# ProfessioNole Pathways

#### **ProfessioNole Competencies**

- **Critical Thinking & Problem Solving**: Identifies important problems and questions and gathers, analyzes, evaluates information from a variety of sources before forming a strategy, decision, or opinion.
- **Research & Innovation**: Accesses and evaluates multiple sources of information, and synthesizes information to solve problems and create new insights to influence or develop new ways of thinking or working.
- **Communication**: Conveys meaning and responds to needs of diverse audiences through writing and speaking coherently and effectively, and develops the expression of ideas through written, oral, and digital mediums.
- **Teamwork & Cross-Cultural Collaboration**: Works with and seeks involvement from people with diverse experiences and identities towards a common goal, demonstrating strong interpersonal skills, respect, and dignity for others.
- **Leadership**: Takes initiative, demonstrates effective decision-making and informed risk taking, and motivates and encourages participation from others to work towards a shared purpose and vision.
- **Professionalism & Ethical Responsibility**: Demonstrates integrity, honesty, dependability and ethical responsibility and accepts direction and personal accountability.
- **Career Management**: Accesses information and opportunities for career exploration, understands and articulates transferable skills in the job search process, and engages in lifelong learning to network and self- advocate for future opportunities that lead to a fulfilled life.
- **Digital Fluency**: Demonstrates technological literacy and skills, and ethically and effectively uses technology to communicate, problem-solve, and complete tasks.
- Global Fluency & Social Responsibility: Demonstrates an understanding of systemic, complex global and social issues, and how issues and actions have local and global implications for the future; appropriately challenges unfair and unjust behavior to make a positive difference in the community.

## **Badges Created for FSU**

## 34 Badges Currently Published

Badge	Description	Competencies
ProfessioNole Ready ProfessioNole Ready ProfessioNole Ready Garnet	ProfessioNole Ready is the Career Center's online badging series that helps students learn and develop the career-ready skills valued by employers and in other professional settings, such as graduate school. Students and alumni can sign-up to complete the ProfessioNole Ready canvas modules and assignments, and earn badges to share their level of career preparedness. The Black Badge is earned by the completion of eight modules centered on career preparation materials concerning resume and interview preparation, diversity and inclusion, and salary and job negation. The Garnet and Gold badges are earned	Utilized Career Management, Communication, Professionalism & Ethical Responsibility, Research & Innovation, Teamwork & Cross- Cultural Collaboration, Leadership, Digital Fluency, Global Fluency & Social
ProfessioNole Ready Gold	<ul> <li>once additional career readiness modules with more specialized focus areas have been completed such as searching for job opportunities, preparing for graduate school, and working in a global economy.</li> <li>Learning Objectives <ol> <li>Student can connect personal values, interests, and skills to career options</li> <li>Students effectively engage with Career Center resources, services, and programs</li> <li>Students learn about and understand positive post-graduation outcomes including employment and continuing education</li> <li>Students can identify the skills and career readiness competencies that are most important to employers</li> </ol> </li> </ul>	Responsibility
Fiscally Fit * FISCALLY FIT * FSU CAREER CENTER	Participants awarded a Fiscally Fit badge have engaged in a minimum of three Fiscally Fit workshops/webinars that cover topics that range from budgeting and saving, investing for your future, identity theft protections, paying for college or graduate school, managing debt, and financial health for college and beyond. Students demonstrate the knowledge and skills acquired from engaging in financial wellness workshops/webinars by writing or video recording a reflection that covers, what they learned, how they have incorporated their new skills, as well as, the present and future impact of their financial wellness, career development and personal/social relationships.	Career Management, Professionalism & Ethical Responsibility, Digital Fluency, Global Fluency & Social Responsibility

