

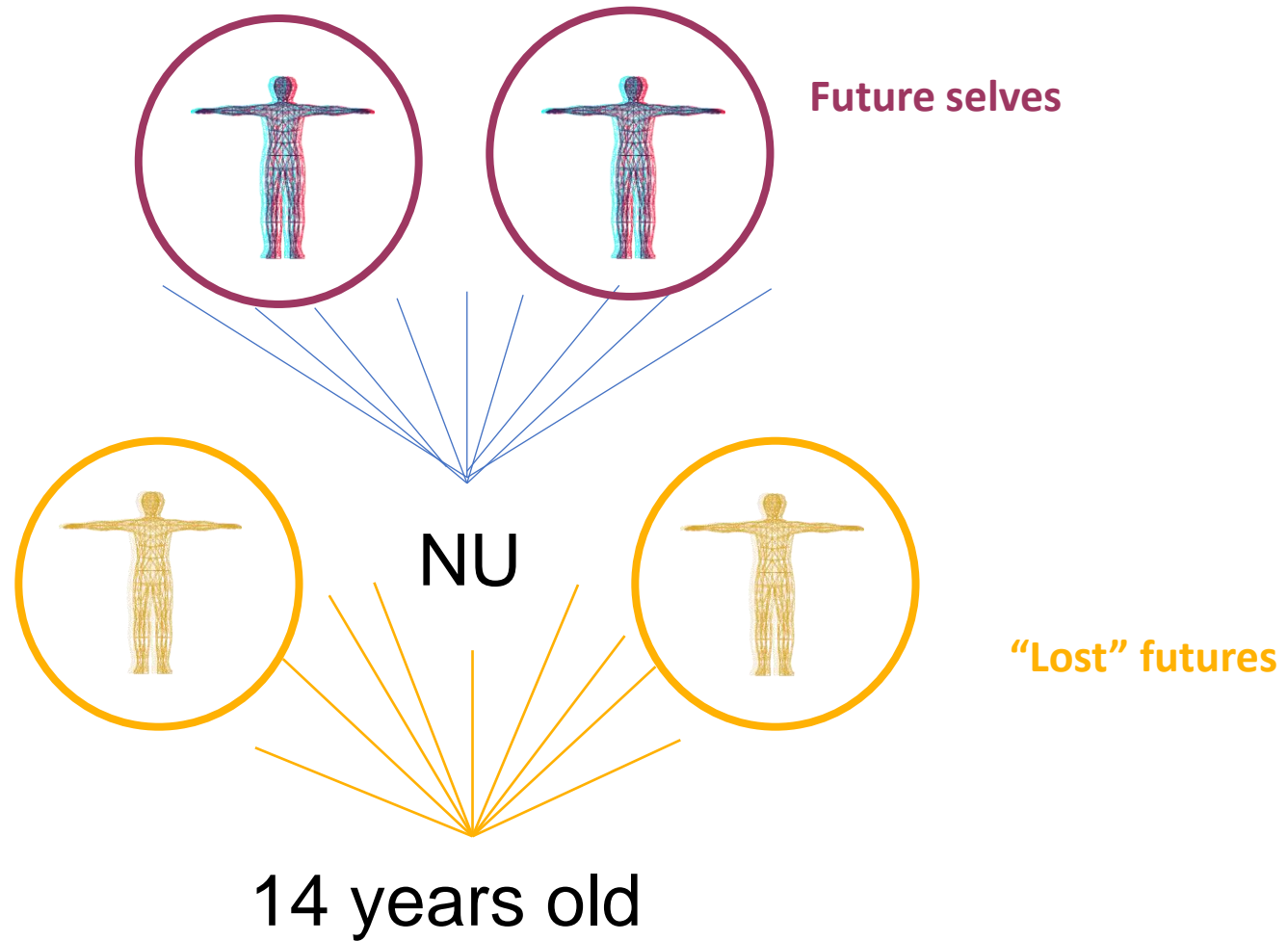


Career orientation improves motivation for skills education

BPW Academic Journey

Lisa Nieuwboer & Jet Vervoort

Lost futures



Why focus on the future/career orientation?

Future thinking can play an important role in guiding and motivating actions to bring about desired future states

(Henry 2020; Schubert et al., 2020; Peetz and Wilson 2008)

Academic Journey in BPW

Introduction Plant Sciences

Plant Sciences in Practice



★ Bachelor thesis
★ Core courses for the Academic Journey

**OWNERSHIP
DIFFERENTIATION**



You just started studying...

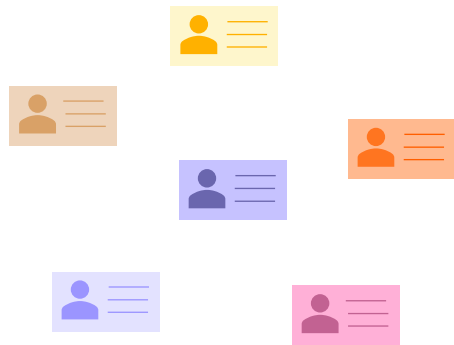
**What do YOU want to learn?
What SKILLS do YOU want to
develop?**



Your development?



