

**Adapting Career Education
for the Graduate Context:
A Campus Partnership Model**

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Territory Acknowledgment

We acknowledge and respect the Lək̓ʷəŋən (Songhees and X̱wsep̓səm) Peoples on whose territory the university stands, and the Lək̓ʷəŋən and W̱SANEĆ Peoples whose historical relationships with the land continue to this day.



Agenda

- Background for the Graduate Career Services Pilot
- Graduate student needs
- Key takeaways and examples of resources/programming
- Pilot results, recommendations, and next steps
- Group brainstorming, discussion, and Q&A



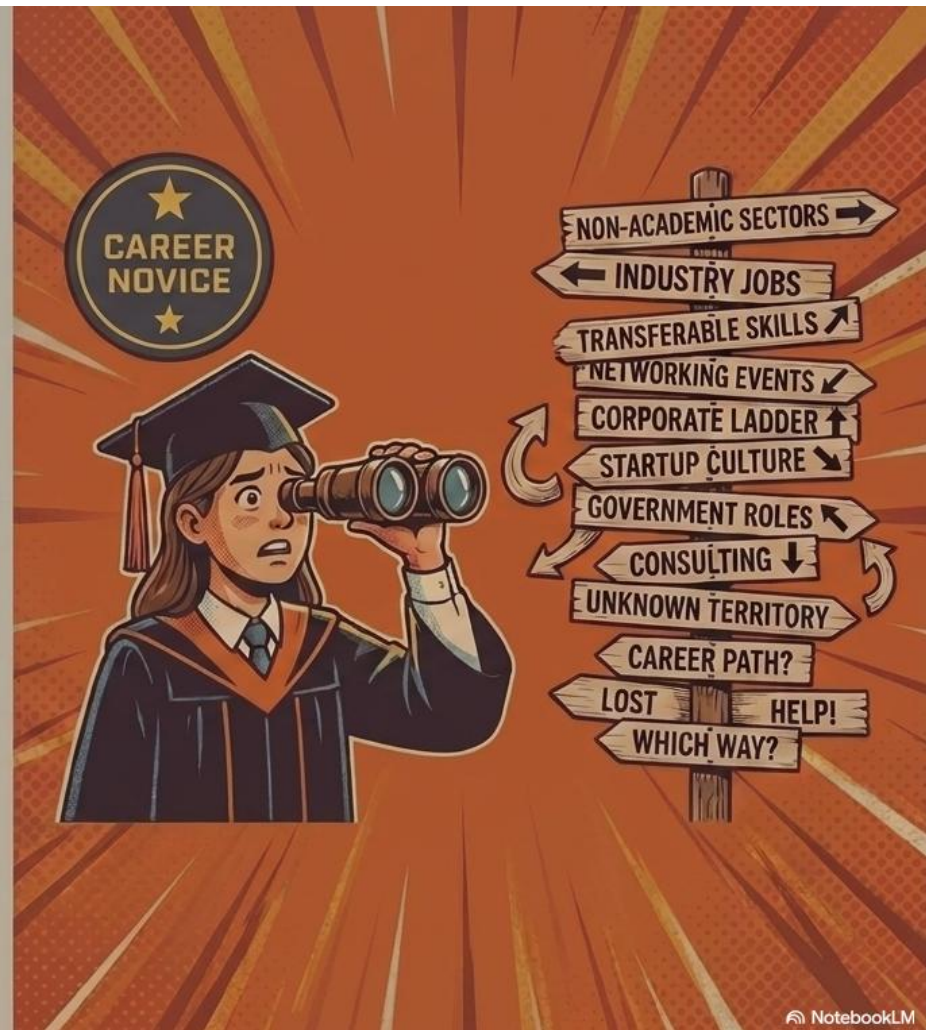
Who is with us today?





Graduate students

Who are they?



What do they need?

PhDs often know that we “know stuff,” and we like to believe that we can “do stuff,” but explicitly connecting these dots to career opportunities takes thoughtful reflection.

