Learning Everywhere: Helping Students Identify, Connect, and Articulate their Skills

CEIA Webinar - January 28, 2020

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Northeastern University

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Associate Director for Experiential Integration
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11 years at Northeastern University

- 7 years co-op coordinator for Psychology
- 5+ years as Director for College of Science Co-op
- Transitioned to SAIL team in March 2018

Academic Background

- Master's in College Student Development
- Doctoral thesis in progress: adapting career education for the "future of work"

Overview of the Webinar

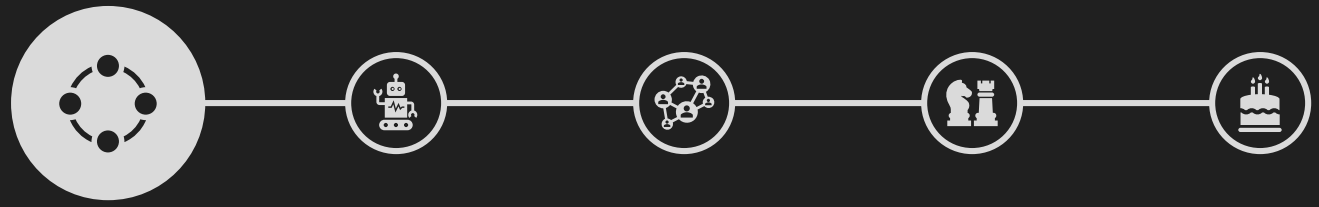
- The Context for Change
- Northeastern's Response: SAIL
- The SAIL Framework and Technology
- Takeaways and Transferables
- Questions

Changes Impacting Career Education

What are some of the biggest changes that you and your team are anticipating and adapting for?

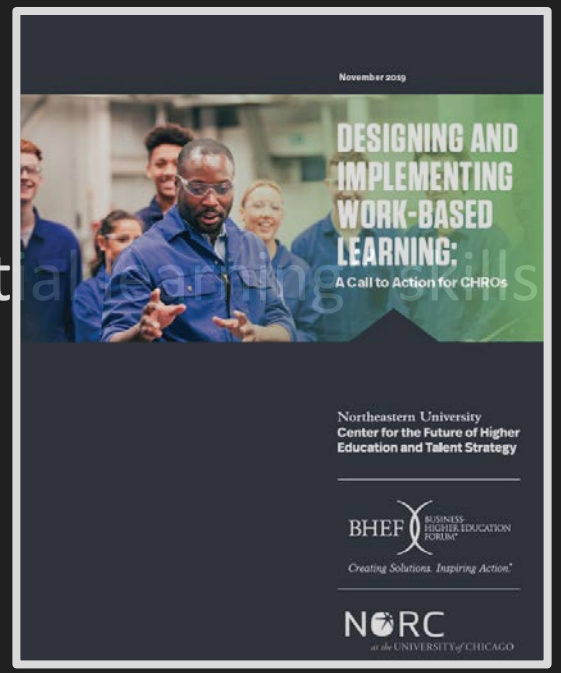
The Context for Change

The Context for Change



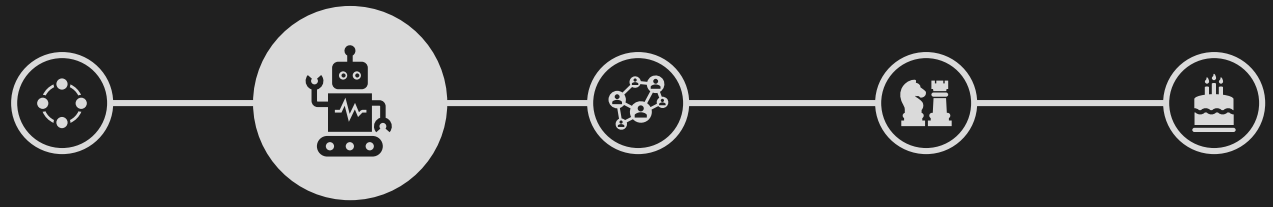
Expanding the Scope of Experiential Learning

- An increasingly competitive space
- Redefining XL and promoting “everyday experiential learning” skills



References: tinyurl.com/MerryCEIA

The Context for Change



The Future of Work

- Industry 4.0, automation and AI
- The gig economy and independent work

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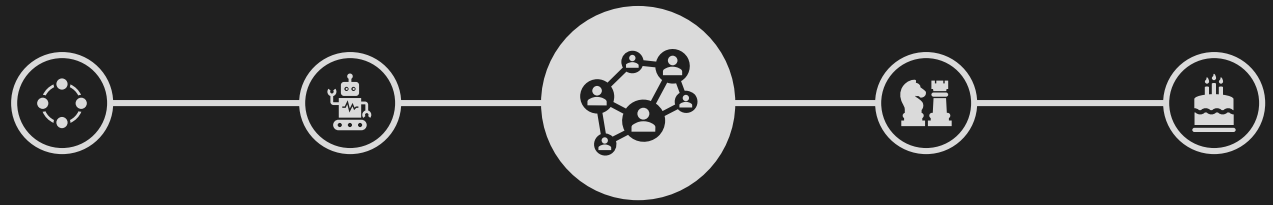

Career Conversations Across the Institution

- Integrated into academic advising, faculty conversations, and other aspects of student life
- Software and training to support career centers as they lead these institution-wide initiatives

