

# Creating a Career Learning Framework and Curriculum Map

Atifa F. Karim, MEd, OCT  
Lead Coordinator, Career Education

# Table Conversations



- Introductions
- What interested you about this presentation?
- What are you hoping to learn about?

# Agenda

- Background & Context
- Overview of Process
- Implementation & Impact
- Next Steps

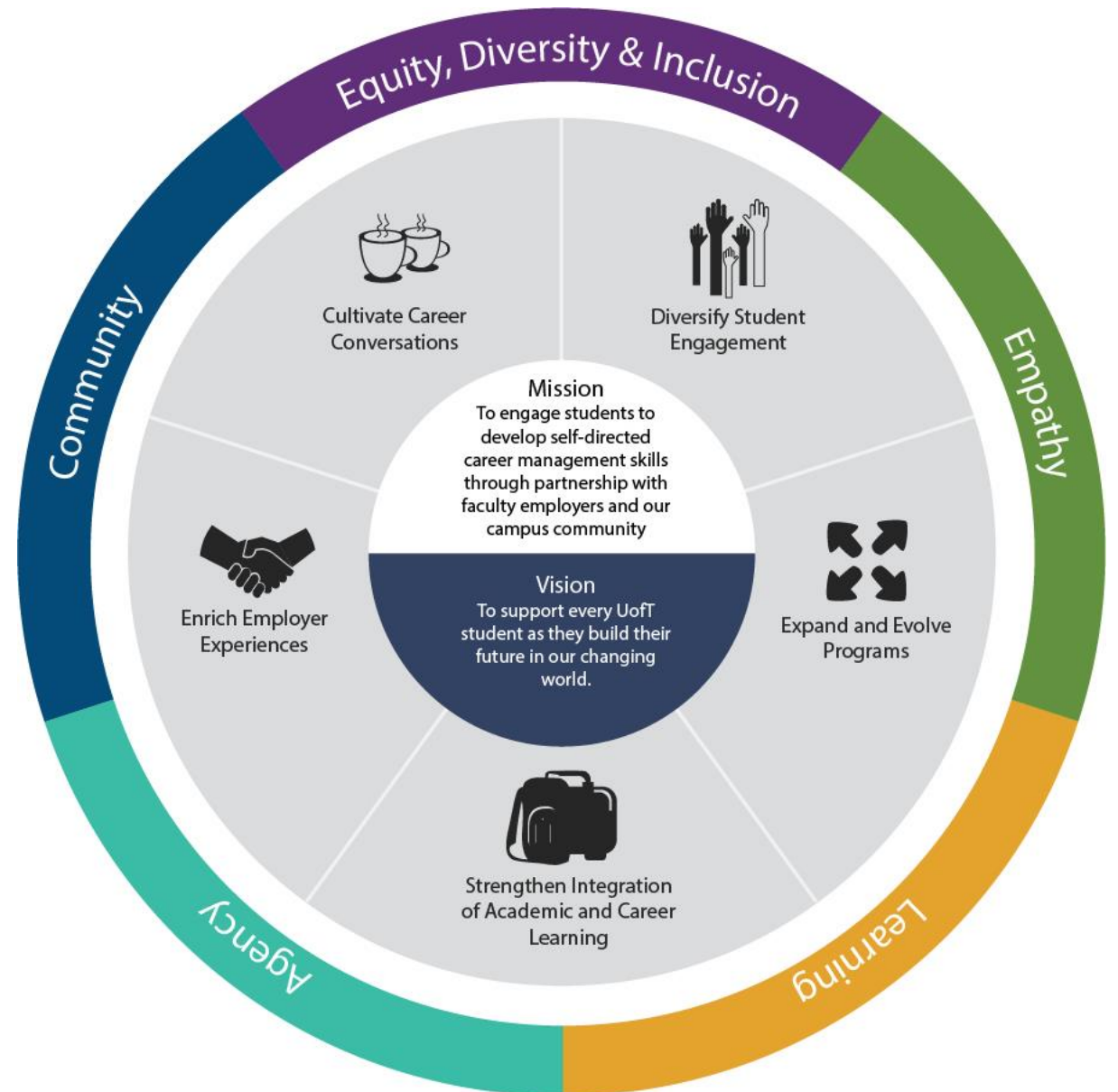
# Acknowledgments

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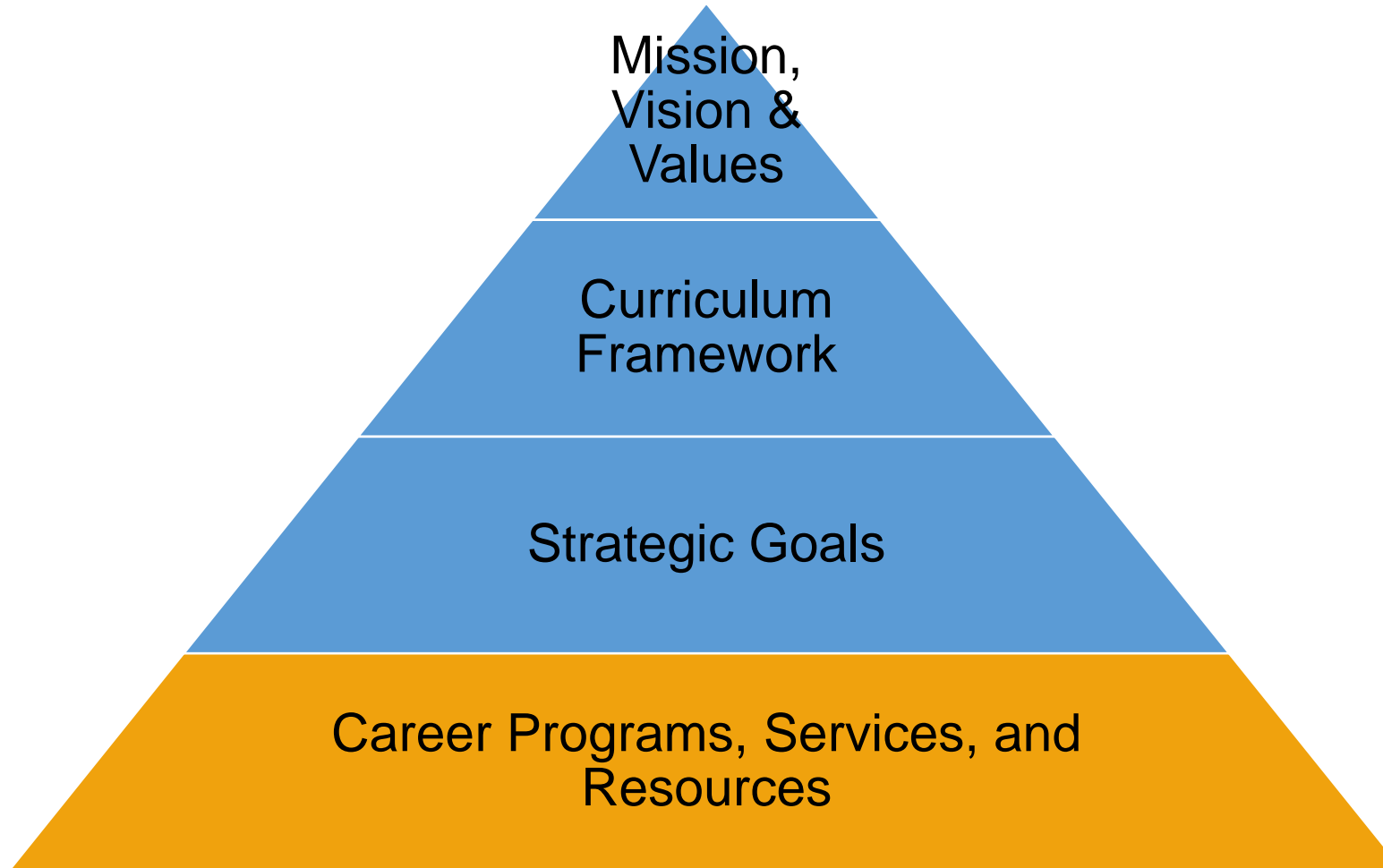


# Career Exploration & Education

- Career Education
- Employer Recruitment & Engagement
- Career Exploration
- Peer Programs



# Career Exploration & Education





# Goals for the Curriculum Framework

- To map all of our activities to the our learning objectives;
- To provide a tool for resource, program and service development, and a framework for evaluation and assessment;
- To use as a communication and partnership tool to frame career conversations and collaborations.

