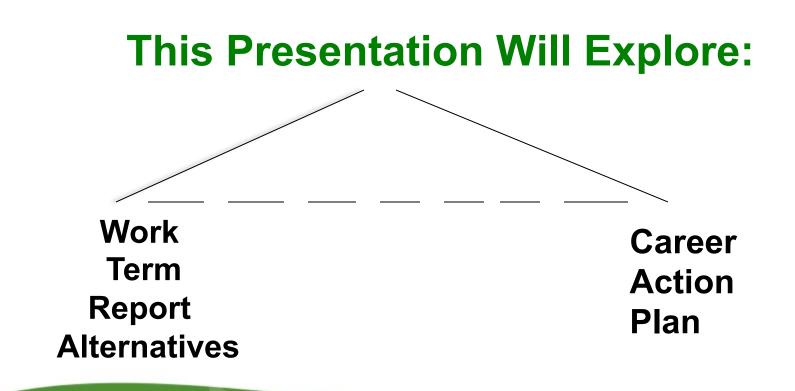
### **Reflection and the Career Action Plan**



Presented by Jeremy Pearce BSW, Career Educator – Career Services University of Victoria's Co-operative Education Program and Career Services

#### Learning in motion.





#### Learning in motion.



# Why have we developed Work Term Report Alternatives?

- Students feedback
- Staff feedback
- Faculty feedback

#### Learning in motion.



### Next step we took - defined reflection

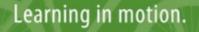
What we learned and guides our work:

- Reflection has 3 roles
  - Academic Learning
  - Skill Development and/or
  - Self-Knowledge (Harvey et al, 2010)
- In Action, On Action, For Action (Schon)
- Reflection is key for transformative learning (Mezirow)



# What did we do next?

- Researched work term reporting/alternatives to traditional work term report – internally and across Canada
  - (Guelph, Waterloo, SFU, UOttawa)
- Had consultations with all stakeholders





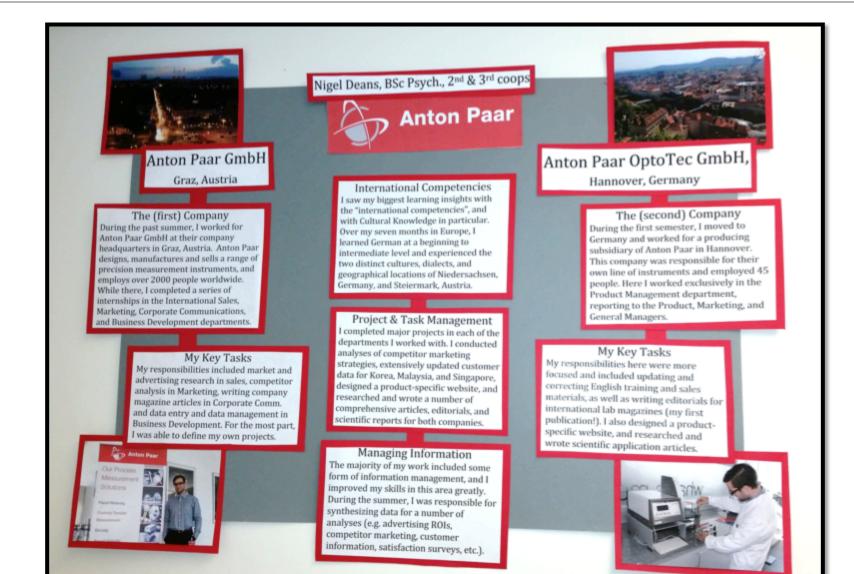
# Work Term Report Alternatives

- Article & Photo
- Blog Post
- Career Action Plan
- Forum Theatre
- Journal
- Letter to Future Student
- Literature Review

- Online Discussion
- Online Portfolio
- Orientation Package
- Photo Essay
- Presentation
- Video
- Workshop/Seminar



### Photo Essay/Presentation



# Student Feedback on Work Term Report Alternatives

"I would argue that the forum project is a kind of professional collaborative journaling exercise. I found it to be academically useful as well as pleasantly therapeutic." (online forum)

"I had not realized how much I had learned and progressed throughout my work term; I had not realized how much more I was doing compared to the beginning." (photo essay)



# Student Feedback on Work Term Report Alternatives

"more fun to write because of different approach; required different reflection and I was better able to see where I had grown; able to improve communication skills in more practical way for a lawyer" (Letter to future student)

"allowed me to reflect on weekly basis, while getting a perspective of the similarities and differences of experiences and challenges faced by others; provided a dialog opportunity." (online forum)

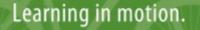


### Staff/Faculty feedback

- Alternatives can help with strategic initiatives
   Student recruitment & retention
- Can provide better learning opportunities for faculty (or markers)

"I had fun yesterday, and learned a lot, which is something I don't say about a lot of meetings."

