

CAREER COACHING & COUNSELING



CAREER-FOCUSED DEVELOPMENTAL ADVISING

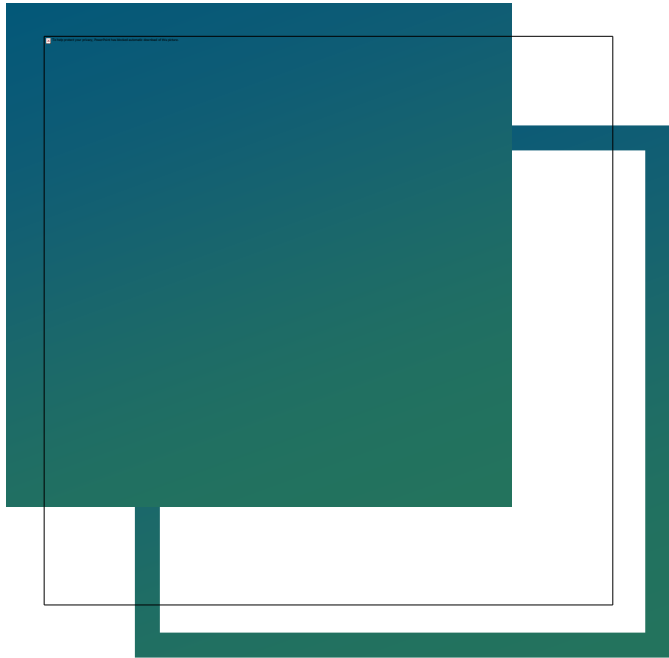
Presented by:

Guided Pathways & Equity

**Students, Classified Professionals, Faculty, Administrators
working together**

Equity-Minded Design

Achieving the Dream found that colleges see the greatest gains in equity outcomes when they promote a personalized experience in which all students:

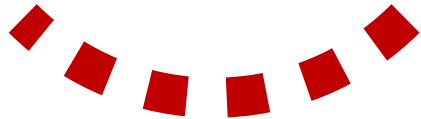


- Are supported in achieving their goals through intentional and early development of academic, career, and financial plans.
- Have to tell their “story” only once and are not running from office to office to get answers.
- Are proactively connected with supports targeted to their individual needs so they enter the classroom best prepared to learn.
- Feel confident that faculty, staff, and administrators are invested in their success.

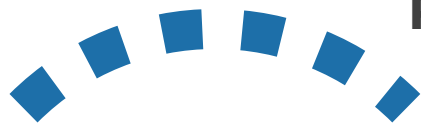
Loss Points in the Student Journey

The Loss-Momentum Framework developed by the Completion by Design initiative helps colleges identify where students meet their greatest obstacles to persistence and completion.

Connection



Entry



Progress



Completion

Major Decisions Along the Path



Connection

- Which career will I pursue?
- What is the best college major for me?
- Which college(s) should I attend?
- How will I pay for college?



Entry

- What program and classes will I enroll in?
- How will I ensure my academic success?
- Which college resources, services, and programs will I use to be successful?



