Behaviour and Personal Awareness

Teamwork and Collaboration

Leadership

Continuous Learning

Cross Cultural Intelligence

Entrepreneurial Thinking

Technical Competence

Stress Management and Flexibility

Program Components



Explore



Work Experience



Connect



Reflect

1. Explore

Completion of a mandatory orientation workshop.

Completion of, at minimum, 4 skills development workshops with the EXPLORE designation.



2. Work Experience

Hands-on work experience gained through at least one of the following semester-long experiences:

Co-operative education

Internship

3-credit course with a WIL designation

Community-based bootcamp

Entrepreneurial bootcamp

Summer company program

On-campus student employment for, at a minimum, one semester

International internship

3. Connect

Completion of 4 activities
to connect with
prospective employers.

4 meetings with a Career
Coach or Career Mentor.





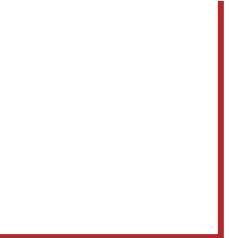
4. Reflect

Completion of 1 midpoint Career Link seminar and a final 2-day seminar.

The 2-day seminar will be a hands-on workshop to put the final touches on a Career Portfolio.

It will also include a networking component, in which students' showcase their skills to prospective employers.

How did we build
it?



Core Working Group

Director, Program Quality and Experiential Learning

Assistant Dean, Student Success and Wellbeing

Entrepreneurship Coordinator, YouLaunch Youth Entrepreneurship Program

Anishinaabe Social and Cultural Program Coordinator

Began with the Outcomes and Competencies

First draft of outcomes based on the following sources:

University of Victoria Co-op & Career Services

10 Core Competencies

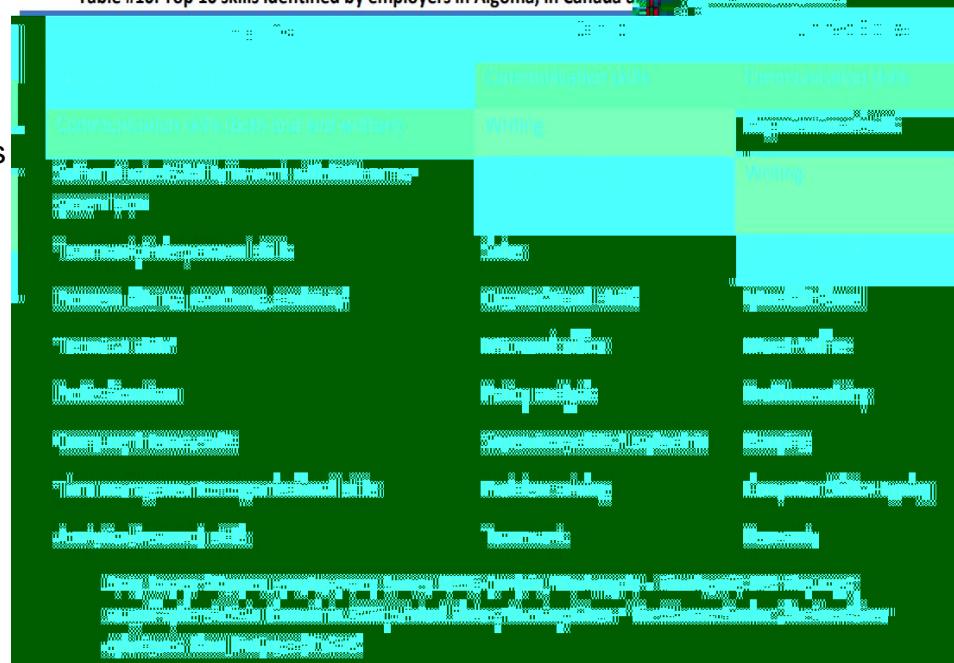
University of Waterloo EDGE Program Core Competencies

OCAV's Undergraduate Degree Level Expectations

Algoma Workforce Investment Corporation Employer One Report 2018

Outcomes refined based on partner feedback and consultation.

