



Collaborating for Career Success: Psychology and Career Services

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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

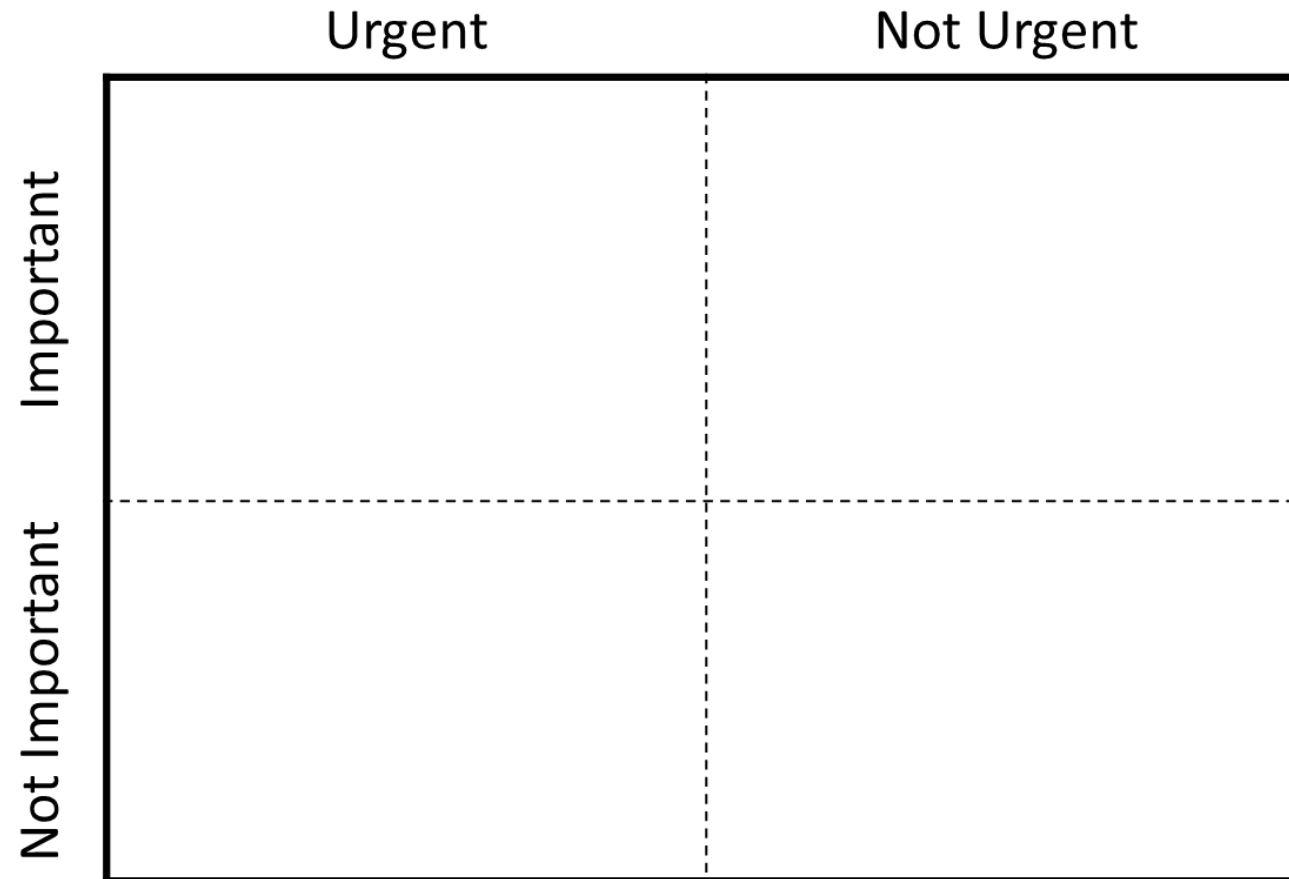
- PSYC204: Applications and Careers in the Psychological Sciences
- Open Access Textbook
- Careers Conference

Reflections and Learnings

Q and A



The Work of Career Planning:



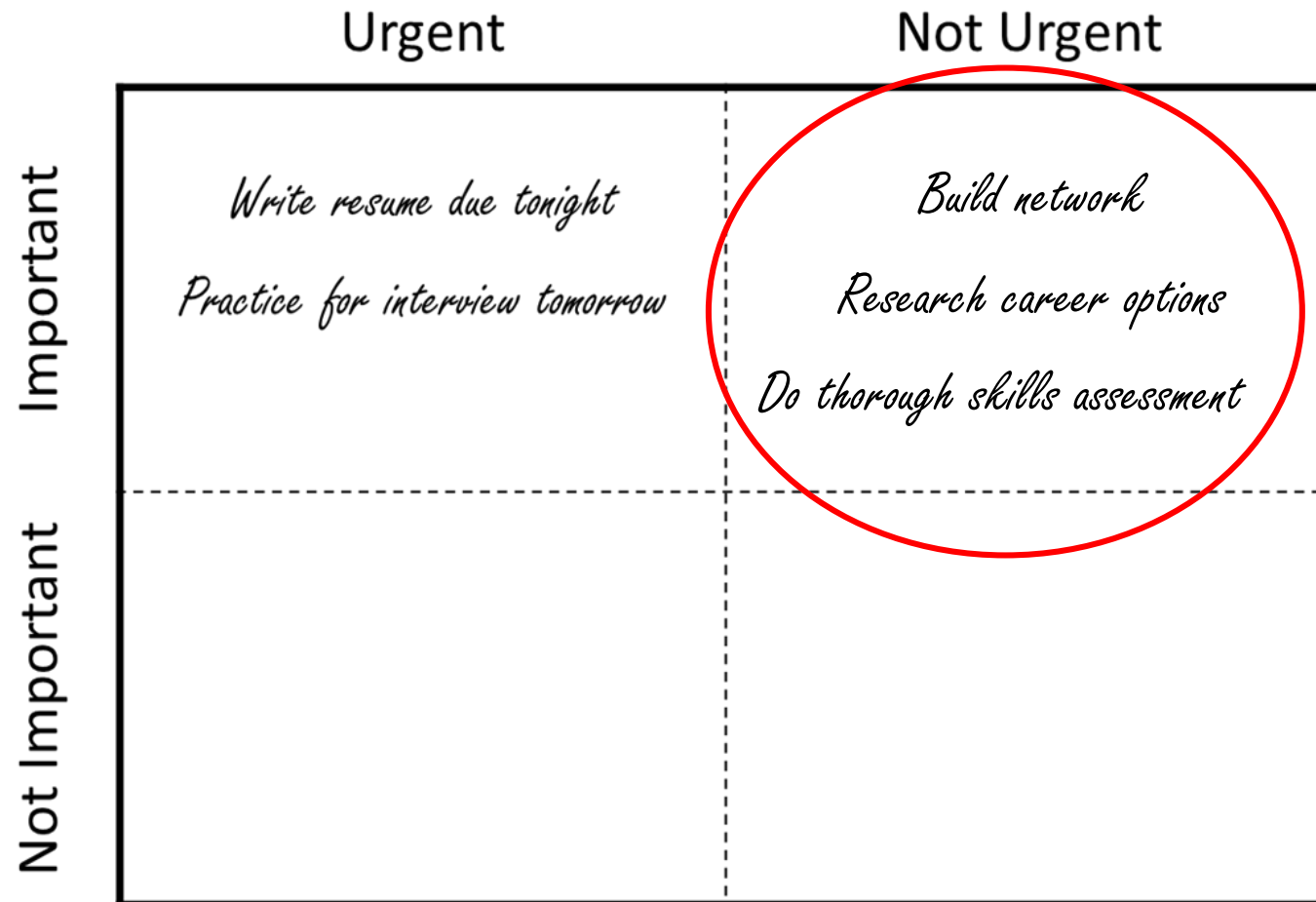
The Work of Career Planning:

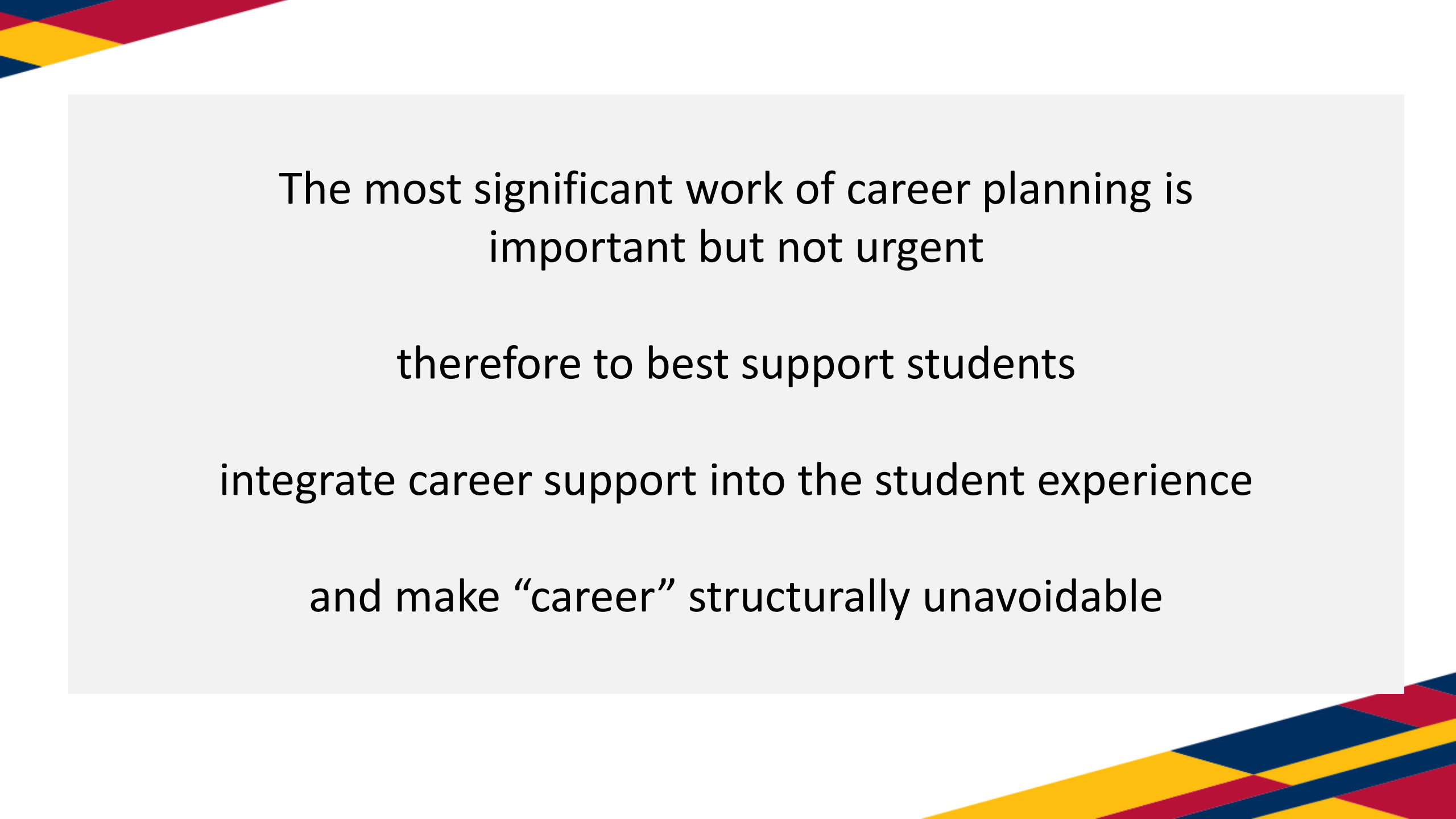
	Urgent	Not Urgent
Important	<i>Paper due Monday</i> <i>Submit insurance form</i> <i>Cupcakes for school party</i>	
Not Important	<i>Facebook and Twitter feeds</i>	

The Work of Career Planning:

	Urgent	Not Urgent
Important	<i>Write resume due tonight</i> <i>Practice for interview tomorrow</i>	
Not Important		

The Work of Career Planning:





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

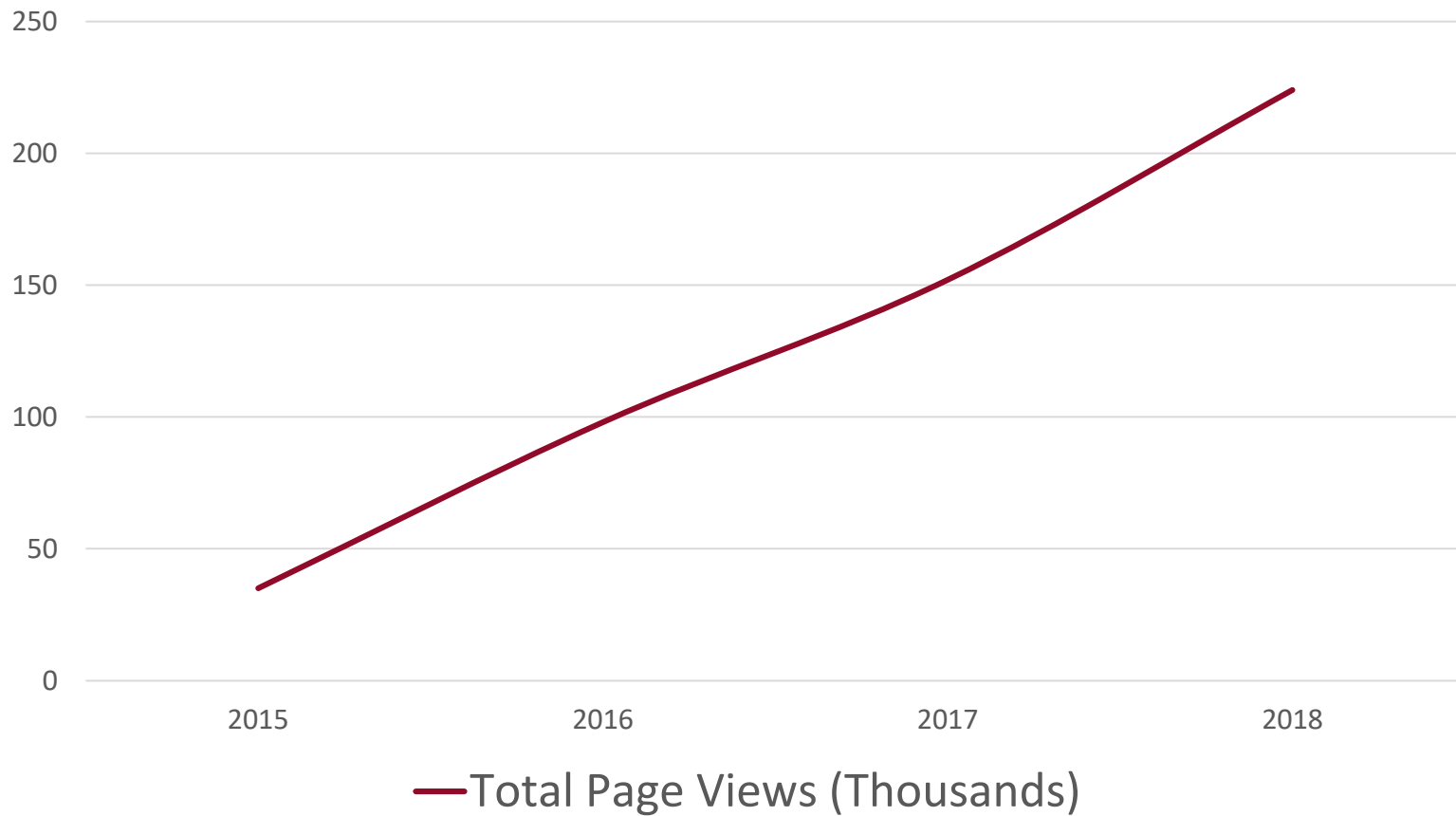
In Class Sessions/Program Plans





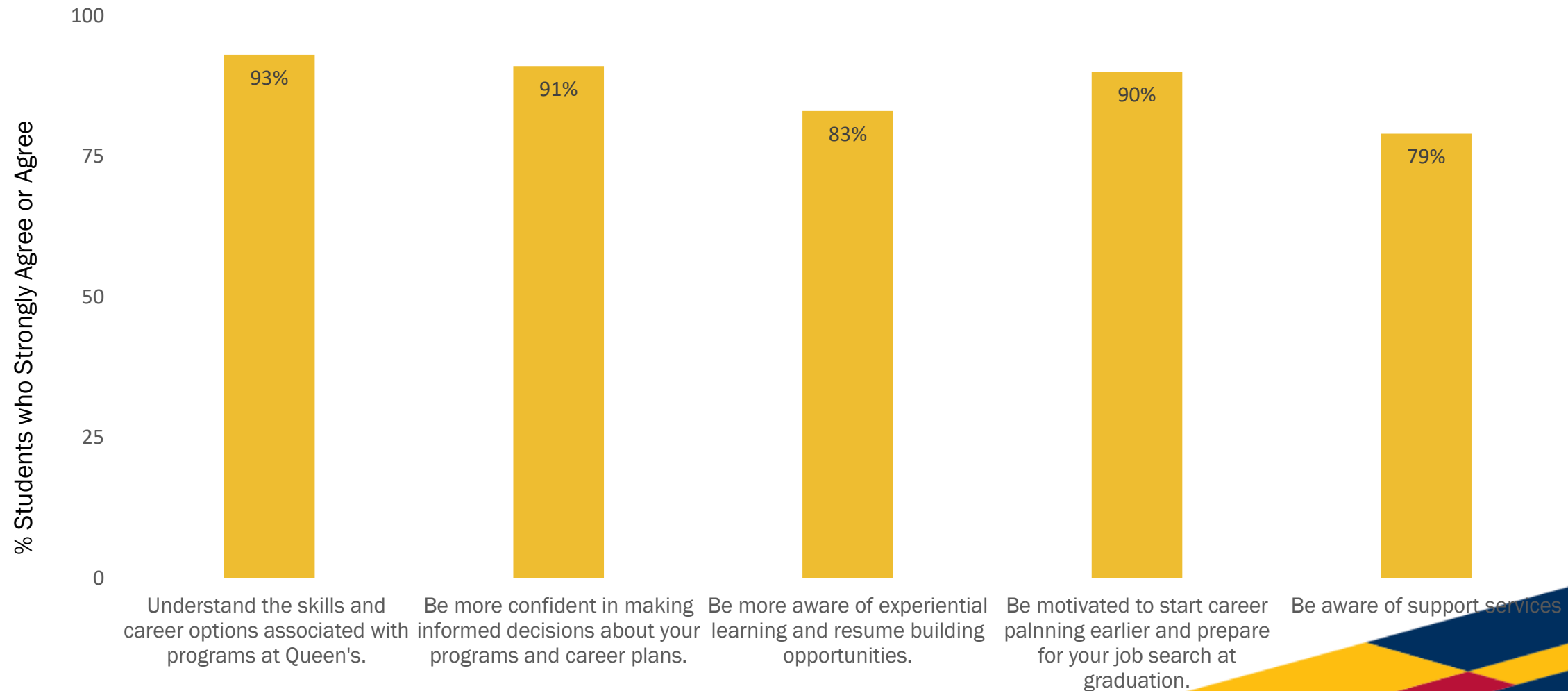
CONSIDER A 12-16 MONTH QUIP INTERNSHIP

Maps: Reach (major and grad maps)



225,000
PAGE VIEWS
AND COUNTING...

Major Maps: Response from Students






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

Careers in Psychology: The need for training

- 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
 - Was inspired, but these experiences moved to the back-burner




Careers in Psychology: The need for training

- 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
 - 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



Careers in Psychology: The need for training

- 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).
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Careers in Psychology: The need for training

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


(National Association of Colleges and Employers, 2016)