• Provides different perspectives on placements





# Brief brainstorm around Work Term Report Alternatives

- Does anyone have any experience with them?
- Any additional ideas for Work Term Report Alternatives
- Challenges?
- Opportunities?





# **Career Action Plan**

*Why* have we piloted the Career Action Plan – both as a Work Term Report Alternative, and as a stand alone activity?

- Provide a framework to put together career development steps/tools for clients
- This framework has increased client follow-through on useful steps/actions



# Components of the Career Action Plan:

- Outlining career goals and/or ideas
- Research careers of potential interest (on-line and/or in-person research), contact a market analysis
- Assess strengths one has towards career goals and what is further needed towards career goals
- Develop a timeline for both short-term and long-term steps to take towards career goals

#### Additionally conduct at least 2 of the following:

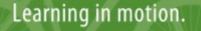
- Informational Interviews (atleast 3), include summary of them
- Create a solid LinkedIn Account (student receives specifics of what this needs to include)
- Identification of, and engagement in at least 2 Networking Opportunites
- Updated Resume/Cover Letter for two different jobs





### How the Career Action Plan has gone:

- As a Coop Work Term Report Alternative:
  - in Exercise Science, Physical and Health Education
  - in Computer Science
  - in Humanities, Fine Arts, and Professional Writing
- As a 'stand-alone' activity with Career Services clients (students or alumni)





Patterns

Skills & Knowledge · Biblogy geretics othical newsication priorilize /multitask of langlize /research /-· Bank - word lexel / banking software. [] Solve austoner prover s Answering prove calls / basking appropriate appointents filing/organizing filling excelert Sales / product knowledge understanding. Spouer/ [Call backs to preakinge sales] Wotter sulls exessising descreston 3, judgement stampa · Child Care (young children) - handle a shall group of children on develope schedule, helping w/ \ paciety for an outring. Prouteres, honework Geating gaves achuikes for entortement

#### Outline Goals

- Be happy (enjoy going to work)
- Making a livable salary (by 35 above 65k)
- Teaching/ Educating about Science (higher level/ planning)
- Helping people understand/ Learn
- Working on problems and solving over long period of time (not immediate issues)
- Continued Biology learning
- Dealing with people regularly (not isolated)
- Helping not catering (so no customer service)
- Job rewarded through positive reinforcement
- Biology based/ possibly genetics
- Kids
- Training others
- Seeing others succeed
- Problem solving through research
- Love talking to others (learning about them)

(working to create/ teach Bio programs for kids, teach others how to do a job hr for biotech/ genetic/ bio company, Research for government programs, Biology teacher/ prof)

Type of Job	Salary	Duties	requirements
Biology Teacher	45,000	Prepare lessons/ curriculum, keep up to date about curriculum changes, parent teacher meetings, develop children's social skills, involved in coaching/ fairs, lunch time/road patrol	Education- (3 semesters) or graduate degree Knowledge- different teaching methods, curriculum, how to plan lessons/ evaluate progress, behavior management, school procedure, identify learning difficulties
Genetic Counselor	40-100k	Explain genetic testing, give info and support for those with genetic diseases, inform about options,help teach people about genetics, continued research on genetics	Biology degree+ Masters in Genetic counseling (22k/yr) -mentoring/ counseling/ teaching experience -practice in family planning center -emotionally mature, understanding, good communication/ teaching
Ultrasound Technician	36.72/ <u>hr</u>		BCIT (2 yr program) additional to degree
Education Advisor	57-85k	help teachers become better teachers	-education degree/ continued education
Procurement Manager	90k	Asses organizations goals and helps them meet it, monitor complies relationships with suppliers, oversee	- Certificate/ degree in supply-chain management
: Epidemiologist	50-100k	Gather stats, analyze data, look for causation of disease outbreaks, study disease prevention.deal with alcohol abuse/mental health/ viruses,	<ul> <li>curious/like research/ work both with team and independently/ strong communication skills</li> <li>master's degree in epidemiology, public health, or biostatistics</li> </ul>