-Berdahl & Malloy

Key Takeaway 1

**Be curious and
look outward.**





UNIVERSITY OF
CALGARY



Queen's
UNIVERSITY

McMaster
University





DESIGNING YOUR GRAD SCHOOL/CAREER STRATEGY

Jacqui Brinkman, Graduate + Postdoctoral Studies
Rebecca Dirnfeld, UBC Career Centre

MAY 13, 2025



Career Development Plan

Name: _____

Date: _____

This career development plan template can be used as a tool to guide your thought process and map your progress over a chosen period. It is intended to be used in conjunction with the [Career Navigation at UBC website](#), which provides you with links to resources, tools and websites within UBC that may be helpful in planning your career.

Completion of this plan will follow a **4 step process**. Each step will address specific career related questions:

1. What skills do you already possess? (Where are you now?)
2. What do you want for your career? (Where do you want to go?)
3. How might you get there? (What steps do you need to take to get there?)
4. Who can help? (What resources might I use?)



GPDN

Graduate and Postdoctoral
Development Network

RPESP

Réseau pour le perfectionnement aux
études supérieures et postdoctorales

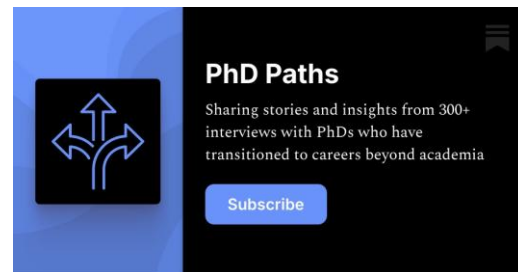
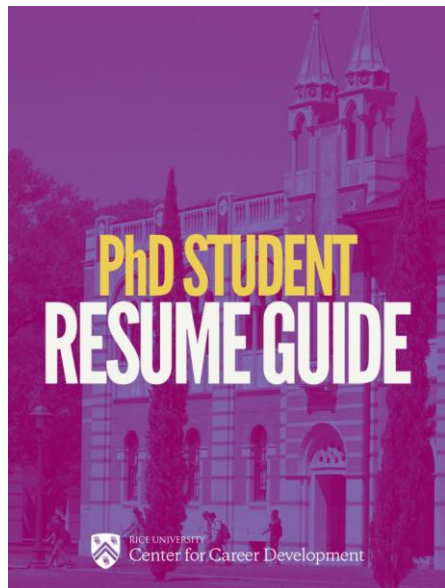


WORK YOUR CAREER

Get What You Want from Your
Social Sciences or Humanities PhD

**LOLEEN BERDAHL
AND JONATHAN MALLOY**





Academic Aspirations

Tenure-track, Academic
CVs, Post-docs,
Publications

The Career Path Navigator (IDP)

Industry Pathways

Alt-ac roles, Non-profits,
Government, Resumes,
Transferable Skills

Key Takeaway 2

**Adapt, don't
reinvent.**



Specialized Programming

FUTURE-READY BOOTCAMP: CAREER DEVELOPMENT FOR GRADUATE STUDENTS

BEYOND SUBJECT MATTER EXPERTISE: COMMUNICATING YOUR SKILLS TO EMPLOYERS

THURSDAY, MARCH 27 | 12 - 1 PM | ONLINE (ZOOM)

Discover how to translate your academic experience into transferable skills that employers in non-academic industries value.

 CAREER SERVICES

REGISTER NOW



Beyond Academic Careers Panel

Discover diverse career paths and connect with professionals who have successfully transitioned from graduate school to impactful roles in government, industry, and non-profits.

November 4

4 - 6 PM | UVic SUB Upper Lounge B 110

Faculty of Graduate Studies

Office of the Vice-President
Research and Innovation

 CAREER SERVICES

 Innovation
Centre

 UVIC
Alumni



SIGN UP
TODAY



<https://learninginmotion.uvic.ca/entityRedirect.htm?eventId=7970>

Your Career Starts Here - Undergraduate vs Graduate Version

Shifts in:

- **tone**
- **visual design**
- **complexity of content**



Which sectors value your expertise and advanced skills? How do you ensure a potential career path offers the growth and stability you need?