# Our Process (Ralph W. Tyler, 1949)

- What educational purposes should the school seek to attain? (**Learning Objectives**)
- What educational experiences can be provided that are likely to achieve these purposes? (**Learning Interventions**)
- How can these educational experiences be effectively organized? (**Curriculum Pathways**)
- How can we determine whether these purposes are being attained? (**Assessment & Evaluation**)

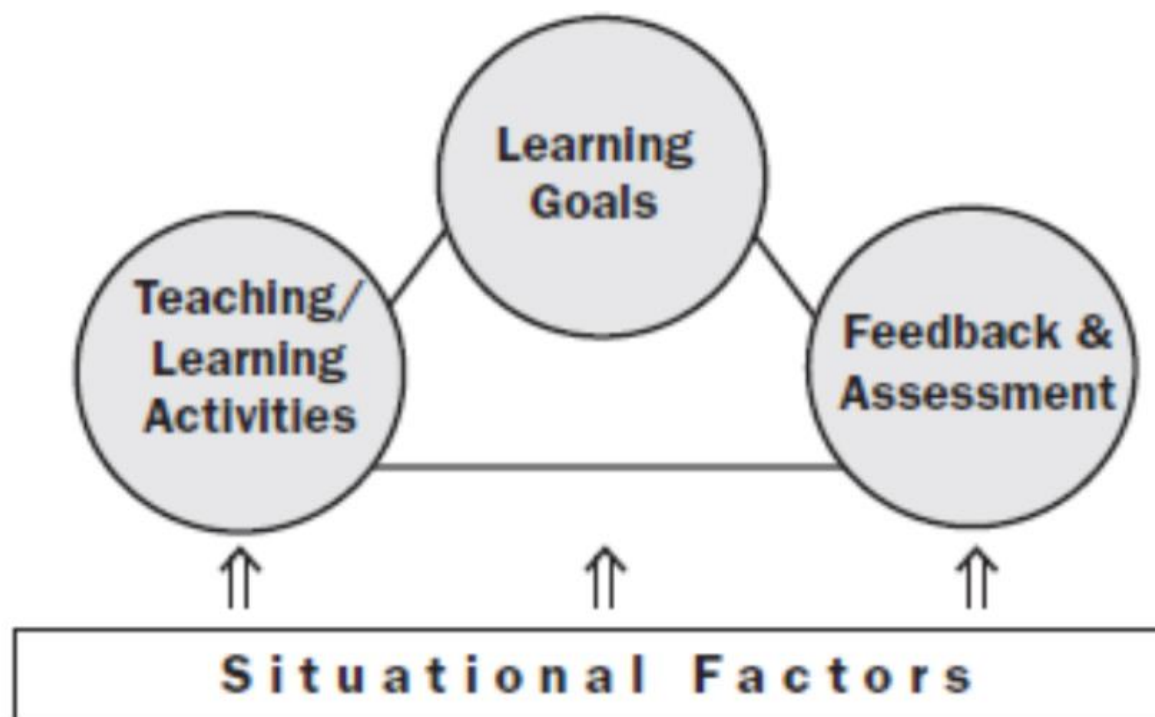




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# Our Process (Fink, 2013.)



# What is “career”?

- Ongoing
- Evolving
- Work Experience
- Volunteer Experience
- Training
- Education
- Interests
- Life Roles
- Cultural Activities



