Aligning Career Competencies with Course Learning Outcomes

I. **BASIC INTEGRATION:**
   *Include the NACE Career Competencies definitions in your syllabus to showcase to students the skills employers are seeking in graduates today, i.e:*

   - **EQUITY & INCLUSION:** Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.
   - **COMMUNICATION:** Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.
   - **TEAMWORK:** Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.
   - **CRITICAL THINKING:** Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.
   - **TECHNOLOGY:** Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.
   - **PROFESSIONALISM:** Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.
   - **CAREER & SELF DEVELOPMENT:** Proactively develop oneself and one’s career through continual personal and professional learning, awareness of one’s strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one’s organization.
   - **LEADERSHIP:** Recognize and capitalize on personal and team strengths to achieve organizational goals.
II. **INTERMEDIATE INTEGRATION:**

Integrate a new statement within your syllabus that explains how the NACE Career Competencies align with your Course Learning Outcomes in your own words, i.e.:

**CAREER COMPETENCIES that align with COURSE LEARNING OUTCOMES:**

Each year, the National Association for Colleges and Employers (NACE), surveys employers nationwide on the skills they desire in candidates today. The following are the desired attributes employers seek, that you will acquire through your work in this course, and will use throughout your career:

1. **EQUITY & INCLUSION:** Actively contribute to inclusive and equitable practices

2. **COMMUNICATION:** Demonstrate clear and respectful written and verbal communication

3. **TEAMWORK:** Build positive working relationships as a contributing team member

4. **CRITICAL THINKING:** Critically think through issues and independently resolve them

5. **TECHNOLOGY:** Adapt to a range of technology platforms

6. **PROFESSIONALISM:** Exhibit integrity and professionalism in your interactions

Showcase your attainment of these career competencies by including them on your resume, cover letter, and in your interview responses. For additional support, visit the Center for Career & Experiential Education.

III. **ADVANCED INTEGRATION:**

Dedicate a page of your syllabus to addressing the specific ways that your course aligns with the NACE Career Competencies, skills acquired in the course and how your students can market them to employers (See page 4 of the example syllabus below)

*Society for the Teaching of Psychology, Research & Analysis I*