Table #10: Top 10 skills identified by employers in Algoma, in Canada and in the United States



School-to-Work Transition for Algoma Graduates

- MOST helpful: never give up; self-awareness; entrepreneurial thinking; communication skills; ability to make a plan; and time management.

“I learned a lot on the job. That first year I learned a lot about who I was as a person in the workforce which I think I lacked in university because I didn’t participate in co-op and have that practical experience.” (Adam)

- Perceptions of graduates and service providers are different.

“these essential skills are not skills students are learning in university. They don’t even know how to write an email properly.” (Bill)

- Not one skill identified was discipline-specific.

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3. Link to prospective employers using established and growing networks.
4. Apply entrepreneurial skills and thinking to the job search process and workplace.
5. Describe and apply cross-cultural competencies in a workplace setting.
6. Navigate the Northern Ontario labour market.

Consultation

Partner feedback

City of Sault Ste. Marie

Sault Ste. Marie Economic Development Corporation

Sault Ste. Marie Innovation Centre

Yes You Can Employment Consulting

Batchewana First Nation Employment and Training

Garden River First Nation Employment and Training

Anishinaabe Peoples' Council

Internal stakeholders

Student focus group



Integration of Streams





Meeting the needs of Anishinaabe students

Integrated throughout program in a variety of ways:

Partner with Anishinaabe Initiatives Division (AID) to design orientation and reflection workshops.
EXPLORE workshops topics of interest to students seeking to work in or with Anishinaabe organizations and/or communities.

Work experience opportunities with Anishinaabe communities and organizations.

Coordinate work experience opportunities with partner programs.

Working closely with AID and external partners on CONNECT events and mentors.

Cross cultural focus throughout program curriculum.

Focus on
Outcomes - next
steps for design
and evaluation



Program Design

Effective WIL requires curriculum design which allows for intended and unintended outcomes - authentic experiences do not occur in isolation (Ferns, S., Russell, L. & Smith, C., 2015)

WIL Program Learning Plan to connect learning outcomes to learning activities, resources, and assessment.

Application of Knowledge (example)

Learning Outcome	Learning Activities	Resources	Assessment
Communicate job related skills developed in university to prospective employers.	<ul style="list-style-type: none">-Reflection activity.-Develop Career Portfolio.-Interview (if relevant) and reflection.	<ul style="list-style-type: none">-Career Coach-Seminar Facilitator	<ul style="list-style-type: none">-Feedback from Career Coach-Career Portfolio-Employment outcomes
Explore career opportunities that reflect one's values, interests, and skills in a Northern Ontario labour market.	<ul style="list-style-type: none">-Attend labour market seminar.-Complete career exploration discussion posts.-Work experience.	<ul style="list-style-type: none">-Career Coach-LMS site-Work experience facilitator	<ul style="list-style-type: none">-LMS discussion posts.-Feedback from Career Coach-Career Portfolio

Integration of Knowledge (example)

Learning Outcome	Learning Activities	Resources	Assessment
Navigate the Northern Ontario labour market.	<ul style="list-style-type: none">-Choosing EXPLORE activities and completing assignments.-Work experience component.	<ul style="list-style-type: none">-Career Coach/Mentor-Seminar leader-Peers-Partners	<ul style="list-style-type: none">-Final Career Portfolio presentation-Employment outcomes

Program Evaluation

Criteria based on Ferns, S.,
Russell, L., & Smith, C.
(2015)

Authenticity	Employability of graduates. Graduates perceptions of usefulness to their school-to-work transition.
Preparation	Perceptions of students regarding preparedness for WIL experience and work readiness. Ability of students to learn from others and complete reflective assignments.
Learning support	Access to a Program Coordinator and Career Coach throughout. Student feedback on effectiveness of both. Facilitated debriefs on program components.
Partnership	External partners feedback on students' performance in the workplace and in the Career Portfolio presentations. Employers' feedback on graduate preparedness.
Alignment	Student feedback on flexibility of program to meet their career goals. Skill development laddered appropriately but still meeting flexibility needs.



Questions??

Algoma

UNIVERSITY