



Experience Rochester

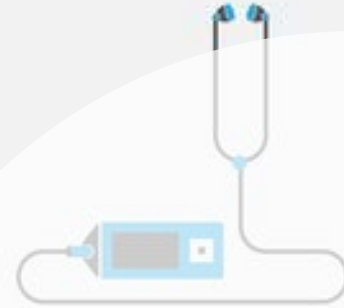
The Future of Work, COVID-19, and the Impact on Student Career Readiness

Experience Rochester

September 2020

Our Discussion

- Future of Work Trends
- Career Education + Responding to Student Needs
- Together for Rochester Campaign
- Discussion Hosted by Sidhant Ahluwalia '18



A Shifting Mindset



The Knowledge Economy + Critical Skills

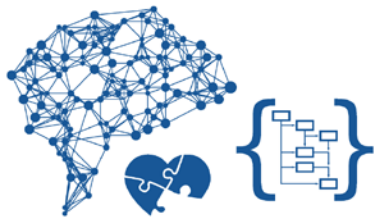
- 1. Synthesizing information**
- 2. Abstract knowledge**
- 3. Cohesive, interdisciplinary solutions**



Top Skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility




in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum






“Companies need to focus not just on knowing **what but on knowing **how** because in today’s fast-paced world - where the what changes all the time - the application of knowledge has become especially critical. ”**

Boston Consulting Group Report 2020

The background features a vibrant red surface with several yellow pencils scattered across it. The pencils are oriented diagonally, creating a sense of movement and focus. A large, semi-transparent white circle is positioned on the right side of the image, serving as a container for the text.

Education Structure + Adaptive Lifelong Learning

- 1. Micro-credentialing**
- 2. Skill development +
Re-skilling**
- 3. Blended learning
environments**



”...Another basis of competition has risen above them all in the digital age: learning advantage. The winners of tomorrow will be those that can accelerate their rate of learning.”

Boston Consulting Group “Why it’s time to bring learning to the C-suite” 2020

The Freelance Economy + Mobility

1. Control where, who, what, time
2. Entrepreneurial mindset
3. Structural societal + legal challenges





**There were 56.7 million American freelancers in 2018.
61% said they've chosen to work this way... an 8% increase since 2014.**

World Economic Forum Freelancing in America 2018 Report



Equity as a Goal

- 1. Globalization + Climate Change**
- 2. Access, Technology + Data**
- 3. The Inclusive (+ Anti-racist) Leader**



“Diversity is a fact, inclusion is a practice, and equity is a goal.”

Dereca Blackmon, Associate Dean and Director of Stanford's First Gen and Diversity Office

Chat Question: What are some other future of work trends that you think are on the horizon?

Career Education + Responding to Student Needs



Career Education Context



Paradigm	1940-1970 Placement <i>Reactive</i>	1970-1990 Counseling <i>Proactive</i>	1990-2010 Networking <i>Interactive</i>	2010-2020 Connections + Community <i>Hyperactive</i>	2020-2030 Social Mobility <i>Equitable</i>
Environmental Factors	GI Bill & Manufacturing Boom	Self-Actualization Movements, Diversity of Candidates and Opportunities, & Less Jobs	Dot Com Boom, Technology, University Funding, Globalization, & Generational Changes	Economic Downturn, Less Jobs, Society's Expectations, Value of Higher Education, & Social Media	High cost of education, equity and inclusion, social mobility, & technological advances
Stakeholders	Students + Employers	Students	Students, Employers + Parents	Community: Students, Alumni, Employers, Parents, Faculty, Administrators, & Government	Students, Alumni, Employers, Families, Faculty, Administrators, tech partners, associations, & Government
Industry Growth	Manufacturing & Mining	Retail & Service	Technology, Finance, Real Estate, & Government	STEM, Energy, Social Impact, Healthcare, & Media	STEM, Energy, Social Impact, Healthcare, & Media
Theoretical Orientation	Trait-Factor (criteria matching)	Typology: matching based on personality, interests, & skills	Eclectic: based on counselor's theoretical orientation	Design Thinking: Strength Based, Chaos, & Happenstance	Life Design

Source: Evolution of Career Services in Higher Education 1900-2030 (Dey & Cruzvergara 2019)

Career Education Context

“...the focus of career centers will hinge on facilitating social mobility through equitable access to connections and experiences for all students regardless of background or social capital.”

Career Education Context

“...the generation that first entered the job market in the aftermath of the Great Recession is now going through its second ‘once-in-a-lifetime’ downturn.”

“Recession graduates, with limited opportunities, will start in jobs that are a worse fit. Once the economy recovers, they will compete for jobs with people who have more experience. In addition, Ms. Kahn noted, recession graduates seem more risk averse. “People that graduate into a recession don’t change jobs as often as people that graduate into booms,” she noted. And these job changes are one of the best ways to get a raise.”

Facing Adulthood With an Economic Disaster’s Lasting Scars

Those entering the job market in a downturn may never catch up in pay, opportunities or confidence.



New York Times, May 2020

So what does it look like to prepare students for the future of work and a changing landscape brought on in 2020?

