

HB 1261 – Florida International University - Career and Talent Development: Status Update

Background

Governor DeSantis signed HB 1261 into law establishing a mechanism to connect university undergraduate students to career information. The procedures as set forth in the bill will require undergraduate students to do the following during their first year of enrollment.

- Registering with the university's career center
- Completion of a career readiness training module provided by the career center
- Be directed to the State University System dashboard – MyFloridaFuture, which presents the academic discipline's salary information at the 1-, 5- and 10-year mark.
- Affirmatively indicate that they have been provided with the required information and understand the wage prospects for their chosen major

The established procedures must also include placing a hold on student registration before the end of the first year of each student's enrollment if the requirements have not been met. Undergraduate students as defined in the legislation include full-time and part-time, degree-seeking first-time-in-college students, transfer students, or readmitted students.

FIU's Proposal to meet HB 1261 Requirements

University-wide meetings are currently underway, and staff from the following units/divisions have been informed, consulted, or directly involved in some way as it relates to this initiative:

Academic Advising
Academic and Career Success (ACS)
Analysis and Information Management
Career and Talent Development
Instructional Technology

Office of Micro-Credentials
Office of the Registrar
Orientation
PantherSoft IT

Career Ready Panthers Commitment

FIU is committed to ensuring that students develop the skills and competencies they need for lifelong career management and success. The steps outlined below will guide incoming Panthers through the process of understanding the resources and support available to them, researching their career options, and developing a plan to reach their career goals.

Career Readiness Module

FIU's central career development office, Career and Talent Development, in collaboration with the Director for the Academic and Career Success (ACS) Success Courses and the ACS Senior Multimedia Producer, has developed a Career Ready Panther module in Canvas. In this module, students will be provided with the information they need to research potential career opportunities and learn how to create their career plans. They will also learn how to develop the critical skills they will need to be successful in their career and how to connect with the resources and support available to them throughout their career development journey.

Materials will inform students of the resources available within the module and the Career Readiness legislation requirements. Students will be introduced to this material during both the virtual and in-person sessions of orientation. Incoming Freshmen will also work with information in the module during the First Year Experiences course. The information in the module will be available to students throughout their time at FIU. Portions of the module will be included in a Career module that will be added to each Canvas course shell – making this information readily available to all students.

As per requirements set forth in HB 1261, the module will provide career education and access to key resources to foster and develop career readiness upon entering FIU. The items listed below are included in the module and meet the legislative requirements.

- Videos – Career and Talent Development has developed a series of short and informative videos, featuring FIU students, which will guide the students through the module.
- Handshake –Students will be guided through the process of registering with Career Services and claiming their Handshake account. Coordination between Handshake and Career and Talent Development will ensure that much of the student profile information will be pre-populated through PantherSoft making profile completion quick and efficient. Once registered with Handshake, students will have access to 1:1 career advising, career resources, career programming and professional development workshops and networking events. Student can explore shadowing, internship, and career opportunities. Handshake will also forward tailored job and internship opportunities to students based on their profile and interests.
- SUS Dashboard – As a part of the module, students will be directed to MyFloridaFuture (SUS Dashboard) to research salary data, compare earnings based on academic degree and assess the impact of graduate school on future earnings. FIU students have provided dashboard feedback and CTD submitted the information as requested by 11/5/2021.
- Quiz and attestation – A short quiz will be administered, assessing students' understanding of the information presented and the occupation information they explored in the MyFloridaFuture dashboard. They will electronically “sign” to attest that they have received the information.
- Badging Opportunity – ACS and the Office of Micro-credentials are exploring the possibility of building in a Career-Ready Badge opportunity into the module

Outreach

Upon entering the University, undergraduate students will be made aware that they must register with Career Services, complete the Career Readiness Module, explore the MyFloridaFuture dashboard, and affirm that they have been provided with this information before they will be able to register for their second year of courses. The module described above will provide the opportunity for students to fulfill all requirements. Once the module has been completed, the hold on second year registration will be removed. CTD will engage in a series of outreach efforts to ensure that all students covered by the legislation complete the requirements.

Student Outcomes

Upon completion of the Career Readiness module and exposure to the data shared via the SUS dashboard, FIU students will be able to:

- Identify their interests, values, and strengths and how these relate to selecting an academic major and career path
- Connect with their FIU Career Center, state resources and networks
- Develop and maintain their career plan
- Identify the skills critical to their career success
- Understand the decision-making factors related to gainful employment and realistic post-graduation salary expectations
- Understand the impact of pursuing education beyond their bachelor's degree in relation to their career aspirations and industry demands

Implications for the future of FIU students and its Career Centers

It is critical to capitalize on the opportunity being afforded to State University System Career Centers to intentionally interact and engage freshman and transfer students upon arrival at our universities. Early interaction, intentional programming, and targeted follow up communication will be essential to creating a sustainable university-wide "career" ecosystem, one that will ensure that FIU graduates are indeed "Career Ready".