#### INFORMATIONAL INTERVIEWS

#### Pharmaceutical/ Biotech Consultant

j) Getting Started: She started with a degree and masters in food/ nutrition then she was a analytical chemists, Got into the R&D for a food industry, Then she took 6yrs off and got into technical writing and moved onto more roes that involved FDA approvals

ii)About Work: Currently works from home, work is flexible, but can be hectic. Manages multiple companies because isn't great job stability. Job is usually outsourced.

iii) About Industry: Booming industry (not pharma sales or diagnostic/medical equipment), Not much availability in Vancouver but clinical data monitor (involves lots of travel) is available

iiii)Personality/ Skills: Must be independent, detail oriented, personable, strong communication and writing skills (years of experience)

iiiii) Work Prospects: Companies- <u>Tekmira</u>, <u>Zenon</u>, Genome B.C., BC Cancer Agency, Children's Hospital, Stem Cell, QLT, Michael Smith Laboratories, Beckman (lab supplies sales)

 Types of jobs- Animal testing, technical writer, data management, Assistant, business development associate, contract research associate, Marketing

#### What Companies to apply to?

Vancouver: Vancouver Aquarium; Science World; Tekmira/ StemCell; BC Children's Hospital; PHSA (provincial Health Services Authority); District of Vancouver

Victoria: Shaw Ocean Discover Center; Royal British Columbia Museum; Science Venture/ Genome Camp; VIH (Vancouver Island Health); Canadian Government; District of Saanich

#### Professional Goals

- Design something to help the environment, eg. New energy source... green.cars, spin bikes that power gyms.
- Change the mind frame of the government and large corporations from using fossil fuels to some other environmentally friendly energy source.

#### Career exploration and Research

- Environmental Consultant work on commercial or government contracts and cover a wide range of disciplines such as: assessment of air, land and water contamination, environmental impact assessment, environmental audit, waste management and the development of environmental policy, environmental management of systems.
- Environmental Planner develop short and long term plans for land use in urban and rural areas while balancing consideration such as social, economic, and environmental issues.
- Emerging Energy Researcher use scientific means to investigate and develop environmentally sound sources of alternative energy. Their work covers projects such as wind energy, solar energy, and hydroelectricity.
- Environmental engineer plan, design, and supervise a variety of industrial components and processes and may be found working in a number of industries, including pulp and paper, oil and gas, and manufacturing.
- Clean Energy Researcher are environmental engineers who specialize in discovering alternative and renewable energy sources. They analyze energy needs and plan renewable, environmentally friendly solutions.
- Environmental Lawyer is a legal speciality that deals specifically with provincial and federal environmental legislation. They act as both advisors and legal advocates in the protection of the environment and natural resources.

### **Reflections on the Career Action Plan**

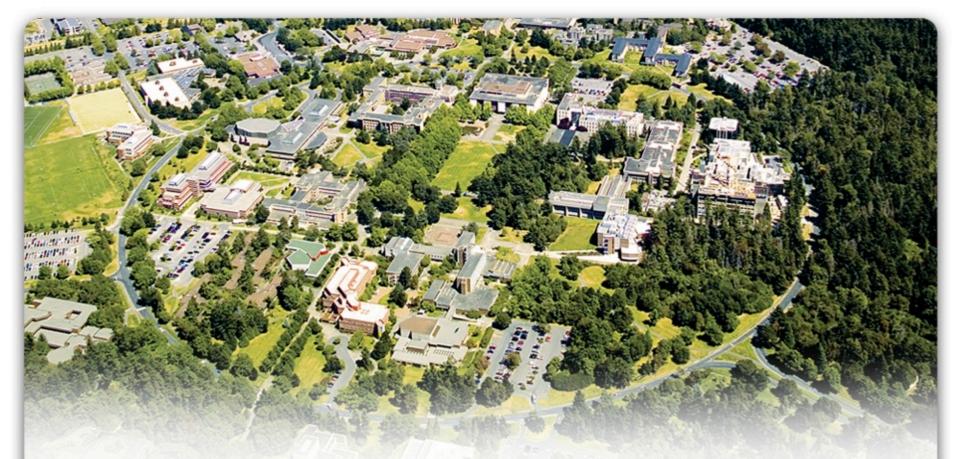
#### Learning in motion.



### Brainstorm / sharing ideas

- How do you see a Career Action Plan could be used with students/alumni? (and/or how are you already using Career Action Plans?)
- Challenges with this?
- Additional ideas, eg.
  - when could it be used?
  - what else could it cover?
  - what client follow-up around it could look like, etc)





### Thank you. Questions??

