

**CAREER DEVELOPMENT STUDENT LEARNING OUTCOMES**

MCUCSA Benchmarking Committee, 2010  
May 11, 2010

<p><b>CAS Learning &amp; Developmental Outcomes 2008</b></p> <p><b>The Council for the Advancement of Standards and Learning Reconsidered</b></p>	<p><b>CAS Learning Outcomes for Career Services 2006</b></p>	<p><b>National Career Development Guidelines 2003</b></p>	<p><b>National Association of Colleges and Employers</b></p>	<p><b>Proposed Framework for Minnesota College and University Career Services Association Student Learning Goals and Domains</b></p> <p><b>May 11, 2010</b></p>	<p><b>MCUCSA Student Learning Outcomes</b></p> <p><b>May 11, 2010</b></p>	<p><b>Individual Institution Career Services Student Learning Outcomes</b></p>
<p><b>Knowledge Acquisition, Construction, Integration, and Application</b></p> <p>Understanding knowledge from a range of disciplines. Connecting knowledge to other knowledge, ideas, and experiences. Constructing knowledge. Relating knowledge to daily life.</p>	<p><b>Intellectual Growth</b></p> <ul style="list-style-type: none"> <li>• Produces personal and educational goal statements.</li> <li>• Employs critical thinking in problem solving.</li> <li>• Uses complex information from a variety of sources including personal experience and observation to form a decision or opinion.</li> <li>• Obtains a degree.</li> <li>• Applies previously understood information and concepts to a new situation or setting.</li> <li>• Expresses appreciation for literature, the fine arts, mathematics, sciences, and social sciences.</li> </ul>	<ul style="list-style-type: none"> <li>• Use accurate, current, and unbiased career information during career planning and management</li> <li>• Master academic, occupational, and general employability skills in order to obtain, create, and maintain, and/or advance employment</li> </ul>		<p><b>Knowledge</b></p> <p>(Knowledge Acquisition, Construction, Integration and Application) CAS</p> <p>Domains:</p> <p>Knowledge acquisition</p> <p>Knowledge integration</p> <p>Knowledge construction</p> <p>Knowledge application</p>	<p>Students will identify, evaluate and use sources of information relevant to making career decisions.</p>	

