

Career Readiness in SEEDS



MONTCLAIR
STATE UNIVERSITY

“Career Ready” Skills Tag

Starting 2027, all SEEDS courses that have been redesigned to include experiential learning, will receive the “CAREER READY” skills tag.

Tags are visible to faculty, advisors and students.

The tag will indicate that courses include hands-on learning that allow students to connect theory to the world of work.



The Why: Bridging the Gap

- Skills-Based Hiring: 70% of employers now prioritize demonstrated skills over GPA alone.
- The Proficiency Gap: Employers often rate graduates lower in leadership and professionalism than students rate themselves.
- Institutional Alignment: Integrating NACE competencies ensures our students are globally competitive.
- Transparency: Explicitly naming skills helps students articulate their value to future employers.



Mapping Competencies for Classroom Application

NACE Competency	Employer Expectation	Classroom Application
Critical Thinking	Complex Problem Solving	Case studies & data-driven analysis
Communication	Clarity & Influence	Written reports & professional pitches
Teamwork	Cross-Functional Collaboration	Peer-graded projects & lab groups
Technology	Digital Literacy & AI Adaptability	Field-specific software proficiency
Professionalism	Accountability & Reliability	Deadline management & code of conduct
Equity & Inclusion	Global Fluency	Inclusive design & cultural research

Course Redesign Steps

- Schedule a consultation with the Office for Experiential Education and Career Connections using the link [here](#)
- Redesign/enhance current course to include experiential learning. Use instructor guide found [here](#)
- Submit updated syllabus to the “Career Ready” Committee highlighting adjusted assignments by September 18th.
- Submit revisions to the Committee Curriculum by October 10th and receive “Career Ready” skill tag.