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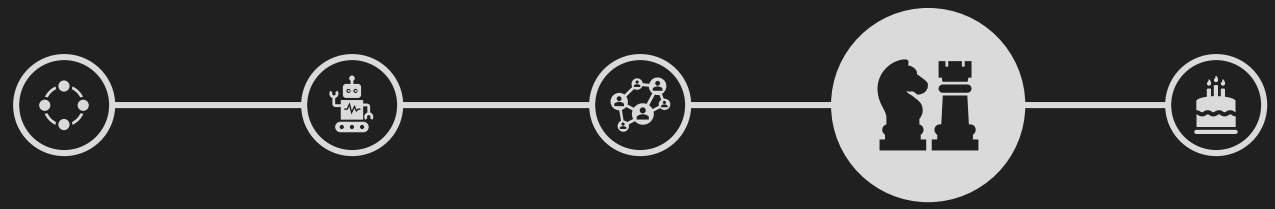
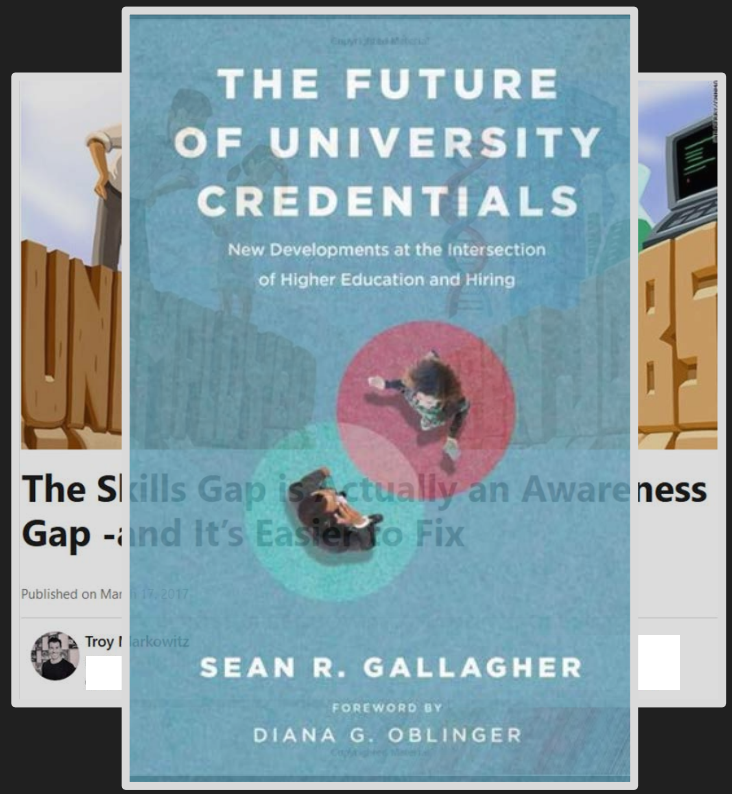
The Context for Change



Skills Gap and Skills-Based Hiring

- Complex and multi-faceted problem
- Skill gap and/or articulation gap?
- Signaling skills through badges, micro-credentials, and other non-degree means



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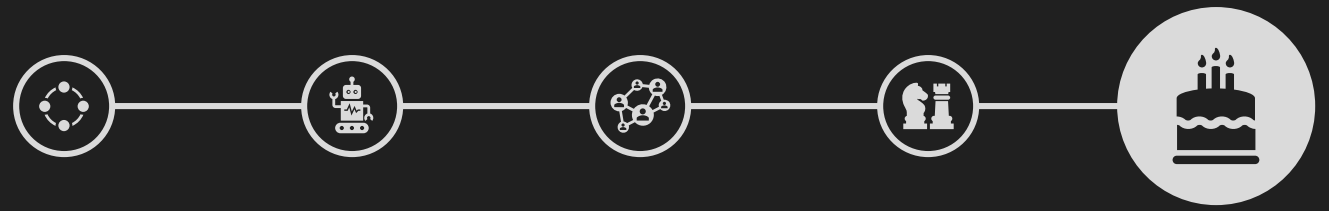

Lifelong Learning

- Longer careers, more diverse careers, and encore careers
- Continued need to upskill to stay current in rapidly changing fields

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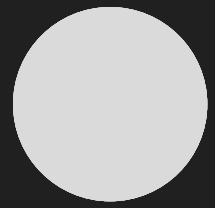

Learning Happens Everywhere

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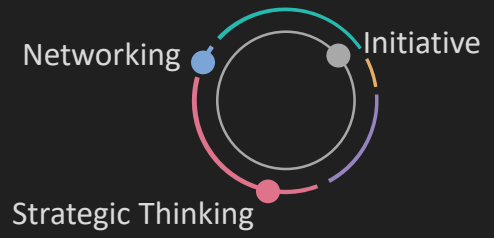
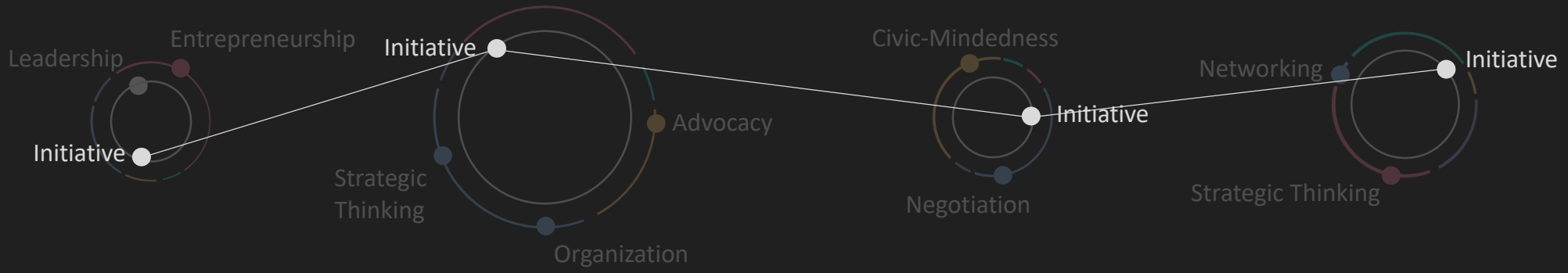
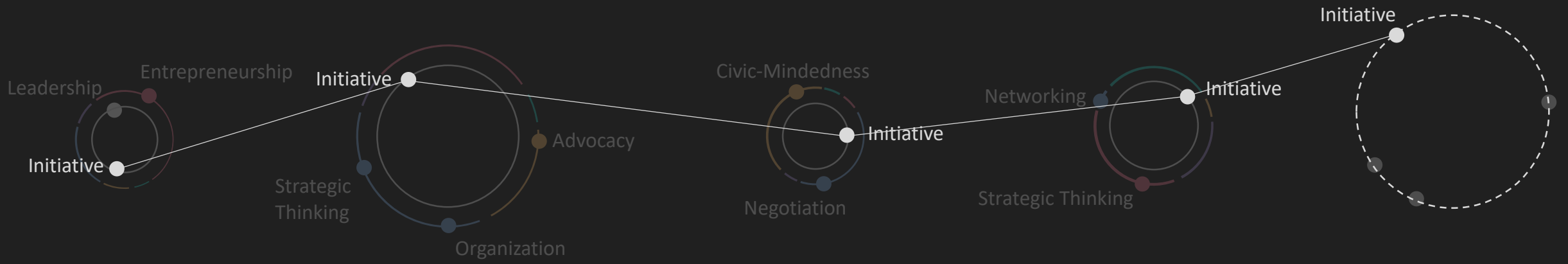


