

**LEHMAN COLLEGE
OF THE
CITY UNIVERSITY OF NEW YORK**

SCHOOL OF BUSINESS

CURRICULUM CHANGE

1. **Type of change:** Change from Experimental Course to Permanent Course

2.

Department(s)	School of Business
Career	<input checked="" type="checkbox"/> Undergraduate <input type="checkbox"/> Graduate
Academic Level	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Compensatory <input type="checkbox"/> Developmental <input type="checkbox"/> Remedial
Subject Area	Cooperative Education
Course Prefix & Number	CED 102
Course Title	Introduction to Career Development
Description	Introduces students to career planning and establishing career goals by examining individual and societal attitudes toward work, exploring career options, preparing for internships and employment, and developing a career kit.
Pre/ Co Requisites	
Credits	3
Hours	3
Liberal Arts	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Course Attribute (e.g. Writing Intensive, WAC, etc)	Remove Experimental Course Attribute
General Education Component	<input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> Required <input type="checkbox"/> English Composition <input type="checkbox"/> Mathematics <input type="checkbox"/> Science <input type="checkbox"/> Flexible <input type="checkbox"/> World Cultures <input type="checkbox"/> US Experience in its Diversity <input type="checkbox"/> Creative Expression <input type="checkbox"/> Individual and Society <input type="checkbox"/> Scientific World

3. Rationale:

While preparing students for postgraduation opportunities has long been a priority for academic institutions, the complexity of the labor market, emergence of new technologies, and changing expectations of employers have made it necessary that colleges are more intentional in getting students ready for their career. For example, according to the Inside Higher Ed's January 2023 report, "49 percent of recent graduates feel underqualified for entry-level jobs, nearly three in four employers say they are having difficulty finding graduates with the soft skills they need and almost two out of five students regret their majors, making career readiness a hot topic for higher education conferences, boardrooms and op-eds."

(<https://www.insidehighered.com/views/2023/01/11/career-readiness-initiatives-are-missing-mark-opinion>). Also, in April 2023, Forage report noted that only "53% of college students are confident or very confident that they know how to get a job after college; 43% of college students are confident or very confident that they know how to find relevant work experience during college, and; 48% of college students are confident or very confident that they know how to find the right career path."

(<https://www.theforage.com/blog/news/forage-career-readiness-survey>)

Providing support and intentional preparation of career readiness is particularly important for our Lehman College students, often first-generation college attendees and immigrants with little or no knowledge of career readiness and employer expectations. Additionally, to achieve a fulfilling and successful academic pursuit followed by a career path, students must be able to generally navigate the pathways connecting education and employment. Career readiness begins once a student is enrolled in college. This requires understanding oneself and the world of work, choosing majors, and aligning careers that align with one's academic interests, skills, abilities, values, interests, and personality, and creating realistic academic and career goals with a plan to achieve them. In addition, developing competency in critical soft skills expected by employers is needed along with applied experience in searching for or applying for internships and employment.

4. Learning Outcomes (By the end of the course students will be expected to):

1. Prepare academic and career goals and plans.
2. Create a roadmap of academic and professional steps to achieve career goals.
3. Develop and apply critical thinking and writing skills in respective career areas.
4. Produce exemplary research and professional documents.

5. Date of Departmental Approval: 3/12/2025