Three activities in Introduction Plant Sciences



Exploring profiles of professionals

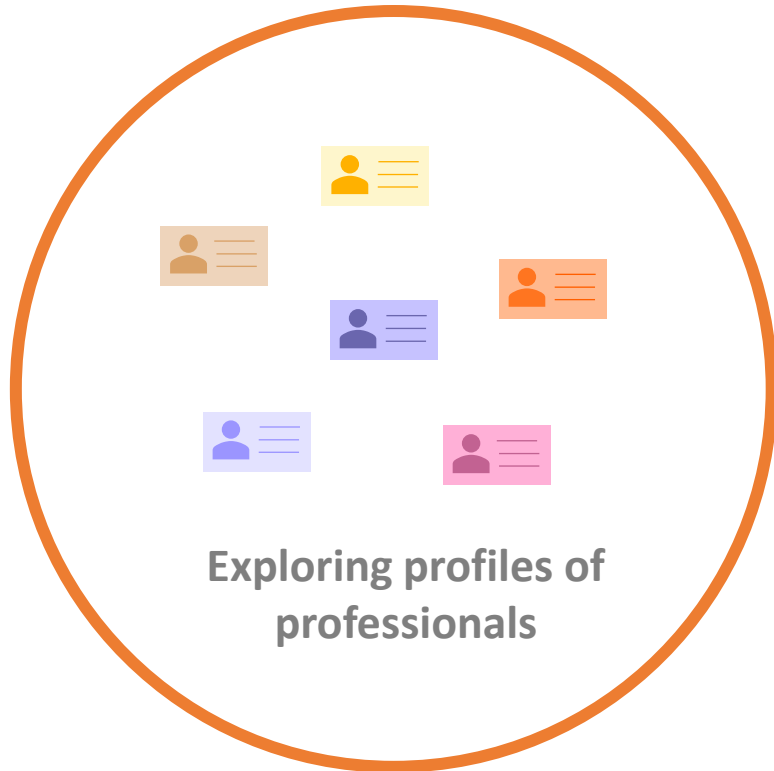


Future selves:
What do I want to do?



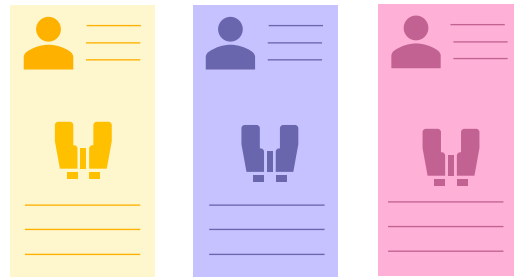
Personal Development Plan:
What do I need to train/learn?

Activity 1

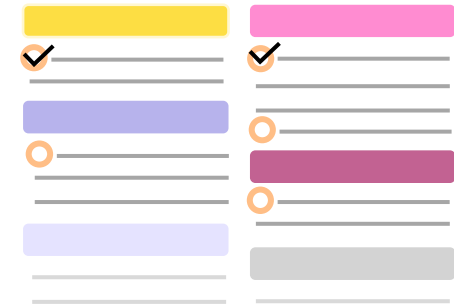


Exploring profiles of professionals

Purpose: To give students a better overview of activities of professionals in the current field and related skills.

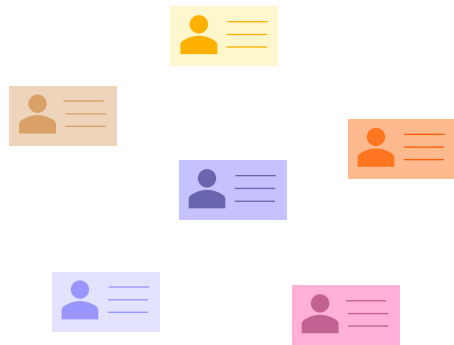


Future selves:
What do I want to do?



Personal Development Plan:
What do I need to train/learn?

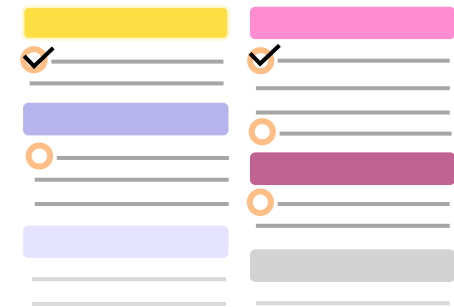
Activity 2



Exploring profiles of professionals



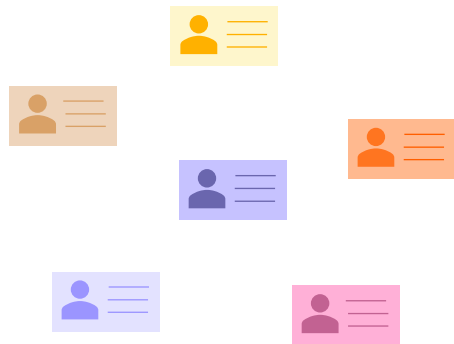
Future selves:
What do I want to do?



Personal Development Plan:
What do I need to train/learn?

