



Competency Symposium 2017

Drafting a Blueprint for the Future

May 24 - May 25

Clemson University, Clemson, SC

All events and sessions will take place in the [Madren Conference Center](#), which is attached to the [James F. Martin Inn](#)

We encourage institutions to bring teams to the symposium to allow conversations to take place between career services professionals, faculty members, and campus partners. For employers, consider bringing multiple recruiters and staff who train and develop interns, co-ops, and full-time hires.

If you are coming as an individual, your team discussions will be comprised of other individuals in attendance.

Wednesday May 24, 2017		
Time	Title	Description
2:30pm	Airport Shuttle	Optional Complimentary Shuttle from Greenville Spartanburg Airport to Clemson <i>Travel time from airport to campus is approximately one hour</i> https://career.sites.clemson.edu/symposium/symposium_shuttle_rsvp.php
5:30pm	Airport Shuttle	Optional Complimentary Shuttle from Greenville Spartanburg Airport to Clemson <i>Travel time from airport to campus is approximately one hour</i> https://career.sites.clemson.edu/symposium/symposium_shuttle_rsvp.php
6:00pm – 7:00pm	Breaking Ground Competency 101 - Freshmen Seminar	If you are getting started with a competency initiative, this “breaking ground” session is for you. Whether you are coming with a team or as an individual, this session will give you the basics about competencies and where the National Association of Colleges and Employers is with providing definitions and resources to help you get started.
6:00pm – 7:00pm	Breaking Ground Competency 401 – Senior Seminar	If you have begun taking competencies institution-wide or integrating them into your classroom or hiring process, this “breaking ground” session is for you. Whether you are coming with a team or as an individual, this session will provide a more in-depth look at emerging best practices to enhance your competency initiative.
7:00pm	Excavation Networking & Informal Sharing	Let’s start digging in and building relationships. We will gather at Solé on the Green (part of the Madren Conference Center) to begin networking and informally sharing what everyone is doing related to competency initiatives.
7:50pm	Airport Shuttle	Optional Complimentary Shuttle from Greenville Spartanburg Airport to Clemson <i>Travel time from airport to campus is approximately one hour</i> https://career.sites.clemson.edu/symposium/symposium_shuttle_rsvp.php
10:00pm	Airport Shuttle	Optional Complimentary Shuttle from Greenville Spartanburg Airport to Clemson <i>Travel time from airport to campus is approximately one hour</i> https://career.sites.clemson.edu/symposium/symposium_shuttle_rsvp.php

Thursday May 25, 2017

Time	Title	Description
7:30am – 8:00am	Fuel the Crew Continental Breakfast Available	Kick off the day with some fuel! Help yourself to some breakfast items and enjoy our ballroom space. You will pick a number from a bowl that will give you a table assignment to promote meeting new colleagues.
8:00am – 9:00am	Laying the Foundation Welcome & Introduction	After a brief welcome, hear from a career services professional, faculty member, campus partner, and employer in our “Bob Talks” format about why competencies are important. There will also be an opportunity to begin meeting new colleagues invested in taking competencies institution-wide.
9:00am – 9:15am	Break	
9:15am – 10:15am	<i>Focus on - Pillar #1</i> Framing It Out or Walls Up, Now What?	Attendees will begin this session by sitting in their teams and picking a side of the ballroom based on being at the beginning or advanced stages of their competency initiative. Attendees will brainstorm what is currently in place and what’s left to accomplish. Attendees will then move to different tables to share what they are currently doing then shift to brainstorming more possibilities for taking their competency initiatives to the next level. The facilitator will allow time for groups to share their main takeaways.
10:15am – 10:30am	Break	
10:30am – 11:30am	<i>Focus on - Pillar #2</i> Utilities & Subcontractors	Attendees will begin this session sitting in their teams and brainstorm what is currently in place and what’s left to be accomplished at the institution or company culture level. Additionally, teams will examine current relationships and how they would categorize these relationships. Attendees will then move to different tables to share what they are doing; shift to brainstorming more possibilities to have a competency initiative reflected at the cultural level; explore relationships need to be in place to do so. The facilitator will allow time for groups to share their main takeaways.
11:30am – 12:45pm	Fuel the Crew & Benchmarking Journeys of Clemson University & University of Tampa	After refueling, hear from representatives from Clemson University and University of Tampa about their respective competency journeys. They will share what they have learned and what they see in the future.
12:45pm – 1:00pm	Break	
1:00pm – 2:00pm	<i>Focus on - Pillar #3</i> Customization	Attendees will begin this session sitting in their teams and conducting a SWOT analysis on the human and financial resources they have related to competency integration. Additionally, teams will brainstorm how they are currently keeping up with trends and issues in higher education and the job market. Attendees will then move to different tables to share what resources they have and need to make a competency initiative a reality. Attendees will also share ways of acquiring additional resources or repurposing current resources and keeping informed of trends and issues. The facilitator will allow time for groups to share their main takeaways.
2:00pm – 2:15pm	Break	
2:15pm – 3:15pm	<i>Focus on - Pillar #4</i>	Attendees will begin this session sitting in their teams and conducting a SWOT analysis on assessment knowledge, tools, and resources they have related to

	Inspection	competency integration. Attendees will then move to different tables to share what knowledge, tools, and resources they have and need to make a competency initiative a reality. The facilitator will allow time for groups to share their main takeaways.
3:15pm – 3:30pm	Break	
3:30pm – 4:30pm	Close the Contract, Move-In , & Punch List	Teams will spend a majority of this time in discussions by defining what competency success looks like. Teams will develop a plan outlining goals or milestones to reach in the next 30 days, 6 months, and 1 year. Teams will reference the SWOT analysis to pinpoint resources needed to meet the goals and milestones. Teams will also identify symposium colleagues who could serve as resources with different goals. The facilitator will allow time for groups to share one of their top goals.
4:45pm	Optional Overtime Networking and Informal Sharing	If you are staying in town another night and not quite ready to stop brainstorming and networking, feel free to engage in some optional overtime. We'll either gather at Solé on the Green or another local place.
4:45pm	Airport Shuttle	Optional Complimentary Shuttle from Clemson to Greenville Spartanburg Airport <i>Travel time from campus to airport is approximately one hour</i> https://career.sites.clemson.edu/symposium/symposium_shuttle_rsvp.php
Friday May 26, 2017		
Time	Title	Description
5:45am	Airport Shuttle	Optional Complimentary Shuttle from Clemson to Greenville Spartanburg Airport <i>Travel time from campus to airport is approximately one hour</i> https://career.sites.clemson.edu/symposium/symposium_shuttle_rsvp.php
8:00pm	Airport Shuttle	Optional Complimentary Shuttle from Clemson to Greenville Spartanburg Airport <i>Travel time from campus to airport is approximately one hour</i> https://career.sites.clemson.edu/symposium/symposium_shuttle_rsvp.php