



# POLE STAR

## EXPERIENTIAL LEARNING

### “Navigating Future Professionals, Through Real World Practices”

#### SKILLS GAP NUMBERS

Core Competencies are **NOT** Career Specific, Ask an Employer what they require when Hiring?

National Association of Colleges and Employers, “The Attributes Employers Seek on a Candidate’s Resume,” December 7, 2016

ATTRIBUTE	PERCENTAGE OF RESPONDENTS
Ability to work in a team	78.0%
Problem-solving skills	77.3%
Communication skills (written)	75.0%
Strong work ethic	72.0%
Communication skills (verbal)	70.5%
Leadership	68.9%
Initiative	65.9%
Analytical/quantitative skills	64.4%
Flexibility/adaptability	63.6%
Detail-oriented	62.1%
Interpersonal skills (relates well to others)	58.3%
Technical skills	56.8%
Computer skills	49.2%
Organizational ability	47.7%



#### WHAT BUSINESS LEADERS THINK...

Not as Skilled as they need to be...  
*Americans lack the necessary soft skills...*  
 Technology may seem low, but how is it?  
*Apprenticeships or even Internships could help!*

Adecco Employment Services (n.d.)

#### CORE COMPETENCIES

There are many Competencies. The focus is to develop this set of Core Competencies to build the foundation and reduce the RISK of a Skills Gap!

**How Do We Do This?**

#### CORE COMPETENCY DEVELOPMENT

- Leadership
- Human Relations
- Problem Solving
- Decision Making
- Project Management
- Business Politics
- Critical Thinking
- Planning / Implementation
- Negotiation / Persuasion
- Business Applications
- Professionalism
- Communication
- Teamwork
- Accountability
- Ethics
- Innovation
- Professionalism

#### VIRTUAL INTERNSHIPS

Pole Star Experiential Learning has developed a program to deliver virtual learning experience to challenge the Skills Gap and create an employable workforce.

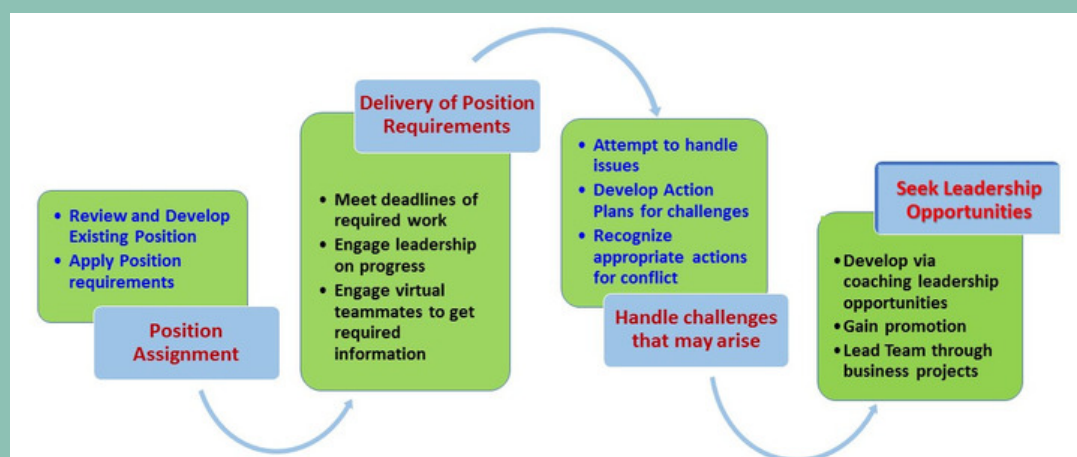
*“Navigating Future Professionals, Through Real World Practices”*

#### A DAY IN THE LIFE

Virtual Interns are working in real organizations making **A DIFFERENCE!**

Developing everyday through virtual interaction and solving real-world issues.

**Turning knowledge into Practice!**



# OUR SERVICES

We provide services for:

- High School
- College
- Adult Learners
- Military

Program Service Details	Participant Conditions	Deliverables to Participant
<b>Service Length: Standard 3 Months/12 Wks.</b> Note: Extended Service Available <b>Service Hours: Flexible 10 Hour Minimum Per Week*</b> <ul style="list-style-type: none"> <li>Extended work hours are at the discretion of the Intern and Leadership</li> <li>All work activity fits any existing work schedule of the Intern so as not to interfere with their normal work life</li> <li>All meetings and communication occur during evening hours (or hours that are most convenient for the Virtual Intern)</li> </ul>	<b>Service Contract based on Client Protection</b> <ul style="list-style-type: none"> <li>Non-disclosure of private client information</li> <li>Non-disclosure of Pole Star EL confidential information</li> </ul> <b>Participation Clause</b> <ul style="list-style-type: none"> <li>Commitment to complete required hours</li> <li>HR Corrective Action Process</li> <li>Removal from program based on failure to meet Internship requirements</li> </ul> <b>Participation in research following Human Protection Protocols</b> <ul style="list-style-type: none"> <li>Informed Consent</li> </ul>	<b>Internship Service for Resume</b> <ul style="list-style-type: none"> <li>Detailed work engagement</li> <li>Service Time</li> <li>Competencies Gained</li> </ul> <b>Competency Assessment Report</b> <ul style="list-style-type: none"> <li>Self Assessment</li> <li>Leadership Assessment</li> </ul> <b>Experiential Learning App</b> <ul style="list-style-type: none"> <li>Vivagogy app track Experiential Learning going forward!</li> </ul> <b>Letter of References</b> <ul style="list-style-type: none"> <li>Outlining experience for job opportunities</li> </ul> <b>Job Reference for Applications</b> <ul style="list-style-type: none"> <li>Leadership Contact</li> <li>Email address</li> <li>Phone number</li> </ul> <b>Career Advice for Consideration</b> <ul style="list-style-type: none"> <li>Upon Request</li> </ul>
* Middle School Program operated under different conditions	Middle School Program operated under different conditions	Middle School Program operated under different conditions

## OUR SERVICES: MIDDLE SCHOOL

Middle School learners have a need to understand the aspects of work and recognize what the competencies mean. As Schools are expecting Students at this age to begin to commit to a career path, we need to give them an opportunity to know what might be expected!

Program Outline	Participant Conditions	Deliverables and Information
<b>Middle School Experience of Work</b> <ul style="list-style-type: none"> <li>Grade levels: 7-9</li> <li>Ages: 11-14</li> </ul> <b>Virtual Experience</b> <ul style="list-style-type: none"> <li>Exposure to work experience</li> <li>Conditions are age appropriate</li> <li>Exposure to real world competencies</li> <li>Project engagement                             <ul style="list-style-type: none"> <li>Provided by Pole Star (or)</li> <li>School Specific in nature</li> </ul> </li> </ul> <b>Competency Credentialing</b> <ul style="list-style-type: none"> <li>Build Personal Learning Plan (PLP)</li> <li>Deliver to Competencies through (PLP)</li> <li>Combined effort between teachers and Competency Coaches</li> <li>Student captures evidence of success</li> </ul> <b>Service Length: 4 weeks</b> <b>Service Hours: Flexible 5-8 Hrs Minimum</b> NOTE: Flexibility based on School specific requirements	<b>Permission Contact</b> <ul style="list-style-type: none"> <li>Parent or Guardian approval required</li> </ul> <b>Student Participation Clause</b> <ul style="list-style-type: none"> <li>Commitment to complete program</li> <li>School engagement if Corrective Action required</li> <li>Removal from program based on failure to meet requirements</li> </ul> <b>Participation in research following Human Protection Protocols</b> <ul style="list-style-type: none"> <li>Informed Consent</li> <li>Parent or Guardian approval required</li> </ul>	<b>Competency Credential Certificate</b> <ul style="list-style-type: none"> <li>Badges based on outcomes</li> </ul> <b>Competency Assessment Report</b> <ul style="list-style-type: none"> <li>Based on Personal Learning Plan (PLP)</li> </ul> <b>Letter of Participation</b> <ul style="list-style-type: none"> <li>Outlining experience</li> </ul> NOTE: School may define additional deliverables for students as they deem necessary
		<b>Pole Star Experiential Learning</b> <ul style="list-style-type: none"> <li>Clean Background Check                             <ul style="list-style-type: none"> <li>Entire Staff</li> </ul> </li> <li>Insured</li> </ul>

# THE EVOLUTION OF OUR PROGRAM

(BASED of the Dreyfus Model for Skills Acquisition)

### Novice:

- Distant observer
- Scattered knowledge
- Constant monitoring
- Detailed directions required

### Advanced Beginner:

- Making connections
- Interaction with others
- Applying knowledge
- Seeking approval of work

### Competent:

- Problem-solving increases
- Stronger recognition of surroundings
- Increased communication
- Seeking challenges
- Planning next steps
- Emerging leadership

### Proficient:

- Prioritization
- Leadership
- Adaptive/Creative
- Holistic view of surroundings
- Effective communication to convince
- Professional demeanor
- Responsible for actions

### Expert/Advanced:

- Autonomous
- Leads and mentors
- Highly adaptive to situation
- Experienced problem-solver
- Communication at multiple levels
- Leads by example
- Life-long learner



**“Learning is the process whereby knowledge is created through the transformation of experience.”**

- David Kolb, Ph.D.

**“Our GOAL is to creating personalized experiential learning via virtual internships and proprietary concepts to develop, measure, and improve career performance. And to engage everyone in looking at themselves to see how they can become stronger and believe in their abilities. Practice creates an opportunity for everyone willing to risk the experience. When people experience mistakes and become aware and given a chance to recover successfully, confidence builds motivation, and more importantly, each individual will become a fearless competitor and the greatest communicator!”**

Kevin A. Cojanu, Ph.D.  
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