Purpose: Students imagine future versions of themselves and foster a lifelong learning attitude

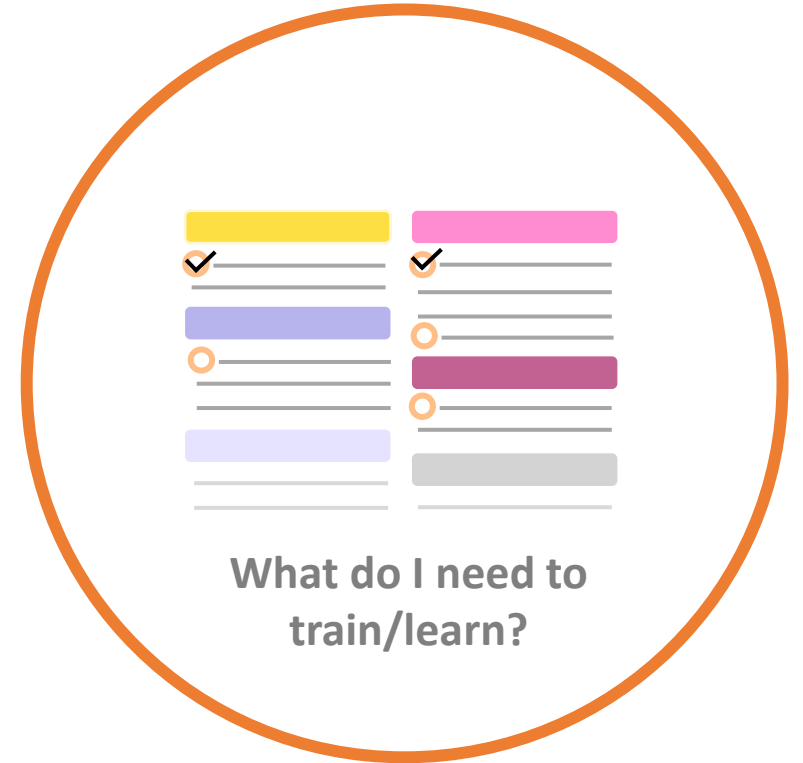
Activity 3



Exploring profiles of professionals



What do I want to do?

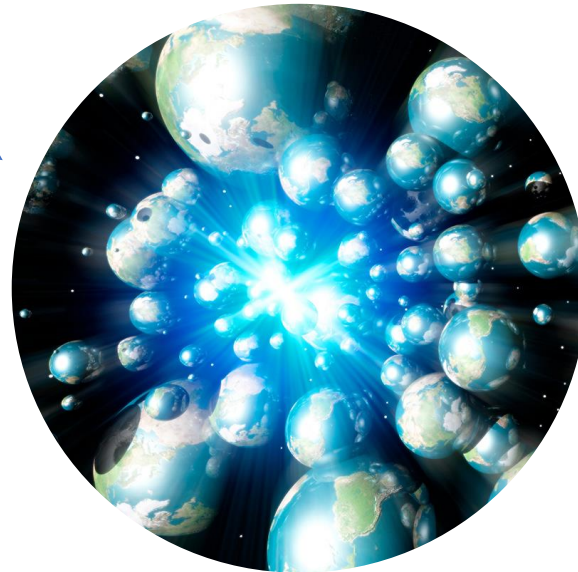
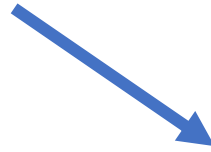
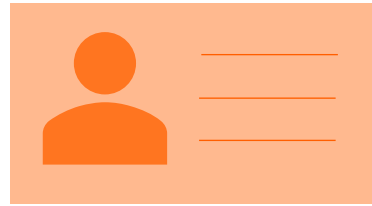
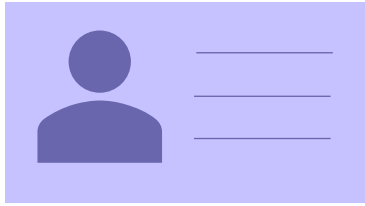


What do I need to train/learn?

Purpose: Getting students to identify discrepancies between where they are now and what they want to grow towards in terms of skills development + setting specific goals for the 1st year

