



## CAREER DEVELOPMENT & ACADEMIC EXPLORATION

### **Career Advocates Program**

The mission of the Center for Career Development and Academic Exploration is to *foster a career-centered campus culture that prepares all scholars to pursue their unique professional and academic aspirations*. Building a career-center campus culture recognizes that career development frequently takes place outside the walls of the career center as students engage with their faculty instructors, staff advisors, coaches, work supervisors, and other professionals they encounter. In support of that, a 2017 Gallup/Strada survey reports that 46% of participating students speak often or very often with faculty or staff at their school about their career options. Additionally, those who do talk with faculty or staff indicate enhanced confidence about their skills and knowledge to enter the work force than those who do not. The center's Career Advocates Program (CAP) attempts to maximize the effectiveness of these career conversations that occur around campus by providing a training opportunity for faculty and staff to learn basic career development theories, tools and resources to assist students.

The following **learning outcomes** have been developed for the CAP.

**As a result of attending the career advocates training, participants will:**

1. Develop a foundation for having critical career conversations with students
2. Gain a basic knowledge of career development theory, career decision making, internship and job searching, and relevant resources/tools
3. Understand how to make effective referrals to the Center for Career Development and Academic Exploration
4. Learn the professional and ethical guidelines outlined by NACE

The CCDAE will offer several CAP trainings throughout the year. Both general sessions open to all faculty/staff and individually tailored sessions requested by departments are available. Training is 3 hours and can be provide on one day or split between two. Trainers ask participants to complete some readings prior to the session; case studies are woven into the presentation. Those completing training receive a Career Advocates decal that they can display to make students aware of their participation.

Future goals of the program include:

- Collaboration with Tennessee Teaching and Learning Innovation
- A second tier of training
- Development of a career advocates community for sharing resources.

Those interested in scheduling a training can contact: Mary Beth Woodward ([mbwoodward@utk.edu](mailto:mbwoodward@utk.edu)), Assistant Director or Stephanie Kit ([smkit@utk.edu](mailto:smkit@utk.edu)), Executive Director in the CCDAE.