Collaborating for Career Success: Psychology and Career Services

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Cannexus20: Monday January 27, 2020



We would like to acknowledge that we are on the unceded territory of the Algonquin people, and that we appreciate the opportunity to share, learn, and connect here.

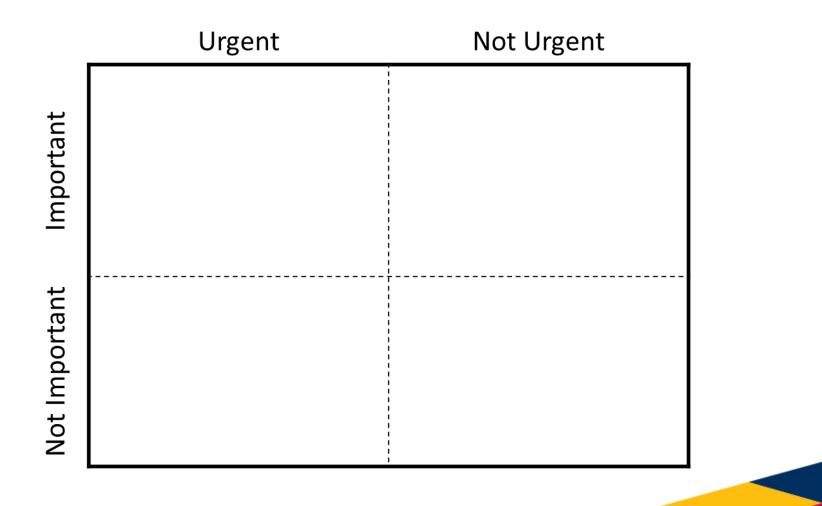


Agenda

Academic/Career Services Collaborations – why? Queen's Department of Psychology

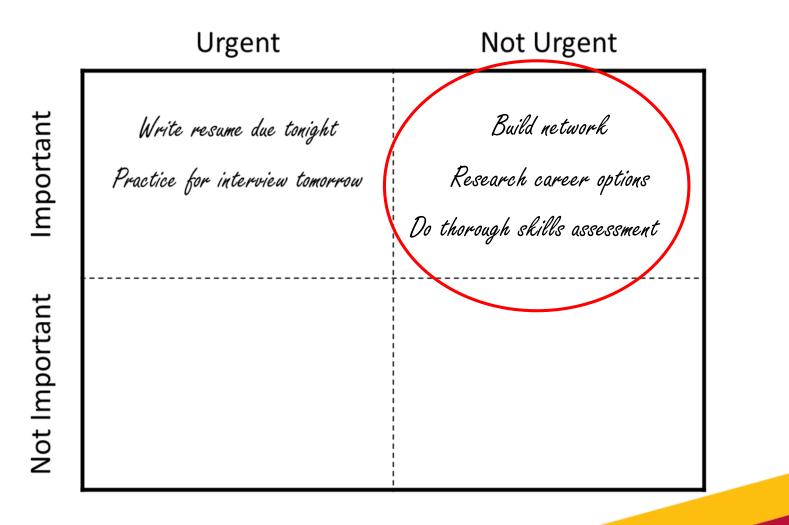
- PSYC204: Applications and Careers in the Psychological Sciences
- Open Access Textbook
- Careers Conference
 Reflections and Learnings
 Q and A





	Urgent	Not Urgent
Important	Paper due Monday Submit insurance form Cupcakes for school party	
Not Important	Facebook and Twitter feeds	

	Urgent	Not Urgent	
Important	Write resume due tonight Practice for interview tomorrow		
Not Important			



The most significant work of career planning is important but not urgent

therefore to best support students

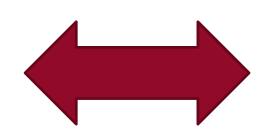
integrate career support into the student experience

and make "career" structurally unavoidable

Continuum of career support integration

"Career" is Added On

University provides students access to optional career supports such as career advising, workshops, experiential learning roles and work, networking



"Career" is Fully Integrated

University/department includes career supports in required elements of program

Eg required internship, career topics covered in core course(s), connections with employers are facilitated

Strategy question:

for each program and for institution as a whole:

what elements should/could be add on's and what should/could be integrated in this particular program/across all programs?