Learning Happens Everywhere



Learning Happens Everywhere



Identify learning opportunities and embedded skills
Connect learning across experiences
Articulate story/ies for oneself and others

Self-Authored Integrated Learning

Aesthetic Appreciation
Computational Thinking
Design Thinking
Entrepreneurship
Information Literacy
Integrative Thinking
Quantitative Reasoning
Strategic Thinking
Systems Thinking

Aesthetic Appreciation
Boundary Setting
Self-Care
Self-Control
Time Management

Cultural Agility
Inclusivity/Inclusive Action
Systems Thinking

Advocacy
Conflict Resolution/Transformation
Civic-Mindedness
Inclusivity/Inclusive Action
Networking
Systems Thinking

Coaching/Mentoring
Conflict Resolution/Transformation
Financial Literacy
Organization
Networking
Planning
Strategic Thinking
Time Management

Help Seeking
Independence/Autonomy
Initiative
Perseverance/Resiliency
Resourcefulness
Self-Directed Learning
Self-Efficacy/Confidence

Comfort with Ambiguity
Humility
Integrity
Mindfulness
Open-Mindedness

Collaboration/Teamwork
Communication
Empathy
Leadership

Creative Thinking/Innovation
Critical Thinking
Decision-Making
Ethical Reasoning
Inquiry & Analysis
Problem Solving

Aesthetic Appreciation
Computational Thinking
Design Thinking
Entrepreneurship
Information Literacy
Integrative Thinking
Quantitative Reasoning
Strategic Thinking
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Collaboration/Teamwork
Communication
Empathy
Leadership

Creative Thinking/Innovation
Critical Thinking
Decision-Making
Ethical Reasoning
Inquiry & Analysis
Problem Solving

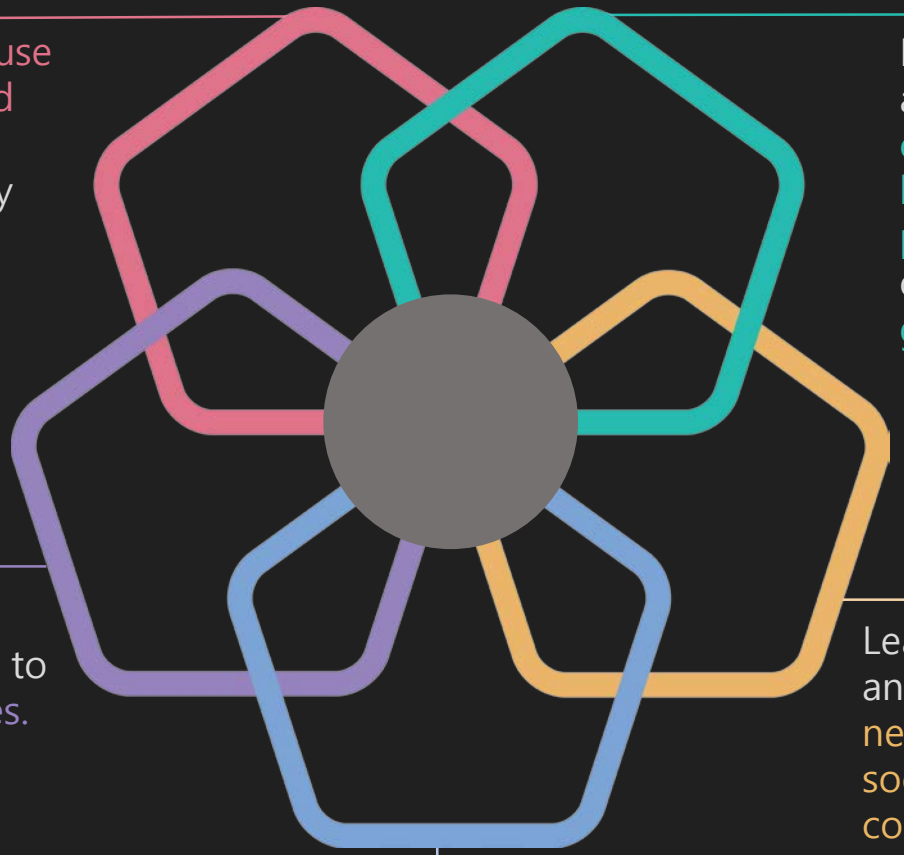
The SAIL Framework

INTELLECTUAL AGILITY

Learners develop the ability to use knowledge, behaviors, skills, and experiences flexibly in new and unique situations to innovatively contribute to their field.

GLOBAL MINDSET

Learners develop knowledge, skills and behaviors to live, work and communicate with people whose background, experience and perspectives are different from their own as well as to consider the global impact of their decisions.