Badge	Description	Competencies Utilized
	<ul> <li>Learning Objectives</li> <li>1. Students will gain financial literacy knowledge</li> <li>2. Students will work toward developing healthy money management behaviors</li> <li>3. Students will gain tools and skills for budgeting and saving</li> <li>4. Students will gain knowledge related to investing and retirement planning</li> <li>5. Students will gain knowledge related to credit and debt management</li> <li>6. Students will acquire knowledge about paying for</li> </ul>	
Master Microsoft Excel	college and types of financial supportThe Master Microsoft Excel pathway participantshave the opportunity to earn three badges, Excel Pro,Excel Expert, and Excel Master. This pathway	Digital Fluency, Communication, Research &
Excel Pro PSU CAREER CENTER	consists of four Milestones with badges awarded at Milestone 1: Excel Pro, Milestone 3: Excel Expert II, and Milestone 4: Excel Master. Participants will utilize LinkedIn Learning (account activation steps are below) to gain knowledge and skills, and master Microsoft Excel, as well as apply their skills to case scenarios. Participants are encouraged to showcase their work in their Folio.	Innovation, Critical Thinking & Problem Solving
Excel Expert FSU CAREER CENTER	This pathway provides the opportunity to develop beginner to advanced skills, earn a minimum of 10 LinkedIn Learning Certificates, prepare you to take the Excel portion of the Advanced Microsoft Office 365/2019 Specialist Exam, and can result in earning three badges that you can share within your Folio, as well as, across multiple social media and networking platforms.	
EXCEL MASTER FSU CAREER CENTER	Learning Objectives 1. Students demonstrate that they know the basic functions of Excel and how to utilize Excel to efficiently manage and organize data 2. Students acquire knowledge on how to utilize and audit Excel formulas, use data visualization functions, and create PivotTables and PivotCharts to effectively organize, display, and communicate data 3. Students acquire knowledge on how to use advanced Excel formulas and functions to analyze and manage data, automate work with Excel Macros, use Power Query to retrieve data from multiple	
	sources, organize data efficiently, and use advanced data visualization including, Visual Basic for Applications, PivotTables, and advanced charts and	

Badge	Description	Competencies Utilized
	graphs 4. Students acquire knowledge on how to utilize and audit Excel formulas, use data visualization functions, and create PivotTables and PivotCharts to effectively organize, display, and communicate data 5. Students acquire knowledge on how to use advanced Excel formulas and functions to analyze and manage data, automate work with Excel Macros, use Power Query to retrieve data from multiple sources, organize data efficiently, and use advanced data visualization including, Visual Basic for Applications, PivotTables, and advanced charts and graphs.	
CodePath iOS	<ul> <li>With over 1 billion active Apple devices, knowing how to create iOS apps has the potential to connect you with hundreds of millions of users worldwide. More and more, students are realizing how vital and valued it is to have iOS development skills and experiences, especially if you want to make a difference within the tech industry. The iOS for university course features twelve weeks of intense, project-focused iOS training inspired by our professional bootcamps and facilitated by CodePath-trained Teaching Assistants. Classes meet on campus twice a week for two-hour lab and coding sessions. During the first half of the course, students build their skills through labs and projects using the APIs of popular apps like Tumblr, Yelp and Twitter. Students then apply what they've learned in the second half of the course, working together in small teams to build a completely original app from the ground up. The culmination of the course is a Demo Day event at which students present their finished products to an audience of peers, faculty and industry professionals.</li> <li>Learning Objectives <ol> <li>Students will explore iOS mobile app development</li> </ol> </li> </ul>	Digital Fluency, Communication, Research & Innovation, Critical Thinking & Problem Solving
Sustainability Pathways	<ul> <li>2. Students develop knowledge in the design and implementation of RESTful API clients</li> <li>3. Students demonstrate the ability to design fully functioning Apps</li> <li>4. Students are able to work effectively in teams</li> <li>5. Students will present original team projects to tech companies.</li> <li>The Sustainability Pathways program recognizes students as they grow in their sustainability content</li> </ul>	Global Fluency and Social Responsibility,

