

Liberal Arts and the Workforce

CCAS—Sponsored by the Committee
on Comprehensive Institutions

Participants

- Presiding--Noah Zerbe, Humboldt State University
- J. Chris Arndt, James Madison University
- Kristin Sobolik, Wright State University
- James H. Mike, Shippensburg University
- The Audience

J. Chris Arndt, Associate Dean, College of Arts and Letters,
James Madison University “Connecting Liberal Arts and
Careers at James Madison University”



The Problem

- Greater focus on pre-professional and career track
 - What is the role for Liberal Arts?



Skills that Matter

Top-10 Candidate Skills/Qualities Employers Seek—

- **Strong Communication Skills**--No matter what the job one of the most important skills required to excel in a job is strong communication skills. Employers continually seek candidates who can demonstrate that they possess exceptional speaking, listening, and writing skills
- **Research & Analytical Skills**
- **Computer skills**
- **Adaptability & Flexibility**
- **Problem Solving/Thinking/Creativity**
- **Teamwork**
- **Planning & Organizing**
- **Analyzing Quantitative Data**
- **Decision Making**
- **Leadership**

Connections with the Career Office

- Career Planning and Placement
 - Internships
 - Recruiting

Students and Parents

- Admissions and Promotion
 - Summer Springboard
 - Return on Investment
 - English 4th nationally
 - Alumni networking
 - Promoting what you do

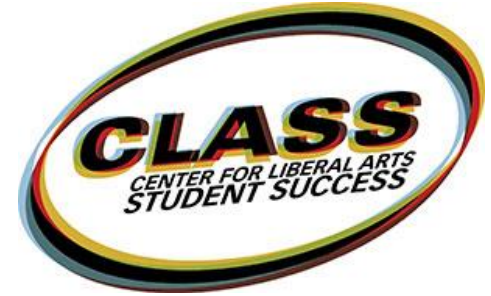


Curriculum

- Faculty
- Traditional and Cutting Edge
 - Digital Humanities
 - Digital Humanities Institute



The Center for Liberal Arts Student Success



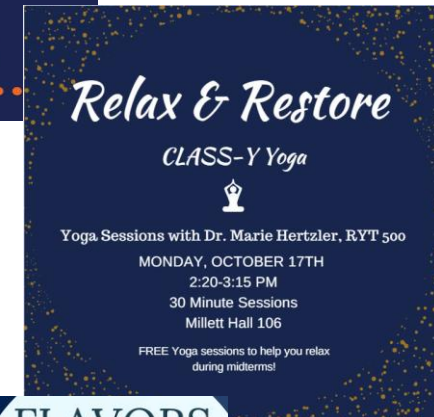
Kristin Sobolik
Dean, College of Liberal Arts



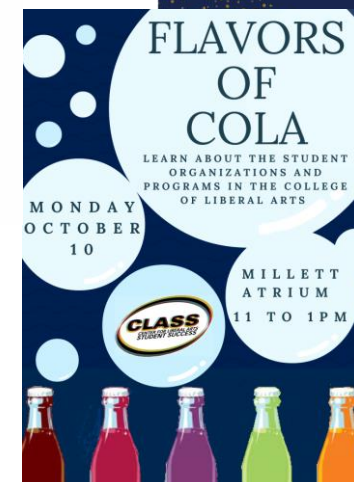
Center for Liberal Arts Student Success



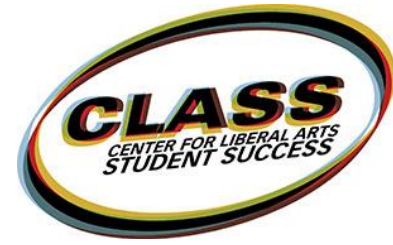
- Student Retention
 - Advising
 - Supplemental Instruction
 - First-year Seminars
 - Student Engagement
 - Feasting with Faculty



- Workforce Development



CLASS – Workforce Development



- Wayne's Workforce Wisdom
– Director Wayne Stark
- Resume Building
- Internship Opportunities
- Alumni Engagement
- Employer Relationships



MAJOR and CAREER EXPLORATION EXPO



Wednesday, October 26, 2016
10 a.m.–2 p.m.
Millett Atrium

- Tables with faculty from each major
- 24 Community partners, businesses -- internships and career options
- 16 alumni – discuss career options
- 316 student participants

Presented by



CENTER FOR
LIBERAL ARTS
STUDENT SUCCESS



Center for Liberal Arts Student Success Workforce Development

Engage with Your Future Workforce



Connect with talented liberal arts students and attract the employees you need.



Wayne Stark
Director of
Workforce
Development

Employers rank leadership, teamwork, problem solving, and communication skills as the top attributes they want when they hire new college graduates.

Wright State's liberal arts students offer a strong foundation in critical thinking, analytical and research abilities, written and oral communication, and the ability to adapt to an ever-changing economy!

Our staff can partner with your organization to develop rewarding recruiting relationships to find the talent you need.

