CAREER READINESS COMMISSION

What Does It Mean To Be 'Job-Ready?'

A Workshop

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We met with WAPA briefly on November 10

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Outline

- The Work of the Career Readiness Commission
- Compilation of Results from the WAPA Delphi Survey
- Questions and Discussion

Overview

- **Who We Are:** Anthropology practitioners, instructors, and students, from all subfields and 20 associations
- **Our Goal:** Improve the training of bachelor, masters, and PhD anthropology students so they are career-ready
- **Current Work:** Rapid collection of information, data, and insights through the efforts of 7 work groups
- **Timeframe:** May 2021 – May 2022 to accomplish the fundamentals
- **Deliverables:** Resources, lessons, practical advice, …

Each work group has a distinct focus

Group 1:
Delphi Practitioner Survey: "What was missing from your anthropology training?"

Group 2:
Compilation of Existing Training Materials (e.g., article, podcasts, syllabi, anonymized client PPTs)

Group 3:
Exploration of Work Sector Differences (e.g., non-profits, government, medical)

Group 4:
Lessons Learned from Departmental Practice Initiatives

Group 5:
Organizations with a Role in Training (e.g., anthropology clubs, professional societies, internship organizations)

Group 6:
Charting the Future of Practice (e.g., building peer networks)

Group 7:
Articulating Anthropology's Value (e.g., to employers, general public)

Check it all out at

anthrocareerready.net

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We sought your input in improving the training that anthropology students get

- We posed two questions and asked for up to 10 skills each

1. What kinds of self-management and functional skills are expected to accompany a newly-arrived practitioner?
2. Which skills are useful for working with others within organizations?

- 7 WAPA members responded by January 8
- 44 responses for Q1
- 31 responses for Q2

Q1: Skills a new practitioner should have

- **Research** **16**
  - Online (searches, tools) 3
  - Field 3
  - Analysis 3
  - Interpretation 2
  - Deliverables 4
- **Clear, succinct communication** **10**
  - Written 5
  - Oral 5
- Collaboration 4
- Project & time management 4
- Leadership 3
- Knowledge of hiring/client firm 3
- Knowledge of other fields 4

Our top takeaways:

- Proficiency preferred throughout the research process
- Speaking and writing simply and clearly are essential
- Knowing how to manage your time, project, and people is a plus

Q2: Skills useful for working with others

- **Collaboration** **23**
  - Exhibit interpersonal skills 14
  - Learn about others 2
  - Contribute substance 5
  - Be self-aware 2
- Research 4
- Communication 2
- Project management 1

Our top takeaways:

- Organizations expect employees to be collaborative
- While substance matters, significant emphasis is placed on interpersonal skills

Discussion

- To what extent can we train for these skills in our academic programs?
  - How?
  - If we cannot, how will new hires acquire these skills?

Research

Communication

Collaboration

Discussion

- In academic programs already filled to bursting with "requirements" and "very important" skills,
  - How important are these skills?
  - What priority, if any, should be given to them?

Research

Communication

Collaboration

Discussion

- Whose responsibility is it to train students in these skills?

Research

Communication

Collaboration

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Thank you for your interest and attention!

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