Progress

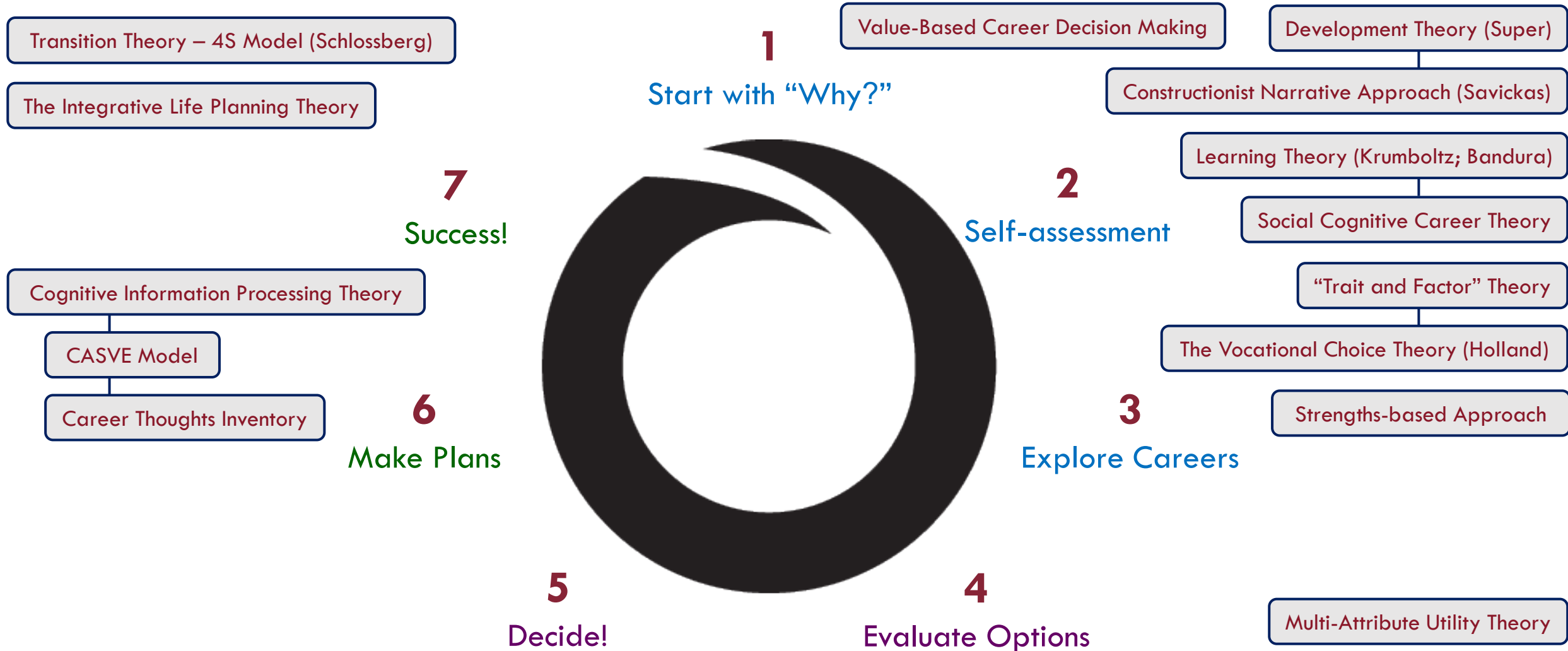
- How will I build my professional network and prepare for a job search?
- What type of work-based learning will I participate in to gain experience?
- Which university will I transfer to (if applicable)?