In addition to transferable skills, important content knowledge





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
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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

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



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 20th, 2019)

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





The Initiatives

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





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
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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
 - Not a place to meet with potential employers
 - 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
 - Develop and practice professional skills related to networking and communicating about the self
 - 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

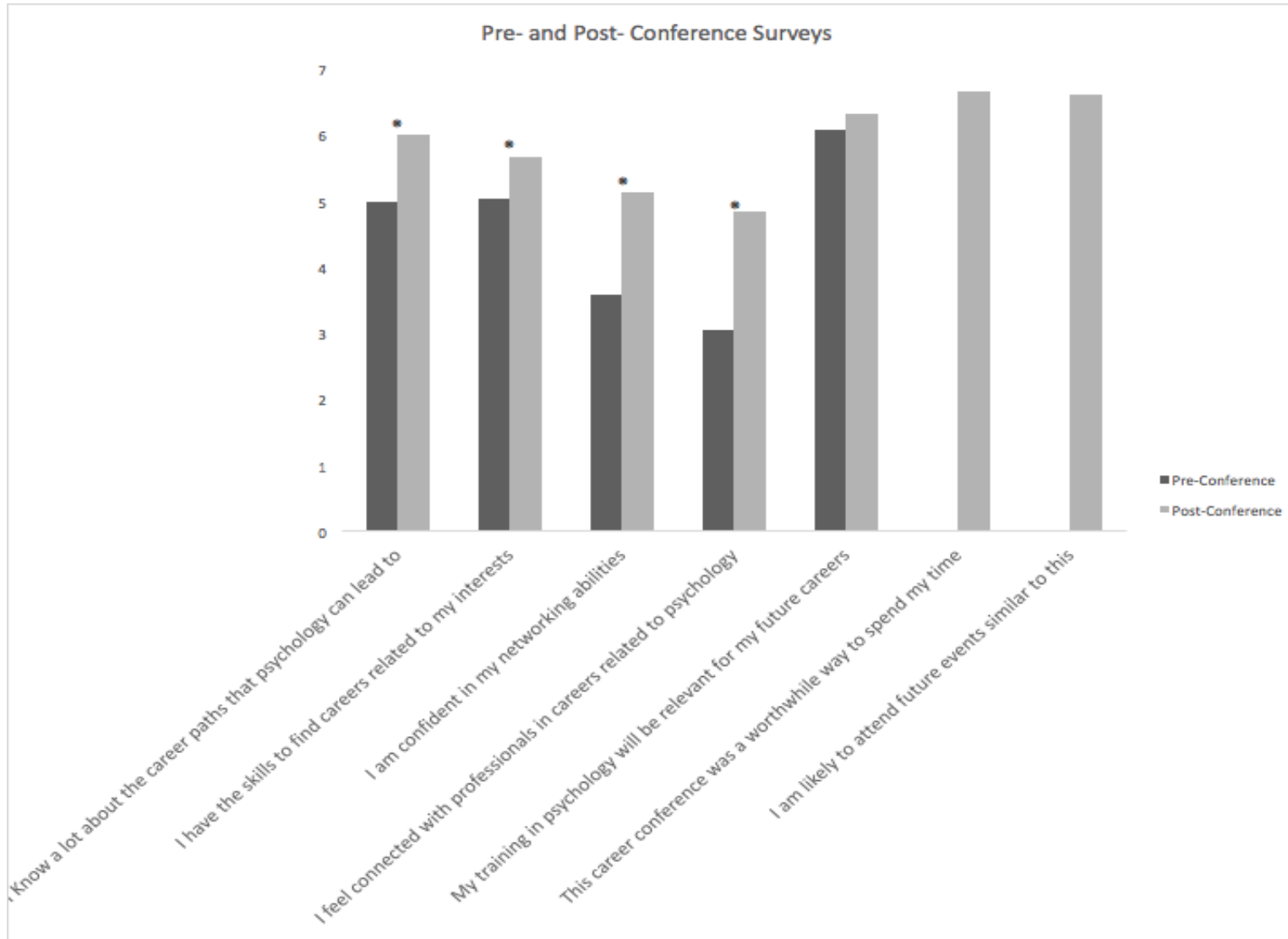
Mentoring Round-Tables:

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

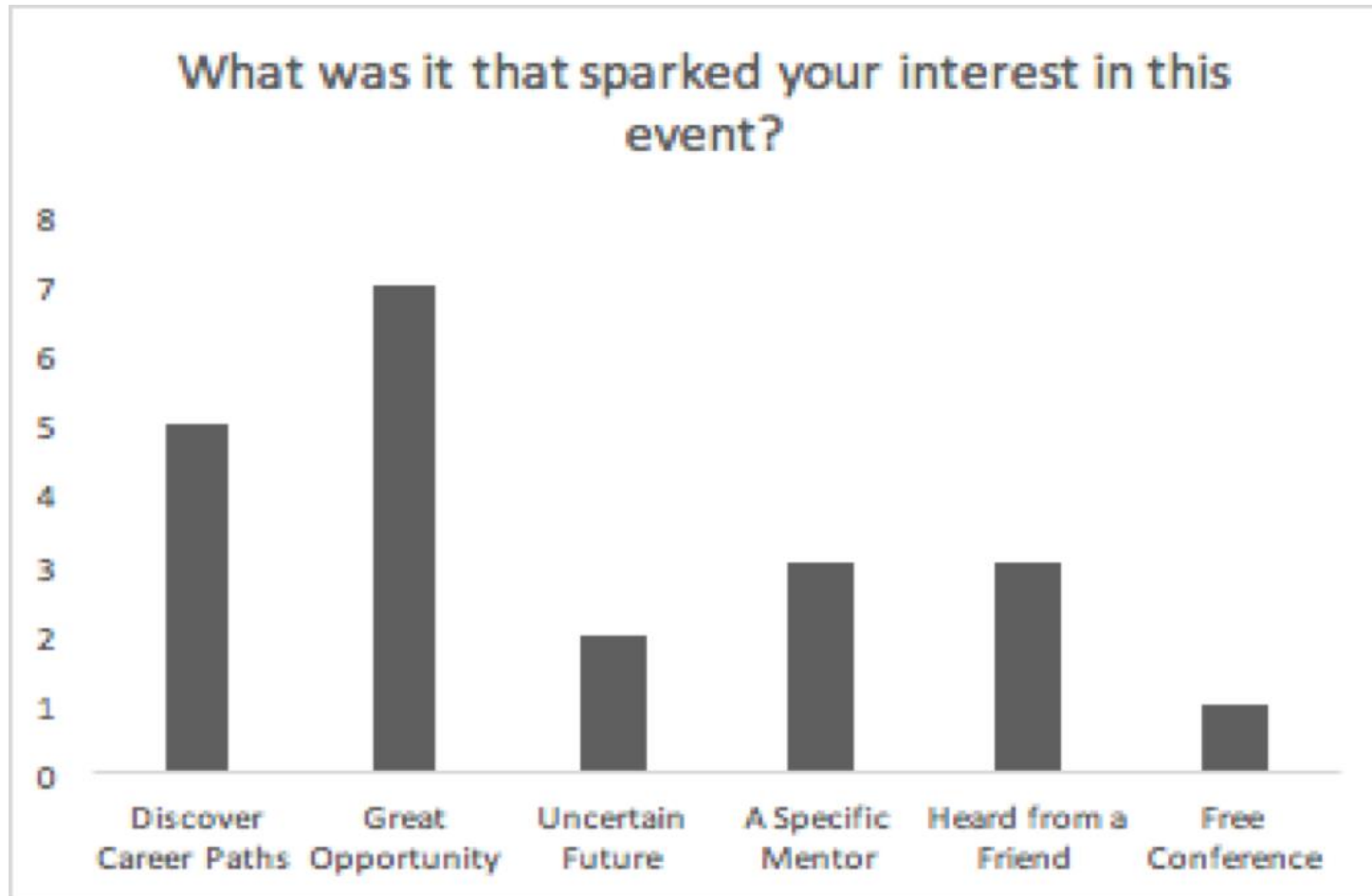
Open Networking:

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

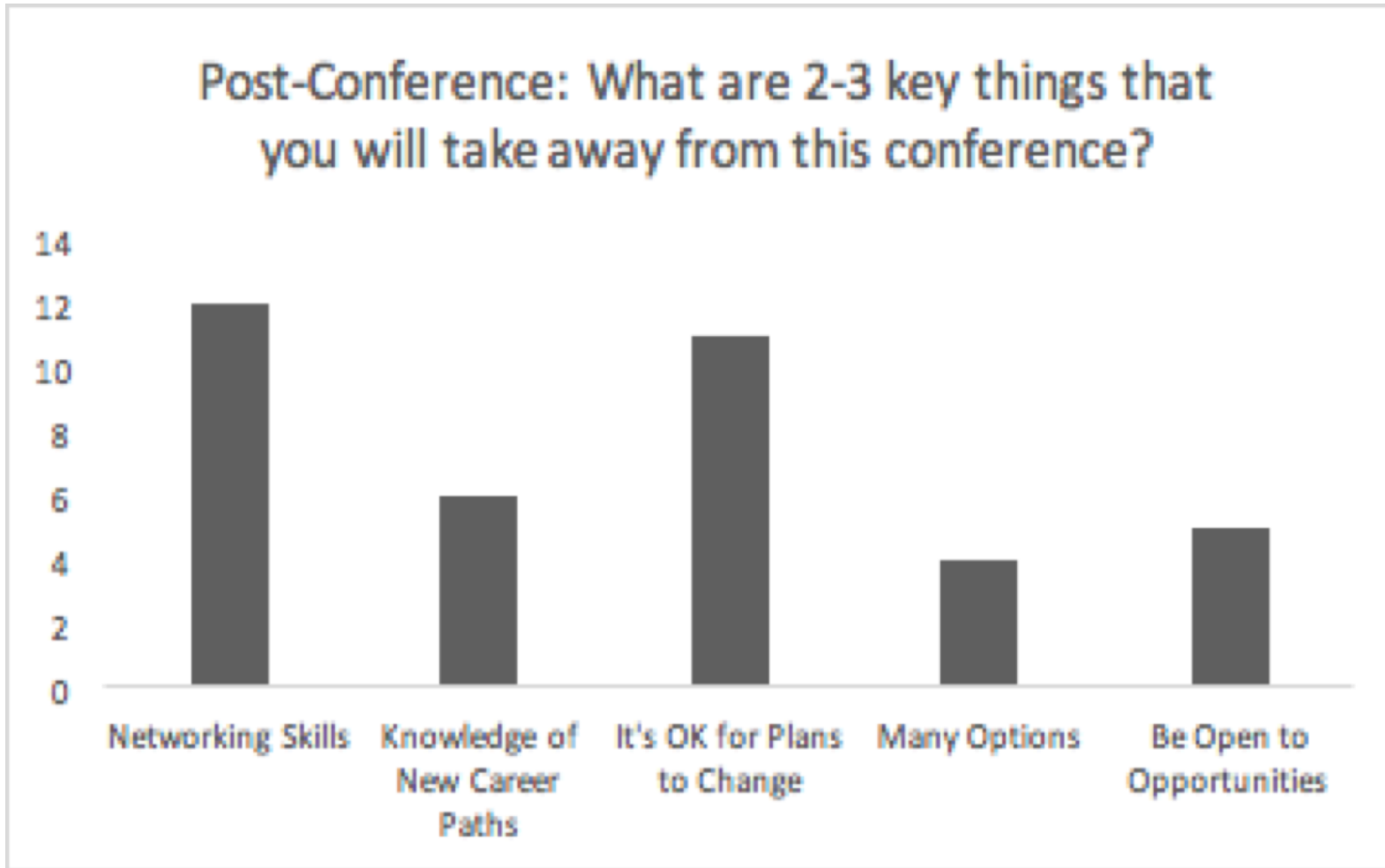
Career Conference: The Data



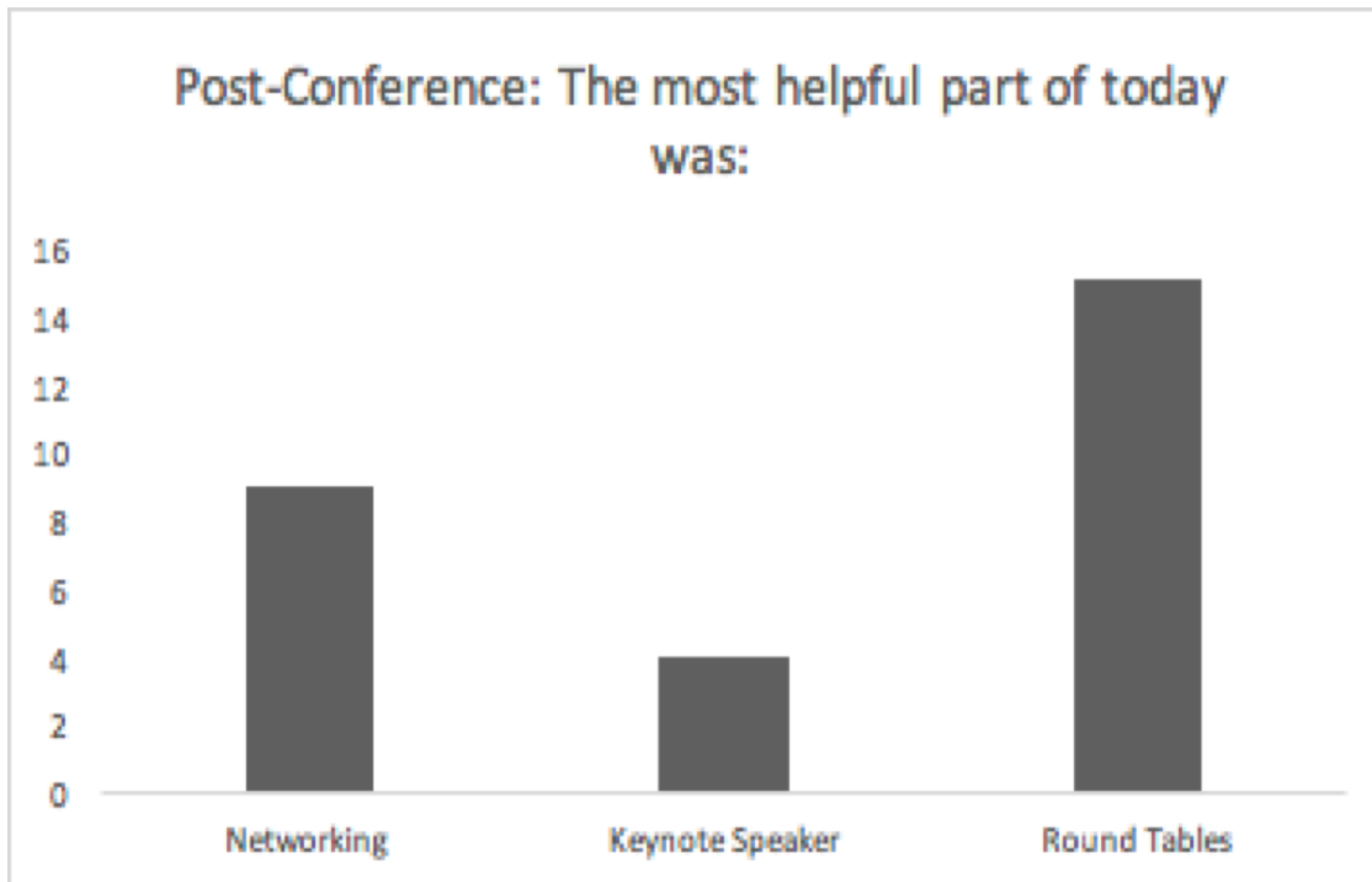
Career Conference: The Data (open-ended)



Career Conference: The Data (open-ended)




Career Conference: The Data (open-ended)





Career Conference: Unintended Benefits

- Many mentors are alumni
 - Students can “see themselves” in the mentors, and are relevant for our students
 - 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
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Acknowledgements

EXPERIENTIAL
LEARNING HUB

Career Services

Department of
Psychology



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