Examples of successful strategies

Degree Planning: Maps Orientation In Class Sessions/Program Plans



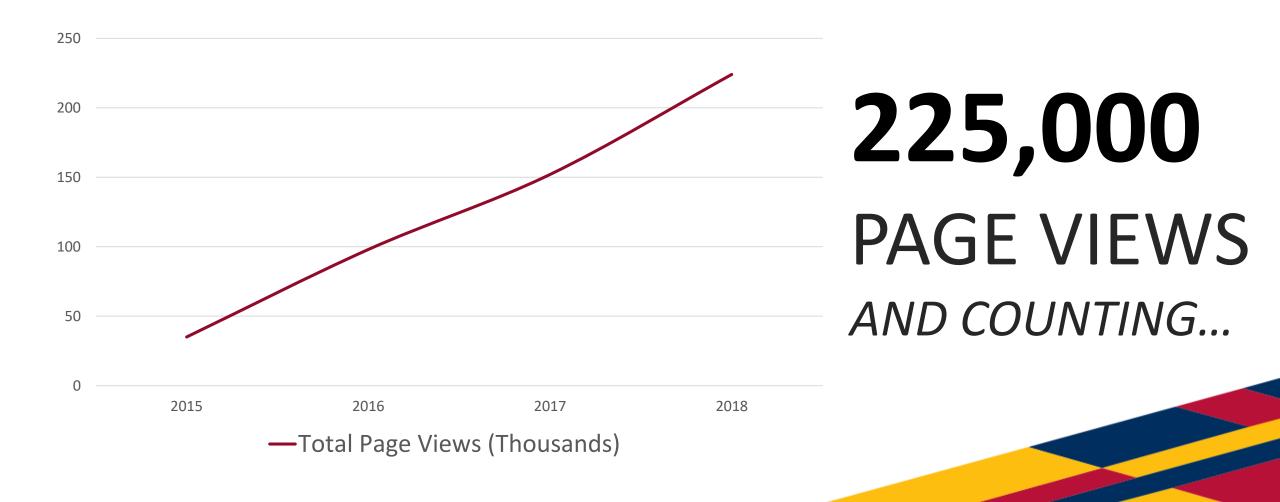
Sycnology major map*

HELOR OF ARTS (HONOURS) or BAHCELOR OF SCIENCE (HONOURS): MAJOR, MINOR



_						
	1ST YEAR	2ND YEAR	3RD YEAR		4TH OR FINAL YEAR	What will I learn? A degree in Psychology can equip you with:
T THE URSES U NEED	In first year you will have the chance to explore the foundations of Psychology along with some electives. Attend <u>Majors Night</u> in the Winter term to learn more about Plan options.	Start going deeper into the discipline of Psychology, while considering a minor and/or certificate such as <u>Global Action and Engagement</u> . Attend <u>Degree +</u> in the Fall term to learn more about <u>Certificates</u> and <u>Internship</u> options. Want to make sure your academics are where you want them to be? Visit <u>SASS (Student Academic</u> <u>Support Services</u>) and the Writing Centre for some help.	A chance to start grouping courses in areas of interest, or to keep it more general and explore many areas of Psychology. Meet with an <u>Academic</u> <u>Advisor</u> to make sure you are on track and have planned out your courses for next year.		In fourth year you will have the chance to participate in research-based courses that can lead to <u>Graduate School</u> or to your future career path. Make sure to finish up all your courses for your major and your optional minor and/or certificate(s).	 Knowledge of areas of Psychology such as perception, cognition, motivation and childhood development How to design research studies and analyze quantitative data using statistical tests Knowledge of human and animal behaviour and mental processes How to evaluate scientific journal articles critically
T RELEVANT PERIENCE	Join organizations on campus such as the <u>Sexual</u> <u>Health Resource Centre</u> and the <u>Mental Health</u> . <u>Awareness Committee</u> . See the <u>AMS Clubs Directory</u> or the <u>Queen's Get Involved</u> page for more ideas. Get an upper year Peer Mentor in PSYC. Ask the PSYC Department Student Council (DSC) for details.	Look into <u>summer jobs</u> by talking to the Dept. about <u>NSERC</u> or Career Services about work through <u>SWEP</u> or Work-Study. Volunteer in a PSYC <u>Research Lab</u> . Apply to complete PSYC299: Introduction to Directed Research in Psychology Attend workshops and training sessions offered to students through the <u>CMHA</u> .	If interested, apply for an <u>Undergraduate Student</u> Summer Research Fellowship (USSRF). Consider applying to do a 12-16 month <u>QUIP</u> <u>internship</u> between your third and fourth year. Take a <u>PSYC 570/575 Special Directed Lab</u> course for further research experience. Apply to be a PSYC 100 TA through <u>PSYC 400</u> .	QUIP INTERNSHIP	Investigate requirements for full-time jobs or other opportunities related to careers of interest. Assess what experience you're lacking and fill in the gaps – check out the Career Services skills workshop for help. Present your PSYC 501 research at Inquiry@ Queen's and your Thesis Poster at the Ontario Undergraduate Thesis Conference.	 Oral and written communication to prepare and present reports from research Observation and decision-making Resource and time management Insight to deal effectively with people, show concern for and sensitivity to others Critical and inferential thinking to
