

## **Career Development Ends Policy**

1.4 **Career Development** - Students acquire, maintain, and enhance job skills that remain relevant in changing jobs markets.

- 1.41 Foundation for learning (The ability to learn)
- 1.42 Flexible and creative problem solving
- 1.43 Necessary licenses and certificates
- 1.44 Administrative skills

### **Task Force Interpretation:**

1.4 **Career Development** - Students acquire, maintain, and enhance job skills that remain relevant in changing jobs markets.

- 1.41 Foundation for learning (The ability to learn) - part of learning, work and life success skills
- 1.42 Flexible and creative problem solving - encompassed within core learning objective of creative thinking
- 1.43 Necessary licenses and certificates
- 1.44 Administrative skills - part of learning, work and life success skills

### **Explanation of Interpretation of Intent of Career Development Ends Policy**

Certain fundamental skills remain important regardless of changes in job markets. And because of this, all NC State graduates will graduate with the defined set of life skills that are important for their success. These skills provide a necessary foundation for learning, problem solving and pursuit of licensure and certification. They can also be thought of as critical administrative skills, which will become increasingly important, whether individuals are working for themselves or others.

These success skills include accepting personal responsibility, discovering self-motivation, mastering self-management, employing interdependence, gaining self-awareness, adopting lifelong learning, developing emotional intelligence and believing in oneself.<sup>1</sup> These skills will be threaded through courses and programs.

Flexible and creative problem solving is a process or set of steps that all students must learn. It includes critical thinking, the creative skills necessary to generate possible solutions, and the courage to make tough choices.

Licensures and industry certifications should be required as a program outcome, where available. Students that are life-long learners will continue to meet current licensing and certification standards.

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<sup>1</sup> Downing, Skip. *On Course: Strategies for Creating Success in College and in Life*. Wadsworth Cengage: Boston, 2011. Print.

## **How NC State will Know the Career Development Ends Policy has Been Achieved?**

The skills that are critical for success in learning, business and life, as well as flexible and creative problem solving skills, have become part of NC State's core competencies. Certification that students have developed these skills is part of the graduation process.

Assessment and placement policies and course offerings assure that all students requiring further development of these skills take advantage of courses designed to develop these skills. Students' development of these skills is routinely assessed. Success skills and flexible, creative problem solving are actively reinforced and threaded across the curriculum by all instructors along with the other core competencies.

The region recognizes NC State's expertise in helping students develop these skills. Employers and individuals take advantage of special non-credit courses in which participants further develop their skills in these areas.