



The role of the university in enhancing students' career capital

Jarosław Polak PhD

University of Silesia in Katowice, Poland

Institute of Psychology

Three case studies

- Claims of president of big company operating in energy sector
- Problems with students during diploma seminar
- The successful story of group of students editing and publishing students magazine

Very subjective and pessimistic snapshot

- Average nowadays students represent common styles and attitudes that make strongly difficult to achieve educational goals.
- Lack of motivation for the growth and development, difficulties in determining priorities, cynicism, low plasticity range.
- Gradually but clearly the potential of young people to achieve professional goals is decreasing.

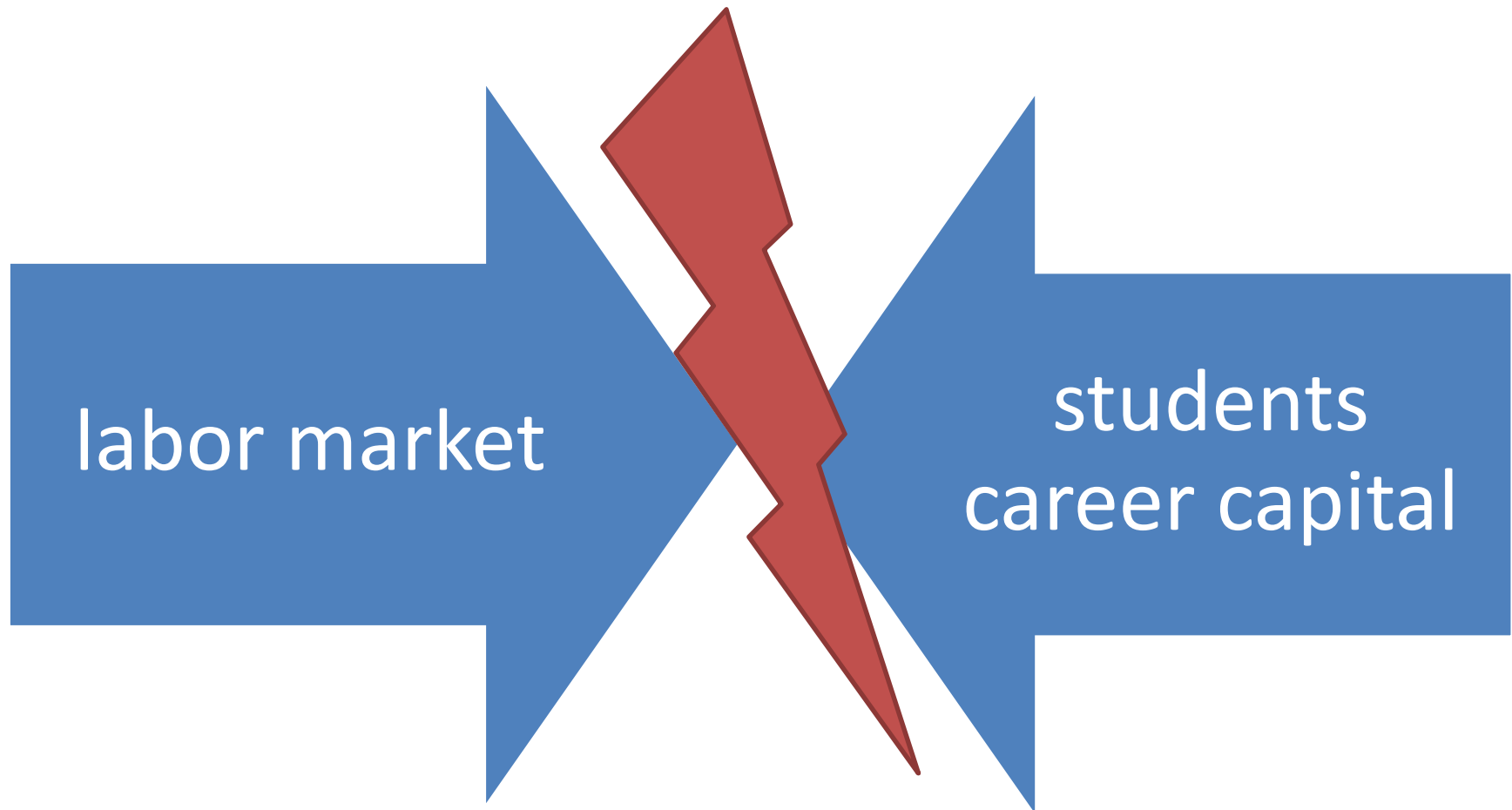
What are real demands?

- In today's dynamic business environment companies cannot offer individuals **jobs and careers for life**
- the responsibility to manage careers no longer rests with the organization.

‘Protean’ career reality

- Careers are seen to be managed by the person and not the organization, consist of
 - lifelong series of experiences,
 - skills,
 - learning,
 - transitions and identity changes,
 - development is self-directed,
 - relational

Are our students ready to build their career in such environment?