T CONNECTED TH THE MMUNITY	Volunteer on or off campus with different community organizations such as <u>Autism Ontario Kingston, Big</u> <u>Brothers, Big Sisters KFL&A, Telephone Aid Line</u> <u>Kingston</u> , and the <u>Kingston Sexual Assault Centre</u> .	Get involved with the Departmental Student Council (DSC). Think about applying to volunteer at <u>the Peer</u> Support Centre, Student Wellness Services, or other services. Start or continue volunteering with organizations such as <u>Hotel Dieu Hospital</u> and the <u>Elizabeth Fry Society</u> <u>Kingston</u> .	Do targeted networking with alumni working in careers of interest by joining the LinkedIn group <u>Queen's Connects</u> . Check out Career Services <u>networking workshops</u> . Connect with professors at events or workshops hosted by the DSC. Meet one on one with professors or graduate students.	A 12-16 MONTH	Consider joining professional associations, such as the <u>Ontario Psychological Association</u> or the <u>Canadian Counselling and Psychotherapy</u> <u>Association</u> . Join groups on LinkedIn reflecting specific careers or topics of interest in Psychology.	analyze and interpret information Where can I go? A degree in Psychology can take your career in many directions. Many students choose to continue their academic inquiry with a Master's. Our students are equipped with a strong foundation for careers in:
T THINKING OBALLY	Prepare for work or studies in a multi-cultural environment by taking QUIC's <u>Intercultural</u> <u>Competency Certificate</u> , and research possible immigration regulations. Speak to a QUIC advisor to get involved in their programs, events, and training opportunities.	Is an exchange in your future? Start thinking about where you would like to <u>study abroad</u> . Apply in January for a third year exchange through t <u>he</u> International Programs Office. Attend the <u>Bader International Study Centre</u> in the U.K. for the winter term and take <u>PSYC 335, PSYC 442, or PSYC480</u>	Get involved with other cultures or improve your language skills. Pursue Summer Internship/Work opportunities with, <u>CIDA</u> . Take a French Conversation class through the Francophone Centre.	CONSIDER	International students interested in staying in Canada can speak with an <u>International Student</u> <u>Advisor</u> . Volunteer with places like <u>Immigrant Services</u> <u>Kingston & Area</u> .	 Advertising Child and youth care Cormunity development Corrections Career counseling Career counseling Occupational health and safety Occupational therapy Physical therapy Psychiatry
T READY R LIFE AFTER ADUATION	Grappling with program decisions? Go to <u>Majors</u> <u>Night</u> or get some help <u>wondering about career</u> <u>options</u> from Career Services. Build your transferable skills in time management, problem-solving, writing and more with <u>Student</u>	Explore careers of interest by taking courses like PSYC 204: Applications and Careers in Psychological Science, attend the annual Career Conference in Psychology held in March, and visit Career Services to participate in Career Cruising.	Start focusing on areas of interest. Research education requirements for careers of interest. If needed, prepare to take any required tests (such as the GRE, LSAT or GMAT) and get <u>help thinking</u> <u>about Grad School</u> from Career Services.		Apply to jobs or future education, or make plans for other adventures. Get help from Career Services with job searching, resumes, interviews, Grad School applications, or other decisions.	Residential care Social work Speech language pathology Taking time to explore career options, build experience and network can help you have a smooth transition to the world of work after graduation.