Badge	Description	Competencies Utilized
SUSTAINABILITY CUTLEN	knowledge and practical experience. Employers are increasingly looking to hire graduates with the skills to tackle environmental, social, and economic challenges. The pathways program allows students to showcase their strengths in these areas across a variety of disciplines. With three badge options, participants have the flexibility to choose their sustainability engagement areas of interest.	Communication, Leadership, Professionalism & Ethical Responsibility, Critical Thinking & Problem Solving
	<ul> <li>Learning Objectives</li> <li>1. Students contribute to the reduction of greenhouse gas emissions and energy use</li> <li>2. Students participate in sustainability-related curricular, co-curricular, service, research and leadership initiatives</li> <li>3. Students contribute to conservation activities focusing on resource stewardship</li> <li>4. Students contribute to overall waste diversion through enhanced 3R efforts (reduce, reuse, and recycling).</li> </ul>	
Live Well Financially	<ul> <li>Live Well Financially is a financial literacy education course that helps prepare students for university life and beyond. The course has a set list of modules. This online experience includes quizzes, videos, and activities. A wide range of topics such as student loan debt, credit card usage, and other financial wellness topics.</li> <li>Learning Objectives <ol> <li>Students will gain financial literacy knowledge</li> <li>Students will work toward developing healthy money management behaviors</li> <li>Students will gain tools and skills for budgeting and saving</li> <li>Students will gain knowledge related to investing</li> </ol> </li> </ul>	Career Management, Professionalism & Ethical Responsibility, Digital Fluency
**FSUshadow	<ul> <li>and retirement planning</li> <li>5. Students will gain knowledge related to credit and debt management</li> <li>6. Students will acquire knowledge about paying for college and types of financial support</li> <li>The FSUshadow Program connects students with employers, community partners, alumni, and friends of the university for one-day job shadowing</li> </ul>	Career Management, Communication, Research &

Badge	Description	Competencies Utilized
FSUSARCHER	opportunities to provide exposure to a wide variety of career fields and industries. FSUshadow takes place during spring, summer and winter breaks. All FSU undergraduate and graduate level students are invited to participate in this program.	Innovation, Professionalism & Ethical Responsibility, Global Fluency & Social Responsibility
	<ul> <li>Learning Objectives</li> <li>1. Students will explore careers of interest</li> <li>2. Students will develop connections with employers and alumni</li> <li>3. Students will gain exposure to various opportunities in diverse industries</li> <li>4. Students will gain an understanding of the knowledge and skills (career ready skills) required to be successful in their intended career.</li> </ul>	
CodePath.org Android	With over 2.5 billion active Android devices, knowing how to create Android apps has the potential to connect you with hundreds of millions of users worldwide. More and more, students are realizing how vital and valued it is to have Android development skills and experiences, especially if you	Digital Fluency, Research & Innovation, Teamwork & Cross- Cultural Collaboration,
Android	want to make a difference within the tech industry. The Android for university course features twelve weeks of intense, project-focused Android training inspired by our professional bootcamps and facilitated by CodePath-trained Teaching Assistants. Classes meet on campus or virtually for lab and coding sessions. During the first half of the course, students build their skills through labs and projects using the APIs of popular apps such as Twitter and Instagram. Students then apply what they've learned in the second half of the course, working together in small teams to build a completely original app from the ground up. The culmination of the course is a Demo Day event at which students present their finished products to an audience of peers, faculty and industry professionals.	Critical Thinking & Problem Solving
	<ol> <li>Students will explore Android mobile app development</li> <li>Students develop knowledge in the design and implementation of RESTful API clients</li> <li>Students demonstrate the ability to design fully functioning Apps</li> <li>Students are able to work effectively in teams</li> <li>Students will present original team projects to tech companies.</li> </ol>	