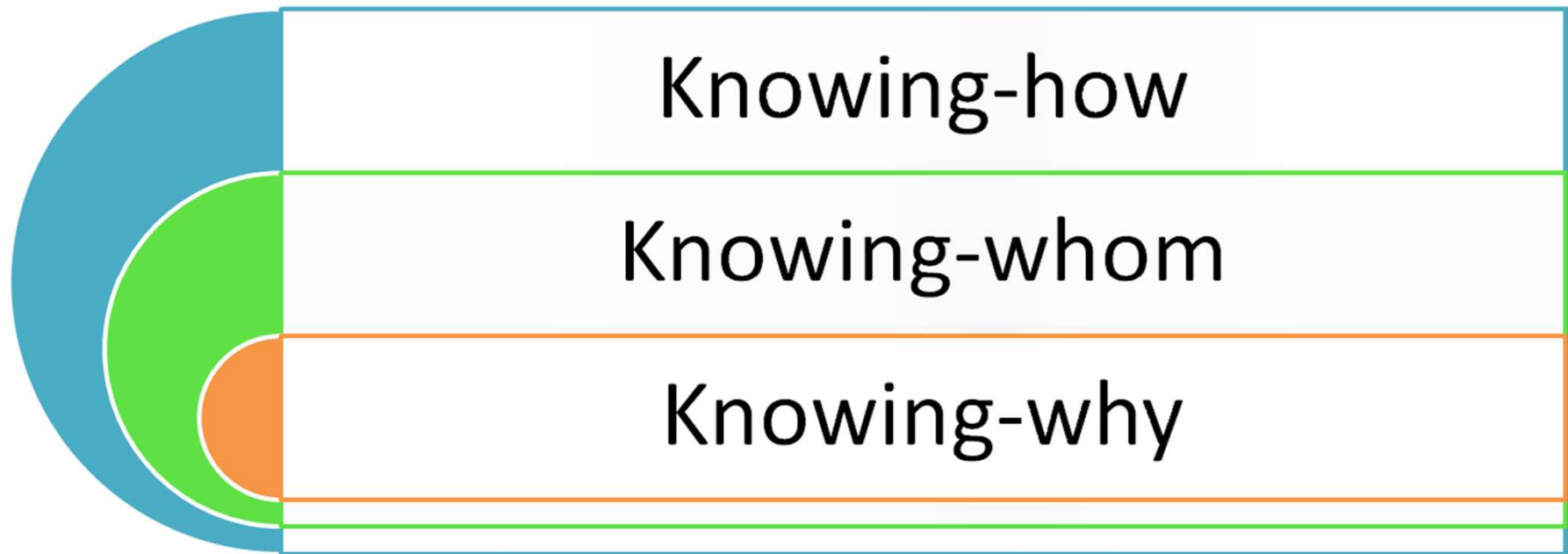


Career capital

- Career capital is a wide range of competencies which are obtained in the course of life.
- The individual resources accumulated in the process of early stages of education.
- In the case of students CC is the predictor of achieve and maintain satisfactory employment upon graduation, as well as a satisfying career.

Career capital

- The resource-based view of the career holds that individual career capital consists of three ways of knowing.



Knowing-why career capabilities

Provide the owner with:

- motivational energy,
- sense of purpose,
- motivation
- identification with the world of work and are
- confidence,
- selfassurance to pursue a desired career path (Inkson & Arthur, 2001).

Mainly influenced by family, schools other non-work circumstances

Emerging adulthood by Jeffrey J. Arnette (2004, 2007)

- EA is treated in contemporary western psychology as a new developmental stage, characteristic for modern western societies.
- EA is characterised mainly by the feeling of “being in-between” (*kidults* or *adultescents*)
- Seems to have its source in the psychic qualities of young people such as i.e. the lack of readiness to take up the responsibility for themselves and others.

The reasons?

(Luyckx, Schwarz et al., 2008)

- Lack of adequate support for young people when they build a project of life and take the first attempts to verify their self-reliance.
- To broad independence increases the likelihood of experiencing uncertainty and anxiety, increases the difficulty of clear self-determination and makes it difficult to take important decisions in life.

The world of too many choices



- Narcissistic culture
- Family crisis
- Hedonistic life style
- Orientation towards consumption
- Degradation and disappearance of rites of passage

What we can do?