WELL-BEING

Learners develop knowledge, skills and behaviors necessary to live balanced and fulfilling lives.

SOCIAL CONSCIOUSNESS & COMMITMENT

Learners develop the confidence, skills and values to effectively recognize the needs of individuals, communities, and societies and make a commitment to constructively engage in social action.

PROFESSIONAL & PERSONAL EFFECTIVENESS

Learners develop the confidence, skills, behaviors and values to effectively discern life goals, form relationships and shape their personal and professional identities to achieve fulfillment.

The SAIL Framework in Action

- Admissions materials, yield and anti-melt events
- University and college-specific orientation
- First-year seminars and residence halls
- Co-op preparation courses and co-op experiences
- Career Design department
- Staff/faculty/student-led events, student leadership
- Graduate students and network campuses
- Alumni access
- Human Resource Management

The SAIL Framework in Action

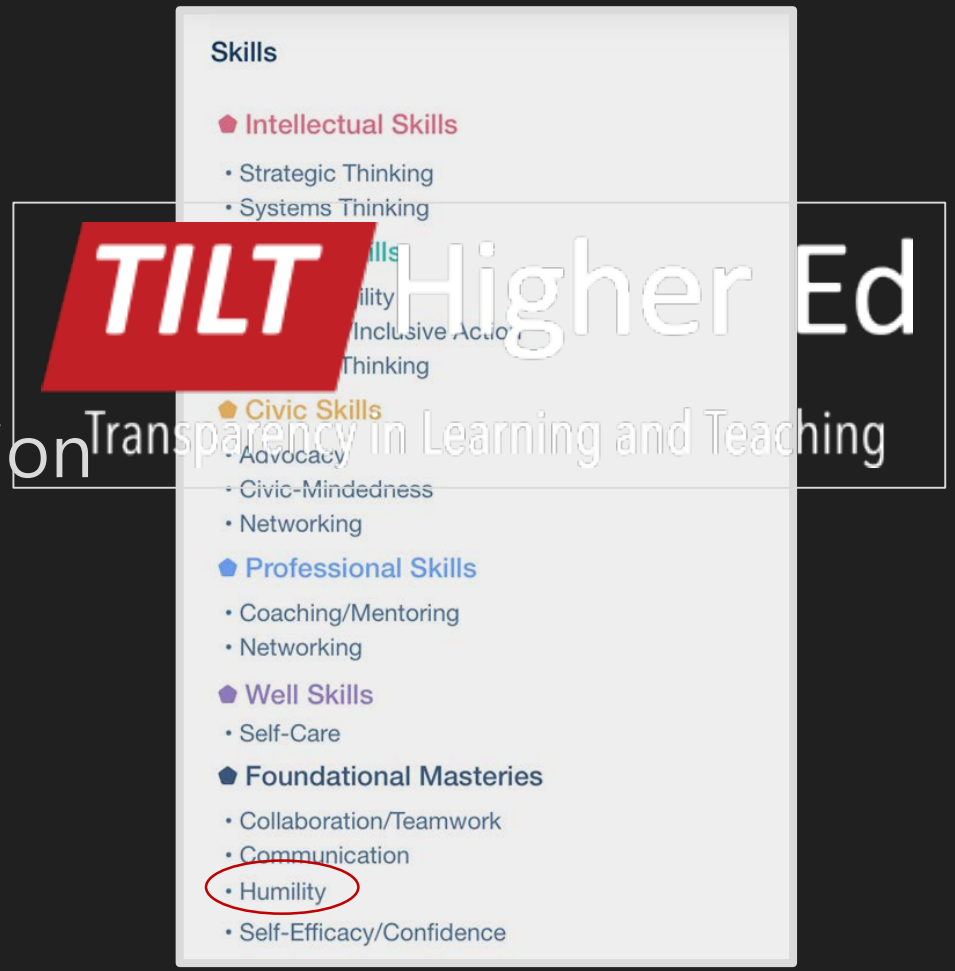
Student Case: Joshua Driesman

- Computer science student with a broad range of interests and leadership experiences
- Integrating skills across disparate contexts
- Identifying what he needed to be successful and fulfilled on co-op and in the workplace

The SAIL Framework in Action

Transparent Course Design

- Mary-Ann Winklemes and TILT
- Example: Seminar in Global Health
- Next Level: Carrying this conversation through into other contexts



