Career Compass

Mapping an Exceptional Student Experience

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University of Manitoba
Today’s objectives

• Introduce why the compass was developed

• Share framework of thinking

• Understand the collaborative processes required to develop the Career Compass

• Introduce the Career Compass

• Understand ways to integrate academic advising with career information
Why did we develop the Career Compass?

• Integrate academic and career planning activities;
• Increase awareness on resources available to all students;
• Facilitate consistent messaging across the institution;
• Assist self-serving students;
• Engage the “murky middle”; Retain the “I have no clue” students.
• Create career culture on campus
Identified Needs

• Additional self-directed and online resources to help students make stronger intentional connections between their education and career path.

• This is especially true for degrees where clear paths to employment are not always evident.
Purpose of the Compass

• Provides professionals with a single window resource to use with students.
• Consistent messaging across the institution.
• Consolidates academic, career and experiential learning activities so that students develop a stronger connection between their studies and careers of choice.
• Increases awareness about on and off campus resources.
Intended Outcomes for students

1. Skills and career options;
2. Confident and engaged;
3. Experiential learning;
4. Early engagement;
5. Resources available.
Background/Inspiration

• Major Maps from Queen’s University and Georgia State
Pilot - Psychology
Development

• Steering Committee:
  – Career Services, Student Academic Success, University 1, Indigenous Student Centre, Registrar’s Office, Recruitment & Student Life

• Project Chairs:
  – Director of Career Services & University Advising Services Coordinator

• Working Committee:
  – Lead Career Consultant, Career Advisor (Project), Faculty Advisors and Department Heads
Resources for content

• Academic Calendar
• Departmental webpages and brochures
• Viewbook
• First Year Planning Guide
• Undergraduate Admissions
• Career Services “What to do with a degree in....?” and online labour market information
• Faculty / Career Consultants / Academic Advisors
• Marketing Communications Office
• Alumni Relations
• Job Postings
Consultations

• Deans of Faculties
• Department Heads/Faculty Advisors
• Academic Advisors
• Career Services Staff
• International Centre for Students
• Marketing and Communications Office
• Accessibility Services
• Alumni Relations
Integration of Career in Advising

Advisors create academic and career connections by understanding a student’s developmental academic progression in an advising cycle (Walters, 2016).

The Compass provides an overview/overlay of the academic progression of a student’s academic plan within a career development framework.
Development of Compasses

• Degree programs with undefined non-direct career outcomes
  – Focused on Faculties of Arts & Science

• Approached by other programs upon launch
  – Included selected Agriculture, Environmental programs and Engineering
  – Utilizing Career Services staff for research moving forward
Group Discussion: How much overlap is there?
Career and Academic Advising

Plan
- Set and achieve goals

Goal setting
- Deepen understanding

Increase competency
- Learning process

“Providing advisors with resources to integrate career advising in academic advising is critical to success.” (McCalla-Wriggins, 2009)
Quinn’s guidelines for empowerment

Four elements of creating empowerment:

1. Information,
2. Resources,
3. Instruction, and
4. Time to pause

Peavy’s Constructivist Career Counselling

- Collaborative
- Counsellor is an expert on the counselling process
- Student is an expert on his or her own life experience.
- Influence change already underway
- Mindfulness
- Creating meaning through activity

Compass Walk Through
**Recommended Annual Checklist**

- Know the degree requirements and university regulations that apply to your program
- Meet with an academic advisor to ensure your academic plan meets degree requirements
- Obtain department approval for the honours program
- Check in with a career consultant to review progress on your career plan
- Update your resume and LinkedIn profile with applicable experiences
- Get involved outside of the classroom and get recognized on your Co-Curricular Record

**Feature Story**

“I cannot stress enough to seek support and information. There are so many resources on campus to help students. It’s hard to do university on your own.”

