

# Short Term Program, Long Term Impact: Career Integration in Instructor Led Programs

## Career Integration Strategies from Volunteering & Leadership Programs in Costa Rica & Panama

---

### Pre-Departure

- Intercultural Development Inventory (IDI):
  - Complete IDI and individual feedback session.
  - Review and discuss group profile at a pre-departure meeting.
- Goals and expectations reflection:
  - Participants identify 3 goals they hope to achieve while abroad and post to online discussion.
  - Participants explore anticipated challenges abroad and potential strategies to mitigate them.
- Participant community development:
  - Pre-departure meetings, Flipgrid, GroupMe, and student-led Moodle discussion board.

### Program Duration

- Airplane Icebreakers:
  - Students are given their favorite candy with reflective icebreaker questions attached to prompt meaningful discussion during a lengthy, international flight.
- Volunteer Reflection Discussions (VRD):
  - Facilitated discussions to guide students in connecting their volunteer and intercultural experiences to their next steps and goals.
  - VRDs combine pre-assigned readings related to the topic, hands on activities, and facilitated discussion.
  - Students practice leadership and communication skills as each student leads an intro ice breaker at a VRD.
  - At every VRD, students check-in with the instructor and group about their volunteer site, homestay, and overall experience abroad.
  - Topics include:
    - Framing the Week: Team building, Strengths, Goals, and Reflection
    - Expectations and our Experience: Processing Day 1 as a Volunteer
    - Service Abroad: Intent vs Impact
    - Culture, Communication, and Conflict
    - Exploring our Impact at our Volunteer Site
    - Connecting to Leadership and our Future Goals
- Volunteer Reflection Journals:
  - Journal assignments provide students with an opportunity to unpack what they are doing at their site, address challenges, and begin to make connections to post-college career goals.

### Capstone Project

- Post-program reflection:
  - Students choose a reflective capstone project that aligns with their goals and interests. Students propose their own meaningful project or choose from a list (ex: digital story, articulate experience abroad on resume/personal statement, etc).