

Competencies & Career Advising

Name it: Students may not make the connection between their experiences and the transferrable skills they are learning as a part of that experience, so it is important to utilize various opportunities to make that learning apparent. Opportunities include: incorporating competency language into one-on-one advising appointments, creating resources and handouts that allow them to practice articulating their skills to others, or intentionally using competency language in follow up emails and other interactions. It is as easy as asking the student, “Where have you developed these competencies in your experiences so far?”

Focus on integrative learning: Ask students questions during one-on-one advising appointments and presentations about what they are learning and how it connects to career goals and aspirations. Some discussion topics to help students connect their learning could include:

- Competencies that are expected out of new college graduates
- Skills they are developing through internships, extracurricular activities, classwork, etc.
- Ways to demonstrate competencies in professional documents (resumes, cover letters, portfolios, LinkedIn, etc.)

Effective reflection is critical: As mentioned above, advising appointments and follow up conversations are prime opportunities to help students reflect on and connect their learning. You may also find other opportunities to help students reflect, including: resume workshops, skill building trainings, group discussions, one-minute reflections, exit interviews, etc. Some potential reflection questions are outlined below:

- What competencies do you think you have developed as a result of your experience at UI?
- How have you effectively used [competency]?
- When have you used [competency] through class or cocurricular activities?
- What have you learned about [competency] that you think might be helpful in your academic courses? In your other co-curricular involvement? In your future career?
- How might you continue to develop [competency]?
- How would you talk about [competency] on your resume or during a job interview?