Career Planning: A Guide for Parents

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Why a presentation for parents?

You have great influence (even when you think they are not listening).

• Top 3 influencers for career decision making for our students are Parents, Peers and Professors.

• New students are / will be overwhelmed by all the information they are receiving now, parents can remind them of resources available when they are ready...
# WHY UNIVERSITY?

<table>
<thead>
<tr>
<th>EMPLOYMENT</th>
<th>LEARNING</th>
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<tbody>
<tr>
<td><strong>UNDERGRAD</strong>&lt;br&gt;(CUSC)</td>
<td><strong>Get a good job</strong>&lt;br&gt;86%</td>
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<tr>
<td><strong>Prepare for specific job</strong>&lt;br&gt;80%</td>
<td><strong>Get knowledge in a specific field</strong>&lt;br&gt;75%</td>
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<tr>
<td><strong>GRADUATE</strong>&lt;br&gt;(CaPS Destination Survey – class of 2014)</td>
<td><strong>Achieve career goals</strong>&lt;br&gt;59%</td>
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What we do

Help students make connections between their education/skills & world of work:

• Find skill development opportunities
• Identify potential career paths
• Identify strengths, weaknesses, interests and values
• Make meaning of their experiences
• Be career ready
As a parent, what are your concerns?

Is it normal that?
• They change their minds often?
• Have no career direction?
• Are paralyzed by too many choices?
• They are too narrowly focused?
• Other?
Perceptions of Career Success...


Then

Graduate from high school
Graduate from college/university
Get a good job
Retire

Now

Start post-secondary education
Change jobs
Retire
Go back to school
Take a year off
Work part-time
Graduate from high school
Change programs
Main reasons for student visits:

- What else can I do with a degree in X major?
  - Choosing majors: making a link between interests, major & career options
- How to find jobs /internships
- Interview preparation and practice
- Resumé & Cover Letter review
- Encouragement & reassurance
STUDENT LIFE CYCLE

ACADEMIC

YEAR 1
Explore

YEAR 2
Discover

YEAR 3
Plan

YEAR 4
Focus

GRADUATION
Apply

OUT OF CLASS

REFLECTION
Values
Interests
Strengths
Academic Experiences
Co-Curricular Experiences
Internships
CURRENT PLATFORMS SUPPORTING STUDENT DEVELOPMENT

myInvolvement
- Co-Curricular Record
- Involvement tracking

myFuture
- Job search
- Internships

#McGillConnect
- Networking
- Mentorship
myINVOLVEMENT & MCGILL CCR

### What?
- myInvolvement platform
- Co-Curricular Record (CCR)
  - Experience descriptions include learning outcomes
- Opportunities include:
  - Volunteering, workshop attendance, student government positions, varsity athletics, awards, etc.

### Why?
- Centralized advertising / tracking
- Student record of participation in learning outside the classroom
- Articulation of transferable skills
- University involvement analytics
Career Readiness

Preparing students for life after graduation
CAREER READINESS COMPETENCIES

Critical thinking / problem solving
Oral / written communication
Teamwork / collaboration
IT application
Leadership
Professionalism / work ethic
Career management
Creative thinking
How do students develop /refine these skills?

- Through experiential learning opportunities inside and outside of class
- Internships
- Volunteer experiences
- Paid work experiences (even “non-career” related)
- Entrepreneurial activities

Reflection is key – making sense of the experience
Experiential Learning (or EEOs) at McGill

- Community engagement/volunteering (SEDE, Volunteer Bureau)
- Internships/practica/co-op (through program & faculty)
  - Internship Offices Network
- Undergraduate research opportunities
- Student organizations/Extracurricular/Student Government
- Field study by program
- Entrepreneurial competitions
- In-course capstone / projects
- Applied student research / independent study
- Exchange/study abroad
- Part-time and summer work
Reflection is the key

Know Yourself: Who am I? What do I want?
  • Assessment available through CaPS
  • Asking for feedback from parents, supervisors, friends
  • Assessing aspects of work/internship they liked or disliked
  • Speaking to career professionals & identifying similarities

Learn About Options: What is out there? Who is doing work I want to be a part of?

Take Action
  • Shadow, externships, mentor program, panels, alumni connections, network, experiential learning
Coaching your student

- If you couldn’t fail what would you do?
- What are you most proud of? What makes it stand out? What did you learn from the experience?
- What did you learn from that challenging situation?
- What energizes you?
- Tell me more
- What goals / experiences have you been considering?
- What is one thing you could do right now that would help you move forward?
- What does success look like for you?
- What skills do you think you have developed?
Eight ways you can support your student

- Be supportive – you don’t need to have all the answers.
- Encourage them to get involved, to explore interests & develop transferable skills through internships, volunteering, extra-curricular activities & employment.
- Assure them that they are not making a decision for the rest of their lives; career change is the norm.
- Encourage your student to think about what additional skills they are learning & adding to their toolkit. Help them reflect on what they have learned or where they have had challenges.
Eight ways (cont’d)

• Refer your student to friends, family, colleagues with experience related to their career interests & ideas for informational interviewing

• Help your student clarify ideas & priorities; give feedback on specific abilities/skills that you observe in your student.

• Support & encourage your student during the job search process. Listen to their ideas & concerns but resist the temptation to take responsibility for the process.

• **Encourage them to visit CaPS in their first year** after the 1st semester, once they are adjusted to university, and make use of the services and resources.
How you can help McGill CaPS

• Encourage your organization to hire McGill students and graduates and recruit at McGill. (see [http://www.mcgill.ca/caps/employers](http://www.mcgill.ca/caps/employers))

• If you are an alumnus/ae, please consider becoming a mentor

• Have an interesting career path / career? Volunteer to become a speaker at one of our career events.

• Allow a student to shadow you to learn about your work / workplace.

• Remind your student that we are here for them!

Thank you!
Resources

• CaPS website – Parents page:  www.mcgill.ca/caps/parents
• CaPS – explore careers:  http://www.mcgill.ca/caps/students/explore
• CaPS – finding a job:  http://www.mcgill.ca/caps/students/job
• myInvolvement (activities and co-curricular record):  http://involvement.mcgill.ca/
• Social Equity & Diversity Office (SEDE)  
  http://www.mcgill.ca/equity_diversity/community/engagement
• Internship Offices Network:  http://www.mcgill.ca/internships/
• Dobson Center for Entrepreneurship  http://www.mcgill.ca/dobson
• Destination Survey:  http://www.mcgill.ca/caps/publications/destinationsurvey/
• Skills21:  http://www.mcgill.ca/skills21/
Questions?