

Career Management Skills Development in Higher Education: Case study of an effective course

Ioanna PAPAVALASSILIOU– Alexiou, Associate Professor

University of Macedonia, Thessaloniki, GREECE

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1. Career Management Skills (CMS):

help individuals:

- identify their existing skills
- develop career learning goals
- take action to enhance their careers

CMS Framework:

1. Personal Effectiveness
2. Managing Relationships
3. Finding work & assessing learning
4. Managing Life & Career
5. Understanding the World

2. 'T-Shaped' individual skills profiles are preferable



1. Basic skills
2. Generic/transversal skills
3. Specific technical knowledge
4. Adaptability, flexibility and CMS

3. A good practice in higher education

Undergraduate Course: CMS

Where: Educational and Social Policy Dept., Univ. of Macedonia

Majors: Adult Education & Special Education

Semester: 5th

When: during the last 12 years



4. Methodology – Techniques:

1. Theoretical part [professor]:
 - exercises
 - activities
2. Implementation part [students]:
 - (i) micro-training
 - (ii) Drama in Education workshops

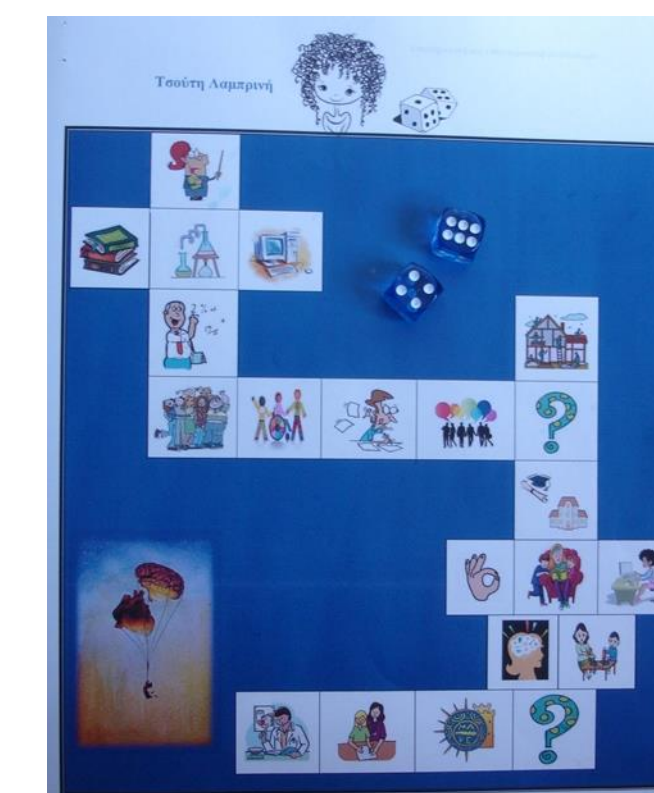


5. Skills micro-training examples:

Presentation & Negotiation skills
Flexibility & adaptability
Stress management at work
Confidence to self and to others
Teamwork & Cooperation
Communication skills
Time & Crisis Management
Problem solving
Innovation & Entrepreneurship
Job interview skills



Career Recipe



Career Game

6. Feedback – Assessment:

- ✓ I discovered myself
- ✓ I found my personal identity
- ✓ I found focus in my life
- ✓ I changed my whole philosophy
- ✓ I now know exactly what kind of company I will create
- ✓ I had so much fun – I was never bored

7. Follow up – Assessment:



- ✓ every day at work I meet disabled students and perform what you taught us
- ✓ I am attending a post-graduate program but it is so boring; can't they use more experiential ways of teaching?
- ✓ I have been working for 4 years; I still remember that I first experienced empathy during your course about skills
- ✓ Every time I have to talk in front of an audience I keep thinking: what did we say at the Skills course?

8. References:

- Papavassiliou, I. & Zourna, C. (2016). Teachers' professional competences: what has Drama in Education to offer? An empirical study in Greece. *Professional Development in Education*, 42(5), 767-786. doi:10.1080/19415257.2015.1127270
- Sultana, R. G. (2013). Career management skills: Assessing for learning. *Australian Journal of Career Development*, 22(2), 82-90. doi:10.1177/1038416213496759

*"If the young people of today
have to "invent" their jobs
then we, their educators,
should get them ready for that!"*

Tony Wagner, *NY Times*, 2013