

# **A Career Readiness Program for Student- Athletes**

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**NCAA Innovation Grant**

# Investigators

## Tim Ryan (PI):

- Associate Professor Sport & Leisure Management
- Past research in role conflict & USA Swimming (minority participation)

## Kelly Penwell

- Former Director of the Experiential Learning Lab University of Memphis
- Currently Associate Dean Workforce Development Solano Community College

## Richard Irwin

- Professor and Interim Vice Provost, Academic Innovation and Support Services (Experiential Learning Lab and the Finish Line Degree Completion Program.)

## Bob Baker:

- Director of the Center for Athletic Academic Services.

# Program Development

- **If replicating**

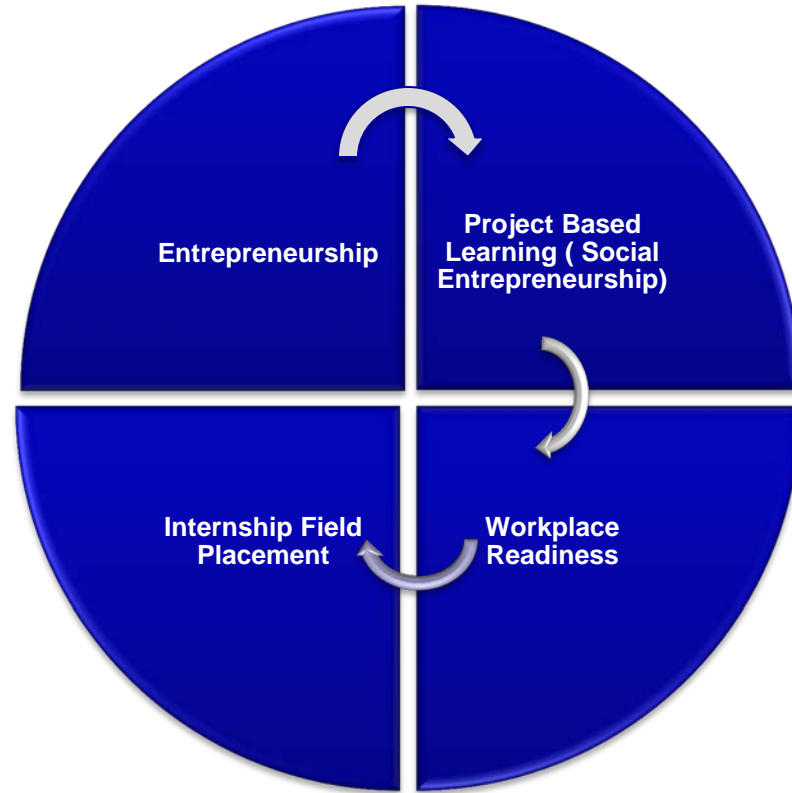
- Focus on Career Transitions
- Authentic learning experiences; credit bearing
- Similarities between Student-Athletes and Non-Traditional Students
- Community Partnerships
- Support from Athletics
- Key faculty & administrators must meet
  - Not trading email
  - Know schedules
  - Know opportunities



# Student-Athlete Participants

- 20-25 interested SA, primarily in football
- One female
- Mostly upper class-level students
- Various majors
- Cohort
- Range of backgrounds
  - Primary target under-prepared student athletes
- 7-credit hours (4 in summer, 3 in fall)
  - Start fall work in summer

# Approach to Workforce Development



# Part One: Entrepreneurship

- Problem Solving
- Decision Making
- Creativity
- Innovative Thinking
- Oral and Written Communication
- Empowerment
- Perseverance
- Three credits



# Part Two: IDEATE

- Application of entrepreneurial skills
- Critical thinking
- Analysis
- Innovative solutions
- Presentations
- Onsite visit
- Independent
- Teamwork
- One credit

# Part Three: Professional Development

- Not just presented but modeled
- Interactive skill building
  - Goal Setting
  - Resume Prep
  - Mock interviews
  - Professional Dress
  - Networking





# Part Four: Internship



- Application of Professional Development
- Interviewed pre-placement
- Multiple Partners
  - ServiceMaster
  - SoGiv
  - Youth Athletes Performance
- Orientation
- Tour
- Three Academic Credits

# Outcomes & Measurement

- Career Planning Confidence Scale (McAulliffe et al., 2006 ).
  - Paired design (pre-test & post-test)
- 15 started program, 14 successful completers parts1-3,
- 9 completed internship
- Clear difference on resumes
- LinkedIn profiles established
- Tangible projects completed
- Feedback
  - Participants
  - Site supervisors
  - Instructors

# Positives

- Life impact
  - SA connect with instructor (critical)
  - SA connect with site supervisor
- Stronger connection with partners
- Coaches see benefit
- Program can translate to non-traditional students



# Discussion points (changes)

- Student “pass” before progressing to internship
  - Break non-internship classes into 1-2 hour modules that students must pass.
- Internship site team part of program selection process
- More support from coaches?
- Underprepared student culture
- Tension
  - Increased student success by selecting “better” students
  - What does that leave for those who need it most?

# Thank you

- NCAA
- ServiceMaster  
*(Rob Gillette, Amy Moen, Kendra Taylor, Andrea Hough)*
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- Habitat for Humanity Greater Memphis  
*(Dewayne Spencer, Julie Romine, Greg Webb, Jessica Hord)*
- SoGiv  
*(Edward Bogard)*

# Questions & Comments

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