TILT Higher Ed
Transparency in Learning and Teaching

References: tinyurl.com/MerryCEIA

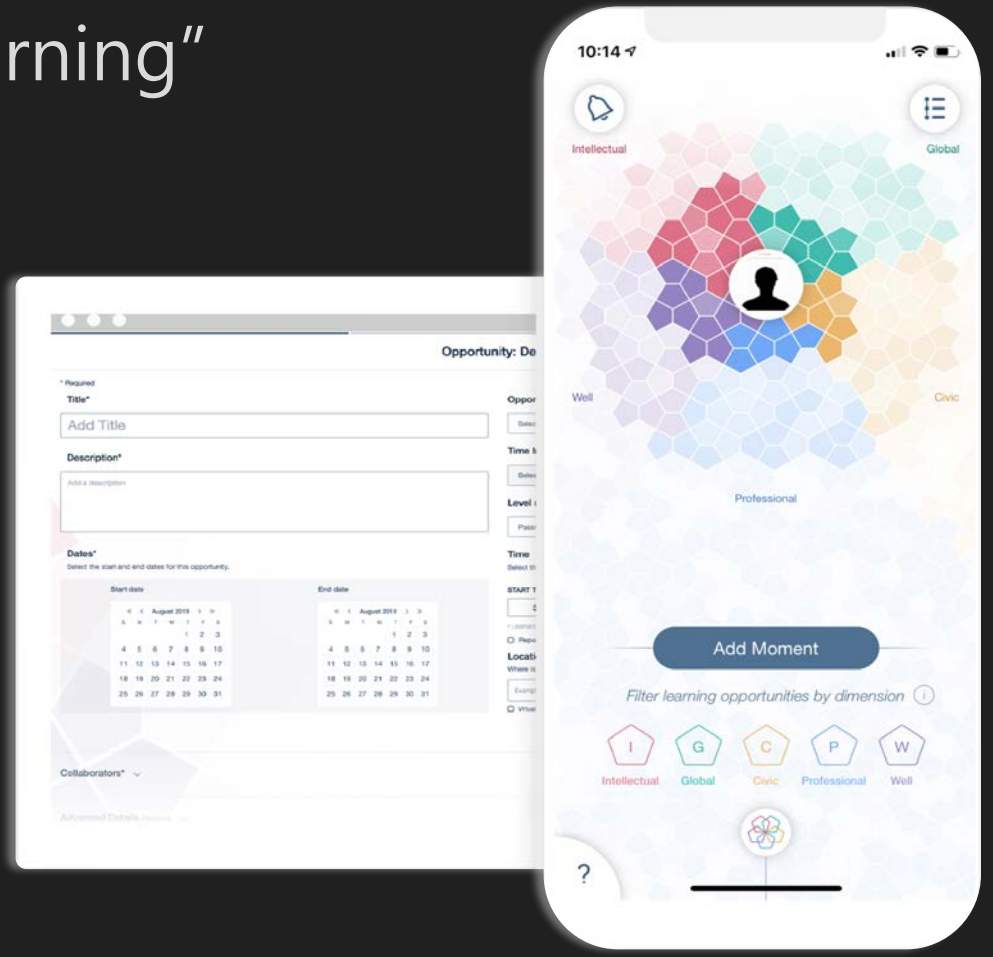
The SAIL Framework in Action

Co-op Preparation Course

- Auditing job descriptions and organizations' website for SAIL dimensions and skills
- Tying previous experiences more naturally to those positions
- More, better examples for transferable skills, and more confidence in behavior-based interviewing

The SAIL Digital Platform

- Support “everyday experiential learning” anytime
- Engages students during global experiences and throughout the Northeastern network
- Centralized platform for a unified skills framework



SAIL gives you the ability to find, capture, understand, and express the learning experiences that make you unique.

Search Type to Search

Dimensions | Skills | Foundational Masteries | Disciplinary Skills | Level of Engagement | Type/Time Invested | Start Date | Clear ×

Not Eligible
Club - Member
PAAC Bi-Weekly Meeting
Starts September 10, 2019
PAAC Members meet bi-weekly to discuss happenings in PAAC student organizations
I G C P W

Not Eligible
Club - Member
AASIA Bi-Weekly Meetings
Starts October 1, 2019
AASIA mentors and mentees will meet as a large group every other week.
I G C P W

Club - Member
NU Buddhist Group
Starts January 22, 2019
NU Buddhist Group brings together an on-campus sangha for all members of the Northeastern community...
I G C P W

Club - Member
Engineering World Health
Starts March 12, 2019
Engineering World Health (EWH) inspires, educates, and empowers the biomedical engineering community...
I G C P W

Not Eligible
Club - Member
Aerospace NU
Starts September 2, 2019
AIAA is an organization for self-motivated students who are enthusiastic about aeronautics and astro...
I G C P W

Club - Member
NU Mural Club
Starts September 10, 2019
The Northeastern Mural Club aims to provide service to the local community through the organization,...
I G C P W

Club - Member
Colleges Against Cancer
Starts September 12, 2019
Colleges Against Cancer (CAC) is a nationwide collaboration of college students, faculty, and staff...
I G C P W

Club - Member
Northeastern University Korean American Student Association
Starts September 5, 2019
The Northeastern University Korean American Student Association is an organization that serves to pr...
I G C P W

Club - Member
Husky to Husky Peer Educator
Starts September 2, 2019
About the Program: Husky to Husky is a peer education group focused on educating the Northeastern co...
I G C P W

Club - Member
The Downbeats A Cappella
Starts September 12, 2019
The Downbeats are a competitive co-ed a cappella group on Northeastern University's campus. Founded...
I G C P W

Club - Member
Sexual Assault Response Coalition (SARC)
Starts March 13, 2019
SARC is a survivor and ally run group that supports survivors of sexual violence by providing on and...
I G C P W

Club - Member
Council for University Programs (CUP)
Starts February 26, 2019
The Council for University Programs is the official programming board providing campus-wide entertai...
I G C P W

Club - Member
Northeastern Chinese Student Association
Starts February 28, 2019
Chinese Student Association is a student run organization that seeks to unite and support Northeaste...
I G C P W

Club - Member
Green Line Records
Starts March 14, 2019
Green Line Records is Northeastern University's student-driven record label. Based in Boston, Massac...
I G C P W

Club - Member
Resident Student Association
Starts February 27, 2019
The Resident Student Association is a Northeastern University student-run group dedicated to enhanci...
I G C P W

Club - Member
Northeastern Rec Climbing
Starts July 3, 2019
The Northeastern Recreational Climbing Club (NRC) is an inclusive student organization dedicated to...
I G C P W

Club - Member
Northeastern University Dance Company
Starts March 12, 2019
Northeastern University Dance Company is a student run student choreographed organization at Northea...
I G C P W

Club - Member
Tastemakers Magazine
Starts March 14, 2019
Tastemakers Magazine is Northeastern's student run music publication. We publish 4 annual print issu...
I G C P W

Club - Member
Kinematix Dance Troupe
Starts March 8, 2019
Founded in 2006, Kinematix is Northeastern University's premiere hip-hop dance troupe. The team reco...
I G C P W

Club - Member
Barkada
Starts March 4, 2019
NU Barkada promotes diversity and fellowship by advocating the richness of the Filipino heritage thr...
I G C P W

