In 2015 the National Association of Colleges and Employers (NACE) launched an initiative to define career readiness and eight competencies that are desired by employers.

Career Readiness is the attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition into the workplace. With this research, eight competencies have been associated for graduates to be career ready.

- **Critical Thinking/Problem Solving**: Exercise sound reasoning to analyze issues, make decisions, and overcome problems.
- **Oral/Written Communications**: Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and outside of the organization.
- **Teamwork/Collaboration**: Build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints.
- **Digital Technology**: Leverage existing digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals.
- **Leadership**: Leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others.
- **Professionalism/Work Ethic**: Demonstrate personal accountability and effective work habits, e.g., punctuality, working productively with others, and time workload management, and understand the impact of non-verbal communication on professional work image.
- **Career Management**: Identify and articulate one’s skills, strengths, knowledge, and experiences relevant to the position desired and career goals, and identify areas necessary for professional growth.
- **Global/Intercultural Fluency**: Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals’ differences.

The University of Michigan-Flint School of Management encourages students to engage in professional development activities outside of the academic environment. In the Fall of 2019, SOM will be adding a career development requirement (CDR).

Students will be required to participate in practical work experience and career development activities during their academic experience in order to develop competencies and skills associated with career readiness.

Students will be expected to attend or participate in presentations, workshops, seminars or online tutorials in the following areas and/or events:

- Networking
- Resume Writing
- Interviewing
- Job Searching
- Business Etiquette
- Internships
- Other Professional Experiences
- Economic Forum
- Business Plan Competition
- Joining a Student/Professional Organization
- Business Software
- Student Involvement and Leadership Programs
- VITA Tax Program

Activities:
Visit the School of Management Events webpage at www.umflint.edu/som/events and follow SOM on social media.

How to report activities:
Submit activities online using a form assembly to student services coordinator, Antonio Riggs.