

# Professional Skills Development Program (PSDP) for International Students

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# Overview of Presentation

- International Students @ MUN
- Overview of PSDP
- Community Impact
- Resources & New Components
- Program Exposure
- Student Feedback (F'11 results, 2012 review in the works)
- Where are we going
- Questions? Comments?

# International Students at MUN

- Approx. 1600 stdts
- International UG: 2011 = 777
- International Graduate: 2011 = 646
  - 1423 I.S. on campus in 2011
- Approx. 1600 enrolled in 2012 + from 90 countries
  - Steady increase in both populations
- Creation of career advisor role in Jan. 2008 (shared with Career Development & ISA ) & grad advisor Dec. 2009  
(Can & I.S. students)

# Why PSDP?

- Continuous growth in student population
- Culturally different approaches to job search - combined with language barriers
- I. S. can avail of on campus employment programs; became apparent students needed more
- A programming model put in place for various facets of their career development

# What is Professional Skills Development Program (PSDP)?

- Started S'2010 (currently in 7<sup>th</sup> term)
- Open to undergraduate & graduate students
- Helps prepare IS for professional employment throughout NL & Canada.
- Topics: communication, culture and career preparation as well as importance of volunteering & networking
- Interactive components: organized volunteer opportunities on & off campus, networking events & organized PSDP networking event
- Choice of 2 time slots held weekly on campus
- 189 students received certificates since S'10
- 2 coordinators (ISA & SGS Career Advisor)

# PSDP Sessions:

Week	Title / Information Covered
#1	<b>Introductions &amp; Overview of the PSDP</b>
#2	<b>Skill Identification:</b> How do you know what employers need? How do you describe what you have to offer?
#3	<b>Cover Letters &amp; Resumes:</b> Students required to submit a cover letter & resume for feedback <ul style="list-style-type: none"> <li><i>Volunteer Opportunity/Getting familiar with my community (required component &amp; continues through the semester)</i></li> </ul>
#4	<b>The Job Search Process:</b> Open & Hidden Job Market, Informational Interviews & The Importance of Networking <ul style="list-style-type: none"> <li><i>Networking event # 1 &amp; #2 (required components)</i></li> </ul>
#5	<b>Interview Skills:</b> All participants required to complete a 20 minute mock interview
#6	<b>Social Media, ePortfolios, Co-curricular Record</b>
#7	<b>Intercultural Communication in the Workplace</b>
#8	<b>Workplace Etiquette, Wrap up &amp; Discussion</b>

# Networking Components (N = 2):

- **#1: Student choice depending on interests**
  - Various opportunities during semester
  - Encouraged to find something related to area of professional interest
  - An event where they will meet other professionals
- **#2: PSDP Networking Event**
  - Employers, community organizations invited to meet with both groups of students
  - All participants are to attend and participate
  - Event held after the completion of all sessions

# Overview of Networking Opportunities

## Past networking opportunities:

- Atlantic Canada Petroleum Trade Show (June)
- Made Right Here Trade Show (June)
- MUN Career Fair (September)
- YMCA Stay Right Here Career Fair (Oct & March)
- Dining Etiquette (Nov & March)
- SAAS Student Leadership Conference (January)
- Hospitality Newfoundland Trade Show (February)
- The Aldrich Interdisciplinary Conference (February)
- **Departmental Events**
- **Provincial Associations**



# Volunteer Component:

- Various opportunities during the semester on and off campus
- Build on skills (ie: English communication & working with others)
- Helpful for those with little experience
- Builds network of contacts & gain insight into world of work
- Opportunity to meet other people & get off campus
- Outlet for natural talents & interests outside of academic programs

# Overview of Volunteer Options:

## Past volunteer opportunities

- St. John's Farmers Market (Spring & Fall)
- Food Bank (Spring, Fall, Winter)
- Make Midterm Matter (Spring, Fall, Winter)
- I love MUNdays (Fall)
- Community Service Learning Day (Fall)
- Go Abroad Fair (Fall & Winter)
- International Bazaar (Fall & Winter)
- Get Involved Fair (Fall)
- Let's Talk Science (Winter)
- Sharing Our Cultures (Winter)
- Departmental Events/Conferences (Spring, Fall, Winter)