Maps: Reach (major and grad maps)

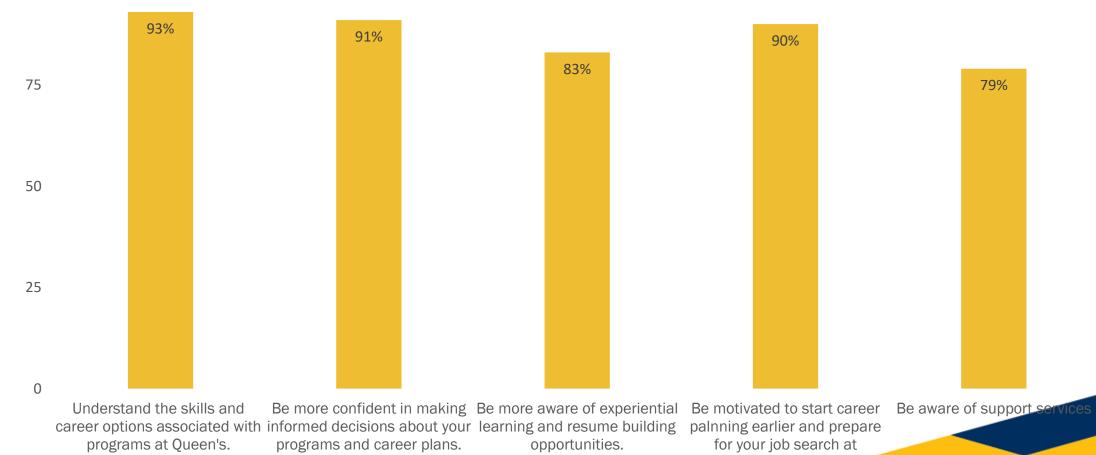


Major Maps: Response from Students



% Students who Strongly Agree or Agree

100



graduation.

Maps Usage example: Orientation

Jump Start Your Career in Grad School:

Learn how to deal with the Top Four Career Challenges faced by grad students. In this session, you will learn about graduate career pathways and helpful resources, as well as get started on an action plan to integrate career development with your academic studies from the beginning of your program.



Success Example: Psychology



• PhD in Social Psychology

Expertise in attitudes & behaviour, and persuasion

- First faculty position in a department of consumer science in the USA

 Wow—they do career training very differently!
 Was largely built on a B-School model (job fair)
 Colleagues all seemed to be consulting in addition to Faculty roles
 - \odot Was inspired, but these experiences moved to the back-burner



- Came back to Canada, struggled to identify careers outside of industry that fit well with training, lack of mentors
- Through networking was able to secure a job offer, and though I was grateful, I turned it down
- Started a consulting company
 - \circ Was able to see first-hand how relevant my training was across industries
- Careers are a journey, and I unexpectedly had an opportunity to return to academia with fresh eyes on this gap



- Psychology is consistently ranked in the top 10 most popular university degree programs (American Psychological Association 2016 and Statistics Canada, 2011).
- Despite this, many students in undergraduate psychology programs fail to see the relevance and value of their degree (Borden & Rajecki, 2000).
- Indeed, when comparing against alumni in other degree programs, psychology graduates reported the lowest perceptions of relatedness between their training and career. For example, when asked if their university degree was directly related to their career, only 20% to 25% of psychology alumni reported a correspondence (Borden & Rajecki, 2000).

