ODU | Center *for* Career *and* Leadership Development

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- Student Employment
- Federal Work-Study (FWS)
- FWS Internships
- Learn and Earn Advantage Program (LEAP)
- GNC Mentorship Program
- Career Treks
- Job Shadow
- Part-Time Job & Experience Fair

What is a Skills Gap?

Importance of Communication

Employers	vs	Students
96.1%		96.3%

Proficiency of Communication

Employers	vs	Students
56%		73%

Re-imagine Student Employees
as *Working Learners*

Competencies for a Career-Ready Workforce

CAREER AND SELF-DEVELOPMENT

COMMUNICATION

CRITICAL THINKING

EQUITY AND INCLUSION

LEADERSHIP

PROFESSIONALISM

TEAMWORK

TECHNOLOGY

Career and Self-Development

Proactively develop through continual personal and professional learning, awareness of strengths and weaknesses, navigating career opportunities, and networking to build relationships within and without an organization.

- Do Self-Assessment

- Connect Students to Resources

- Share Internship, Leadership, and Networking Opportunities

- Organize Informational Interviews

Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

- Practice Professional Communication

- Invite to Team Meetings

- Schedule 1:1 Meetings

- Offer Public Speaking Opportunities

Critical Thinking

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

- Encourage Problem Solving

- Review Data Analysis & Visualization

- Provide Opportunities for Practice

Equity and Inclusion

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different cultures and backgrounds.

- Set Clear Expectations

- Create a Safe Space for Students

- Encourage Awareness of Language

- Promote Cross-Cultural Collaborations

Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals

- Invite to Leadership Training

- Share Favorite Book, Article, Ted Talk

- Encourage Student Organization Involvement

Professionalism

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.

- Share Office Etiquette

- Discuss Professional Dress

- Practice Networking Skills

Teamwork

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.

- Empower & Value Their Perspective

- Collaborate Among Staff and Peers

- Include in Project Planning and Implementation

Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

- Teach Systems & Software

- Encourage LinkedIn Learning

- Promote Digital Literacy & Ethical Use

Why Mentorship Matters

Student employees need more than just supervision, they need mentorship to grow professionally.

Your Role:

Guiding student employees in both their current job *and future careers*.

Introduction

Supervisors manage tasks.
Mentors shape futures.

A dual approach leads to **higher engagement**, **skill development**, and **career confidence** for student employees.

Working Learners

Supervising vs. Mentoring

Supervisors ensure work is done well
→ Managing tasks, setting expectations, providing structure.

Mentors help students see their potential and develop career-ready skills
→ Coaching, career guidance, fostering professional development.

Supervisor

Mentor

Both

Example:

A student employee assists with event planning. Instead of just assigning tasks, mentor them by discussing budgeting, outreach strategies, and event logistics to develop leadership and teamwork skills.

Supervisors assign tasks	Supervisors correct mistakes	Supervisors evaluate performance
↓	↓	↓
Mentors connect work to long-term goals	Mentors teach problem solving	Mentors offer career insights and networking opportunities

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Supervision fixes problems for the day.

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Mentorship builds skills and mindset for the future.
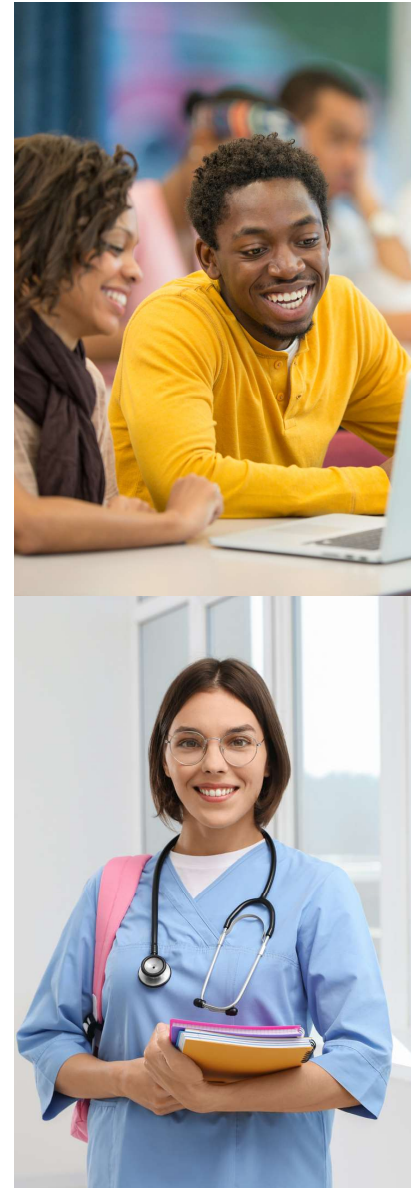
Let's Connect

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