Badge	Description	Competencies Utilized
Graduate ProfessioNole Ready GRAD ProfessioNole Ready INDUSTRY ProfessioNole Ready	Graduate ProfessioNole Ready is the Career Center's online badging series that helps graduate students learn and develop the career-ready skills valued by employers and in other professional settings, such as graduate school. Students and alumni can sign-up to complete the ProfessioNole Ready canvas modules and assignments, and earn badges to share their level of career preparedness. <b>Learning Objectives</b> 1. Student can connect personal values, interests, and skills to career options 2. Students effectively engage with Career Center resources, services, and programs 3. Students learn about and understand positive post- graduation outcomes including employment and continuing education 4. Students can identify the skills and career readiness competencies that are most important to employers	Career Management, Communication, Professionalism & Ethical Responsibility, Research & Innovation, Teamwork & Cross- Cultural Collaboration, Leadership, Digital Fluency, Global Fluency & Social Responsibility
**Future of Work	The Future of Work Institute Student Bootcamp provides students the opportunity to explore the concept of the Future of Work and its implications for how and where we will work in the future, as well as the skills necessary for succeeding in the workplace of the future.The Institute is designed to help you understand the role as an employee in the Future of Work (FoW), ultimately equipping them with a competitive advantage, strengthening forward-thinking skills, and expanding their professional network.Learning Objectives 1. Students will gain an understanding and insight into the skills necessary to succeed in the workplace of the future 2. Students will understand their role as employees in the future of work 3. Students will develop a competitive advantage and	Critical Thinking & Problem Solving, Leadership, Communication, Career Management, Global Fluency & Social Responsibility

Badge	Description	Competencies Utilized
	4. Students will expand their professional network across peers, faculty, and professionals	
**Build Your Foundation	Florida State University believes in student success, which includes career and life planning. FSU provides comprehensive support to help students succeed, and Build Your Foundation is your introduction to Career Development and Planning. Our goal is to equip students with valid information and resources that support Career Success that is built on a foundation of over 40 years of research and practical application, which will provide students with the tools to seek valid, reliable information, and make informed decisions.	Career Management, Research & Innovation, Professionalism & Ethical Responsibility, Digital Fluency
	<ul> <li>Learning Objectives</li> <li>1. Students will complete a career readiness training module</li> <li>2. Student will develop greater self and occupational knowledge through the evaluation of their interests, values, and skills</li> <li>3. Students will be connected to information on their designated major, as well as occupation and salary data provided by the State of Florida University System and Florida State University</li> <li>4. Students will register with the Career Center</li> <li>5. Students will affirm that they have received all of the state and university required career information and have completed their registration with the Career Center.</li> </ul>	
**Innovative Leadership in Nursing	Nurses are leaders in problem solving and developing solutions to issues in healthcare. Nurses are natural innovators based on our education and instinct to solve problems and most nurses do not think about taking their critical thinking skills a step further and actually developing a product or service that can be implemented on a larger scale.	Critical Thinking & Problem Solving, Leadership, Teamwork & Cross- Cultural Collaboration, Professionalism & Ethical Responsibility
	<ul> <li>Each team will identify and support with current research the development of a invention or idea to improve patient care/outcomes or nursing workflow.</li> <li>Each team will pitch their inventions/ideas to a panel of judges made up of faculty, healthcare executives, and key stakeholders.</li> <li>Students who earn 3D Printing Level 1 badge know</li> </ul>	Career Management
<i>22</i> 1 mmg	3D printing technology and are able to apply that knowledge to create a print. This includes the ability	Critical Thinking & Problem Solving

Badge	Description	Competencies Utilized
30 PHILING THE THE PHILIP	to search for 3D artifacts online, download and manipulate them in a slicing software, and create a .gcode file that can then be sent for 3D printing.	Digital Fluency
	<ul> <li>A student nominated for the Student Employee of The Year and have met the minimum qualifications below:</li> <li>Degree-seeking student (undergraduate or graduate) currently enrolled in a minimum of 6 credit hours</li> <li>Nominees may be undergraduate/graduate students employed as Student Assistants, Federal Work Study, Student Interns, Student Ambassadors, or Graduate/Teaching/Research Assistants</li> <li>Must be employed by Florida State University for a minimum of 3 months at time of nomination</li> <li>Students must be in good academic standing with the university</li> <li>Pursuing degree at either FSU Tallahassee, FL or FSU Panama City, FL campuses</li> </ul>	Career Management Leadership Professionalism & Ethical Responsibility Communication Critical Thinking & Problem Solving
	Student Employee of the Year Overall Winner Undergraduate Student Employee of The Year The Tony DiBenedetto Student Employee of the Year Award is bestowed upon the outstanding undergraduate Student Employee that, on a daily basis, demonstrates strength, skill, and character while delivering exceptional customer service and always going above and beyond the duties of their role. There will be both an undergraduate and a graduate student winner in this category. Graduate Student Employee of The Year The Tony DiBenedetto Student Employee of the Year Award is bestowed upon the outstanding graduate Student Employee that, on a daily basis, demonstrates strength, skill, and character while delivering exceptional customer service and always going above and beyond the duties of their role. There will be both an undergraduate and a graduate student winner in this category.	