- Brief tour of Activity 1 on Brightspace -

Starting point:
selected profiles in activity 1

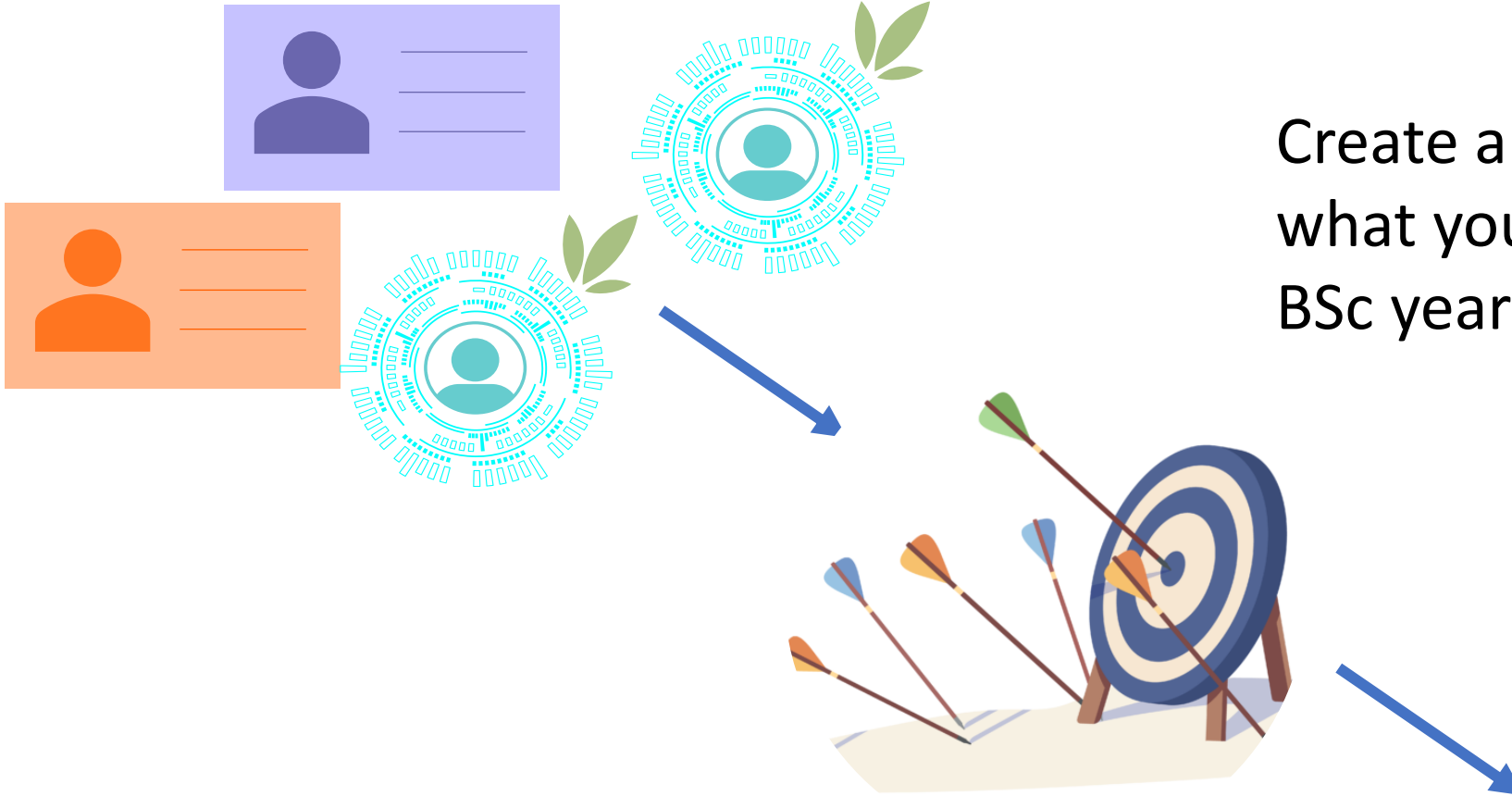


Students were then
“thrown” into 100 character
futures



Activity 2: Future selves

Starting point: Chosen profiles activity 1 +
Future selves activity 2



Create a specific plan of
what you want to work on in
BSc year 1

Activity 3: Personal development plan

Ownership in your
journey

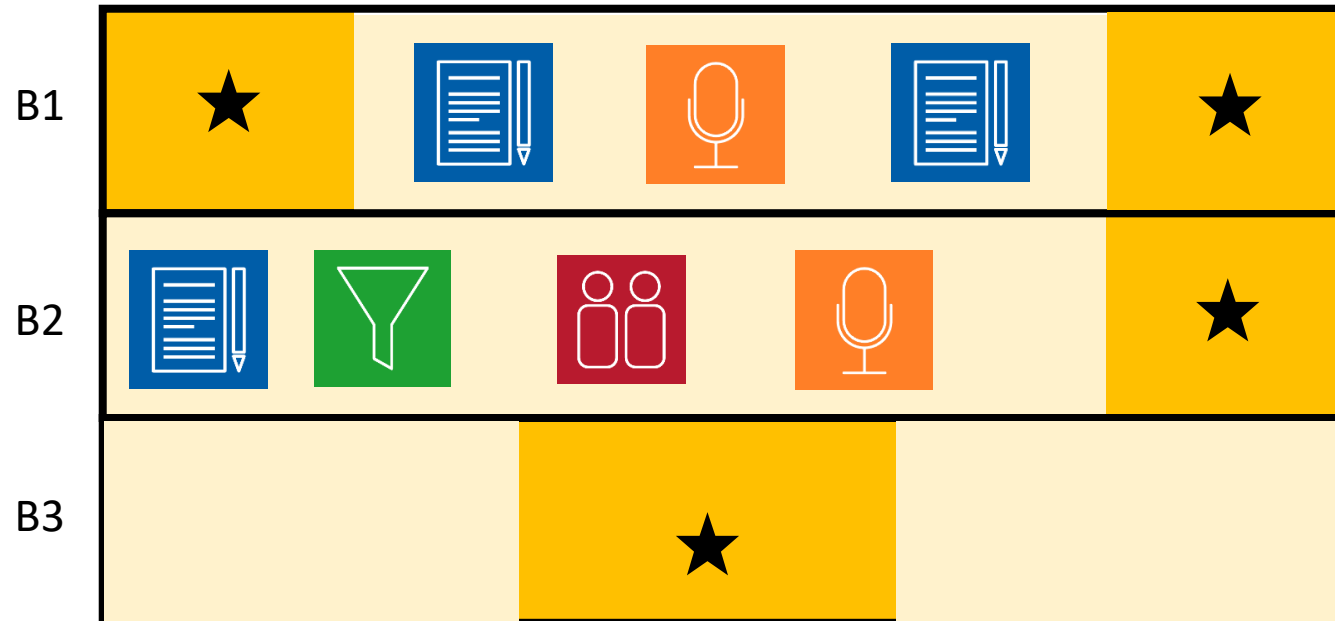
A living document



BPW Academic Journey

Introduction Plant Sciences

Plant Sciences in Practice

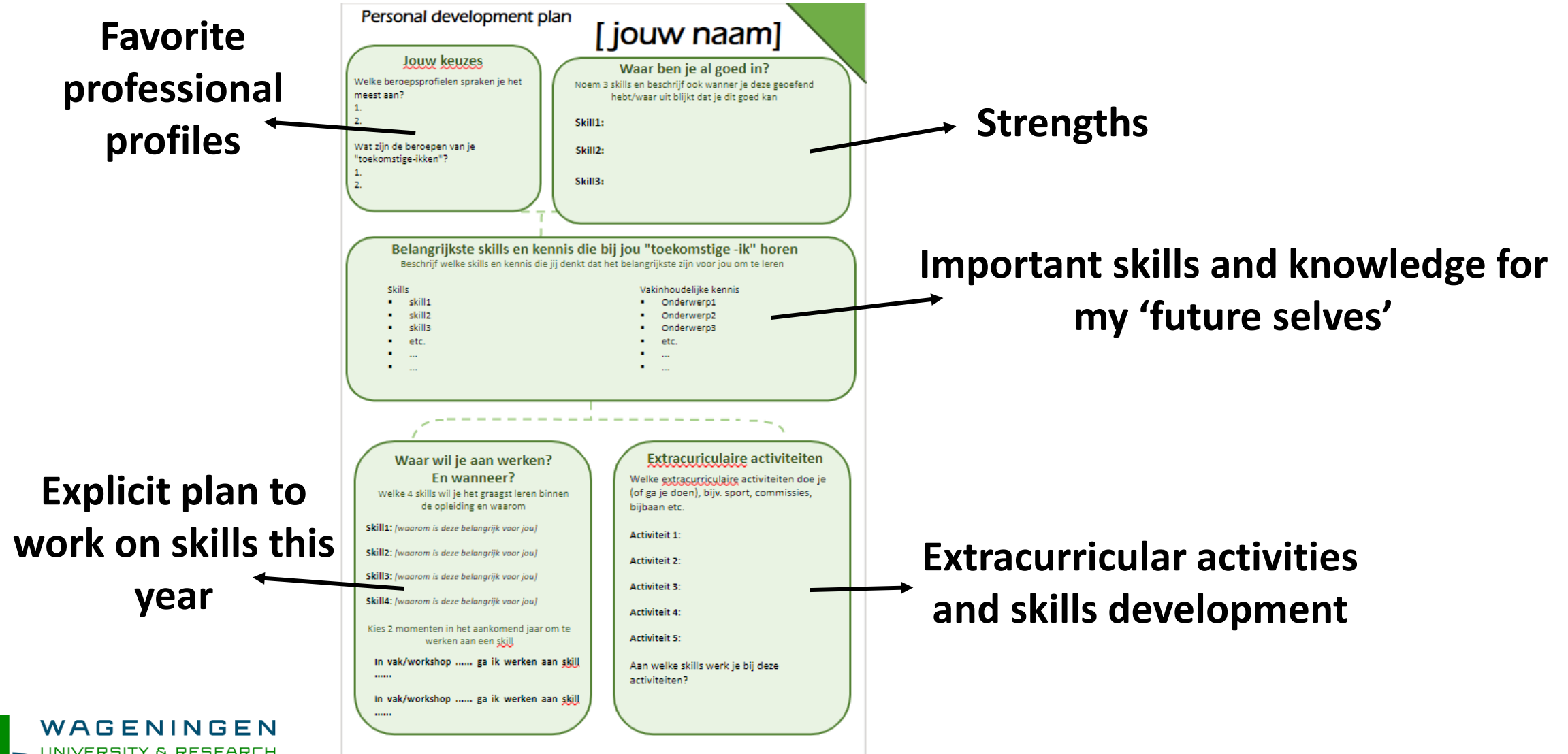


Research Methodology in Plant Sciences

Bachelor thesis

★ Core courses for BPW Academic Journey

The components of the Personal Development Plan



Which skills can you practice in courses?

Voorbeeld beroepsprofiel Beleidsmedewerker

Academic writing

- Structuring a report
- Information literacy
- (Critical) argumentation
- Academic English

Presenting

- Structuring a presentation
- (Non) verbal communication
- Academic English

Research

- Making a research plan
- Lab skills
- Data analysis
- Modelling
- Critical thinking








Other

Workshops and extra-curricular activities

Communication

- Collaboration
- Receiving and giving (peer)feedback