- This disconnect is concerning because training in psychology maps directly onto desirable attributes identified by employers:
 - $\ensuremath{\circ}$ skills related to leadership,
 - \circ teamwork,
 - o communication,
 - o problem-solving,
 - \circ work ethic,
 - \circ initiative,
 - o adaptability,
 - \odot and analytical and technical skills

(National Association of Colleges and Employers, 2016)

In addition to transferable skills, important content knowledge

TOWEL SERVICE

Dear Guest,

Tons of towels are washed unnecessarily every day in hotels around the world. Soap powder and bleaching chemicals pollute our waters. At we are concerned about the environment. T lease help us do our part.

TOWELS THROWN IN THE BATH OR SHOWER MEANS: PLEASE EXCHANGE

TOWELS PLACED ON THE TOWEL-RAIL MEANS: I'LL USE AGAIN

Thank you and enjoy your stay with us.

The Ultimate Goal

 To develop and deliver curriculum that supports students in psychology in the exploration and attainment of meaningful work related to their training in Psychological Science



The critical support of my colleagues, department, and Faculty

- I am deeply grateful that my colleagues, Department Head, and my university system have supported these initiatives
- Without their support (both collegial and financial), these initiatives would not have been possible



The Initiatives

- Open Access Textbook
- Interactive course format built on active learning
- Career Conference



The Initiatives

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Open Access Textbook

- 15 Chapters written by experts in psychological science across Canada
- Freely available to everyone online to download
- Available in multiple formats for accessibility
- Options to print from eCampus or privately
- Copyright: retained by authors, all have agreed to open-access, non-commercial

https://ecampusontario.pressbooks.pub/psychologycareers/

Open Access Textbook: the science, the practice, & training paths

- 1. An Introduction to Careers in the Psychological Sciences
- 2. Introduction to Career Development
- 3. Research Methods in the Psychological Sciences
- 4. The Essence of Ethics for Psychologists and Aspiring Psychologists
- 5. Clinical Psychological Science
- 6. Applications and Careers for Counsellors and Counselling Psychologists
- 7. Social Psychology
- 8. Developmental Psychology
- 9. Neuroscience and Careers
- 10. Industrial/Organizational Psychology
- 11. Psychology and the Law in Canada
- 12. Sport Psychology
- 13. Environmental Psychology
- 14. Applications and careers in community psychology: Practicing in settings, systems, and communities to build well-being and promote social justice
- 15. Psychology in the Military



Open Access Textbook

1802 unique users as of this morning (since November 20^{th,} 2019)

https://ecampusontario.pressbooks.pub/psychologycareers/



The Initiatives

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PSYC204: Applications and Careers in the Psychological Sciences

This course explores how the psychological sciences are applied in practice, and identifies education and training paths required for work in the psychological sciences. Students will gain significant exposure to career and education planning considerations within the psychological sciences.

http://teachpsych.org/resources/Documents/otrp/syllabi/MN19careers.pdf



Interactive Course: Learning Outcomes

1. Identify and critique how the psychological sciences have been applied in a variety of applied settings

2. Identify and investigate barriers to rigorous application of psychological science in applied settings

3. Analyze differences across both discipline and cultural contexts with respect to psychological science application

4. Identify demonstrable skills developed through training in the psychological sciences that can be applied to a variety of careers

5. Develop and demonstrate professional standards in psychological science communication (both personal and public communications)

6. Identify training pathways required for careers in the psychological sciences, including the ability to search and identify likely salaries associated with a variety of careers in the psychological sciences