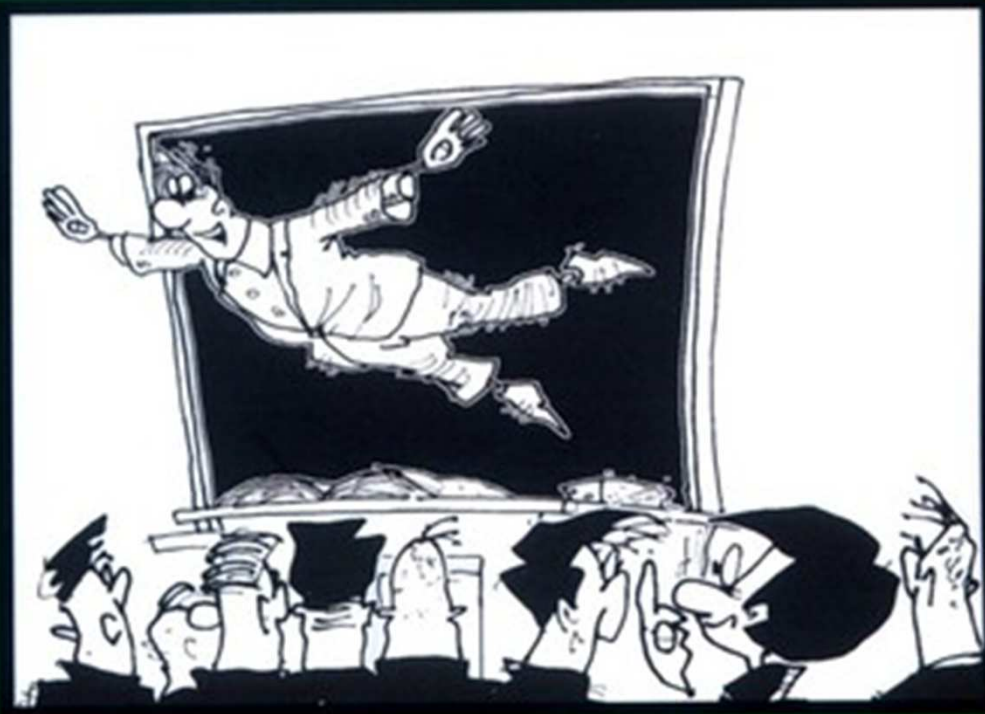
- Is university responsible for „upbringing” students?
- Is university able to develop *knowing-why* career capital?

Three ways of acting

- Projects outside the university
- Typical careers office activities
- Through the process of education (teachers as supporters and career agents)

„I teach well” trainings





DOBRCZE UCZĘ

Zarys systemu dobrych praktyk dydaktycznych
w uczelni wyższej

Redakcja:
Barbara Kożusznik
Jarosław Polak



Uniwersytet Śląski

WW

OFICyna WYDAWNICZA

2011

„I teach well. The
outline of good
practices system in
academic
teaching”

Modelling practices (at School of Management)

- Students group projects aimed to change the world around the university
- With real and rational output
- Costless
- With the little support of teachers
- Included in the curriculum

„Young Specialist”

- 3-months internship, financed by the company.
- Directed to all students who finished at least 1st year of studies.
- Organized according to detailed programme
- 2 supervisors – one from company and one from the University.
- It's aim is to enable students to gain their first professional experience within a business project.

„Young Manager”

- 2-years internship, financed by the company.
- Directed to all students who finished at least 3rd year of studies.
- Organized according to detailed programme
- 2 supervisors – one from company and one from the University.
- Its aim is to shape a student as a future employee, usually students go through several departments fulfilling various tasks.
- Development Centre is organized at the finish of the programme and company decides whether to employ the student or not.

Preparation to entering the labour market – programme realised at mathematics

- 80 hour programme for students from 2nd year onwards:
 - individual resources
 - labour market characteristics
 - how to apply for a job
 - law regulations concerning work
 - entrepreneurship

Joined small research projects (at Institute of Psychology)

- In cooperation with Florida Institute of Technology and Chinese universities
- Students investigate interesting topics in cross-cultural psychology
- Fully additional activity
- Students can grant some extra credits

START project

- In cooperation with Academic Entrepreneurship Incubators.
- The START office offers space, consulting, funds, support of existing business for new students companies.
- To open up an „window” for students and other interested parties to get the possibility to found and growth of an start-up company in reality.

„...so I am”



WIĘC JESTEM!
STUDENCKI SERWIS ROZWOJU

CZUJĘ
MYŚLĘ
STUDIUJĘ
ROZWIJAM SIĘ
JESTEM WŚRÓD LUDZI
WIERZĘ
MAM PROBLEM
TWORZĘ

Studenckie radio... **egida**
Kliknij i słuchaj!

wielkość liter: A A

Lubię to! 820

Start

Co Nas Spine?
II EDYCJA

Celem kampanii jest promowanie ochrony i higieny zdrowia psychicznego. Do tej pory był to temat mało powszechny, zarówno w mediach jak i w środowisku akademickim. Jednak zwiększająca się nieustannie liczba studentów szukających pomocy uniwersyteckiego psychologa skłoniła do podjęcia widocznych działań w tym zakresie, zarówno w stosunku do studentów, jak i pracowników uczelni. Kampania ma na celu uświadomienie zainteresowanym, iż pełne i efektywne studiowanie nie jest możliwe bez właściwego komfortu osobistego

Thank you for your attention!

jaroslaw.polak@us.edu.pl