- Communicate with people from another background
- Communicate with people with a different expertise

Skills

-  Academisch schrijven
-  Presenteren van je bevindingen aan verschillende soorten partijen
-  Data verwerken en analyseren
-  Communiceren met mensen met verschillende achtergronden, functies en perspectieven/visies
-  Organiseren (van vergaderingen, deadlines, projecten)
-  Aanpassen aan snel ontwikkelende projecten en beleidsaanpassingen
-  (Toekomstige) problemen inschatten en oplossen



When can you practice skills in courses?

Overzicht skills BPW jaar 1 ▾



● Centrale instructie

● Geen centrale instructie

Vak	analyse	Modelleren	Kritisch nadenken	Verslagopzet maken	Informatievaardigheden	Argumenteren en kritische reflectie	Academisch Engels	Samenwerken	(Peer)feedback geven en ontvangen
Introduction Plant Sciences				●	●	●	●	●	●
Mathematics 1		●							●
Statistics 1	●		●				●	●	●
Statistics 2	●	●	●				●	●	●

In dit vak schrijf je een reviewpaper over een gewas, in de handleiding "richtlijnen wetenschappelijk schrijven" kan je meer lezen over het opzetten en structureren van een review.

Overall evaluation

Response: 88%

“It was clearly stated for each job what skills you need and there were also still things you don't think of at first glance when you think of that job.”