# What is “learning”?

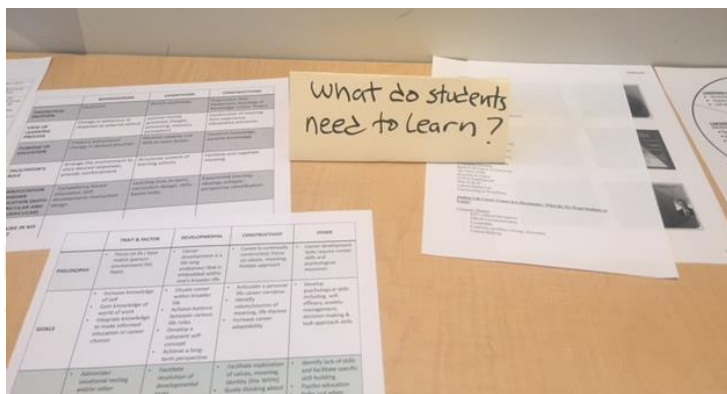
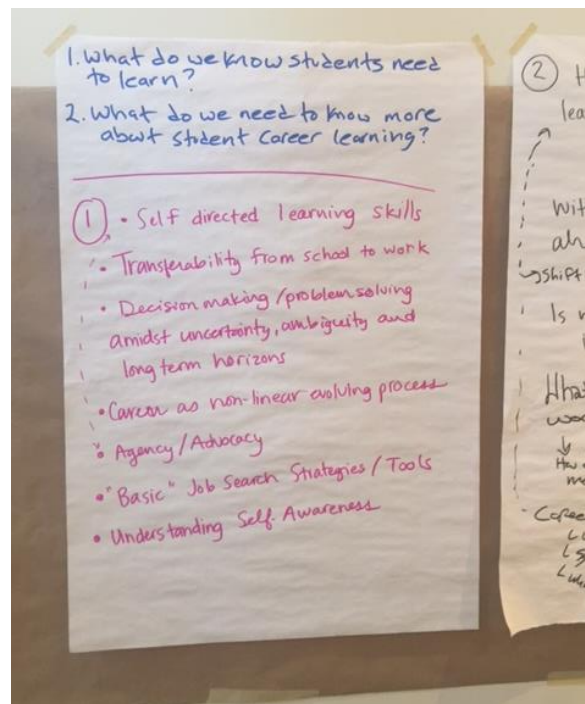
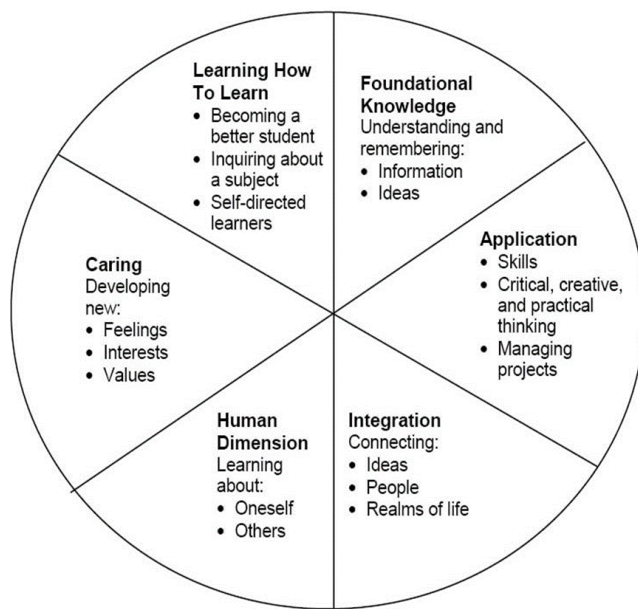
*“Learning is a process of transforming experiences, both past and present into acquired knowledge, skills and values that can be applied to future endeavors”*

Miller & Boud (1996)

# What is our context?

- Our Context
  - Strategic Alignment
  - Our Students
- Labour Market
  - Gig Economy
  - Entry-Level Job Requirements
  - Credential Creep
  - Training
- Theoretical and Pedagogical Foundations
  - Narrative (Savakis, 2009)
  - Planned Happenstance (Krumboltz, 1999)
  - Self-Directed Career Management (Hirschi, 2012)
  - Student Development Theory

# Creating Learning Goals



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Student Life



# Career Learning Domains



# Learning Objectives



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Student Life

# Explore Your Options Learning Objectives

|                                      |      |  |
|--------------------------------------|------|--|
| Domain 3:<br>Explore Your<br>Options | LO3a | Generate possible career interests coherent with identity.                                     |
|                                      | LO3b | Locate, interpret, and evaluate career information related to career interests.                |
|                                      | LO3c | Identify and engage in communities and networks relevant to career interests.                  |
|                                      | LO3d | Articulate workplace expectations and preferred characteristics of possible work environments. |

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# Map of Learning Interventions