Trinda Perrotto, psychology student

Read stories of alumni and senior students who mapped their own academic and career plan to fit with their skills, abilities and interests: umanitoba.ca/careercompass

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**Psychology Compass**

**Map out your career pathway from the start of your academic journey!**

**Program Options**

- B.A. Honours or B.Sc. Honours: 4 years
- B.A. Advanced or B.Sc. Major: 4 years
- B.A. General: 3 years

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**University of Manitoba**
This tool will provide you with the information you need for academic planning and connect you with experiences to develop the knowledge, skills and attributes that employers are seeking.

**PSYCHOLOGY AT THE UNIVERSITY OF MANITOBA**

As a psychology student in the Faculty of Arts, you will learn about the scientific study of behaviour and mental processes. The department of psychology has many opportunities for you to explore, with two main areas of study:

1. **Social Sciences**: the study of human behaviour, society and social relationships, personality, differences, knowledge of how to predict, explain and alter human behaviour and child development.

2. **Natural Sciences**: the study of psychological biological processes, neuroscience and cognitive science, which explores areas such as sensation and perception, learning and memory, emotion and motivation, and thinking and language.

**SKILLS YOU WILL GAIN BY STUDYING PSYCHOLOGY**

- An understanding of human behaviours and mental processes and how they are affected by an individual’s physical, mental or external environment
- The ability to describe, understand, predict and modify behaviours using research and statistical methods
- The ability to think critically and develop innovative solutions to many complex human problems
- The ability to communicate effectively: verbally through discussions and presentations, and in writing by preparing reports and papers

**WHAT DO EMPLOYERS WANT?**

Industries such as business, communications, education, government, health and justice would value a psychology degree in combination with the employability skills that are highly sought after by employers. These include:

- Oral and written communication
- Numeracy and data use
- Critical thinking
- Problem solving
- Team work
- Digital technology
- Industry specific knowledge
- Continuous learning

Attain skills through your classroom education by taking advantage of experiential education opportunities.

*Information has been taken directly from Employability Skills 2000 and Workplace Education Manitoba – Essential Skills.

**WHAT IS EXPERIENTIAL EDUCATION?**

Experiential education will enhance your classroom education by giving you hands-on experience that will resonate with employers. The University of Manitoba offers a wide variety of programs designed to facilitate your personal growth, connect you with others and ignite your active engagement in the local and global community.

**EXPERIENTIAL EDUCATION OPPORTUNITIES:**

- Work experience opportunities
- International student exchanges, international internships and travel study
- Local and international service-learning opportunities
- Undergraduate research and entrepreneurship
- Leadership and volunteer opportunities

The Psychology Compass provides you with suggestions of how and when to use opportunities to make the most of your university experience. You may follow these guidelines or map out your own route.

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**DEPARTMENT OF PSYCHOLOGY**

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(204) 474-9338
psychology@umanitoba.ca
umanitoba.ca/psychology

**CAREER SERVICES**

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65 Chancellors Circle
(204) 474-9456
careerservices@umanitoba.ca
umanitoba.ca/student/careerservices
## Psychology Compass

**B.A. Advanced or B.Sc. Major: 4 years**  
**B.A. Honours or B.Sc. Honours: 4 years**  
**B.A. General: 3 years**

### Academic Success

**YEAR 1**  
30 CREDITS

**Course requirements:** PSYC 1200 or 1211 and 1212  
**To do this year:**  
1. Arts or science — what's right for you? An academic advisor in the Faculty of Arts or Science can help you decide.  
2. If you need academic support, visit the Academic Learning Centre for workshops or to meet with a learning skills instructor.

**YEAR 2**  
60 CREDITS

**Course requirements:** PSYC 2250 and 2260, 6 credit hours of PSYC at the 2000/3000 level.  
**To do this year:**  
1. Know the requirements for your degree. Meet with an academic advisor in the Faculty of Arts or Science to help you plan your program.  
2. When choosing a minor, take courses that will open opportunities.