Badge	Description	Competencies Utilized
	Student Employee of the Year Category Winner	
	Torch Award – Customer Service The Torch Award is given to the Student Employee who demonstrates excellent customer service.	
	Vires Award – Initiative Given to the Student Employee who goes above and beyond, taking initiative in their role.	
	Artes Award – Critical Thinking Given to the Student Employee who demonstrates critical thinking skills in the workplace.	
	Mores Award – Professionalism Given to the Student Employee who exemplifies outstanding professionalism in all aspects of their job.	
**Design Thinking	Students who earn a badge in Design Thinking demonstrate the ability to apply a powerful and innovative problem-solving framework in an environment of collaboration with team members. Innovative students use qualitative and quantitative research methods to gain empathy for stakeholders. They are also proficient in creating stakeholder maps, context maps, personas, and journey maps, and then using those to ideate innovative solutions for a product or service. In addition, students are able to generate prototypes of their ideas for user testing and further refinements.	Critical Thinking & Problem Solving Teamwork & Cross Cultural Collaboration Communication Research & Innovation
Recovery Ally Badges	A recovery ally is someone who offers support to a person who has experienced addiction or substance misuse. This badge signifies completion of experiential learning related to a basic overview of the science of addiction and addresses what an ally does; including learning what might trigger cravings, what words will cause people in recovery to doubt themselves and their ability to recover, when their most challenging times are, and what situations people in recovery might need to avoid. They increase the community's recovery capital, decrease stigma and grow intervention skills.	Communication, Leadership, Teamwork & Cross Cultural Collaboration, Global Fluency & Social Responsibility.

Badge	Description	Competencies Utilized
SERVICE Collegiate Recovery Service Pomor State UNIVERSIT		
SUIT ROMON STATE UNIVERSIT		
Unconquered By Debt	Unconquered by Debt Badges	Critical Thinking &
	Financial literacy is critical for students to learn as they progress through their academic career and start their adult lives. The Unconquered by Debt badges engage students in a series of workshops and online content that provide the basis for financial wellness and an understanding about how to build wealth. The goals of the program are to enhance financial literacy and transform decision making so that students become wealth creators. The program will promote balanced financial choices so that students fully understand they are responsible for their current and future lifestyles. The focus is on key life choices: career options, earning, spending, saving, investing, managing credit, evaluating risk, insuring assets, and planning for retirement. Illustrating to future employers that they have a sound background in financial planning will enhance a student's job marketability. In addition, the practice of living well financially will aid students, not only in the long term, but also	Problem Solving, Career Management, and Digital Fluency
	when applying for jobs in which future employers perform credit checks on applicants. Unconquered by Debt Participation Badge	

Badge	Description	Competencies Utilized
	Students who are awarded the UBD Participation badge have completed one workshop in this series of workshops offering them an introduction of the basics of financial wellness.	
	Unconquered by Debt Financially Aware Badge Students who move on to complete the UBD Financially Aware Badge have completed a total of three workshops in one semester in the series of UBD financial wellness workshops.	
	Unconquered by Debt Financially Ready Badge Students who progress to the UBD Financially Ready Badge have completed a five module online financial literacy program in one semester.	
	Unconquered by Debt Financially Well Badge This badge will be available in Spring semester 2023.	
KNOwMORE Violence Prevention	kNOwMORE Violence Prevention: CHAW, in partnership with VAP, CAPS, LIFT, and RISE, is offering a series of virtual and in-person leadership opportunities through the Career Center's ProfessioNole Pathways and Badges to teach students how to support and care for fellow Noles. This series of workshops provides students with an understanding of topics related to interpersonal violence, bystander intervention, substance use, and how to connect students who may be impacted. Students who complete the core workshops (Green Dot and Trauma-Informed Support), two elective workshops, and an action project will receive the kNOwMORE Interpersonal Violence Prevention Badge to add to their resumes, LinkedIn, and Folio accounts.	Communication, Global Fluency & Social Responsibility

