Models for the Delivery of Career Services: Past, Present & Future

NCDA

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University Career Services— Historical Perspectives

- Psycho-Educational Clinics
- Placement
- Division of Counseling (DOC)
- Mental Health Services

- Academic Advising
- Career Planning & Placement
- Career Services; Career Centers; Career Resource Centers

University Career Services-Assessment

- Test Batteries
- Strong Interest Inventory
- Myers Briggs Type Indicator (MBTI)
- Self Directed Search
- Computer-Assisted Career Guidance Systems (CACGs)
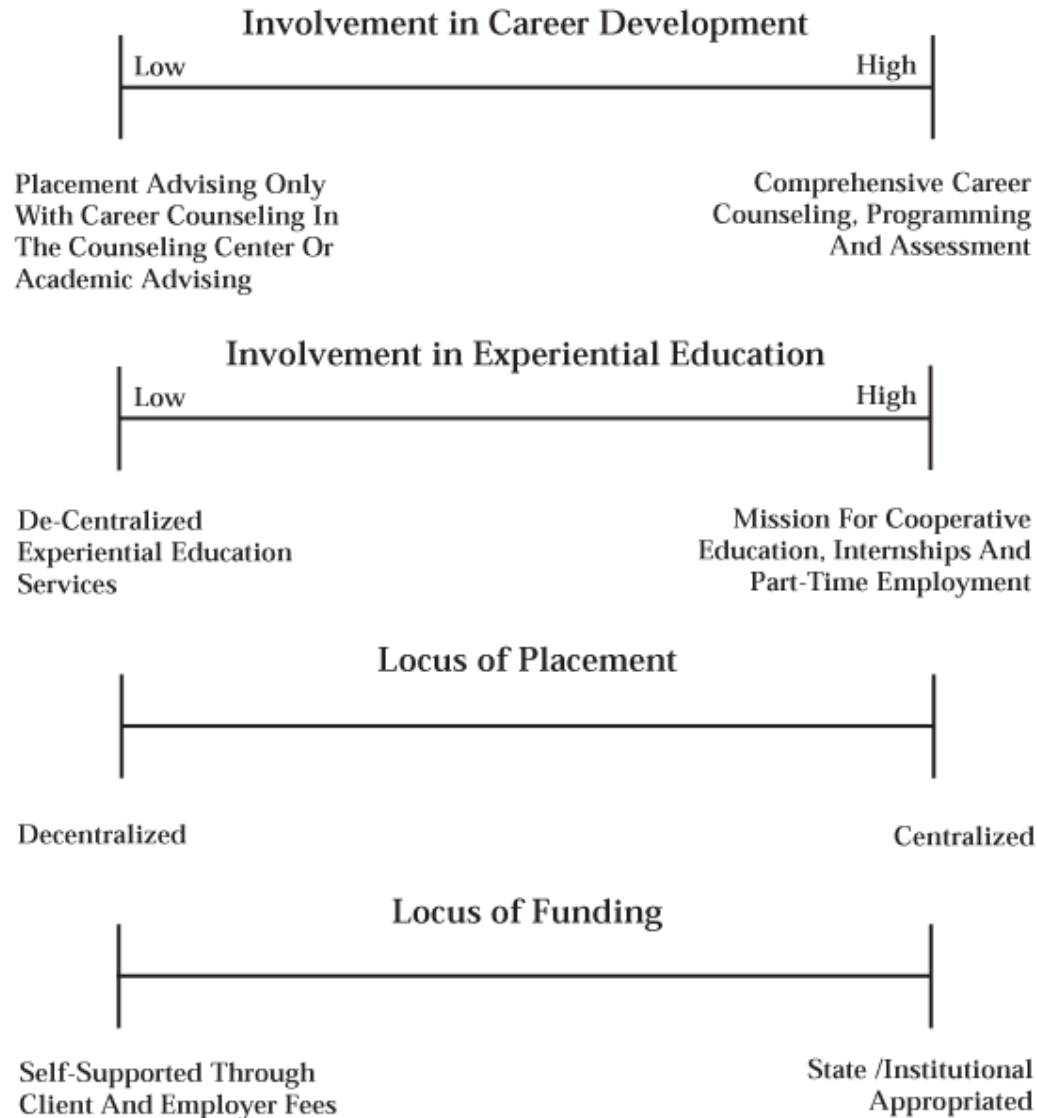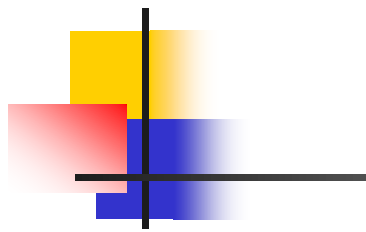- Web-based Assessment

