Preparing Carls for Life After Carleton:
A Developmental Model for Liberal Arts
Career Education
Career Education Objective

By graduation, Carls will develop the self-efficacy to articulate how their liberal arts education has prepared them for the world of work and a meaningful life.
Liberal Arts Skills

- Ability to work effectively in teams
- Critical thinking skills
- Ability to analyze and interpret data
- Application of knowledge/skills in real-world settings
- Digital literacy
- Ability to demonstrate complex problem-solving skills
- Ethical judgment and reasoning
- Ability to communicate through writing
- Ability to locate, evaluate, and use information in decision making
- Creative thinking
- Ability to communicate/work with people from different cultural backgrounds
- Ability to communicate through speaking/presentation skills
- Ability to work with numbers and statistics
- Ability to integrate ideas/information across settings and contexts
- Civic skills/civic engagement

Learning Goals

Articulate

• What liberal arts skills am I developing?
• How do I communicate relevant liberal arts skills to possible opportunities?

Apply

• What experiences can I have to develop liberal arts skills?
• How can I develop liberal arts skills?

Align

• How can I apply liberal arts skills beyond Carleton?
• What opportunities allow me to apply liberal arts skills that I enjoy?
C.A.R.L.S. Framework

- Career coaching
- Action planning
- Relevant experiences
- Liberal arts foundation
- Skill development
# Career Education Program Model (DRAFT)

## C.A.R.L.S. Framework

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<th>Liberal Arts Academic Advisor</th>
<th>Academic Major Advisor</th>
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<td><strong>First Year</strong></td>
<td><strong>Sophomore Year</strong></td>
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<td><strong>Career coaching</strong></td>
<td><strong>Skills and exploration</strong></td>
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<td>- Self-awareness and reflection</td>
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<td><strong>Action planning</strong></td>
<td><strong>Sophomore Action Planning</strong></td>
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<td>Reflection &amp; exploration</td>
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<td><strong>Relevant experiences</strong></td>
<td><strong>30 Minutes, Scholars, Externships, Internships, Research, Off-Campus Studies, Gettysburg Leadership Seminar, Peer Leaders, Professional Connections, Employers and Graduate Schools</strong></td>
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<td><strong>Liberal arts foundation</strong></td>
<td><strong>Writing Portfolio</strong></td>
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<td>- A&amp;I seminar</td>
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<td>- Writing Across the Curriculum</td>
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<td><strong>Skill development</strong></td>
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<td>- Cover letter</td>
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**Career Education Program Model (DRAFT)**

- **Career Exploration Coach**
- **Career Communities Coach**
Feedback Opportunities

Fall and Winter Term Faculty Lunches

Departmental Conversations

1:1 Discussions

Sign-up for a feedback session
Resources

Career Development Theories
Career Maturity (Crites, 1978)
Holland Theory of Vocational Types (Holland, 1973)
Planned Happenstance (Krumboltz, 1996)
Self-concept Theory (Super, 1957)
Self-efficacy Theory (Bandura, 1977)
Social Cognitive Theory (Bandura, 1986)
Trait and Factor Theory of Vocational Choice (Parsons, 1908)

Organizational Development
A Community Plan of Inclusion, Diversity, and Equity (Carleton College, 2022)
Carleton’s Future: A Strategic Plan for the College 2012 (Carleton College, 2012)
Five Future Directions in University Career Services (Dey and Cruzvergara, 2020)
Good to Great: Why Some Companies Make the Leap and Others Don’t (Collins, 2001)
National Alumni Career Mobility Survey 2020 (Career Leadership Collective, 2021)
Outcomes and Metrics that Matter (Chan and Cruzvergara, 2022)
10 Future Trends in College Career Services (Dey, 2014)
The Future of Work and the Future of Us (Cruzvergara and Testani, 2018)

Student Learning
Challenge and Support (Sanford, 1962)
How College Contributes to Workforce Success: Employer Views on What Matters Most (AAC&U, 2021)
Learning Reconsidered: A Campus-wide Focus on the Student Experience (NASPA & ACPA, 2004)
Learning Reconsidered 2: A Practical Guide to Implementing a Campus-wide Focus on the Student Experience (ACPA et al., 2006)
On the Same Page: Administrator and Faculty Views on What Shapes College Learning and Student Success (AAC&U, 2022)
The Student Learning Imperative (ACPA, 1996)