“It helped me to identify skills I would like to develop. It has put emphasis on what I should be able to do, allowing me to determine for myself what is important to me.”

I feel like I know myself quite well, so I was able to pinpoint what I still wanted to explore and improve. I also found out that the university offers quite a lot of things to help people.

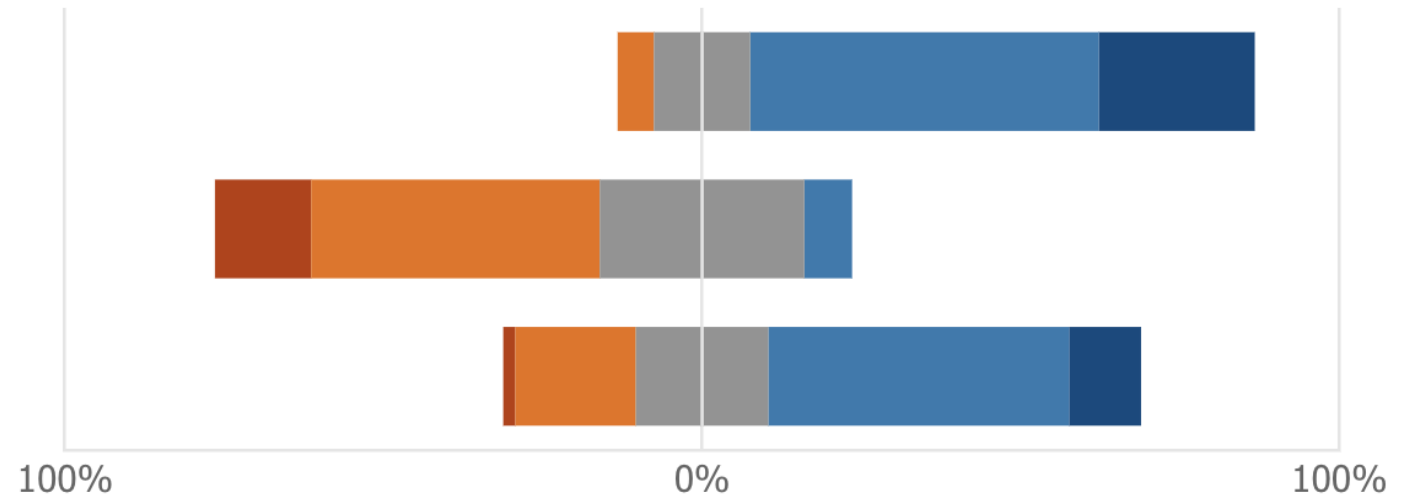
Evaluation per activity

■ Niet nuttig ■ Niet zo nuttig ■ Neutraal ■ Nuttig ■ Zeer nuttig

Activiteit 1: Beroepsprofielen

Activiteit 2: Future selves

Activiteit 3: Personal development plan



Evaluation: activity 1 profiles of professionals

■ Niet nuttig ■ Niet zo nuttig ■ Neutraal ■ Nuttig ■ Zeer nuttig

Activiteit 1: Beroepsprofielen



“I enjoyed getting comprehensive information about what the professional life of a Plant Scientist can be like.”

“I was not aware of the diversity of professional profiles and now I am. I now understand better what information and skills you need. Before, it was all rather vague to me.”

Evaluation: activity 2 Future selves

■ Niet nuttig ■ Niet zo nuttig ■ Neutraal ■ Nuttig ■ Zeer nuttig

Activiteit 2: Future selves



“Activity 2 I found less useful; the questions felt like they were overlapping but it was a fun way to think about the topic.”

“Future selves I did not find very informative, fantasizing about your distant future is fun but not very useful for the now.”

“Yes, you were prompted to consider what skills became more important in your world and what new skills you might need in the future”

Feedback in pilot in P6

Evaluation: activity 3 Personal Development Plan

■ Niet nuttig ■ Niet zo nuttig ■ Neutraal ■ Nuttig ■ Zeer nuttig

Activiteit 3: Personal development plan

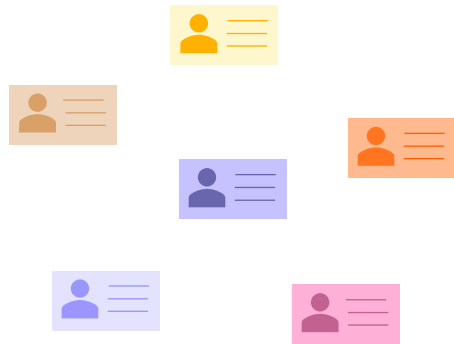


“I found this activity very useful because it got me thinking about what skills I want to build in the coming years. It was also a kind of self-reflection that gives a good insight into the weaknesses I want to work on.”

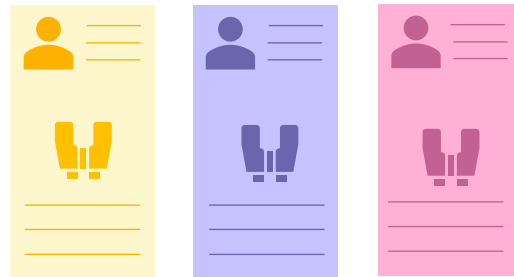
“I noticed that I am mostly concerned with period 1 survival rather than thinking about later in the year or even my future.”

“I found it useful because it asks you not only what you still want to learn but also what you are already good at and what goal you are setting for yourself this year.”

