



UNIVERSITY OF
GEORGIA
Carl Vinson
Institute of Government
*Georgia Workforce and
Economic Resilience Center*

**GEORGIA'S
WORKFORCE
CONFERENCE**

Ready Day One

Developing Employer-Valued Career
Skills in Every Student



GEORGIA SOUTHERN
UNIVERSITY

Carl Vinson Institute for Government Georgia's Workforce Conference

Ready Day 1 Connect @Georgia Southern

November 13, 2024



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USG Core Curriculum “Refresh”



- **Central focus on having a Core that provides meaning to students and removes barriers to progression.**
 - **Meaning will be imparted by student recognition of the foundational knowledge provided through their Core classes.**
 - **Meaning will be deepened through the use of system-wide orienting questions, learning outcomes, and domain area career-ready competencies.**
 - **Progression will be enhanced by generating student interest in their entire curriculum through the earliest courses they take.**
 - **Time to graduation will be decreased by allowing the possibility of a Core course being a prerequisite for an advanced course and allowing upper-level courses in their Field of Study requirements.**
- **Making small impactful changes to the Core so we can implement quickly.**
- **Remaining open to additional changes in the future.**
- **Encouraging further conversations on how to retain our students and strengthen purposeful learning so that our students feel ready to pursue the careers of their dreams.**



	Institution I	Math M	Citizenship P	Humanities A	Writing C	STEM T	Social Sciences S
Critical Thinking	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		
Ethical Reasoning				<input checked="" type="checkbox"/>			
Information Literacy		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
Inquiry and Analysis		<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>	
Intercultural Competence				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>
Perspective-Taking							<input checked="" type="checkbox"/>
Persuasion			<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Problem-Solving		<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>	
Teamwork	<input checked="" type="checkbox"/>					<input checked="" type="checkbox"/>	
Time Management	<input checked="" type="checkbox"/>						

Career Mindset out of the Gate



Information Literacy

The ability to recognize when information is needed and how to locate, evaluate, effectively use, and synthesize the needed information, and appropriately credit original material.

Inquiry and Analysis

A systematic process of exploring the world through the collection and evaluating relevant evidence, and using this evidence to support informed conclusions.

Problem-Solving

The process of designing, evaluating, and implementing a strategy to solve problems using data, knowledge and facts .

Intercultural Competence

The ability to develop knowledge, skills and behaviors that support effective and appropriate interaction in a variety of cultural contexts.

Persuasion

The use of messages that are intentionally designed to appeal to another's reason, emotions or both in order to enact change.

Ethical Reasoning

The ability to assess one's own ethical values and the social context of problems, recognize ethical issues in a variety of settings, think about how different ethical perspectives might be applied to ethical dilemmas and consider the ramifications of alternative actions.

Perspective-Taking

Considering perspectives other than one's own and allowing new information, differing opinions, and others' experiences to impress upon one's thinking, understanding, and appreciation of others.



Career Mindset out of the Gate

- Commit to Georgia Southern as their university of choice
- Feel affirmed in their decision to attend Georgia Southern
- Be prepared for and attend the first day (and semester) of classes
- See a path for individual success - personally, socially, and academically - to graduation and beyond
- Feel safe and accountable for creating and maintaining campus safety
- See themselves as a valued and impactful member of the greater Georgia Southern community
- Know the value and importance of their voice and experiences and use them to positively impact their campus/institution
- Understand and know how to access success resources (including tutoring, counseling, major exploration, research assistance, merit-scholarships, etc.)
- Feel challenged by and supported in their academic journey
- Recognize and affirm their talents and academic potential within their chosen field of study
- Have a growth mindset and a positive, resilient outlook with self-direction for their education
- Recognize the connection between university/community engagement and classroom learning for a holistic educational experience
- Develop a success plan to timely graduation and beyond to career or graduate/professional school



Career Mindset out of the Gate

Scholarship & Success

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Career Mindset out of the Gate

FYE 1220

First-Year Seminar is an introduction to college that fosters academic engagement, information literacy, and global citizenship. This course allows students to develop and apply information literacy skills and to engage with their degree programs, campus resources, and the university community.