Club - Member
Unisons All-Male a Cappella
Starts March 2, 2019
The Unisons are Northeastern's only All-Male a cappella group. We perform continuously throughout ea...
I G C P W

Not Eligible
Club - Member
Sigma Kappa Sorority
Starts March 13, 2019
Our chapter, colonized in 2013, has a
I G C P W

Club - Member
Nor'easters A Cappella
Starts March 13, 2019
The Nor'easters are Northeastern
I G C P W

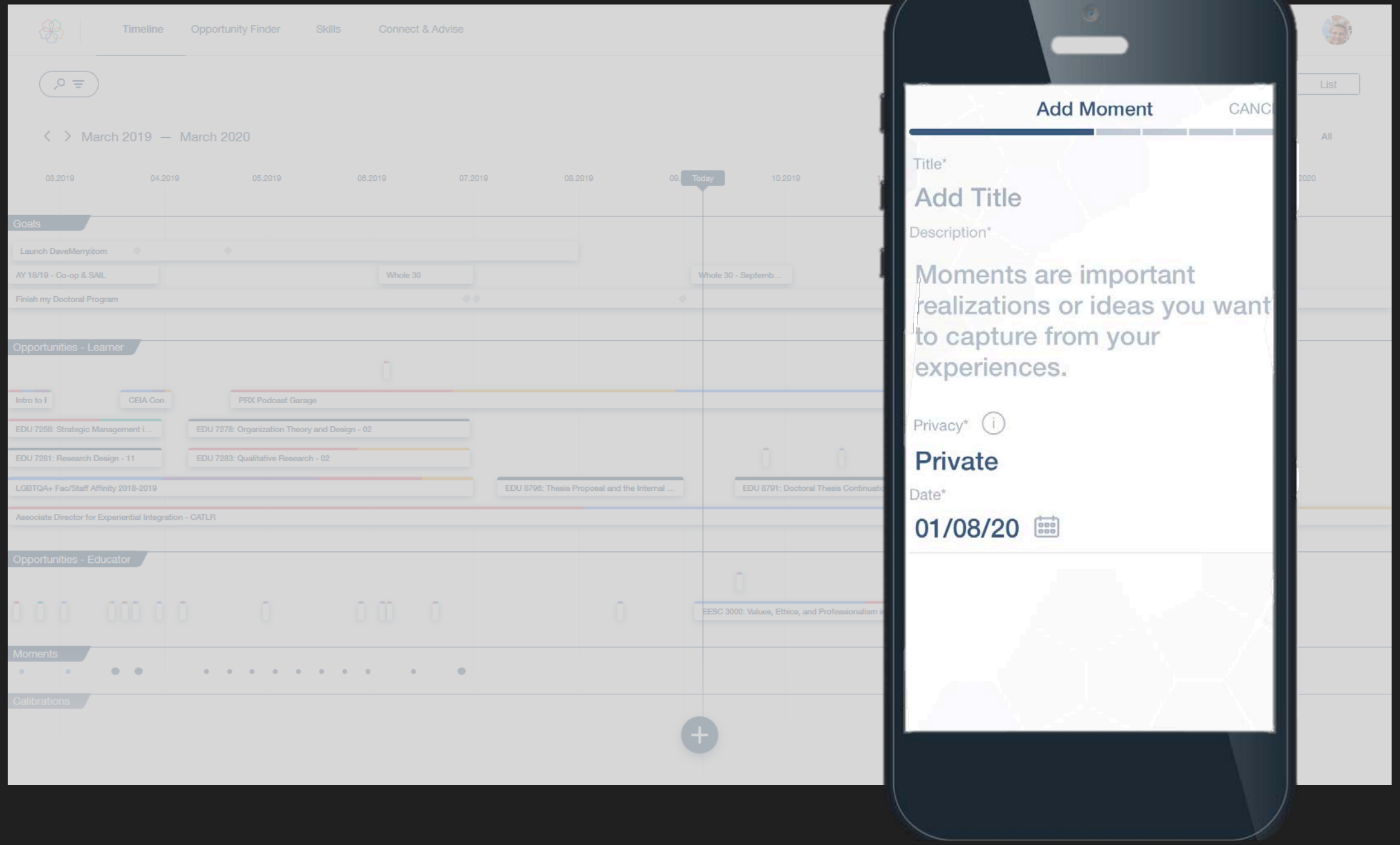
Club - Member
NU Stage Musical Theater Company
Starts March 13, 2019
NU Stage Musical Theater Company is
I G C P W

Club - Member
Botanical Society of Northeastern University
Starts September 10, 2019
The Botanical Society of Northeastern
I G C P W