- Curriculum Streams
- Learning Activities
- Learning Domains

| Curriculum Stream      | Learning Activities                         | Format         | Domain 1:<br>Take Action |      |      |      | Domain 2:<br>Know Yourself |      |      |      | Domain 3:<br>Explore Your Options |      |      |      | Domain 4:<br>Develop Your Strategy |      |      |      |
|------------------------|---|----------------|--------------------------|------|------|------|----------------------------|------|------|------|-----------------------------------|------|------|------|------------------------------------|------|------|------|
|                        |   |                | LO1a                     | LO1b | LO1c | LO1d | LO2a                       | LO2b | LO2c | LO2d | LO3a                              | LO3b | LO3c | LO3d | LO4a                               | LO4b | LO4c | LO4d |
| Further Education      | Resume/CV for Grad School                   | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Personal Statements                         | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Admission Letters and Personal Statements   | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Medical School Interview Prep               | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | MMI Interviews                              | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Chats: Exploring Further Ed          | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
| Job Search Strategies  | Personal Statement Blitz                    | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Finding Full-Time Work                      | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Finding Part-Time Work                      | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | I Need to Get a Job Club                    | Program        |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Research Resources                   | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Talking to Professionals                    | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Chats: Networking                    | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Chats: Job Search Motivation         | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
| Job Applications       | Go in Global                                | Resource       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Resume and Cover Letter                     | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Own Your Interview                          | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Practice Your Interview                     | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Linked In Lab                               | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
| Explore Your Options   | Resume Blitz                                | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Exploring Entrepreneurship                  | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Navigating Career Decisions                 | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | I'm Graduating: What's Next?                | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Chats: Exploring Career Options      | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Chat: Career Decision Making         | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Dream Job Academy                           | Program        |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Extern                                      | Program        |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | In the Field                                | Program        |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Explore It                                  | Program        |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Alumni Chat Lounge                          | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Next Steps Conference                       | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Working for Change                          | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Start                                | Resource       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Navigator                            | Resource       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | The Vault                                   | Resource       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
| Know Yourself          | U of T Hub on Ten Thousand Coffees          | Resource       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Know Your Skills                            | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Exploring Meaningful Work                   | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | MBTI  | 1 on 1         |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
| Flexible Futures       | Career Cruising                             | Resource       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Applying for Faculty Positions              | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Applying for Work                           | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Interviewing for Work                       | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Building An Online Presence                 | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Identifying Transferable Skills             | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Job Search and the Labour Market            | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Negotiating Job Offers                      | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Planning for Faculty Positions       | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Planning for Flexible Futures        | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
| Workplace Skills       | Networking to Find Meaningful Work          | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Postdoctoral Fellows: Networking with North | Group Advising |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
| Connect with Employers | Navigating the Workplace                    | Workshop       |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Career Information Days                     | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | On Campus Recruitment Sessions              | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Industry Career Nights & Fairs              | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | New Grad Career Fair                        | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Practice Interviews with Employers          | Event          |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | Pop-Up Booth                                | Service        |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        | On-Campus Interviews                        | Service        |                          |      |      |      |                            |      |      |      |                                   |      |      |      |                                    |      |      |      |
|                        |   |                | 11                       | 14   | 12   | 10   | 16                         | 14   | 6    | 28   | 18                                | 28   | 22   | 9    | 13                                 | 25   | 23   | 23   |

# Our Process (Ralph W. Tyler, 1949)

- What educational purposes should the school seek to attain? (**Learning Objectives**)
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# Curriculum Pathways

