

Intentional Career Planning

Jason Bearce, Indiana Commission for Higher Education

Rachel Landis, Career Development Professionals of Indiana

H. Kent Weldon Conference for Higher Education

Tuesday, April 4, 2017



CAREER

Career preparation should be an integral and intentional part of a student's education.

KEY FACTS

- **50%** of college graduates would choose a different major or school **if they could do it over again**. *(McKinsey & Co., 2013)*
- **50%** of college students say they're **prepared for the workplace**. *(Harris Interactive, 2013)*



KEY STRATEGIES

- **Promote Early Career Planning** aligned with academic advising, ongoing from K-12 through college
- **Align Academic and Career Advising** by incorporating career interest assessment results, labor market and ROI data into advising and program selection practices
- **Encourage Employer Engagement** to increase student opportunities for workplace exposure and experience



AN EDUCATOR PERSPECTIVE

AN EMPLOYER PERSPECTIVE

DISCUSSION QUESTIONS

- What is your organization/institution already doing to support students' **career preparation**?
 - How are you partnering with K-12 in career readiness?
 - How do you determine students' career interests and aspirations?
 - How do you use labor market and ROI information to advise students' program selection?
- What changes—policy, funding, process, structural—would help you better **prepare** students for careers?



DISCUSSION QUESTIONS

- What are the biggest challenges you anticipate in ensuring that **intentional career planning** is an integral and intentional part of ALL students' education?
- What supports or changes would help you address those challenges?
- What are your strongest practices in student career preparation that could be shared and scaled elsewhere in the state?



DISCUSSION QUESTIONS

- What else should educators and employers consider?
Any words of caution?
- **Additional?**