**YEAR 3**  
90 CREDITS

**Course requirements:** B.A. (3 or 4-Year) 12 credit hours PSYC at the 2000/3000 level. B.Sc. (Major) 18 credit hours PSYC at the 2000/3000 level. Honours: PSYC 3200, 3340 and 3630, plus all required courses for your B.A. or B.Sc. program.  
**To do this year:**  
1. Meet with a psychology advisor for honours and B.Sc. major program approval.  
2. Confirm eligibility to graduate with an academic advisor and declare intent to graduate in Aurora (3-year option).

**YEAR 4**  
120 CREDITS

**Course requirements:** B.A. (4-Year) or B.Sc. (Major) PSYC 18 credit hours PSYC at the 2000/3000 level. Honours: PSYC 4520(Thesis), plus all required courses for your B.A. or B.Sc. program.  
**To do this year:**  
1. Meet with a psychology advisor for honours and B.Sc. major program approval.  
2. Confirm eligibility to graduate with an academic advisor and declare intent to graduate in Aurora.

### Career Tips

**YEAR 1**

- **Start planning your career:**  
  1. Meet with a career consultant to generate career ideas based on your interests, values, personality and skills.  
  2. Research occupations that match your skills and interests.  
  3. Set up a careerCONNECT account to view job postings and register for workshops and events.  
  4. Register for the Co-Curricular Record (CCR), an official record of university-approved activities.

**YEAR 2**

- **Make professional connections:**  
  1. Join the Career Mentor Program to connect with professionals.  
  2. Attend career fairs to connect with employers.  
  3. Become a student affiliate with the Canadian or American Psychological Association.  
  4. Develop professional connections with professors by applying for an Undergraduate Research Award.

### Volunteer & Work Experience

- **Link experiences to your career interests.**
- **Options include:**  
  1. Student groups including Undergraduate Psychology Students' Association and Active Minds.  
  2. Volunteer with Healthy U PRIDE: Students Helping Students or join the Student Leadership Development Program.  
  3. Student work opportunities including Work-Study, STEM Services or Federal Student Work Experience Program.  
  4. Experiential education opportunities such as Alternative Reading Week Winnipeg.

### Cultural Opportunities

- **Considering international opportunities?**  
  1. Attend World Opportunities Week in November for information about opportunities around the world.  
  2. Explore communities and cultures you want to work with: Visit Mugil Agamik, the International Centre for Students or learn about local agencies via the Manitoba Contact Guide.

### Sample Careers with an Undergraduate Degree and Related Experience

- **Academic Advisor**  
- **Advertising Account Executive**  
- **Autism Tutor**  
- **Border Services Officer**  
- **Career Consultant**  
- **Community Support Worker**  
- **Corrections Officer**  
- **Developmental Service Worker**  
- **Funding Coordinator**  
- **Immigration Settlement Worker**  
- **Life Skills Coach**  
- **Market Research Analyst**  
- **Mental Health Worker**  
- **Policy Analyst**  
- **Probation/Prairie Officer**  
- **Rehabilitation Consultant**  
- **Research Assistant**  
- **Sales Representative**  
- **Social Program Coordinator**  
- **Special Events Coordinator**  
- **Volunteer Coordinator**  
- **Youth Worker**

### Options requiring other education

- **Child Life Therapist**  
- **Family & Marriage Therapist**  
- **Guidance Counsellor**  
- **Human Resource Specialist**  
- **Mental Health Nurse (RN)**  
- **Neuropsychologist**  
- **Occupational Therapist**  
- **Psychiatric Nurse**  
- **Psychologist**  
- **Speech-Language Pathologist**  
- **Substance Abuse Counsellor**  
- **Teacher**

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**Notes:** This resource is meant as a guide to provide suggestions throughout your time at university. Develop a plan and timeline that suits you best. Make intentional choices for your courses and work experiences.  

*Please refer to the Academic Calendar for a complete list of program requirements.*
# Printed vs Online Version

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<tr>
<th>Printed Version</th>
<th>Web Version</th>
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<tr>
<td>• Used in conversation with staff/faculty</td>
<td>• Interactive &amp; available 24/7 every day</td>
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<tr>
<td>• Not a promotional handout</td>
<td>• Links to relevant resources</td>
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<td>• Promotional buckslips direct students to website</td>
<td>• Alumni Stories</td>
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<td>• Date-stamped</td>
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Map out your career pathway from the start of your academic journey!