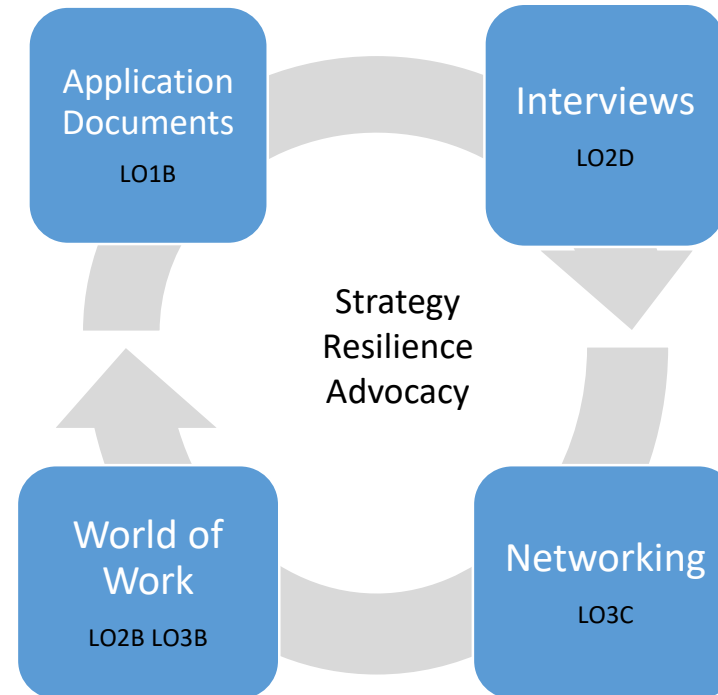
- 3 “BIG QUESTIONS”
  - What can I do with my degree?
  - How do I get a job?
  - What about further education?



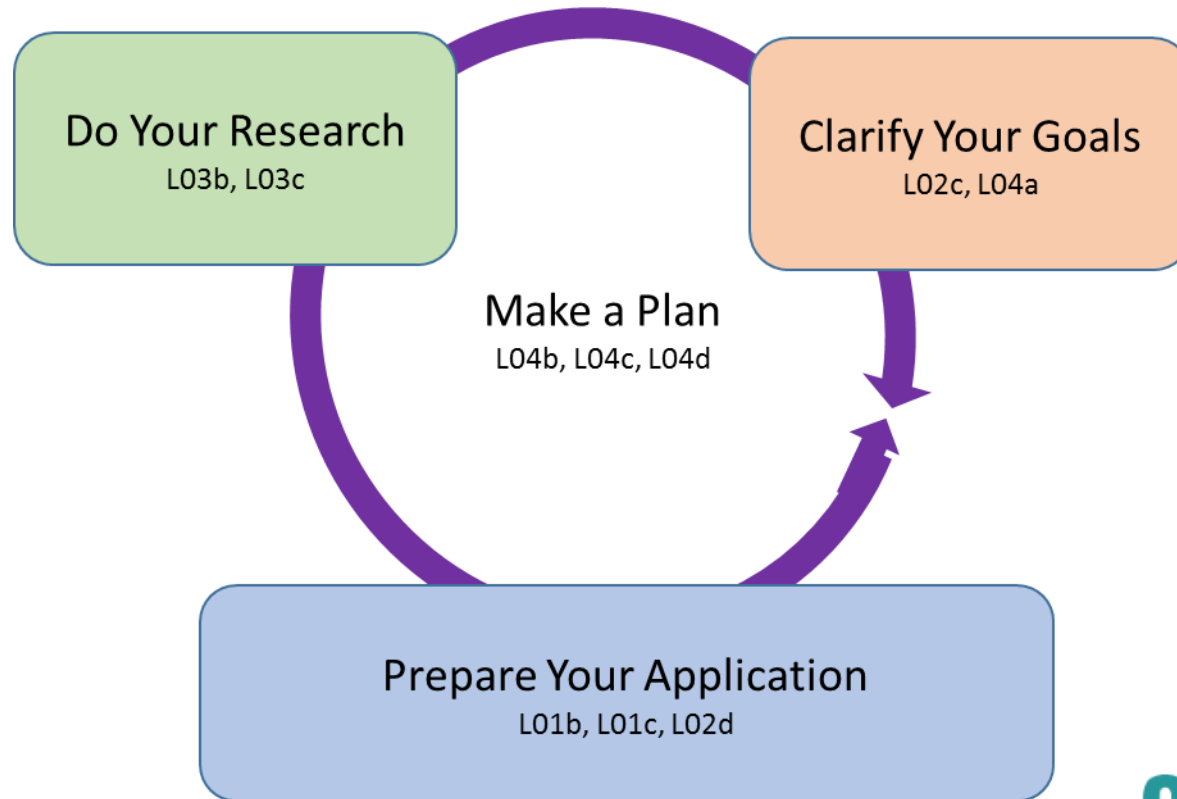
# What Can I Do With My Degree?