- Develop and apply information literacy skills in academic and non-academic contexts by:
 - Determining the nature and extent of information needs to answer a question, explore a topic, solve a problem, and/or complete a project.
 - Identifying and accessing sources for their informational needs while critically evaluating information for its currency, relevancy, authority, accuracy, and purpose.
- Engage with degree programs and pathways by focusing on career growth mindset by:
 - Researching potential majors and evaluating the extent to which expectations align with personal and career goals
 - Examining expectations and skills necessary for successfully engaging in an increasingly global workforce.

Career Mindset out of the Gate

CORE 2000

CORE 2000 is a required Institutional Priority course for students who are completing their second semester of collegiate work. In this course students will make connections among their core curriculum, their career goals, and their external activities, and articulate how these connections inform their understanding of their place in the world.

- Articulate how their general education foundation has contributed to their developing global perspective
- Analyze how their academic and lived curriculum (core-level) studies have contributed to the development of their academic and professional goals.

Scholarship & Success

- **Recognize the connection between university and community engagement and classroom learning for a holistic educational experience**
- **Develop a success plan to timely graduation and beyond to career or graduate school**

Career Mindset out of the Gate

FYE 1220

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Career Ready Competencies

Information Literacy

Problem-Solving

Ethical Reasoning

Critical Thinking

Inquiry and Analysis

Perspective-Taking

Intercultural Competence

Persuasion & Critical Thinking



Career Mindset out of the Gate



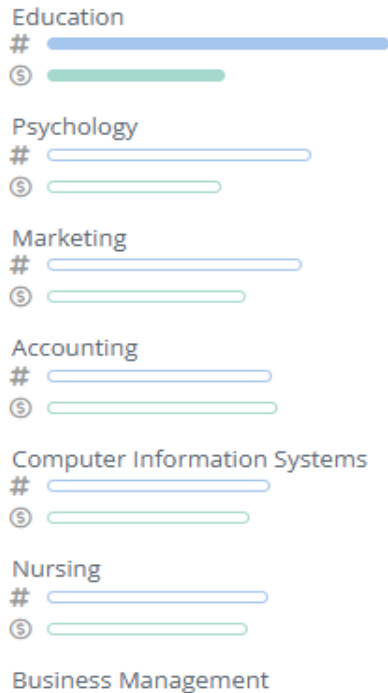
Steppingblocks

Georgia Southern University Graduates

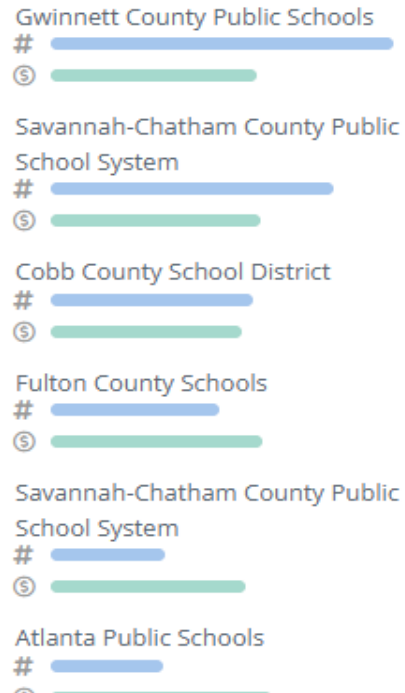
Click any major, employer, job category, and/or skill to explore outcomes.