University Career Services-Theory

- Parsons
- Holland
- Super
- Peterson, Sampson & Reardon

Figure 1
Career Center Continua

Involvement in Career Development

Low   High

Placement Advising Only   Comprehensive Career
With Career Counseling In   Counseling, Programming
The Counseling Center Or   And Assessment
Academic Advising

Involvement in Experiential Education

Low   High

De-Centralized   Mission For Cooperative
Experiential Education   Education, Internships And
Services   Part-Time Employment

Locus of Placement

Decentralized   Centralized

Locus of Funding

Self-Supported Through   State /Institutional
Client And Employer Fees   Appropriated

Core Career services

- Career Advising/intake
- Individual/group counseling
- Assessment & computer-assisted career guidance
- Career information
- Career Planning classes for credit
- Career education outreach
- Experiential education
- Career expositions
- On-campus recruiting

Core Career Services

- Job listings & resume referrals
- Credentials
- Internet & web based services
- Graduate follow-up surveys
- Mock interviewing
- Career portfolios
- Alumni Career Services

Career Services-Facilities

- Historical Considerations
- Counseling Space & Intake
- Career Libraries
- Computer Labs
- Interview Rooms
- Satellite Offices
- Dedicated University Career Center Buildings

Technology-Recruitment Support Systems

- Paper-based
- Institution-specific software
- First Place!; Resume Expert
- JobTrak; Crimson Solutions
- MonsterTrak; Experience
- NACElink

NACElink

- Paradigm Shift
- Not-for-profit
- Member-driven

Forming an Alliance

CAREER CENTERS

NACE

E-RECRUITING ASSOCIATION

Building the System

Product Development Team

- Formed to design system
- Composed of 25 practitioners
- Identified system features & functionalities

NACElink Launch Steering Team

- Formed to oversee and advise

Building the System

- **Integrated system features:**
  - **Job Posting**
  - **Resume Referral**
  - **Interview Scheduling**

- **System design allows for:**
  - **Customization**
  - **Choice**

File   Edit   View   Favorites   Tools   Help

CAREER PORTFOLIO
FLORIDA STATE UNIVERSITY

Welcome to the FSU Career Portfolio
Chart Your Course for Success!

▶ First Time User:
START HERE
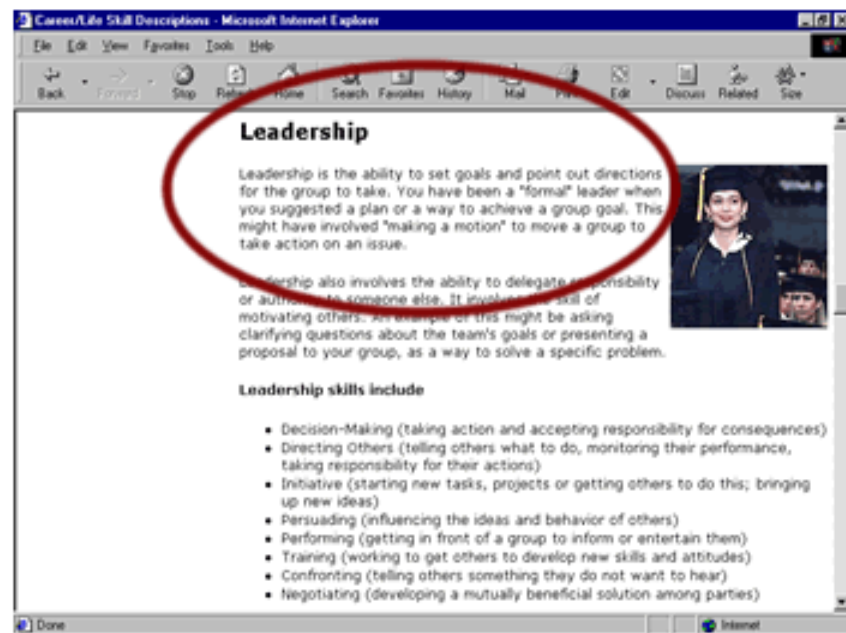
▶ FSU Students:
ENTER PORTFOLIO