# How Do I Get A Job?



# How About Further Education?



# “Do Your Research” Bucket

| How do I get into Further Education? |      |  |   |
|--------------------------------------|------|--|---|
| Bucket                               | L0's | Learning Objectives  | Learning Outcomes   |
| Do Your Research                     | L03b | <b>Explore Your Options</b><br>Locate, interpret, and evaluate career information related to career interests. | 1. To locate relevant information about program(s) and institution(s) of interest<br>2. To locate and evaluate local and global (LMI) career information<br>3. To connect with academic and professional communities about how program(s) of interest and institutions(s) connect with the career goals |
|                                      | L03c | <b>Explore Your Options</b><br>Identify and engage in communities and networks relevant to career interests.   |   |

# “Do Your Research” Bucket – I, D, P

| <b>Introduce</b> - The learning outcome is explicitly introduced, learning activities focus on basic concepts   | <b>Develop</b> - The learning outcome is developed or reinforced, learning activities focus on strengthening existing knowledge/skills | <b>Practice</b> - Learners demonstrate proficiency on the learning outcomes, learning activities focus on the use of knowledge or skills |
|---|--|--|
| <b>Introduce</b>  | <b>Develop</b>   | <b>Practice</b>  |
| Talking to Professionals<br>Engaging in Co-curricular Research<br>Research Catalogue<br>Career Navigator<br>Career Research Resources<br>U of T Hub on Ten Thousand Coffees<br>I'm Graduating, What's Next? | Career Chat: Exploring Further Education<br>Career Chats: Exploring Career Options In the field  | Next Steps Conference  |



# Our Process (Ralph W. Tyler, 1949)

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# Creating Standard Assessment Questions

## Networking LO3C

1. To locate opportunities and platforms for networking
2. To clarify your goals for engaging in networking
3. To gain confidence in approaching professionals with career-related questions

3  
Pathways



## Assessment

| Agree---- Disagree   | Other Options   |
|--|---|
| 1. I will be able to find people who can provide career insight and information                  | <b>Pre/Post Scaling:</b> I know where to find professionals in my field(s) of career interest           |
| 2. I will feel more confident talking with people who can provide career insight and information | <b>Pre/Post Scaling:</b> I feel confident talking to professionals in my field(s) of career interest    |
|  | <b>Further Post:</b> I have communicated with 1 or more professionals in my field(s) of career interest |

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Student Life

# Fostering Student Engagement



## How do I get a job?

|   |   |   |  |
|---|---|---|--|
| <b>January</b><br><b>9</b><br>Finding Part-Time Work (Summer & Research)<br>1pm-3pm<br><b>10</b><br>Career Chat: Networking<br>12pm-1pm<br>Talking to Professionals<br>12-2pm<br>Job Search and the Labour Market (Masters, PhDs & PDFs)<br>1pm-3pm<br><b>14</b><br>Talking to Professionals<br>12pm-2pm<br>Résumé & Cover Letter<br>2pm-4pm<br><b>15</b><br>Know Your Skills<br>11am-1pm<br>Improv @ Work<br>2pm-4pm<br><b>16</b><br>Get Experience Fair<br>11am-3pm | <b>17</b><br>Applying for Work (Masters, PhDs & PDFs)<br>1pm-3pm<br><b>18</b><br>LinkedIn Lab<br>1pm-3pm<br><b>21</b><br>LinkedIn Lab<br>12pm-2pm<br><b>22</b><br>Talking to Professionals<br>12pm-2pm<br>Career Research Resources<br>3pm-5pm<br><b>23</b><br>Résumé & Cover Letter<br>11am-1pm<br>Know Your Skills<br>2pm-4pm<br>Informational Interview Demo (Online)<br>4pm-5pm<br><b>24</b><br>Practice Your Interview<br>1:15pm-3:15pm<br>Own Your Interview<br>12pm-1pm<br>Interviewing for Work (Masters, PhDs & PDFs)<br>1pm-4pm | <b>28</b><br>Practice Your Interview<br>12pm-2pm<br>Finding Part-Time Work (Summer & Research)<br>1pm-3pm<br><b>29</b><br>Finding Full-Time Work<br>1pm-3pm<br>LinkedIn Lab<br>4pm-6pm<br><b>31</b><br>Career Chat: Job Search Motivation<br>12pm-1pm<br>Networking to Find Meaningful Work (Masters, PhDs & PDFs)<br>1pm-3pm<br>Résumé & Cover Letter<br>2pm-4pm<br><b>February</b><br><b>1</b><br>Know Your Skills<br>10am-12pm<br><b>4</b><br>Talking to Professionals<br>2pm-4pm<br><b>5</b><br>I Need to Get a Job Club (4 Week Program)<br>10am-1pm<br><b>6</b><br>Résumé Blitz<br>12pm-4pm | <b>7</b><br>New Grad Career Fair<br>11am-3:30pm<br><b>8</b><br>Applying for Faculty Positions (Masters, PhDs, & PDFs)<br>1pm-3pm<br><b>8</b><br>Finding Full-Time Work<br>2pm-4pm<br><b>11</b><br>Résumé Blitz<br>12pm-4pm<br><b>12</b><br>How to Market Your On-Campus Experience to Employers<br>2pm-4pm<br><b>14</b><br>Own Your Interview<br>1:30pm-2:30pm<br>Identifying Transferable Skills (Masters, PhDs & PDFs)<br>1pm-3pm<br>Practice Your Interview<br>2:45pm-4:45pm<br><b>20</b><br>Know Your Skills<br>12pm-2pm |
|---|---|---|--|

