

PATH FOR CAREER READY COMPETENCIES

POTENTIAL QUESTIONS

What is my role as a supervisor or advisor?

Each advisor/supervisor is responsible for submitting a position description, enrolling the student in the Path for Career Ready Competencies, meeting 1:1 to discuss the Path timeline, conduct a Mid-Year Check In to provide feedback and facilitate reflection, and ensure the student completes the Path by the 10th month of employment/leadership.

What kind of data will we have access to from this process?

Student Affairs will share the Skill Development Survey data with the appropriate departments on a monthly basis. Student Affairs will process a report in May of each year that includes the previous year's End-of-Experience results and qualitative reflections. This will be published to assess growth and satisfaction with the Career Ready Competencies model.

What if my student is selected mid-year?

The Path is designed to support all students regardless of the position start date. The Path is broken down by months (Months 1-3, 4-6, 7-9). This allows you to enroll a student at any given point. For data collection purposes, students who begin the Path between May and September and conclude by the following May will be included for end-of-year, collective learning reports. However, all departments will receive each student's Skill Development Survey results (distributed monthly) to be aware of entry level competence.

I plan to keep my employee/leader for more than one year, will they re-complete the Path?

The Path will be piloted this year, and based on student and staff feedback, will be revisited for application in 2020-2021. At this time, we plan to add "My Own Way" advanced opportunities for student leaders that will be in their second or third year of application.

What if my student quits their position mid-year?

We understand that this will happen. Simply complete the Path Enrollment form to remove your student from the Path. This will not negatively impact your department. It is highly encouraged to meet with the student to discuss their developmental experience prior to their last day.

What if the student has multiple positions within Student Affairs?

The student is only responsible for completing the Path once. Their reflective experiences may result in discussion of more than one experience. As the supervisor, it is your responsibility to guide the student's development within the realm of that specific leadership/employment experience. The student, however, will not be asked to complete multiple Paths.



STUDENT AFFAIRS

The University of Alabama at Birmingham