**Excellence in Innovation - Student Engagement**

**UVic Co-operative Education Program & Career Services**

Title of Program: University of Victoria's Career Compass  
  
Description of Program or Initiative:  
  
The University of Victoria's Career Compass is a comprehensive career development approach for all 20,000 students (both undergraduate and graduate) that presents career development from a natural student “lifecycle” perspective. The Career Compass (please see <http://www.uvic.ca/coopandcareer/studentsalumni/home/compass/index.php>) as a whole breaks down a student's career development into three main stages.  
  
The first stage is the “Discover your Direction” stage that can commence in first year and be revisited throughout the student's time at the university. In this stage, students are encouraged to learn about various career pathways that are possible. They are directed towards resources, programs and services that help them learn about possible careers. These include support from our career educators, recruitment events, workshops, experiential learning, courses, our job portal and on-line resources.  
  
Stage 2 is the “Explore your Options” stage where students are encouraged to begin developing the competencies they will require to be successful in their chosen career. These competencies are identified in three categories: core, discipline specific and intercultural. Please see our competency resources for a comprehensive overview: <http://www.uvic.ca/coopandcareer/studentsalumni/resources/competencykit/index.php>   
  
Within stage 2 students are directed to a range of experiential education and learning opportunities at the University through our experiential program maps:  
  
<http://www.uvic.ca/coopandcareer/studentsalumni/home/exploreyouroptions/index.php#section0-9>   
  
These maps identify all of the experiential education courses across the undergraduate curriculum and identify all co-curricular experiential learning opportunities. In addition to the excellent courses that students can take at UVic, this listing of courses that are substantially experiential afford the students additional opportunities to develop the competencies required for successful transition to careers.

Stage 3 is entitled: “Gear up to Graduate” where students are provided resources, programs and services to help them put all of the pieces together as they focus their areas of interest, hone their job finding skills (using the tool kit: <http://www.uvic.ca/coopandcareer/studentsalumni/resources/toolkit/index.php>), articulate the competencies they have developed through their experiences and identify possible career opportunities (using the journey kit: <http://www.uvic.ca/coopandcareer/studentsalumni/resources/journeykit/index.php>)   
  
The Gear up to Graduate site can be found at: <http://www.uvic.ca/coopandcareer/studentsalumni/home/gearuptograduate/index.php>   
  
We are a campus that is deeply committed to equity and diversity, and as such have developed resources that address issues related to equity and diversity: <http://www.uvic.ca/coopandcareer/studentsalumni/resources/equity/index.php>   
  
Additionally, we have specialized resources for international students looking to be successful in Canada: <http://www.uvic.ca/coopandcareer/studentsalumni/resources/incanada/index.php>   
  
As can be seen from the website links, the Career Compass has a fulsome set of resources to support our diverse student body at each stage in their career development. Additionally, we have created checklists for each stage to help students plan and strategize. Our in-person career workshops and interactions reinforce the Career Compass approach. To promote this program we have developed print materials in a catchy “infographic” style that is used for posters, flyers and other marketing materials.  
  
Our philosophy at UVic is to share our materials freely through our website. While some of the resources (such as the specific disciplinary competencies and experiential education maps) are unique to our University, many of the accompanying resources can be used in other settings. We would be happy to share these resources with other career centres if there is interest.  
  
**What was the budget range of this project?**  
  
Medium ($1,000-$10,000): This work was done within the job duties of staff, so the additional costs were for print materials and the hiring of a co-op student to assist at different stages of the project.

**What was the size of the team working on this project?**

Core team = 12

University of Victoria has a combined Co-operative Education Program and Career Services, and together we provide support, programs and services to all undergraduate and graduate students as well as alumni, faculty and staff. The total team is 65 staff. To create the Career Compass approach the core project team was comprised of our 5 career educators, their managers and our communications officer who supervised a co-op student. However, the work to develop all of the on-line resources, the competency development and all of the experiential education mapping involved everyone in some capacity as we consulted broadly across all faculties and academic units as well as student services.