With a Degree in



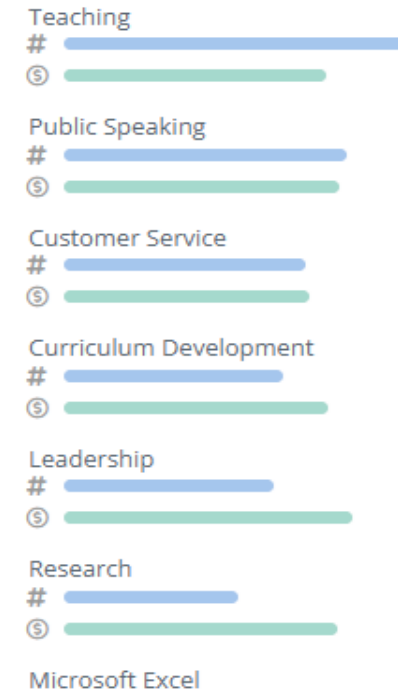
I could be hired by



Working in



Skilled in



Graduates Analyzed

5,064 ♂ 26%
♀ 74%

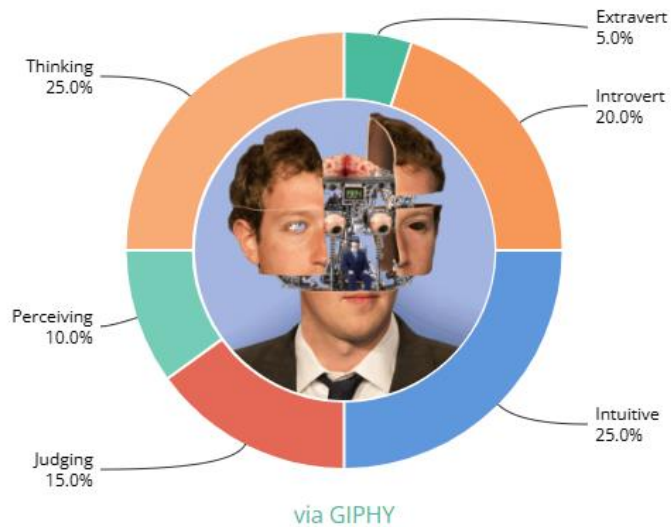
Average 5 year Salary

\$67,755

Average Current Salary

\$72,349

Career Mindset out of the Gate



You're an **INTJ!**

Introversion (I), Intuition (N), Thinking (T), Judgment (J)

Your unique and creative mind helps you develop original views. You use caution when evaluating the motivations of others. You have high standards, and you lead by personal example. Your independence and skepticism help you to determine valid patterns and theories about the world.

[Custom Personality Report](#)

Best Majors for INTJs

INTJs are comfortable with abstraction and theory but gain the most satisfaction from turning their ideas into reality. They often enjoy working independently or with a small team, taking measured, strategic steps to implement change.

Q Construction

Q Graphic Design

Q Journalism

Q Data Science and Analytics

Q Electrical Engineering

Q Psychology

Q Actuarial Science

Q Mechanical Engineering

Q International Business and Affairs

Q Biochemistry

Q Healthcare

Q Mathematics

First Time Freshman

Fall 2022 - **4,058**

Fall 2023 - **4,410**

Fall 2024 - **4,750**

Over 13,000 students with a **4-year** runway for creating a **genuine career-forward mindset.**



Steppingblocks

Ready Day 1 @ Georgia Southern

Umbrella program for career development incorporating career readiness competencies freshman year through graduation:

- Career Plan (Explore, Experience, Engage)
- Career Resources (Handshake, Steppingblocks, Big Interview)
- Career Curriculum (Faculty Grab & Go)
- Career Certification (Student recognition)
- Career Champions (Faculty & staff recognition)



Ready Day 1: More Than a Brand

Created to address the lack of early student engagement in high-impact career readiness strategies.

Ready Day 1 is our:

- **Vision**
- **Reputation**
- **Promise**
- **Differentiation**



New Quality Enhancement Plan (QEP) Ready Day 1 Connect

*What students learn
in their degree
programs*



*Competencies that
will make them
successful
professionals*

Career Competencies

The skills, attributes and values someone exhibits, particularly in the workplace.



Career and Self Development



Leadership



Communication



Professionalism



Critical Thinking



Teamwork



Global Fluency



Technology

Source: National
Association of
Colleges and
Employers (NACE)

Employers Nationally Surveyed (by NACE)

Competency	Proficiency: New Grad Perspective	Proficiency: Employer Perspective	Gap
Communication	79.4%	55.5%	-24.2%
Critical Thinking	81.5%	66.1%	-15.4%
Global Fluency	81%	78.1%	-2.9%
Leadership	68.5%	36.8%	-31.7%
Professionalism	84.6%	50%	-34.6%
Teamwork	86.9%	78.1%	-8.8%
Technology	68.1%	81.7%	+13.6%

Georgia Southern Employers

Competency	Importance	New Graduate Proficiency	Gap
Communication	100%	82%	-18%
Critical Thinking	97%	79%	-11%
Global Fluency	74%	82%	+8%
Leadership	74%	61%	-13%
Professionalism	90%	79%	-11%
Teamwork	100%	97%	-3%
Technology	87%	82%	-5%

