Models for the Delivery of Career Services: Past, Present & Future

NCDA
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University Career Services—Historical Perspectives

- Psycho-Educational Clinics
- Placement
- Division of Counseling (DOC)
- Mental Health Services
- Academic Advising
- Career Planning & Placement
- Career Services; Career Centers; Career Resource Centers
University Career Services-Assessment

- Test Batteries
- Strong Interest Inventory
- Myers Briggs Type Indicator (MBTI)
- Self Directed Search
- Computer-Assisted Career Guidance Systems (CACGs)
- Web-based Assessment
University Career Services - Theory

- Parsons
- Holland
- Super
- Peterson, Sampson & Reardon
Figure 1
Career Center Continua

Involvement in Career Development

Low                   High

Placement Advising Only
With Career Counseling In
The Counseling Center Or
Academic Advising

Comprehensive Career
Counseling, Programming
And Assessment

Involvement in Experiential Education

Low                   High

De-Centralized
Experiential Education
Services

Mission For Cooperative
Education, Internships And
Part-Time Employment

Locus of Placement

Decentralized         Centralized

Locus of Funding

Self-Supported Through
Client And Employer Fees

State /Institutional
Appropriated
Core Career services

- Career Advising/intake
- Individual/group counseling
- Assessment & computer-assisted career guidance
- Career information
- Career Planning classes for credit
- Career education outreach
- Experiential education
- Career expositions
- On-campus recruiting
Core Career Services

- Job listings & resume referrals
- Credentials
- Internet & web based services
- Graduate follow-up surveys
- Mock interviewing
- Career portfolios
- Alumni Career Services
Career Services-Facilities

- Historical Considerations
- Counseling Space & Intake
- Career Libraries
- Computer Labs
- Interview Rooms
- Satellite Offices
- Dedicated University Career Center Buildings
Technology-Recruitment Support Systems

- Paper-based
- Institution-specific software
- First Place!; Resume Expert
- JobTrak; Crimson Solutions
- MonsterTrak; Experience
- NACElink
NACELink

- Paradigm Shift
- Not-for-profit
- Member-driven
Forming an Alliance

CAREER CENTERS

NACE

E-RECRUITING ASSOCIATION
Building the System

Product Development Team

- Formed to design system
- Composed of 25 practitioners
- Identified system features & functionalities

NACElink Launch Steering Team

- Formed to oversee and advise
Building the System

- Integrated system features:
  - Job Posting
  - Resume Referral
  - Interview Scheduling

- System design allows for:
  - Customization
  - Choice
Welcome to the FSU Career Portfolio
Chart Your Course for Success!

First Time User: START HERE

FSU Students: ENTER PORTFOLIO

Referred Users: VIEW PORTFOLIOS

Preparing students for the world of work through planning, reflection, skill development, and portfolio documentation.
Employers and graduate schools look for individuals with marketable, transferable skills. There are 9 skills which are important for you to develop during your college experience. To view a description of a particular skill, click on a link:

1. Communication
2. Creativity
3. Critical Thinking
4. Leadership
5. Life Management
6. Research/Project Development
7. Social Responsibility
8. Teamwork
9. Technical/Scientific

You'll be able to develop your skills through experiences in classes, jobs, and other activities. You can even add your own skill to the list.
Here are experiences you can consider when planning your college career. Remember that any of these experiences can develop Career/Life Skills. Select any of the links below to see a description and some examples of how students used these experiences to develop Career/Life Skills.

- **Courses**
- **Jobs/Internships**
- **Service/Volunteer work**
- **Memberships/Activities**
- **Interests/Life Experiences**

The Career Portfolio will help you connect these experiences with the skills you've developed.

BACK | NEXT
<table>
<thead>
<tr>
<th>Skills</th>
<th>Courses</th>
<th>Jobs / Internships</th>
<th>Service / Volunteer Work</th>
<th>Memberships / Activities</th>
<th>Interests / Life Experiences</th>
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Welcome to the Career Portfolio!!!

If you have any questions or comments, please use the Contact Us link at the bottom of any page.

Demo Test's Main Menu

Explore the Build, Manage and Learn areas to plan and develop your Career Portfolio.

Build

Skills Matrix | Profile | Resume | References | Artifacts & Examples

Manage

1. Verify Email Address
2. Select Portfolio:
   - My Career Portfolio
     Graduate School
3. Manage selected portfolio:
   - Personalize Portfolio
   - Create Access Keys
   - View Portfolio
   - Send Portfolio
   - View Access Details

Learn

- Career/Life Skills Tour
- Experiences Tour
- View a list of all Tours
- Opportunities for Experience
- Career Center Workshops & Events
- Career Center Location & Hours
Career Portfolio Student Users 2002-2003

- 1,000+ Freshmen
- 1,000+ Sophomores
- 1,000+ Juniors
- 3,000+ Seniors
- 1,000+ Graduate Students
- All majors/careers
International Considerations

- Professional Training & Associations
- University of Costa Rica
- University of the West Indies
- People’s Republic of China
Career Services-Future Considerations

- On-campus Recruiting/Internet-Based Services in the Communications Age
- Career Libraries
- CACGs/Computer Labs

- Technological Integration with University-Wide Systems/PeopleSoft/Oracle
- Academic Advising
- Centralization/De-Centralization