

# Measuring Student Development of Professional Formation Competencies



**Office of  
Research and  
Innovation**

## Summary

Career readiness is the foundation for successful entry into the workforce. It provides a framework for students to reflect on learning and experiences, regardless of academic program, and identify key skills they have developed that are most desired by employers. The National Association of Colleges and Employers (NACE) surveyed employers and identified the 8 career readiness competencies ranked highest as indicators of career readiness. A cross-campus committee built upon the work of NACE to develop the Marquette University Professional Formation Competencies. Infusing Marquette's Guiding Values into the NACE career readiness competencies, the committee provided structure to guide professional formation as a part of a distinctively Marquette education. This project aims to build on this work and measure career readiness, as defined by the Professional Formation Competencies, in order to grow awareness of career readiness on campus and improve the career readiness of all students.

## Beyond Boundaries

### **Pursuit of Academic Excellence for Human Well-being**

SkillSurvey will enhance the experience of student employment by showing students the career ready skills they are gaining on the job. Many students are unaware of the Professional Formation Competencies they are building in student employment and the impact it can have on their future success. By becoming aware of these skills, acknowledging development in them, learning how to talk about them, and applying them in other settings student employment becomes an experiential education experience. This deeper experiencing, reflecting, thinking, and acting enhances students out-of-classroom learning and will contribute to students securing the best possible career paths.

### **Sustainability of Valuable Resources**

Adopting a software solution for student employee performance appraisal will standardize the student experience with employment feedback, provide a ready-to-use system for student supervisors, and streamline the process for users (survey response time averages 10 minutes). The easy-to-access backend data will provide insights into student learning on the job for each department, across all users, and for Marquette as a whole.

## Milestones

### **Fall 2023**

- Adopt SkillSurvey for use in end-of-semester student employee performance appraisals in the Career Services Center, Business Career Center, AMU, and Rec Sports. Establish performance appraisal process, complete appraisals, and begin analyzing data.

### **Spring 2024**

- Repeat end-of-semester student employee performance appraisals in the Career Services Center, Business Career Center, AMU, and Rec Sports. Assess impact of completing SkillSurvey on awareness of career readiness competencies and on student employment experience using data gathered through SkillSurvey.

## About Our Team

- Courtney Hanson, Director, Career Services, Marquette University, Project Lead
- Eric Wolffersdorff, Student Employment Manager, Financial Aid, Marquette University – Consultant
- Maria Mostek, Associate Director, Career Services, Marquette University – Student Supervisor
- Hannah Lubar, Director, Business Career Center, Marquette University – Student Supervisor
- Zack Kohlwey, Assistant Director, AMU, Marquette University – Student Supervisor
- James Friel, Associate Director, Rec Sports, Marquette University – Student Supervisor

