

## Vision Team 1: The Guarantees Summary Report

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**Charge:** The team was tasked with developing recommendations to implement two commitments:

1. A guarantee that JMU graduates will achieve a positive career outcome within 12 months of graduation.
2. A guarantee to employers that JMU graduates will demonstrate proficiency in defined power skills.

The group focused on practical implementation strategies and identifying potential barriers and solutions.

### **Recommendation 1:** Define Core Power Skills for an Employer Guarantee

We recommend initially guaranteeing three power skills: **communication, problem solving, and teamwork**. These skills were selected based on their alignment across:

- The most in-demand skills identified in six recent national studies representing over 4,000 employers and 1,000 occupations
- Skills effectively taught across JMU's undergraduate curriculum
- Skills JMU can meaningfully reinforce after graduation

Additional skills may be incorporated over time.

### **Recommendation 2:** Offer an Employer Guarantee to Support Alumni and Employers

JMU should formally support both alumni and their employers by providing structured, ongoing access to skill development. This includes providing an:

- **Employer Partner Portal** through which employers can request educational support for employees, including non-JMU graduates, with free power-skill resources available to JMU undergraduate alumni
- **Alumni Portal** allowing graduates to request professional development support at any career stage

JMU would offer alumni up to six free asynchronous modules focused on power-skill development. This level of post-graduation support is uncommon nationally and positions JMU as a leader in talent development. The employer guarantee would also strengthen employer partnerships and support corporate and foundation engagement.

**Recommendation 3: Offer an Employment Guarantee to Students and Families**

JMU should guarantee that participating graduates achieve a career outcome within one year of graduation. In return, students must demonstrate career readiness by completing the University Career Center's **Five Ways to Be Career Ready** framework:

- Activate a Handshake profile
- Attend a career advising appointment before graduation
- Attend one career fair annually
- Complete a verified work-based learning experience
- Attend a post-graduation career advising appointment

Two models are offered for consideration:

- **Required Guarantee:** Completion of requirements is mandatory for graduation, ensuring universal participation but presenting greater implementation challenges
- **Optional Guarantee:** Participation is voluntary; only students who complete requirements are eligible

Eligible graduates would receive enhanced job search support and access to a **free semester of coursework**. This could include undergraduate or graduate credits. Graduate credit options would require standard admission processes and would not guarantee placement in specific programs.