Georgia Southern Alumni

Competency	Importance	Proficiency Upon Graduation	Gap
Communication	96%	82%	-14%
Critical Thinking	95%	84%	-11%
Global Fluency	67%	52%	-16%
Leadership	75%	69%	-6%
Professionalism	93%	80%	-13%
Teamwork	90%	83%	-7%
Technology	81%	69%	-13%

Ready Day 1 Connect

- Office of Career and Professional Development partnering with faculty to embed career readiness content into the academic curriculum
- Encourages student development of career readiness competencies
- Aims to connect academic learning to future career success
- Addresses performance gaps noted by faculty, students, administrators, and alumni in:

- Communication
- Critical Thinking
- Professionalism

All three with double-digit gaps according to all surveyed sources

Ready Day 1 Connect

AY 24-25 is the year for final piloting, testing, and making decisions for the 10-year QEP.

College of Behavioral and Social Sciences

Year 1: Effective Communication*
Year 2: Leadership in Action
Year 3: Successful Interviewing*
Year 4: Job Search Strategies

College of Arts and Humanities

Year 1: Leadership in Action
Year 2: Effective Communication*
Year 3: Emotional Intelligence
Year 4: Successful Interviewing*

**Required modules with SLOs reported for the QEP.*

Each Module *Includes:*

- Student Learning Outcomes
- Pre/post-module survey assessing student confidence and perceived readiness
- Lecture/PPT with notes embedded
- Relevant assignment or discussion
- “Why am I learning this?” information about RD1 Connect for the student and faculty member