Building Culture + Infrastructure

**Life + Career Design
Curriculum**

**Integration into
Academic Programs**

**Expanding Skill
Development
Options**

**Expanding Career
Education
Technology +
Delivery**

**Taking Action on
Equity + Access
Initiatives**

**Deeper Industry +
Employer
Engagement**

**Alumni Support +
Engagement**

**Monitoring +
Integrating
Workforce and
Industry Trends**

Initiatives + Services

First Year, Sophomore, Juniors

Internships, research + summer employment;
Alternative options for skill development

Masters

Advising individual students; Monitoring
impact on certain industry sectors

Young Alumni

Providing community and coaching; Monitoring
impact on certain geographic and industry
sectors

Seniors

Monitoring + cultivating organizations still
hiring; Graduate + professional school
applications; 1-on-1 outreach

Doctoral

Alt-academic preparation + industry
engagement; Supporting their progress
towards degree

Alumni

Providing individual coaching (alumni to
alumni); Support through community and
group-based initiatives

The pandemic exposed gaps or accelerated change...

Exposing Gaps	Accelerating Change
<p data-bbox="336 629 1123 762">Access for students (technology, learning, networks...)</p> <p data-bbox="430 825 1026 958">Virtual and project-based experience options</p> <p data-bbox="435 1021 1021 1153">Technology infrastructure (University, employers)</p>	<p data-bbox="1419 629 2270 686">Student adaptability and storytelling</p> <p data-bbox="1424 749 2265 806">Supporting alumni career education</p> <p data-bbox="1419 869 2270 926">The location of work (remote, virtual)</p> <p data-bbox="1541 989 2147 1122">Varied impact on different industry sectors</p>

Together for Rochester Campaign

One University.

SCHOOLS + PROGRAMS

- School of Arts & Sciences
- Hajim School of Engineering
- Eastman School of Music
- Simon Business School
- Warner School of Education
- School of Medicine and Dentistry
- School of Nursing
- Eastman Institute for Oral Health
- Libraries
- Memorial Art Gallery
- Golisano Children's Hospital
- Wilmot Cancer Institute
- Musculoskeletal Institute
- Del Monte Neuroscience Institute
- Center for Coronavirus Research

PARTNERS

- Alumni and Constituent Engagement
- University and school-based Career Programs
- Office of Equity and Inclusion

Engagement

45,000

closest alumni and friends

4,000

volunteer leaders

2,000

new actively involved

1,000

More alumni

Giving

\$100M

50-100

new endowed funds

25

new internship support funds

Focus on:

Research

Equity + Access

Scholarships

Faculty support

Career

750

full-time job or internship opportunities posted

1,000

new members of The Meliora Collective

500

career volunteers

150

organizations recruiting virtually

Equity + Access

Targeted support for institutional priorities

Launch three new affinity networks

Increase participation by diverse alumni

Cultivate student-to-alumni connections

TARGETS

750

full-time job or internship opportunities posted



Generate more opportunities for students and alumni by leveraging the UR network in competitive markets

1,000

new members of The Meliora Collective



Expand the network and activate the community

500

career volunteers



Provide opportunity for volunteers to offer industry sector insights, advice, mentorship, and access to information

150

organizations recruiting virtually



Access recruiting relationships in a virtual environment

25

internship support funds



Ensure access by removing barriers to internships and research which are critical to for jobs and graduate school

ACTION

CAREER EDUCATION SUPPORT VOLUNTEER INTEREST FORM

Share   

As with many of us, the lives of our students have been disrupted by Covid-19. The plans that some students had have been interrupted and they have lost opportunities to learn, build relationships, and try things out: internships, research opportunities, international experiences, summer jobs, and connecting in the community. Other students were in the midst of a full-time job search and will have their share of challenges in finding jobs that jump start their career path and help them build the next chapter of their stories.

University of Rochester is seeking out volunteers to help these talented students find new opportunities to build skills and to gain experiences that will help them succeed in their education and beyond. We want you to be a part of the stories of our students by volunteering their expertise, sharing connections and job opportunities, and more. Once you complete this form, a member of our team will contact you with additional details.

Fields with * are required.

First Name *

Email Address *

Last Name *

Phone Number *



As the communications director and a Washington, D.C. nonprofit, Farmer blogs frequently about civil rights and the challenges of communicating to a skeptical

Poll

Discussion with Sidhant Ahluwalia '18

Works Cited

- [Future of Work + The Future of Us](#)
- [Five Future Directions In University Career Services](#)
- [Artificial Intelligence Will Create New Kinds of Work](#)
- [Artificial Intelligence Will Create New Kinds of Work](#)
- [Jobs of Tomorrow \(World Economic Forum\)](#)
- [Deloitte Future of Work](#)
- [Jobs lost, jobs gained: What the future of work will mean for jobs, skills, and wages](#)
- [BCG: Why it's important to bring learning to the C-suite](#)
- [World Economic Forum: the Fourth Industrial Revolution: what it means, how to respond](#)

**“ We are living in a time like no other.
The pandemic, political divisiveness, and
civil unrest have all had an effect on the
University community. If we can come together,
and unite in our efforts, Rochester will come
back even stronger. ”**

**— SARAH C. MANGELSDORF
PRESIDENT AND G. ROBERT WITMER JR. UNIVERSITY PROFESSOR**

An aerial photograph of the University of Rochester campus, showing a mix of brick and modern buildings, green spaces, and a river. A large banner is overlaid across the top center of the image. The banner is divided into three sections: a yellow section on the left containing the word 'Together', a dark blue section in the middle containing the word 'for', and a yellow section on the right containing the word 'Rochester'.

Together for Rochester

a one-year campaign to make life better

UNIVERSITY OF ROCHESTER