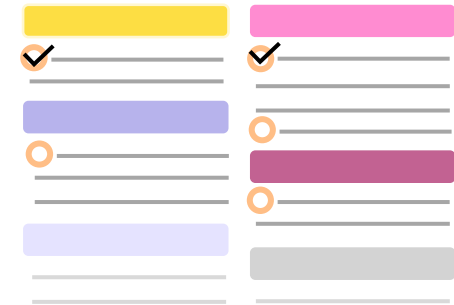
Changes made in P1 course



Exploring profiles of professionals

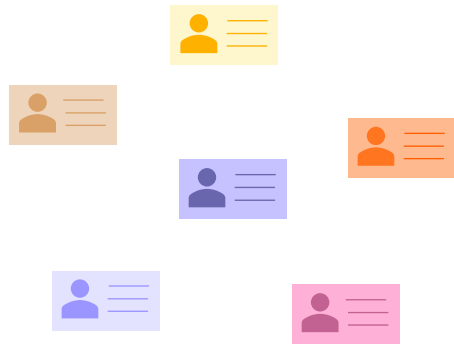


Future selves:
What do I want to do?

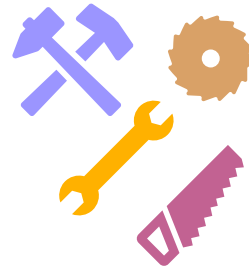


Personal Development Plan:
What do I need to train/learn?

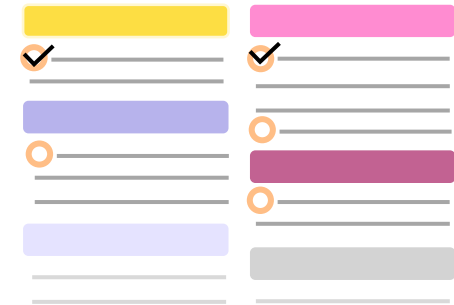
Changes made in P1 course



Exploring profiles of professionals

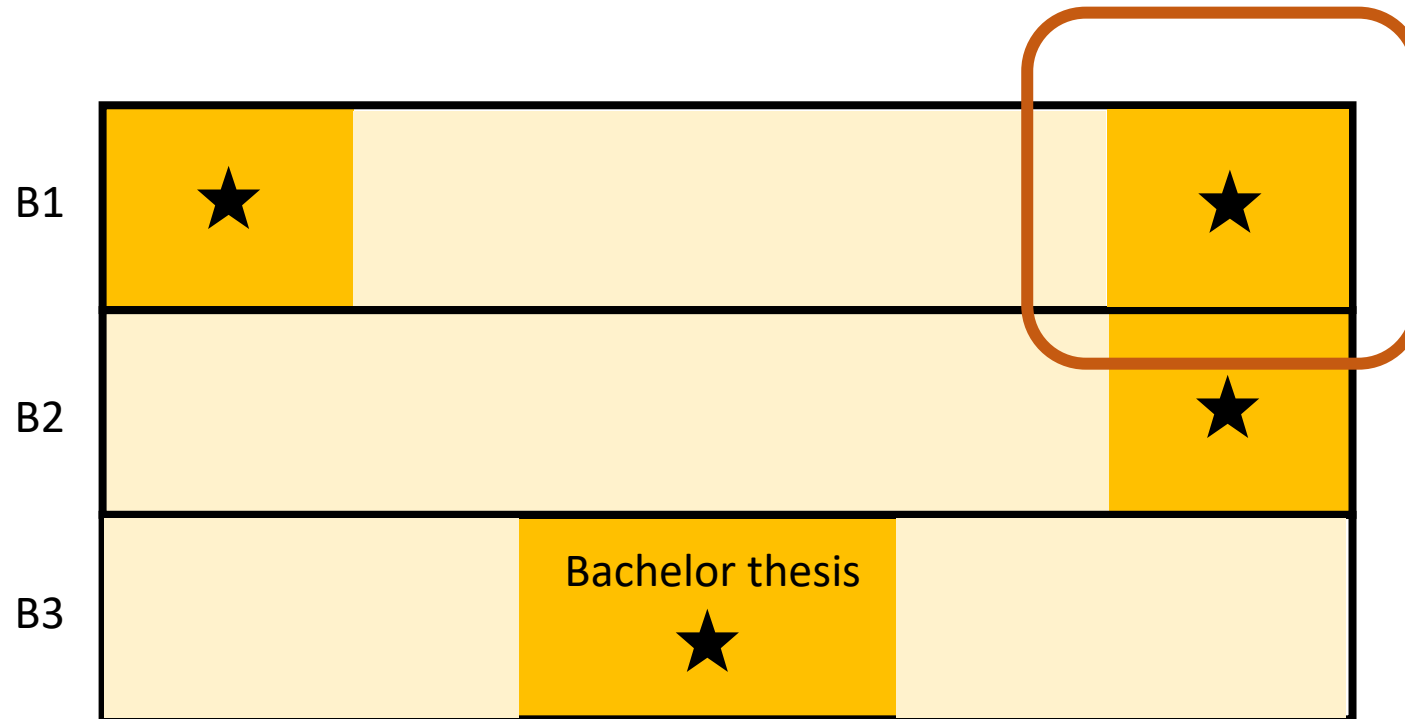


Differentiation possibility: 2 elective skills workshops



Personal Development Plan:
What do I need to train/learn?

Academic Journey in BPW



★ Core courses for the Academic Journey



Future selves:
What do I want to do?