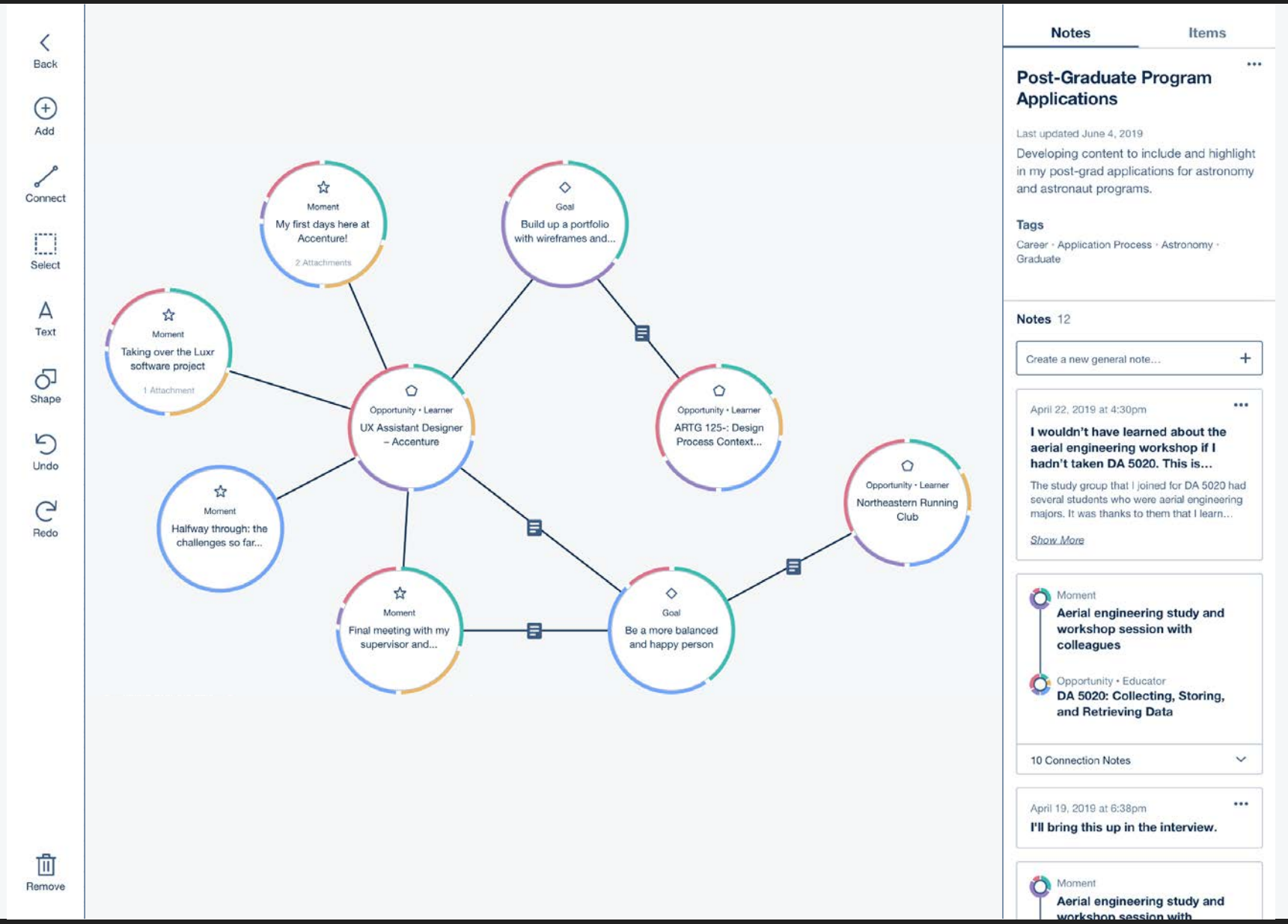
Club - Member
Financial Development
Starts May 4, 2018
By accessing the SABO website or
I G C P W

Club - Member
NU Italian Club
Starts July 18, 2019
Are you interested in joining an
I G C P W

Club - Member
Student Conduct Board
Starts September 2, 2019
The Student Conduct Board hears cases
I G C P W


Timeline
Opportunity Finder
Skills
Connect & Advise
March 2019 — March 2020
Today
Goals
Launch DaveMerry.com
AY 18/19 - Co-op & SAIL
Whole 30
Finish my Doctoral Program
Opportunities - Learner
PRX Podcast Garage
EDU 7258: Strategic Management i...
EDU 7278: Organization Theory and Design - 02
EDU 7281: Research Design - 11
EDU 7283: Qualitative Research - 02
LGBTQA+ Fac/Staff Affinity 2018-2019
Associate Director for Experiential Integration - CATLR
Opportunities - Educator
Moments
Calibrations
Add Moment
Title*
Add Title
Description*
Moments are important realizations or ideas you want to capture from your experiences.
Privacy*
Private
Date*
01/08/20

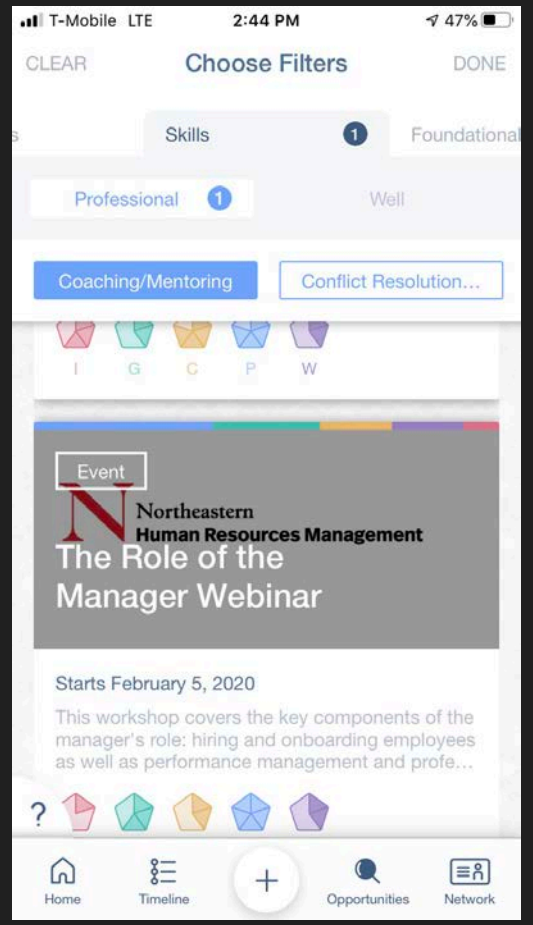
Timeline
Opportunity Finder
Skills
Connect & Advise
Skill Total
Skill By Level of Engagement
Aesthetic Appreciation
Computational Thinking
Design Thinking
Entrepreneurship
Information Literacy
Integrative Thinking
Quantitative Reasoning
Strategic Thinking
Systems Thinking
Cultural Agility
Inclusivity/Inclusive Action
Systems Thinking
Advocacy
Civic-Mindedness
Conflict Resolution/Transformation
Inclusivity/Inclusive Action
Networking
Systems Thinking
Coaching/Mentoring
Conflict Resolution/Transformation
Financial Literacy
Negotiation
Networking
Organization
Planning
Strategic Thinking
Time Management
Aesthetic Appreciation
Boundary Setting
Self-Care
Self-Control
Time Management
Collaboration/Teamwork
Comfort with Ambiguity
Communication
Level of Engagement
Generative
Active
Passive