▶ Referred Users:
VIEW PORTFOLIOS

Preparing students for the world of work through planning, reflection, skill development, and portfolio documentation.

FLORIDA STATE UNIVERSITY

Career Center | Portfolio Home

Leadership

Leadership is the ability to set goals and point out directions for the group to take. You have been a "formal" leader when you suggested a plan or a way to achieve a group goal. This might have involved "making a motion" to move a group to take action on an issue.

Leadership also involves the ability to delegate responsibility or authority to someone else. It involves the skill of motivating others. An example of this might be asking clarifying questions about the team's goals or presenting a proposal to your group, as a way to solve a specific problem.

Leadership skills include

- Decision-Making (taking action and accepting responsibility for consequences)
- Directing Others (telling others what to do, monitoring their performance, taking responsibility for their actions)
- Initiative (starting new tasks, projects or getting others to do this; bringing up new ideas)
- Persuading (influencing the ideas and behavior of others)
- Performing (getting in front of a group to inform or entertain them)
- Training (working to get others to develop new skills and attitudes)
- Confronting (telling others something they do not want to hear)
- Negotiating (developing a mutually beneficial solution among parties)

Employers and graduate schools look for individuals with marketable, transferable skills. There are 9 skills which are important for you to develop during your college experience. To view a description of a particular skill, click on a link:

1. Communication
2. Creativity
3. Critical Thinking
4. Leadership
5. Life Management
6. Research/Project Development
7. Social Responsibility
8. Teamwork
9. Technical/Scientific

You'll be able to develop your skills through experiences in classes, jobs, and other activities. You can even add your own skill to the list.

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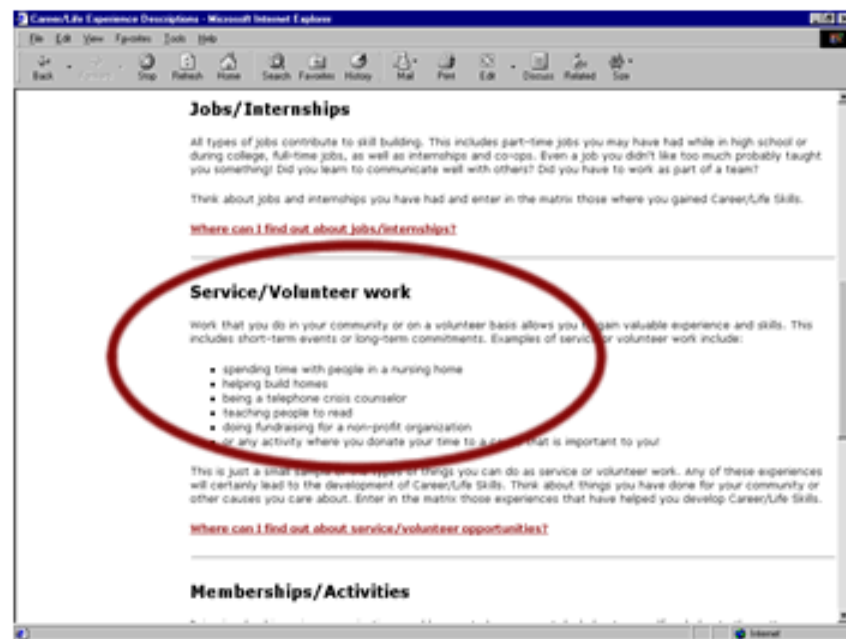
Here are experiences you can consider when planning your college career. Remember that any of these experiences can develop Career/Life Skills. Select any of the links below to see a description and some examples of how students used these experiences to develop Career/Life Skills.