# Celebrate Completion!

- Attendance @ all sessions & completion of all components is mandatory for Certificate
- Held before end of classes, all participants invited, community & campus guests
  - Also a networking event for students
- Provide overview of term, stats, partners & then students awarded certificates

# Attendance (6 terms= S'10 – W'12)

\*\*currently in 7<sup>th</sup> term: 40 students

Program of study	Completed (S'10 – W'12)		
	UG	Masters/PhD	Total
Science	11	43	54
Engineering	7	67	74
Business	35	8	43
Education	0	3	3
Pharmacy/Med	0	3	3
Arts	0	11	11
Social Work	1	0	1
<b>Total</b>	<b>54</b>	<b>135</b>	<b>189</b>

# Community Impact:

- Interact and learn from I.S.
- Students see importance of volunteering & networking – connections to be made
- Students interact w/each other
- MUN partnerships – internal & external

# Resources

- \$ helps but will be done in future without funding
- Little marketing, no \$ spent, use of free promo angles on campus
- PSDP assistant – facilitates 1 session (w/help); monitors attendance & event planning
- Sessions occur in career center (aids in promo of center), use in house A/V & technology

# New Components & Technology

- F'11: Workplace Etiquette & Intercultural Conflict Style inventory session
- Use Memorial@Home site
  - Website houses: program content; presentations, links, resources; news: volunteer & networking discussions & attendance tracking

# Program Exposure

- **AACUSS 2012 presentation:** Charlottetown, PEI
- **CANNEXUX 2012 presentation:** Ottawa, ON
- **2011 Excellence in Student Services Award**
  - *Atlantic Association of College & University Student Services (AACUSS)*
- **CACUSS Communique (W'11), CERIC Bulletin (S'11), The Communicator/MUN's newsletter (S'11) and Dean of Graduate Studies Blog: (S'10)**

.... And CACEE presentation June 2012 ☺



# F'11 Results from Feedback (n=46)

\*hiring RA over summer to perform longitudinal research w/ 6 terms of students

Q: My participation in PSDP has ...

- improved my Canadian job search knowledge. (Agree=87%)
- improved my resume and cover letter writing skills. (Agree=87%)
- improved my understanding of interviews held in Canada. (Agree=83%)
- strengthened my networking skills. (Agree=73%)
- my communication skills related to my search for employment. (Agree=72%)
- more confidence in my ability to interact with different cultures. (Agree=61%)

Would you recommend this program to other students?

- 98% said yes (one student said maybe)

# Results from Feedback

Q: My volunteering experience helped me to understand the importance of community involvement in the career development process

- 74% Agree + 24% Somewhat Agree

Q. My participation in PSDP has given me confidence in my...  
...interactions with professionals and employers

80% Agree + 20% Somewhat Agree

...ability to project a professional image

63% Agree + 35% Somewhat Agree

Q. Overall, my participation in PSDP has helped me gain skills that will be valuable for future employment in Canada

87% Agree + 11% Somewhat Agree

# Results from Feedback

Rate the components of the PSDP

	Somewhat Like	Like
Skill Identification	37%	57%
Resume & Cover Letters	24%	72%
Job Search	37%	59%
Interview Skills	35%	61%
Mock Interview	32%	64%
Intercultural Communication	48%	46%
Social Media & Networking	35%	59%
PSDP Networking Event	24%	61%
Additional Networking	33%	52%
Volunteering Opportunity	30%	57%

# Where are we going....

- Research assistant to evaluate value of program, possible outcomes
  - Is PSDP working? Are they working?
  - Where are they now ?
  - What more do they need after graduation?
- Possible job shadowing component in future

# Contacts information:

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[www.mun.ca/isa/employment/psdp.php](http://www.mun.ca/isa/employment/psdp.php)

# Questions/Feedback

- What international student programs are offered at your institutions?