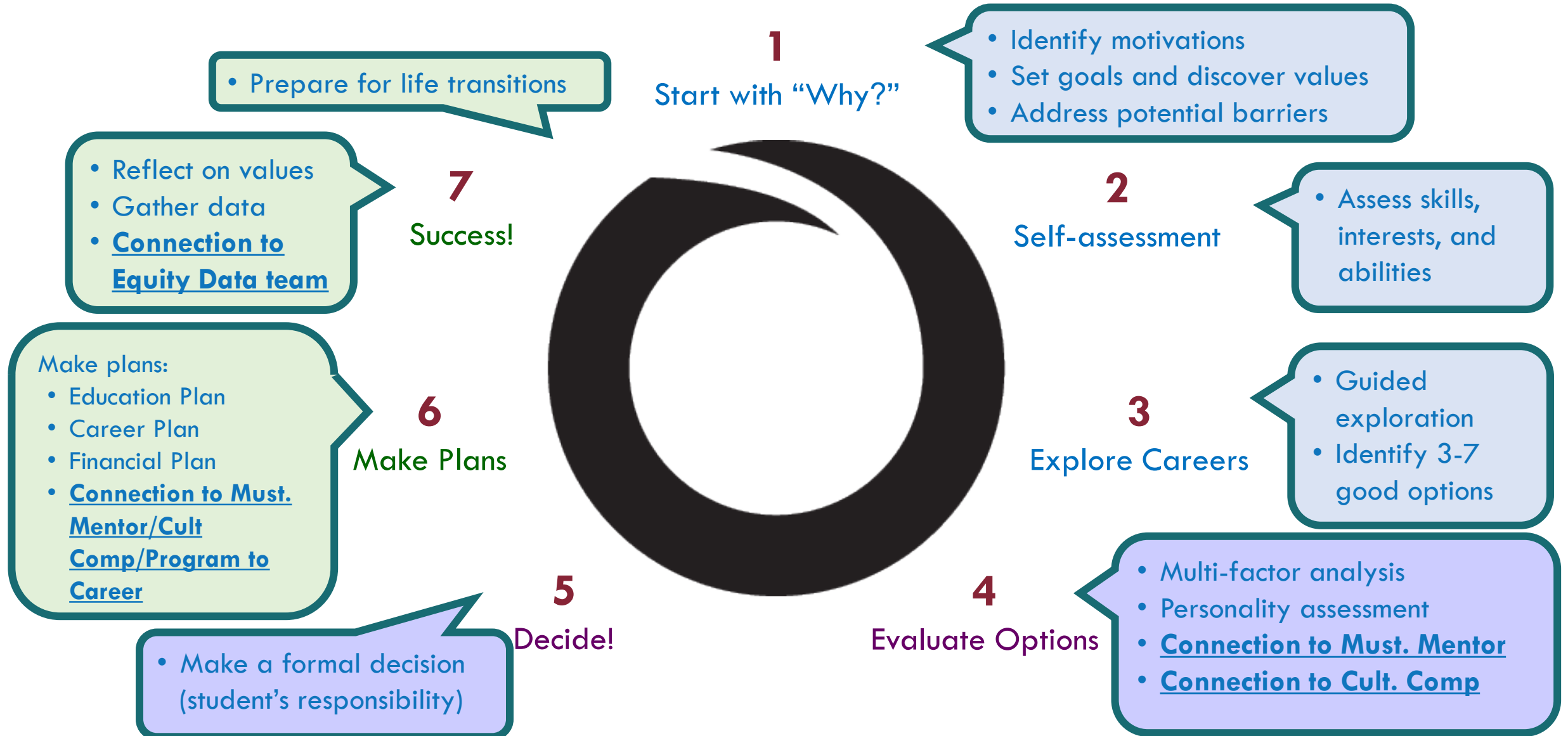
Completion

- Which jobs will I apply for?
- How will I continue my education to stay competitive and knowledgeable in my career field?

Career Development Theories



Making Career Decisions



Barriers Opportunities

Rethinking **Student** Advising

From:

Students still undecided after several years in college

Advising is transactional and based on student requests

Students return frequently to revise their education plan



To:

Students start college with a career goal in mind and informed major

Advising is developmental/teaching and guided by student needs

Students follow a career-focused plan and occasionally check in

Barriers Opportunities

Rethinking the **Student** Experience

From:

Majority (75%) enter undecided



To:

Majority (75%+) enter decided

College solves student problems



Students taught to solve problems

Planning based on academic interests and personality



Planning based on values/goals and identifying/eliminating barriers

Primary focus on education plan



Focus on comprehensive career, education, and financial plans

Lessons Learned

Throughout our time as a team, we have learned several things that have refined the path that we have traveled.



- **There is no one size fits all approach. Extreme need for an equity-based approach**
- **Students' barriers must be addressed through a therapeutic and cognitive approach before working on a career decision**
- **Altering and challenging the traditional mindset of the employees of the college is just as important as the mindset of the students**
- **Meta Majors/trailheads should not be for most students and should be a temporary plan that acts as a catalyst for proactive outreach and resource allocation**

Lessons Learned

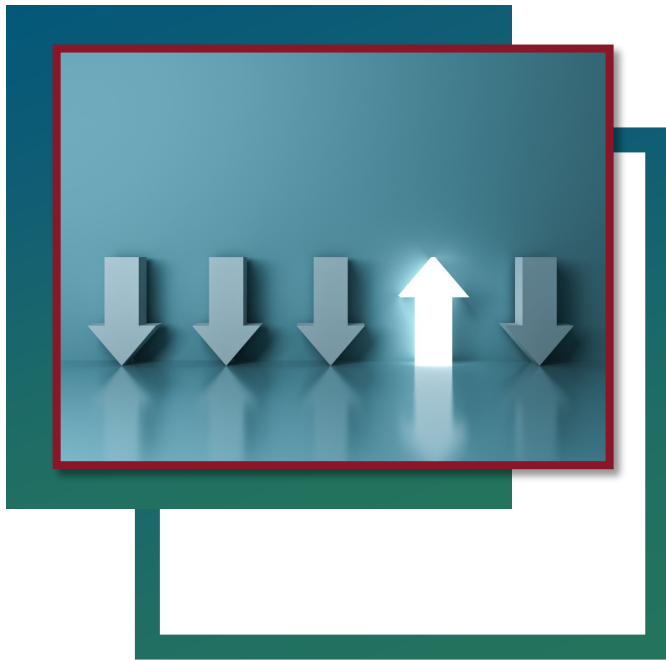
Throughout our time as a team, we have learned several things that have refined the path that we have traveled.