Back
Add
Connect
Select
Text
Shape
Undo
Redo
Remove
Moment
My first days here at Accenture!
2 Attachments
Goal
Build up a portfolio with wireframes and...
Moment
Taking over the Luxr software project
1 Attachment
Opportunity • Learner
UX Assistant Designer – Accenture
Opportunity • Learner
ARTG 125-: Design Process Context...
Opportunity • Learner
Northeastern Running Club
Moment
Halfway through: the challenges so far...
Moment
Final meeting with my supervisor and...
Goal
Be a more balanced and happy person
Notes
Items
Post-Graduate Program Applications
Last updated June 4, 2019
Developing content to include and highlight in my post-grad applications for astronomy and astronaut programs.
Tags
Career · Application Process · Astronomy · Graduate
Notes 12
Create a new general note...
April 22, 2019 at 4:30pm
I wouldn't have learned about the aerial engineering workshop if I hadn't taken DA 5020. This is...
The study group that I joined for DA 5020 had several students who were aerial engineering majors. It was thanks to them that I learn...
Show More
Moment
Aerial engineering study and workshop session with colleagues
Opportunity • Educator
DA 5020: Collecting, Storing, and Retrieving Data
10 Connection Notes
April 19, 2019 at 6:38pm
I'll bring this up in the interview.
Moment
Aerial engineering study and

The SAIL Technology in Action

Gaining Relevant Experience

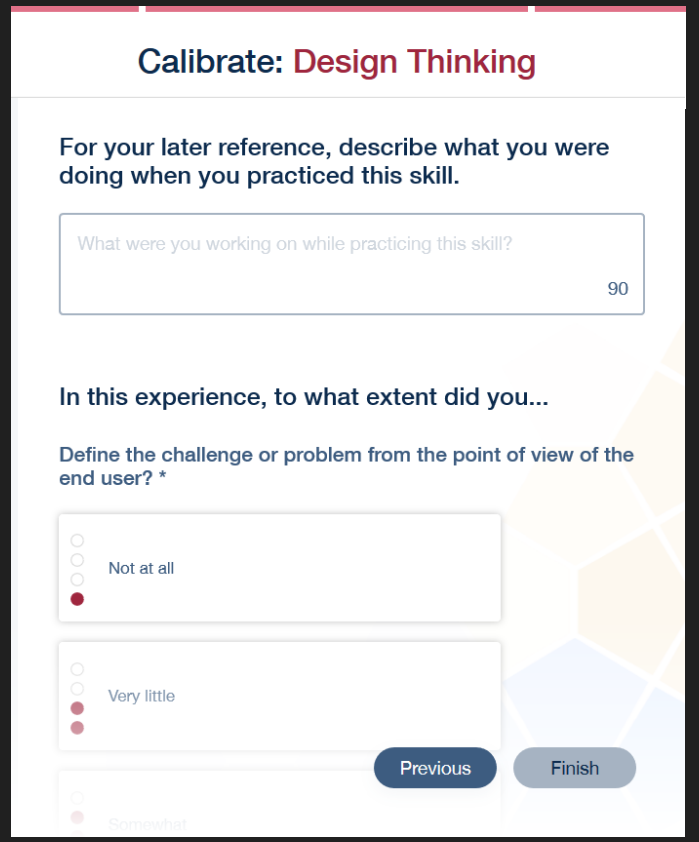
- Easier to find experiences that can build critical transferable skills
- See unexpected skills in familiar programming
- Exposure to experiences outside of the typical when searching for skills rather than event titles



The SAIL Technology in Action

Skill Calibrations in the Classroom

- Instructor asks students to calibrate themselves on 4-5 SAIL skills that they feel are personally and professionally important
- Students track experiences over the semester, proactive and reactively related to those skills
- Reflect on growth over time, and connect to goals and next-steps



The SAIL Technology in Action

Longitudinal Learning on Co-op

- Identify skills to build and inform their co-op job choices and learning objectives
- Write Moments about each interview and each job outcome, tagging each to skills
- Reflect in SAIL during the co-op experience
- Connect to past and future experiences, decisions and goals

Assessing SAIL's Impact

- Adoption and engagement
- Qualitative analysis of reflective writing
- Collecting stories from students and educators

Overview of the Webinar

- The Context for Change
- Northeastern's Response: SAIL
- The SAIL Framework and Technology
- Takeaways and Transferables
- Questions

Takeaways and Transferables

Identify a core set of skills for students within your sphere of influence

- Backward-map past experiences
- Seek new opportunities
- Have career and skill-based conversations with other educators
- Journal/reflect with these skills as prompts

References: tinyurl.com/MerryCEIA

Takeaways and Transferables

Identify a platform(s) to capture experiences and insights tagged to those skills

- Embed prompts in conversations with students, and consider automating email prompts
- Facilitate small groups to journal and share for accountability and feedback

References: tinyurl.com/MerryCEIA

Takeaways and Transferables

Bring the conversation about skills to colleagues throughout the institution, but targeted for the audience

- Take on the role of educator/leader amongst staff and faculty in other units by providing professional development opportunities about students' career development
- Facilitate opportunities for students to practice articulating skill-based stories with non-career educators

Overview of the Webinar

The Context for Change

Northeastern's Response: SAIL

The SAIL Framework and Technology

Takeaways and Transferables

Questions

More info about SAIL at:
sail.northeastern.edu

References for this workshop at:
tinyurl.com/MerryCEIA

Contact Dave at:
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linkedin.com/in/davemerry