Activity end of BSc year 1

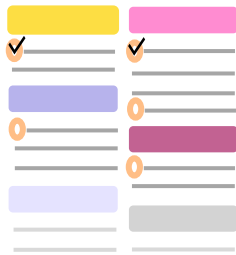
Interview 3 different alumni



Include the question: What skills do you think will become important for someone who in the future (think around 5 years from now) will occupy a similar position?

Activity end of BSc year 1

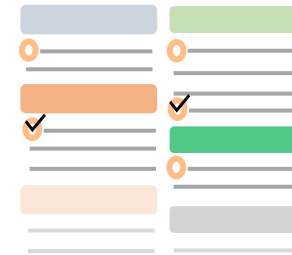
Reflect on personal development plan



Group assignment based on interviews:
Future skills

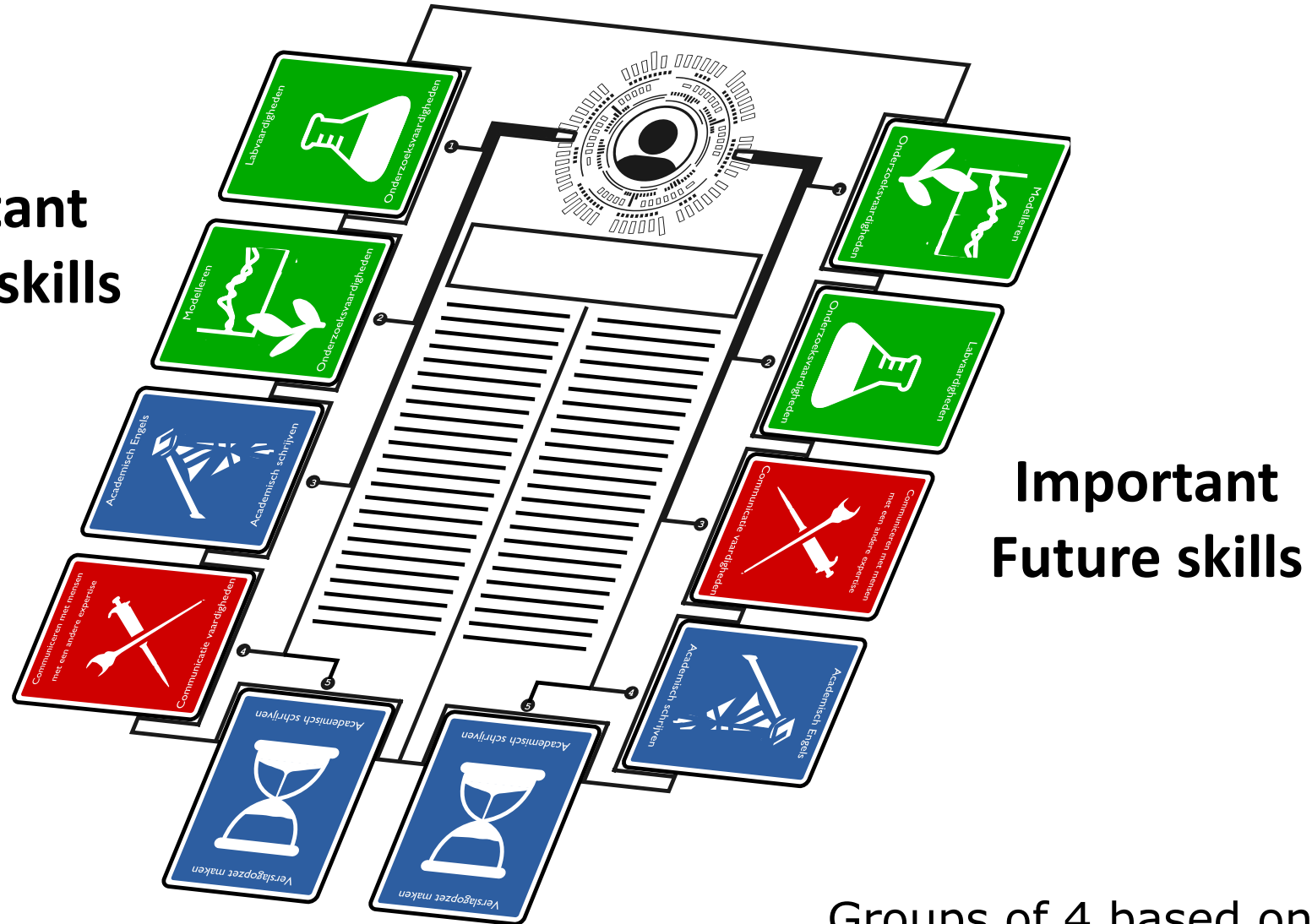


Adapt personal development plan



Group assignment

Important
current skills



Important
Future skills

Groups of 4 based on *similarity* in interviewed alumni profiles

Evaluation: Interviews and group discussion

“This is a better way to process the interviews than by doing it through a report”

“Clear assignment and received good insights from other people.”

“Reflecting on what I want to achieve with my studies gives more of a purpose and motivation for studying.”

“Might be nice to put more different interviews together so you can get to know even more professions.”

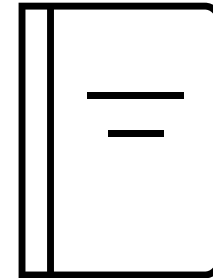
Your own practice?



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Available



**Manual to create profiles
(incl. formatting etc.)**