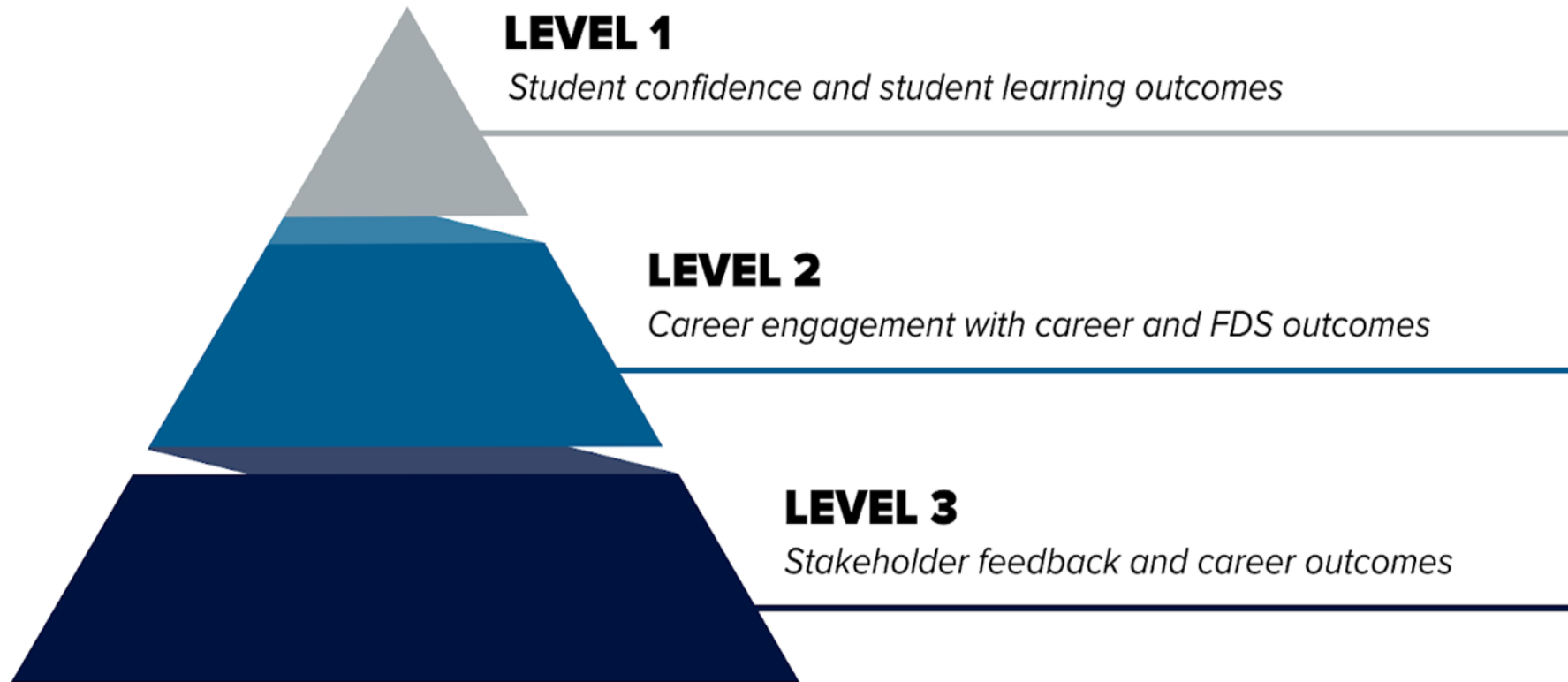


RD1 Student Learning Outcomes

Students will:

- Understand the career readiness competencies
- Know where they are in their development of the competencies
- Learn how to connect their experiences with their skill development
- Learn how to showcase their competencies (with examples) for potential employers and graduate schools.

How Do We Know It's Working?



Ready Day 1 Measurements

- Student confidence levels before/after class lesson
- Written communication skills (email exercise)
- Critical thinking (interview practice)
- Professionalism (email/interview)
- Increase in engagement with career resources and best practices
- Graduate outcomes
- Stakeholder Feedback

Preliminary Results

Ready Day 1 Connect pilot with College of Behavioral and Social Sciences (AY 22-23 and AY 23-24):

- Student confidence in interviewing skills: +37%
- Student perceived readiness in interviewing: +62%
- Career Readiness Activity*: +52%

** Appointment with Career Center, attendance at career fair, enrollment in internship or practicum, use of Career Center software platforms.*

Ready Day 1: Rooted in Student Success

- Creating awareness/importance of career readiness and success *in the degree program*.
- Drives student engagement in high-impact practices. Following beta testing student engagement with “career activities” grew from 61% to 93%
- Builds connections between the student’s experiences in and out of the classroom with the skills they are developing
- Improves post-graduation outcomes.

CAREER COMPETENCIES

- **Career and Self Development**

Encourages students to continuously improve and adapt to their own professional development which ties to their workforce personal brand at Gulfstream.

- **Communication**

Allows students to convey ideas clearly and collaborate effectively across their teams. Gulfstream values communication. Motto – If you see something, say something!

- **Critical Thinking**

Contribute to innovative solutions that are essential for a project or Gulfstream as a whole.

- **Global Fluency**

Navigate cultural differences to ensure interactions are inclusive to strengthen collaboration. We are a global brand with integrity.

- **Leadership**

Students take initiative, accountability, guide and support their peers, and drive projects to produce high quality results for our aircraft.

- **Professionalism**

Students can build trust and credibility in the company's standards through the interactions of others. We value professionalism at all levels of the company from sales to machinists.

- **Teamwork**

We have smaller groups where teamwork is essential to complete the task as well as being able to work cross functionally.

- **Technology**

Technological proficiency enables the students to work efficiently and stay competitive in the current market. Gulfstream is an innovative company.

GSU STUDENTS AT GULFSTREAM

- Career competencies are important for current graduates and future graduates because it allows students to enter into a workforce corporation like Gulfstream in a successful way. The company does not expect entering graduates to possess all the technical skills needed, but being able to demonstrate effective communication, critical thinking and professionalism is what sets students apart.
- At Gulfstream, we tie career competencies to an intern or co-op's personal professional brand. Georgia Southern's program ties to their students starting Day 1 embarking on their personal brand journey and our leaders recognize this.
- Our collegiate program finds that GSU students are proficient in the core competencies based off manager feedback. Our proud group of alum are advocates and mentors to our Georgia Southern intern and co-ops. We have a strong pipeline of GSU students at all grade levels and look forward to this program only strengthening at the Georgia Southern campus.

GSU METRICS

BASED ON 2022 – 2024 DATA

166

Total GSU Interns
and Co-ops

42

of Intern/Co-ops
Converted to Work at
Gulfstream

92

Total Co-ops

42%

Co-op
Conversion
Rate

95%

Co-op
Acceptance
Rate

74

Total Interns