career centre. | **CAREERSTART**

Home About

Where are you in your job search?

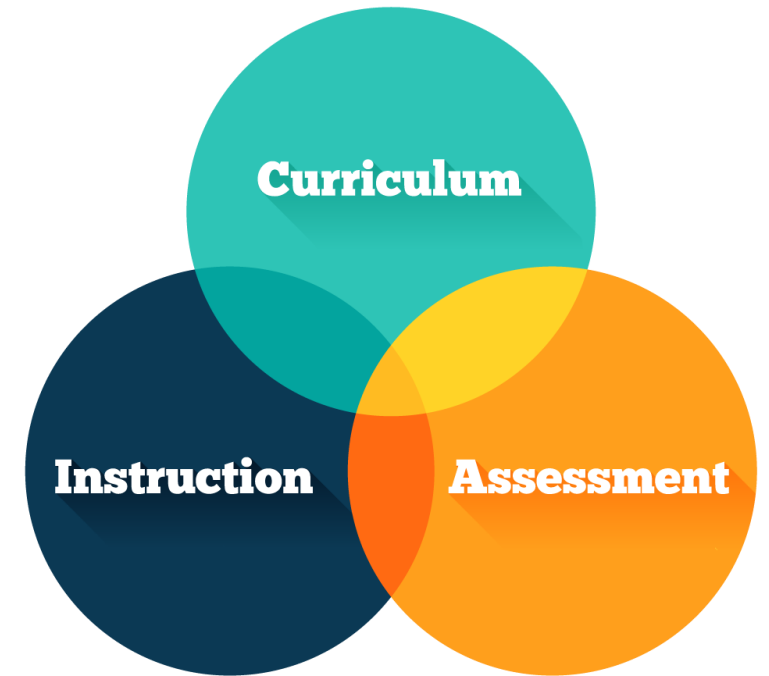
Select a category that applies to your job search stage. Each category addresses common career stages with several steps that include valuable resources available exclusively to University of Toronto students and recent graduates.

|                     |                    |                            |
|---------------------|--------------------|----------------------------|
| Starting            | Finding my purpose | Pursuing further education |
| Learning new skills | Networking         | Stuck                      |

**CAREER EXPLORATION  
& EDUCATION**  
Student Life

# Next Steps

- Tailoring pathways to different learning contexts
- Continue to test curriculum pathways with diverse student populations and integrating results
- Building assessment strategy – to define assessment priorities and processes
- Refining our strategy when communicating to students (messaging, timing, triggers for engagement)



A teal-colored abstract pattern consisting of numerous overlapping, irregular, and elongated shapes, resembling a dense, organic network or a stylized forest canopy, occupies the left side of the slide.

# Questions?

## Taking it Forward

- How might a Curriculum Framework support your team and department?

thank you!

Atifa F. Karim – [atifa.karim@utoronto.ca](mailto:atifa.karim@utoronto.ca)