Get the information you need for academic planning and connect with experiences to develop the knowledge, skills and attributes that employers are seeking.

Please note: the following list is not exhaustive. Refer to the Academic Calendar for a complete list of programs offered at the University of Manitoba. Career Consultants and Academic Advisors can help you develop a personalized career and educational plan.

**PROGRAMS**

- Anthropology
- Astronomy
- Biochemistry
- Biological Sciences

Research Occupations

Lawyer, teacher, doctor, nurse. How many occupations can you name? What the heck does an occupational therapist do anyway? How about a valuator, conservator, arborist or orthotist?

Good career decisions require good information—about your personal traits and preferences and about the world of work. Career Consultants can get you started by helping you to identify and articulate your skills, aptitudes, values, personality traits and interests as they relate to career choice.

Information about the world of work is everywhere—not just in libraries and career centres. Even television shows can influence your views of specific occupations. Government departments, sector councils and professional associations publish great information. Personal contacts are extremely valuable, often providing “up-close and personal” views of occupations. Mentoring and job shadowing programs can help you develop professional networks. Don’t forget to speak with teachers, professors, friends and relatives!

We’ve provided information on approximately two hundred occupational options. Thousands more exist! Be creative. Remember—good research can lead to more satisfying career decisions!

Information about Occupations starting with...

Click a letter to find an occupation quickly or scroll through our 250+ database

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

A

Accommodation Service Manager
Accountant
Actuary
Aerospace Engineer
Agricultural Representative, Consultant, Specialist
Agriculture, Food & Biological Systems Engineer
Urban, Regional & Land Use Planners (2153)

Urban and land use planners develop plans and recommend policies for managing land use, physical facilities and associated services for urban and rural areas and remote regions. They are employed by all levels of government, land developers, engineering and other consulting companies, or may work as private consultants. (National Occupational Classification)

**Occupational Profile**

Find detailed information about the occupation, including typical duties and working conditions, in the links below:

- National Occupational Classification (NOC) - Canadian occupational descriptions
- O*NET Online - U.S. resource for occupational descriptions and information
- OCCinfo from alis - Alberta-based occupational information
- A Day in the Life of a City Planner - from The Princeton Review
- Land Use Planner - career profile from ECO Canada
- Environment Planner - career profile with featured role model from ECO Canada
- Choosing the Planning Profession - American Planning Association (APA)
- What is an Urban Planner? - EnvironmentalScience.org
- What Can You Do with an Urban Planning Degree? - video from Michigan State University

**Education**

U of M Academic Calendar

The Academic Calendar & Catalogue outlines program admission and course requirements. Use the left menu to navigate to a specific faculty and program. To determine which degree path suits your unique occupational goals, speak with a Career Consultant. For support with course registration and academic issues, speak with an Academic Advisor.

**Faculty and Department Homepages**

Visit U of M’s faculty and department homepage to learn about program application deadlines and processes, as well as additional in-house resources and opportunities.

- Faculty of Architecture
  - Department of City Planning

**Exploring Other Education Options**

- Planning degrees in Canada - from the Professional Standards Board (PSB)
Quick Reference Guide

Purpose:

• To provide an outline for use.
• Bring all advisors, faculty and staff to the same practices.

Outcome:

• Engaged intentional students.
• Career development culture on campus (ongoing).
Integrate Compass into Practice

Career

Academic
CONNECTIONS FOR STUDENTS

• Linked to the First Year Planning Guide

• UM Achieve

• Some Faculties placed it on their website
Conclusion

• A living document – ongoing process
• Will continually be updated according to curriculum changes, etc.
• Creation of a graduate student compass
• Most up-to-date document will always be online *(date stamped)*
• Alumni stories will continue to be added
Questions?