Interactive Course: Active Learning

Workshops in collaboration with our Career Services Team

Resume development

Cover-letter writing

Professional interaction skills (e.g., how to appropriately shake a hand, or decline a handshake if this is uncomfortable)

Hands-on in-class activities related to career search

Guest speakers from industry and academia

Stressing many important opportunities for psychological science to be applied across industries

The Initiatives

- Open Access Textbook
- Interactive course format built on active learning
- Career Conference



Career Conference

- Developed and delivered a career *conference* to promote learning and discovery about the many career paths that are open to undergraduate students in psychology, and also to connect students with industry mentors who could share experiences about their own career path.
- NOT a standard career fair
 - $\odot\,\text{Not}$ a place to meet with potential employers
 - \odot No talks of specific job opportunities



Career Conference

- IS an opportunity to
 - Meet and build relationships with industry mentors in a setting focused on career discovery
 - \odot Develop and practice professional skills related to networking and communicating about the self
 - \odot Learn more about careers related to psychology that may not be familiar



Career Conference

Morning:

Professional Development Training with Career Services Networking, identifying skills, identifying ways to communicate those skills

Luncheon:

Keynote speaker discussing their career in psychological science

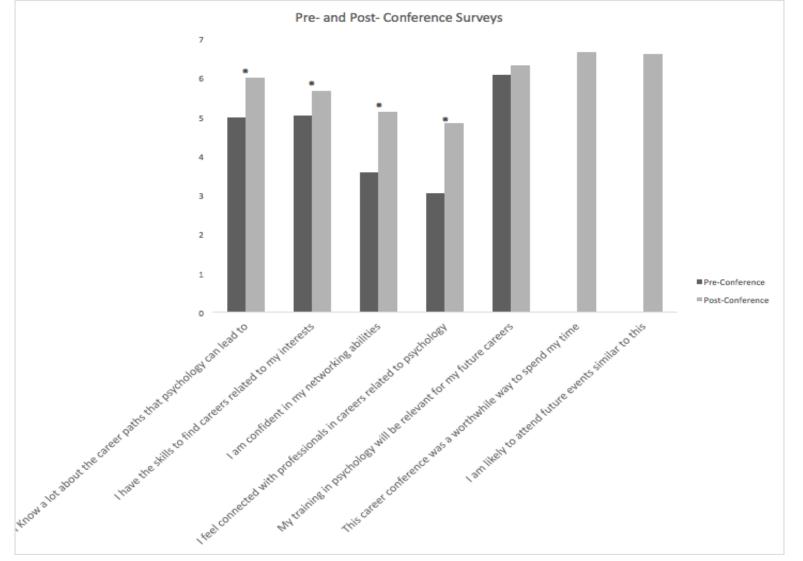
Mentoring Round-Tables:

Students sign up in advance to meet with industry mentors in groups of 5-8 for 45 minute sessions (x3)

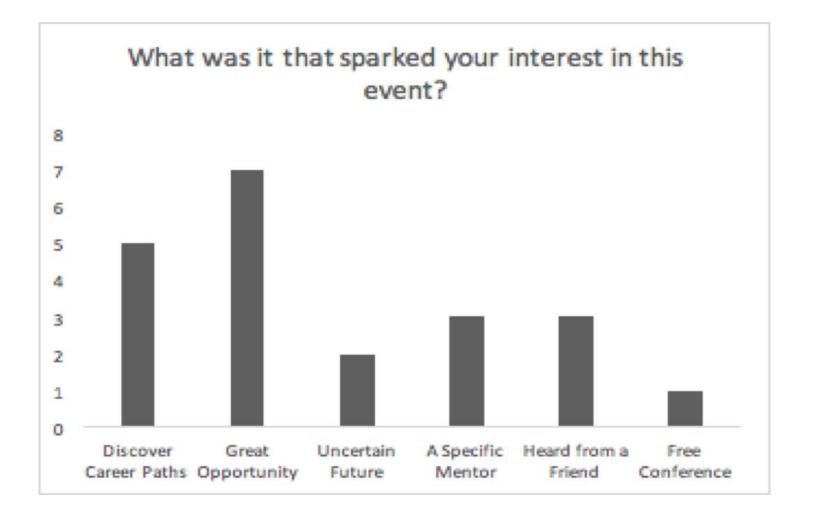
Open Networking:

The day concludes with open networking time for all mentors and student attendees

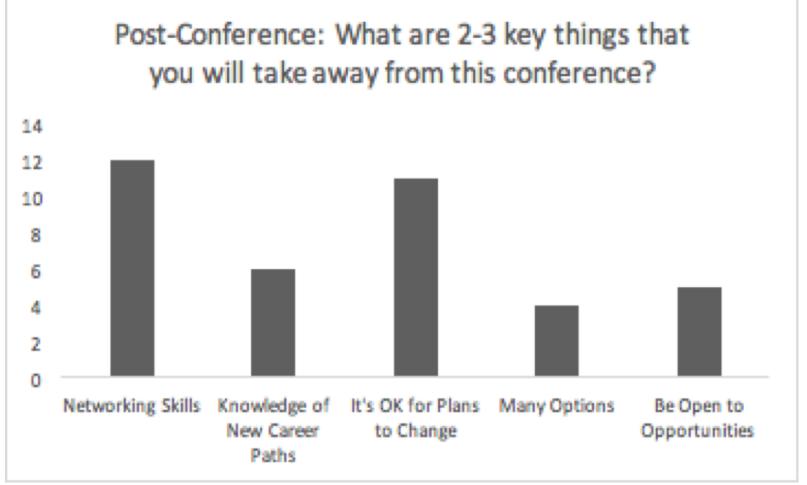
Career Conference: The Data



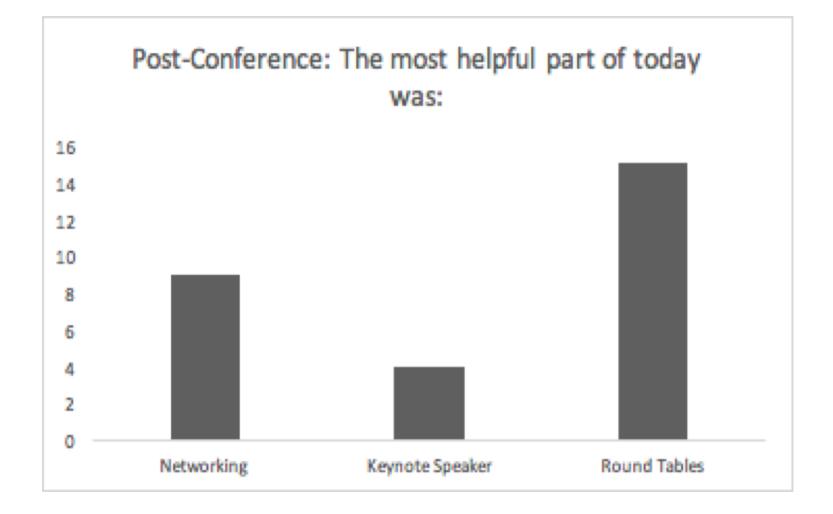
Career Conference: The Data (open-ended)



Career Conference: The Data (open-ended)



Career Conference: The Data (open-ended)



Career Conference: Unintended Benefits

• Many mentors are alumni

 \circ Students can "see themselves" in the mentors, and are relevant for our students \circ Will be important to explore benefits to mentors as well as to student attendees

Anecdotally, an increase in students requesting meetings about careers

 Internal data collection tracking whether students believe the career conference is
 helpful in the long-run



Acknowledgements



Student Contributors: Megan Herrewynen Sam Bienias



Reflections and Learnings

Cathy

- Information vs process
- Resources and scaling

Meghan

- Discipline training/content has what it needs
- Need for connecting training with career



Thank You

Q&A

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