- **All Guided Pathways and Equity teams are connected**
- **Data and research-based innovation is the way to make lasting and institutional change**
- **Nothing can/will be done without buy in from all parties**
- **Education Plans alone are NOT comprehensive and do not guarantee academic and career success for our students**

Achievements

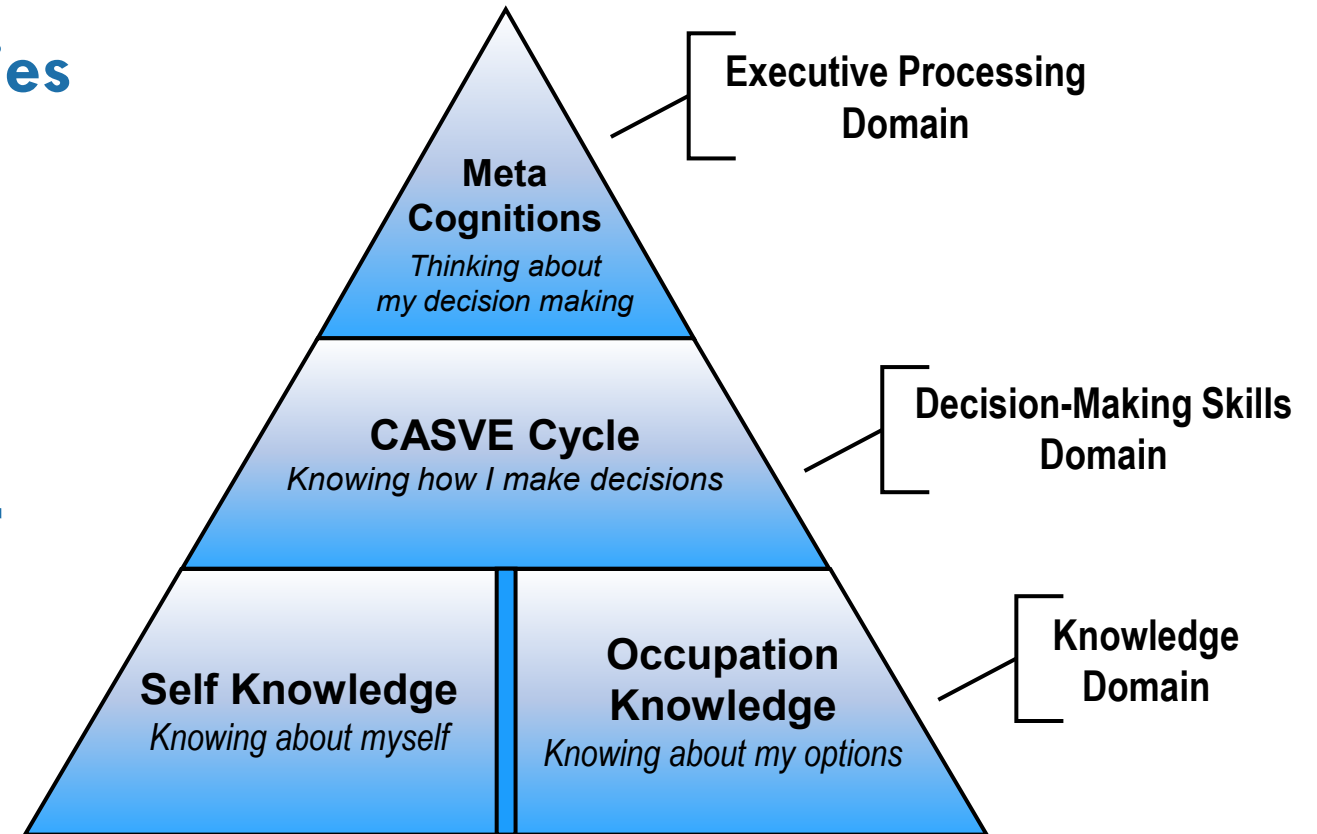
Through teamwork, collaboration, and innovation we have experienced much success with the Career Developmental Advising Model:



- Development of an advisement model that is based on research and data and incorporates an equitable approach for our students
- Elevate the importance of career decision making and barrier investigation first over academic planning and transactional advising at Norco College
- Introduce developmental advising to MVC and RCC and select “champions” to unify efforts in our district
- Develop partnerships with other institutions to advance our efforts
- Build excitement and hope for the future for both employees and students about the future