This module is designed to bridge the gap between your academic training and the professional labour market.

Through engagement with this module, you will move beyond exploration to strategic analysis. You will learn how to use AI to translate your specialized skills into concrete roles, use Labour Market Information to validate your choices, and develop networking strategies to access the hidden job market.

Undergraduate Career Course

The Undergraduate Career Course interface consists of six topic cards arranged in a 3x2 grid. Each card features a header with icons, a title, a progress bar, and a completion status. The cards are:

- Card 1:** Header with heart, star, globe, and dollar icons. Title: "Welcome: Start the course". Progress: 0/3 Topics Completed.
- Card 2:** Header with heart icon. Title: "what do you love?". Progress: 1/8 Topics Completed.
- Card 3:** Header with star icon. Title: "what are you great at?". Progress: 2/4 Topics Completed.
- Card 4:** Header with globe icon. Title: "what does the world need?". Progress: 3/4 Topics Completed.
- Card 5:** Header with dollar icon. Title: "what can you be paid for?". Progress: 0/11 Topics Completed.
- Card 6:** Header with two text boxes: "WHAT DO YOU LOVE?" and "WHAT ARE YOU GREAT AT?". Title: "5. Design your career journey plan and complete...". Progress: 0/3 Topics Completed.

Graduate student version

The Graduate student version interface consists of six topic cards arranged in a 3x2 grid. Each card features a header with a photograph, a title, a progress bar, and a completion status. The cards are:

- Card 1:** Header with a landscape photo. Title: "Welcome: Start the course". Progress: 4/4 Topics Completed.
- Card 2:** Header with a person by the water photo. Title: "1. Where am I now?". Progress: 6/6 Topics Completed.
- Card 3:** Header with a campus photo. Title: "2. Where do I want to go?". Progress: 6/6 Topics Completed.
- Card 4:** Header with a forest photo. Title: "3. How will I get there?". Progress: 6/6 Topics Completed.
- Card 5:** Header with a group of people photo. Title: "4. Who can help?". Progress: 5/5 Topics Completed.
- Card 6:** Header with a night landscape photo. Title: "5. Now what?". Progress: 2/2 Topics Completed.

**Given both my future goals
and the information currently
available to me, what is my
best decision right now?**



Key Takeaway 3

**Prepare the ground
for change and
growth.**



0/0 Outcomes

+ New Unit



Visible

Add Existing

Create New



Search titles, descriptions



Welcome: Start the course



Introduction to the course



Territory Acknowledgement



Meet your career support team

Welcome: Start the course



Individual Development Plan (IDP)

The UVic Career Path Navigator

Workbook & Action Plan

Owner:

Date Started:

Introduction

This is your personal, living document for managing your career journey. It is a space to synthesize your reflections from the course, organize your research, and create a concrete action plan. Use it to guide your decisions and track your progress.

Section 1: Where am I now? (Module 1)

Complete the activities below to assess your professional identity, strengths, and values.

Activity A: Reflect on a Flow Experience

Reflect on the past year. Identify one significant experience where you felt truly engaged, proud, or in a "flow state."





Ongoing Partnerships

Direct Impact & Student Feedback

- 249 one-on-one career coaching appointments
- 609 graduate students attended events and workshops
- average satisfaction rating of 5/5

“Samantha is fantastic and enthusiastic. I love her so much! She gave very deep, organized, and insightful feedback on my resumes and cover letters. She has magic to help me tap into my own resources from within. I recommend her to anyone searching for jobs.”

– PhD Political Science Student (June 2025)

Final Report

Recommendations

- Dedicated Graduate Career Educator
- Mandatory career planning framework
- Programming for academic & non-academic pathways
- Mentorship & networking program
- Targeted support for International Graduate students



Next Steps

**What
approaches
have you
used at your
institution?**

- **Meeting needs of graduate students or another population with unique needs**
- **Forging institutional partnerships**
- **Making creative use of limited funds**

Discussion & Questions

Contact us

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Resources