Badge	Description	Competencies Utilized
Communication ** Floresteen for the start of	<ul> <li>andamentals of Written Communication</li> <li>orida public postsecondary institutions now offer udents a Fundamentals of Written Communication gital badge. With this badge, you will be able to phance your personal communication skills and provey to future employers that you have acquired tal skills needed for professional success. Effective ritten communication is the ability to pommunicate ideas, information, and perspectives early, adapting a message to different audiences and situations, and using the appropriate style to provey meaning in various written contexts.</li> <li>earning Outcomes: By completing the college purse associated with this badge, you will emonstrate information literacy, comprehension of ritten material, and conveying information in riting for a variety of rhetorical purposes and udiences. Some of the learning outcomes sociated with the college course that results in is badge include:</li> <li>Examining and analyzing written material.</li> <li>Synthesizing information and ideas.</li> <li>Developing content relevant to the purpose.</li> <li>Demonstrating the ability to write to a specific audience.</li> <li>Presenting a perspective informed by research and critical thinking.</li> <li>Revising written communication based on feedback. Importance in Workplace:</li> <li>Enhances an employee's ability to interpret and evaluate a wide variety of written material.</li> <li>Promotes research, critical thinking, and problem solving.</li> <li>Advances the development of clearly written material relevant to the intent.</li> <li>Enhances the use of appropriate language for the intended audience.</li> <li>Increases the competent, effective, and responsible use of information.</li> </ul>	Communication

Badge	Description	Competencies Utilized
Intellectual Capital Management**	<ul> <li>The FSU Intellectual Capital Management Training Program is a new program at FSU sponsored by the FSU Office of Research. It is a two-part non- academic credit training series that is free and designed for FSU postdoctoral associates and FSU doctoral students who have completed their qualifying exams. Weekly discussion topics will be led by Bank of America Professor of Business Administration Professor David Orozco, J.D. along with various guest speakers from the research, invention, legal, and venture capital community to supplement our weekly discussions. Each weekly meeting will be held in person on Friday for 2-3 hours. To learn more about the program and apply please contact Professor David Orozco at dorozco@fsu.edu</li> <li>Benefits include: <ul> <li>networking with other FSU researchers across various disciplines</li> <li>gaining knowledge of intellectual property to strengthen existing research programs and future sponsored research proposals</li> <li>learning about the business aspects of technology and technology commercialization</li> <li>obtaining certificates to help you stand out in future job applications</li> </ul> </li> </ul>	Research & Innovation, Communication, Teamwork & Cross- Cultural Collaboration
Pre-Health Professions	Students who earn the Pre-Health Professions 101 badge attend a workshop designed to give them the fundamental knowledge they need to begin their path towards a successful career in the healthcare industry.	Career Management, Communication, Critical Thinking

Badge	Description	Competencies Utilized
PRE-HEALTH PROFESSIONS 202 FOU CAREER CENTER PROFESSIONAL DEVELOPMENT	Students who earn the Pre-Health Professions 202 badge have gone beyond the basics and attended an additional workshop towards being prepared for a career in the healthcare industry.	

\*\* Indicates that badge is not listed on Career Center website because it is not open to all students and involves an application process. For questions on these badges please email <u>cc-professionolepathways@fsu.edu</u>.

### Badges In-Progress for FSU

Badge Partner	Content
History Department	Careers for History Majors Badge
College of Nursing	Pre-Nursing Badge
Interdisciplinary Medical Sciences	IMS Professional Pathway Badge
CARE	CARE Financial Literacy Badge
College of Business	Universal Design & Access Badges
Undergraduate Studies	Degree in Three Badge