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<p><b>Cognitive Complexity</b></p> <p>Critical thinking</p> <p>Reflective thinking</p> <p>Effective reasoning</p> <p>Creativity</p>		<ul style="list-style-type: none"> <li>Integrate changing employment trends, societal needs, and economic conditions into career plans</li> </ul>		<p><b>Thinking</b></p> <p>(Cognitive Complexity) CAS</p> <p>Domains:</p> <p>Critical thinking</p> <p>Reflective thinking</p> <p>Effective reasoning</p> <p>Creativity</p> <p>Systems thinking</p> <p>Quantitative reasoning</p>	<p>Students will identify, evaluate and use sources of information relevant to making career decisions.</p>	
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<p><b>Intrapersonal Development</b></p> <p>Realistic self-appraisal, self understanding, and self-respect.</p> <p>Identity development.</p> <p>Commitment to ethics and integrity.</p> <p>Spiritual awareness</p>	<p><b>Realistic Self Appraisal</b></p> <ul style="list-style-type: none"> <li>• Articulates personal skills and abilities</li> <li>• Makes decisions and acts in congruence with personal values</li> <li>• Acknowledges personal strengths and weaknesses</li> <li>• Articulates rationale for personal behavior</li> <li>• Seeks feedback from others</li> <li>• Learns from past experiences</li> </ul> <p><b>Spiritual Awareness</b></p> <ul style="list-style-type: none"> <li>• Develops and articulates personal belief system</li> <li>• Understands roles of spirituality in personal and group values and behaviors</li> </ul> <p><b>Enhanced Self-Esteem</b></p> <ul style="list-style-type: none"> <li>• Shows self-respect and respect for others</li> <li>• Initiates actions toward achievement of goals</li> <li>• Takes reasonable risks</li> <li>• Demonstrates assertive behavior</li> <li>• Functions without need for constant reassurance from others</li> </ul> <p><b>Clarified Values</b></p> <ul style="list-style-type: none"> <li>• Articulates personal values</li> <li>• Acts in congruence with personal values</li> <li>• Makes decisions that reflect personal values</li> <li>• Demonstrates willingness to scrutinize personal beliefs and values</li> <li>• Identifies personal, work and lifestyle values and explains how they influence decision making</li> </ul>	<ul style="list-style-type: none"> <li>• Develop understanding of self to build and maintain a positive self-concept</li> <li>• Integrate personal growth and change into career development</li> <li>• Balance personal, leisure, community, learner, family, and work roles</li> </ul>		<p><b>Self-Realization</b></p> <p>(Intrapersonal Development) CAS</p> <p>Domains</p> <p>Realistic self-assessment and understanding</p> <p>Identity development</p> <p>Moral Development</p> <p>Emotional intelligence</p> <p>Spiritual awareness</p>	<p>Students will analyze and articulate their interests, skills, values, and strengths and relate them to educational and career plans.</p>	
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<p><b>Interpersonal Competence</b></p> <p>Meaningful relationships</p> <p>Interdependence</p> <p>Collaboration</p> <p>Effective leadership</p>	<p><b>Meaningful Interpersonal Relationships</b></p> <ul style="list-style-type: none"> <li>• Develops and maintains satisfying interpersonal relationships</li> <li>• Establishes mutually rewarding relationships with friends and colleagues</li> <li>• Listens to and considers others' point of view</li> <li>• Treats others with respect</li> </ul> <p><b>Independence</b></p> <ul style="list-style-type: none"> <li>• Exhibits self-reliant behaviors</li> <li>• Functions autonomously</li> <li>• Exhibits ability to function independently</li> <li>• Accepts supervision as needed</li> <li>• Manages time effectively</li> </ul> <p><b>Collaboration</b></p> <ul style="list-style-type: none"> <li>• Works cooperatively with others</li> <li>• Seeks the involvement of others</li> <li>• Seeks feedback from others</li> <li>• Contributes to achievement of a group goal</li> <li>• Exhibits effective listening skills</li> </ul> <p><b>Leadership Development</b></p> <ul style="list-style-type: none"> <li>• Articulates leadership philosophy or style</li> <li>• Serves effectively in a leadership position in a student organization</li> <li>• Comprehends the dynamics of a group</li> <li>• Exhibits democratic principles as a leader</li> <li>• Exhibits ability to visualize a group purpose and desired outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• Develop positive interpersonal skills including respect for diversity</li> </ul>		<p><b>Relationship Competencies</b></p> <p>(Interpersonal Competence) CAS</p> <p>Domains</p> <p>Meaningful relationships</p> <p>Interdependence</p> <p>Collaboration</p> <p>Effective leadership</p> <p>Effective communication</p>	<p>Students will effectively present their qualifications to enhance their educational and career goals.</p>	
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<p><b>Humanitarianism and Civic Engagement</b></p> <p>Understanding and appreciation of cultural and human differences. Global perspective. Social responsibility. Sense of civic responsibility.</p>	<p><b>Appreciating Diversity</b></p> <ul style="list-style-type: none"> <li>• Understands ones own identity and culture</li> <li>• Seeks involvement with people different from oneself</li> <li>• Seeks involvement in diverse interests</li> <li>• Articulate the advantages and challenges of a diverse society</li> <li>• Challenges appropriately abusive use of stereotypes by others</li> <li>• Understand the impact of diversity on one’s own society</li> </ul> <p><b>Social Responsibility</b></p> <ul style="list-style-type: none"> <li>• Understands and participates in relevant governance systems</li> <li>• Understands, abides by, and participates in the development, maintenance, and/or orderly change of community, social, and legal standards or norms</li> <li>• Appropriately challenges the unfair, unjust, or uncivil behavior of other individuals or groups</li> <li>• Participates in service/volunteer activities</li> </ul>			<p><b>Social Responsibility</b></p> <p>(Humanitarianism and Civic Engagement) CAS</p> <p>Domains</p> <p>Cross-cultural collaboration</p> <p>Global Perspective</p> <p>Ethical Social Action</p> <p>Civic Engagement</p>	<p>Students will develop and implement career plans which integrate self-assessment and occupational information and consider the ethical and global implications.</p>	