- Courses
- Jobs/Internships
- Service/Volunteer work
- Memberships/Activities
- Interests/Life Experiences

The Career Portfolio will help you connect these experiences with the skills you've developed.

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Portfolio Home

Address https://apps.oti.fsu.edu/fsu/ais/portfolio/jsp/matrix/matrix.jsp

Skills	Courses	Jobs / Internships	Service / Volunteer Work	Memberships / Activities	Interests / Life Experiences
Communication	Add/Edit (4)	Add/Edit (4)	Add/Edit (3)	Add/Edit (2)	Add/Edit (1)
Creativity	Add/Edit (4)	Add/Edit (2)	Add/Edit (0)	Add/Edit (0)	Add/Edit (1)
Critical Thinking	Add/Edit (2)	Add/Edit (2)	Add/Edit (1)	Add/Edit (2)	Add/Edit (0)
Leadership	Add/Edit (1)	Add/Edit (2)	Add/Edit (2)	Add/Edit (2)	Add/Edit (0)
Life Management	Add/Edit (0)	Add/Edit (1)	Add/Edit (1)	Add/Edit (1)	Add/Edit (2)
Research/Project Development	Add/Edit (1)	Add/Edit (1)	Add/Edit (0)	Add/Edit (0)	Add/Edit (0)
Social Responsibility	Add/Edit (0)	Add/Edit (0)	Add/Edit (1)	Add/Edit (0)	Add/Edit (0)
Teamwork	Add/Edit (1)	Add/Edit (2)	Add/Edit (0)	Add/Edit (0)	Add/Edit (0)
Technical/Scientific	Add/Edit (1)	Add/Edit (2)	Add/Edit (1)	Add/Edit (2)	Add/Edit (1)
Writing [edit]	Add/Edit (0)	Add/Edit (0)	Add/Edit (0)	Add/Edit (0)	Add/Edit (0)

File   Edit   View   Favorites   Tools   Help

What's New

Welcome to the Career Portfolio!!!

If you have any questions or comments, please use the Contact Us link at the bottom of any page.

Demo Test's Main Menu

CAREER PORTFOLIO
FLORIDA STATE UNIVERSITY

Explore the Build, Manage and Learn areas to plan and develop your Career Portfolio.

Build

Skills Matrix | **Profile** | **Resume** | **References** | **Artifacts & Examples**

Manage

1. Verify Email Address
2. Select Portfolio:

My Career Portfolio
Graduate School

[Add Portfolio] [Edit]

3. Manage selected portfolio:

- Personalize Portfolio
- Create Access Keys
- View Portfolio
- Send Portfolio
- View Access Details

Learn

- Career/Life Skills Tour
- Experiences Tour
- View a list of all Tours
- Opportunities for Experience
- Career Center Workshops & Events
- Career Center Location & Hours

Career Portfolio Student Users 2002-2003

- 1,000+ Freshmen
- 1,000+ Sophomores
- 1,000+ Juniors
- 3,000+ Seniors
- 1,000+ Graduate Students
- All majors/careers

International Considerations

- Professional Training & Associations
- University of Costa Rica
- University of the West Indies
- People's Republic of China

Career Services-Future Considerations

- On-campus Recruiting/Internet-Based Services in the Communications Age
- Career Libraries
- CACGs/Computer Labs

- Technological Integration with University-Wide Systems/PeopleSoft/Oracle
- Academic Advising
- Centralization/De-Centralization