



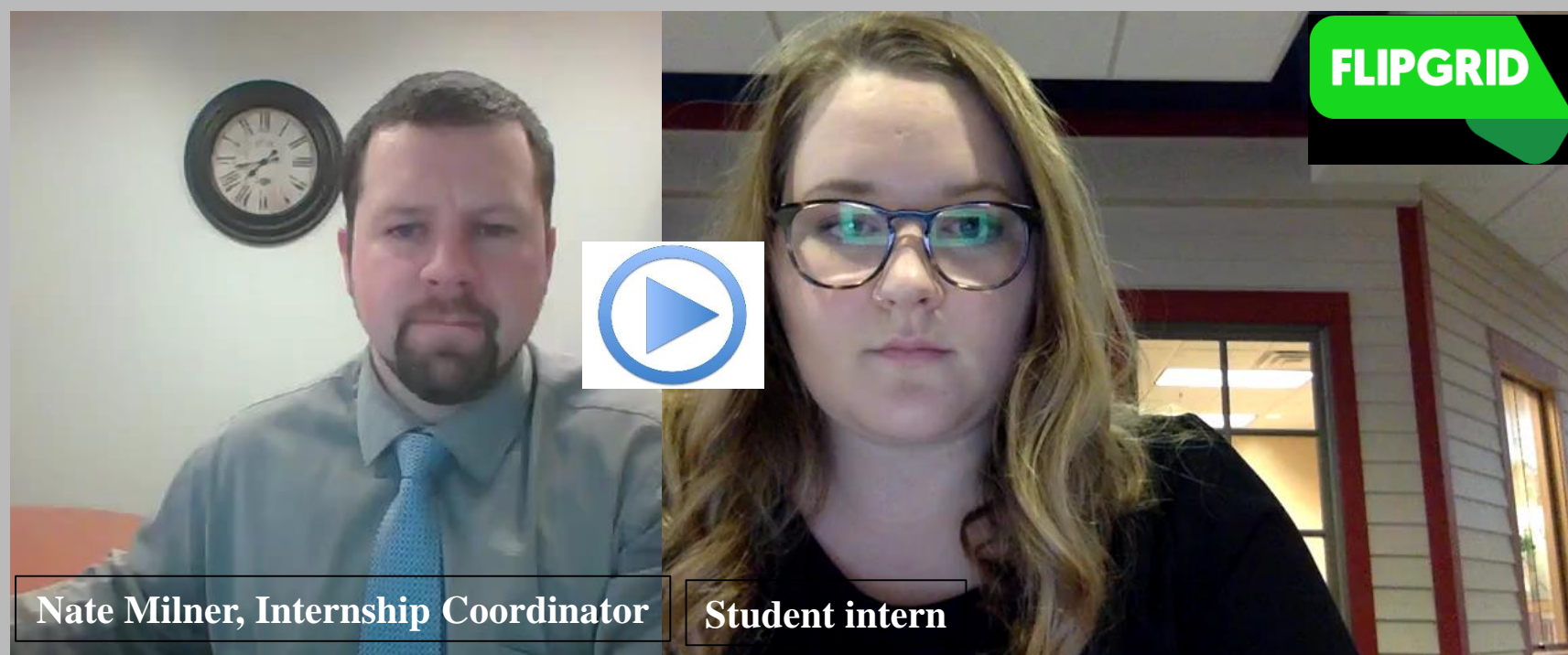
Indiana Wesleyan University Career Development



Internships with NACE Competencies

The Career Development team at Indiana Wesleyan University utilizes the NACE Career Competencies in the internship program through design, reflection, and evaluation.

1. **DESIGN** – Employers submit internship position descriptions with NACE competency framework as a reference.
2. **REFLECT** - Students reflect on competency development in work experience through multiple 90 second video chats with peers and Internship Coordinator who generates a prompt question. (Flipgrid)
3. **EVALUATE** – Employers submit evaluation of student interns based upon NACE competencies (mid semester & end of the semester)



We utilize a free Microsoft platform called **Flipgrid** to capture video questions and answers between the Internship Coordinator and interns. The use of this platform for tracking and staying engaged with student interns was recognized by the NACE Spotlight for Career Services Professional newsletter in February, 2019.



Supervisor Curriculum with NACE Competencies

David Adams, Health Sciences Employer Relations Coordinator at IWU developed a Career Readiness Curriculum to link student staff's professional objectives, projects, and events to the career competencies and to give students the opportunity to learn, develop, and practice them. Both professional development seminars and 1-on-1 mentoring meetings throughout the year reinforced the competencies. At the end of each semester, student staff members completed reflective presentations or projects to integrate their understanding of the competencies with their own goals and careers. We envision the Career Readiness Curriculum serving as a model for any staff member supervising students to provide opportunities for engaging the career competencies. We also view the project as a pilot for the Student Employment Training program, discussed on the right. For more information, contact David at david.adams2@indwes.edu.



Left: A student staff member presents a reflection on her development in written and oral communication. Right: Student staff display their Co-Curricular Transcripts, highlighting their involvement in the Career Development office and elsewhere on campus.



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Student Employment Training

Set your career in motion.

Student Employment Training with NACE Competencies

The IWU Career Development office will begin offering a Student Employment Training program (SET) which will offer formalized professional development for our on-campus student employees and our off-campus interns. Campus employment is a proven retention tool helping students make connections on campus and stay on track toward a timely graduation. Our Indiana Wesleyan Career Development team seeks to utilize student employment as a means of targeting our 1,400 student employees for professional development training they would not otherwise receive. The SET program will provide students with progress toward competent career readiness.

One-Hour Paid Workshops: The SET program will offer a series of one-hour workshops for students each month. These workshops will focus on the National Association of Colleges and Employers (NACE) career readiness competencies to help students close the "skills gap." Workshops will be offered monthly from October to March each academic year. Students will be paid their normal university hourly rate for participating in these training workshops and have the opportunity to earn a SET certificate upon completion of all workshops. The training will be developed into an online platform for long-term sustainability through videos and webinars. This program is to be funded by a Lilly Endowment grant – toward \$80,000.00 in student wages. IWU staff members who supervise student workers will also be provided training on supervision and procedures.