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<p><b>Practical Competence</b></p> <p>Pursuing goals.</p> <p>Communicating effectively.</p> <p>Technological competence.</p> <p>Managing personal affairs. Managing career development.</p> <p>Demonstrating professionalism.</p> <p>Managing health and wellness. Living a purposeful and satisfying life.</p>	<p><b>Effective Communication</b></p> <ul style="list-style-type: none"> <li>Writes and speaks coherently and effectively</li> <li>Writes and speaks after reflection</li> <li>Able to influence others through writing, speaking, or artistic expression</li> <li>Effectively articulates abstract ideas</li> <li>Uses appropriate syntax</li> <li>Makes presentations or gives performances</li> </ul> <p><b>Healthy Behavior</b></p> <ul style="list-style-type: none"> <li>Chooses behaviors and environments that promote health and reduce risk</li> <li>Articulate the relationship between health and wellness and accomplishing life long goals</li> <li>Exhibits behaviors that advance a healthy community</li> </ul> <p><b>Career Choices</b></p> <ul style="list-style-type: none"> <li>Articulate career choices based on assessment of interests, values, skills and abilities</li> <li>Documents knowledge, skills and accomplishments resulting from formal education, work experience, community service and volunteer experiences</li> <li>Makes the connections between classroom and out-of-classroom learning</li> <li>Can construct a resume with clear objectives and evidence of related knowledge, skills and accomplishments</li> <li>Articulates the characteristics of a preferred work environment</li> <li>Comprehends the world of work</li> <li>Takes steps to initiate a job search</li> </ul>	<ul style="list-style-type: none"> <li>Create and manage a career plan that meets personal goals</li> <li>Balance personal, leisure, community, learner, family and work roles</li> <li>Use a process of decision-making as one component of decision-making</li> <li>Attain educational achievement and performance levels needed to reach personal and career goals</li> <li>Participate in ongoing, lifelong learning experiences to enhance ability to function effectively</li> </ul>	<ul style="list-style-type: none"> <li>Develop self-knowledge related to career choices and work performance by identifying, assessing and understanding their competencies, interests, values, and personal characteristic</li> <li>Obtain educational and occupational information to aid career and educational planning and to develop an understanding of the work of work</li> <li>Select personally suitable academic programs and experiential opportunities that optimize future educational and employment options</li> <li>Take responsibility for developing career decisions, graduate/professional school plans, employment plans, and/or job search competencies</li> <li>Prepare for finding suitable employment by developing job-search skills, effective candidate presentation skills, and an understanding of the fit between their competencies and both occupational and job requirements</li> <li>Gain experience through student activities, community service, student</li> </ul>	<p><b>Life Skills</b></p> <p>(Practical Competence) CAS</p> <p>Domains</p> <p>Pursuit of goals</p> <p>Sense of Purpose</p> <p>Technological competence</p> <p>Management of personal affairs</p> <p>Career Development</p> <p>Professional skill development</p> <p>Maintenance of health &amp; wellness</p>	<p>Students will develop and implement career plans which integrate self-assessment and occupational information and consider the ethical and global implications.</p>	
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	<p>or seek advanced education</p> <p><b>Personal and Educational Goals</b></p> <ul style="list-style-type: none"> <li>• Sets, articulates, and pursues individual goals</li> <li>• Articulates personal and educational goals and objectives</li> <li>• Uses personal and educational goals to guide decisions</li> <li>• Understands the effect of one's personal and educational goals on others</li> </ul> <p><b>Satisfying and Productive Lifestyle</b></p> <ul style="list-style-type: none"> <li>• Achieves balance between education, work, and leisure time</li> <li>• Articulates and meets goals for work, leisure, and education</li> <li>• Overcomes obstacles that hamper goal achievement</li> <li>• Functions on the basis of personal identity, ethical, spiritual, and moral values</li> <li>• Articulates long term goals and objectives</li> </ul>		<p>employment, research projects, cooperative education, internships, and other opportunities</p> <ul style="list-style-type: none"> <li>• Link with alumni, employers, professional organizations, and others who will provide opportunities to develop professional interests and competencies, integrate academic learning with work, and explore future career possibilities</li> <li>• Seek a desired employment opportunity or entry into an appropriate educational, graduate, or professional program</li> <li>• Prepare to manage their careers after graduation</li> </ul>			
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**Bibliography**

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