We can assist with:

- internship opportunities, customized direct recruiting, and interview sessions
- special student projects that achieve your goals
- connections with faculty experts
- spotlighting your organization at networking events, student clubs, information tables, class presentations, and our Student Success Series
- free job and internship postings

Contact us: (937) 775-4268 or liberal-arts.wright.edu/careers-and-internships

(1) Job Outlook 2016: Attributes Employers Want to See in New College Graduates' Resumes

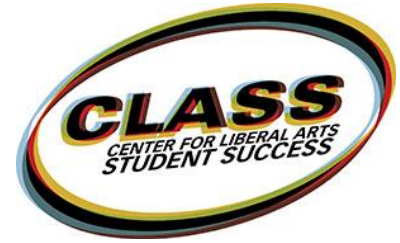


CENTER FOR
LIBERAL ARTS
STUDENT SUCCESS



Learn more about matching funds, up to 50 percent, for new internship positions through our OMIC partnership.

Overview



Pros

- Engage Students in their future
- Educate about the value of the Liberal Arts
- Increased engagement with alumni
- Increased engagement with community partners
- 4.2% increase in retention after first year
- 45% increase in student internships

Challenges

- All Internal
- Administration – centralized structure
- Budget cuts, decreasing positions

Passport to Success

A Partnership between the **College of Arts and Sciences** and
the **Career and Community Engagement Center (CCEC)**
At Shippensburg University

James H. Mike, Dean of the College of Arts and Sciences



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THEY HAPPEN HERE.

The Issue

- Professional programs – strong association between the degree/credential name and career pathway or job.
- A&S programs – do not have this (or sometimes any) similar association. Faculty members focus on content delivery and most often have work experience only in the academy.
- Programs associated strongly with employment often have external experiences such as an internship, shadowing, consultation, applied research, and so forth.
- Colleges of Arts and Sciences, seemingly in areas related to the humanities, but in reality across all areas, have not paid particular attention to the desire to align jobs.
- Even in those areas in Arts and Sciences having stronger association with post-graduation employment, the range of opportunities expands beyond common perceptions.



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Aligning Expectations

- **Students/Parents**

- Most seem to expect that they're attending college to receive a credential or (set of credentials) that will allow them to get a job/have a career.
- Some/many seem to struggle with aligning liberal education with this goal.

- **Faculty/University**

- Content delivery focus – expect that students understand and engage in the content aspects of learning and do it for the sake of learning.
- Liberal educational approaches are valued inherently and there is considerable focus on students progressing to graduate and professional schools.
- Some focus on workforce preparation.

- **Employers**

- Expect students to come pre-trained and ready for the workplace.
- Understand and state the need for values espoused by liberal education, but many are looking for skills and specific degree titles and/or credentials.



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Missing Links

- The focus of the program is on developing career-related skills through non-credit offerings. It hopes to help students answer questions, such as:
 - “How do I pick a major and then use it to make my way through life?”
 - “How do I understand and effectively use what has been gained in my education?”
 - “How do I communicate effectively?”
 - “How do I use what has been learned?”
 - “What is lifelong learning and why do I need it?”
 - “What good is my degree and what can I do with it?”
 - “How do I interact appropriately with others?”
 - “How do I write a resume and cover letter?”
 - “How do I dress and act during an interview?”
 - “How do I develop networks and utilize them in gainful ways.”
 - “How do I create connections within my professional sphere?”



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Passport to Success

- The program was developed collaboratively with our Career and Community Engagement Center (CCEC) and Ms. Victoria Kerr, our Director of the CCEC.
- We have been doing the program for 2 years and it involves targeting students in their last two years and collaboratively working with designated faculty members in departments delivering capstone courses or experiences.
- Currently looking to expand the reach into the first and second years, too.



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2015-2016 College of Arts & Sciences/CCEC Passport to Success

- Open to all College of Arts & Sciences students.
- Career Passport to Success Program helps students take a first step on the ladder to professional achievement.
- Students gain a greater understanding of themselves and their career development process.
- Students can be better prepared to choose/confirm a major, research careers, and develop effective job search strategies and interview skills.
- A way to document the program on the resume, providing an extra opportunity to impress prospective employers/graduate schools with an example of motivation and drive.
- At year's end, students who complete all requirements receive a Certificate of Program Completion.



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2015-2016 College of Arts & Sciences/CCEC Passport to Success

- How does it work?
 - Stop by the Career and Community Engagement Center to pick up a CCEC Passport to Success.
 - Register to attend the events to get your “passport” stamped. RSVP via SHIP Career Connection.
 - Attend at least 1 event/program under each category to receive your “Certificate of Completion,” a chance to attend the Etiquette Dinner, as well as win a \$100 VISA gift card.
 - For questions, students contact the Career and Community Engagement Center.



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Areas of Emphasis

- **Discover** – exploration of majors and initial examination of aspects related to career planning.
- **Define** – exploration and workshops related to preparing to represent the major.
- **Distinguish** – development of tools and communication strategies for appropriate representation of both the degree and the student in the workforce.
- **Reward** – an “Etiquette Dinner” meant as a reward, but also to develop and build networking and social skills.



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Next Steps

- Continue to work collaboratively with departments and individual faculty.
- Hold the Etiquette Dinner each semester rather than annually, working where possible to appropriately align with capstone experiences.
- Expand the program to differentiate years – different programming for first-year through senior year.
- Integration into introductory courses/experiences.



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