Service-Learning for College and Career Readiness

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Small Group Talk:

What are the skills, competencies, or mindsets that employers and colleges are looking for in entry-level employees or students?

You have 2 minutes to generate a list
What does it mean to be College and Career Ready?
“Massachusetts students who are college and career ready and prepared for civic life will demonstrate the knowledge, skills, and abilities that are necessary to successfully complete entry-level, credit-bearing college courses, participate in certificate or workplace training programs, enter economically viable career pathways, and engage as active and responsible citizens in our democracy.”

All Young People Must be Prepared for Active and Responsible Citizenship

- Academic
- Knowledge, Skills, and Experiences for College, Career Readiness, and Civic Preparation
- Personal/Social Development
- Workplace Readiness
Massachusetts Career Development Education (CDE) learner benchmarks are organized under the domains of:

**Academic-Technical Development**: i.e. communication, critical thinking, organization, problem-solving

**Personal/Social Development**: i.e. self-concept, responsibility, ethics, interpersonal skills, diversity

**Workplace Readiness Development**: i.e. career planning, life long learning, workplace specific knowledge
Three Stages of Career Development Education

1. Career Awareness:
   • speakers
   • inventories/searches
   • company tours/field trips
   • career plans
   • analysis of labor market info
   • student/family events connecting rigorous coursework with college/career
Three Stages of Career Development Education

2. Career Exploration:
• coaching/guidance
• topic workshops (i.e. resume, financial awareness, work readiness)
• contextual learning
• service-learning/community service
• informational interviews
• job shadow days
Three Stages of Career Development Education

3. Career Immersion:
• Capstone or Senior Projects
• Career Academies and Career Majors
• Career Clubs
• Focused Electives
• CVTE Courses
• Entrepreneurial programs
• Career mentors
• Skills Portfolios
• Work-based learning/Internships
‘Soft Skills’  ‘Hard Skills’

Cognitive  NonCognitive
Skills
Traits
Mindsets
Competencies
Dispositions
Behaviors
Factors
‘Soft Skills’ Teams
How do we leverage high quality service-learning to foster college and career readiness?

a. ‘Soft Skills’

b. Career Focus
IPARD

- Investigation
- Preparation and Planning
- Action
- Reflection
- Demonstration
Three Minute Brainstorm

Each table has a stage of IPARD.

On the chart paper, list ‘Soft Skills’ that might be emphasized within that stage of IPARD.

Jot down any specific examples that pop up
How might Career Development be enhanced during Service-Learning that addresses the theme on your table? Within your group, brainstorm and record ideas on the poster.

Career Awareness: speakers, inventories, searches, field trips, labor market analysis

Career Exploration: shadow, interview, related research, contextual learning

Career Immersion: ongoing placement, entrepreneurial projects, career clubs, electives, contextual learning
Why is it important to emphasize the development of ‘soft skills’ and college and career readiness?

How might this benefit you within your role?

Who would like to share an example from your practice with a focus on soft skills or career skills development connected to service-learning or community service?
Handout

Q & A

Evaluations