Recommendations

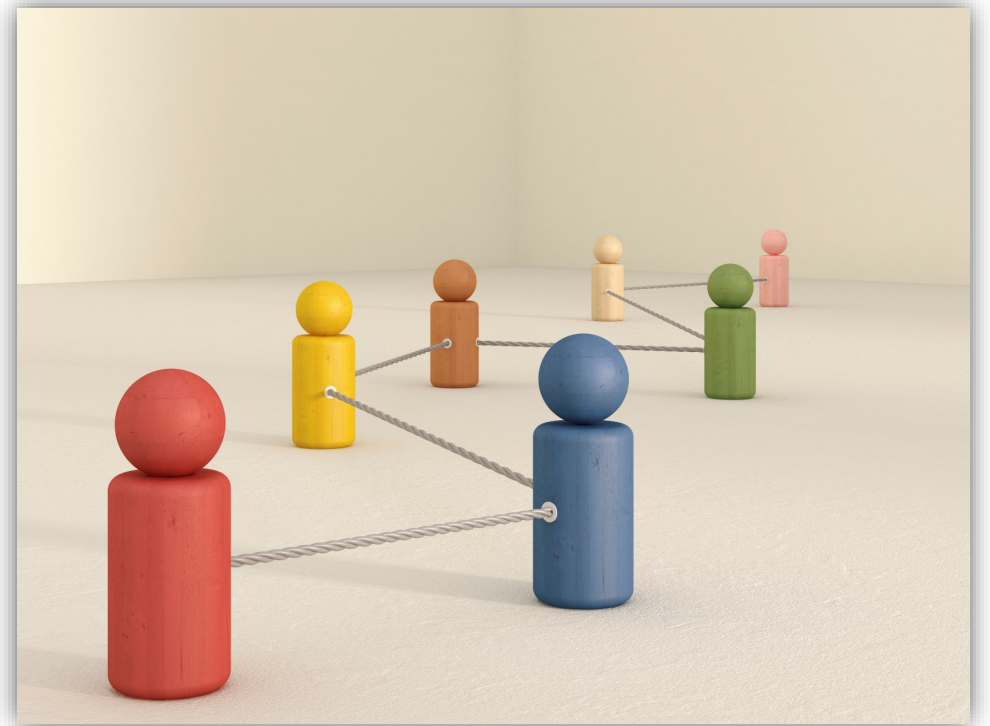
Continue to provide opportunities throughout the district to help individuals (employees and students) learn improved problem-solving and decision-making skills needed for career and other choices.



Pyramid of Information Processing Domains in Career Decision-making

Recommendations

Continue to provide guidance about and solidify the roles that Classified Professionals, Faculty (Counseling and Instructional), Administrators, and Students, play along the path to success.



Recommendations

**More
Time**



Recommendations



CCRC COMMUNITY COLLEGE
RESEARCH CENTER
TEACHERS COLLEGE, COLUMBIA UNIVERSITY

FEDERAL POLICY BRIEF
APRIL 2021

Investing in Student Success at Community Colleges

LESSONS FROM RESEARCH ON GUIDED PATHWAYS

Investing in community colleges is a central part of the Biden administration's education agenda, with the goal of strengthening America's middle class and opening the benefits of education to all Americans. CCRC has conducted 25 years of research on how community colleges can more effectively educate students and set them up to successfully transfer to a four-year college, launch a family-sustaining career, or upskill to get a better job. Our research has led to the conclusion that systemic, whole-college reform is needed to reach all students and to help many more of them reach their goals. Guided Pathways is a comprehensive reform approach whereby community colleges fundamentally redesign their programs and support services in ways that create clearer, more educationally coherent pathways to credentials with strong labor-market value. It is currently being implemented by hundreds of colleges across the country.

Guided Pathways is a comprehensive reform approach. Colleges redesign programs and support services to help all students explore, choose, plan, and complete programs aligned with their career and education goals.

Guided Pathways is not an intervention but rather a framework that the federal government, states, and colleges can use to strengthen community colleges and improve student outcomes. In this brief, we explain what Guided Pathways is, why we think it has promise, what it costs, and how it can help improve student success on a large scale and thus grow a stronger, more prosperous, and more inclusive middle class.

1. What is Guided Pathways? Why is it needed?

Guided pathways is a whole-college reform model designed to help community college students explore, choose, plan, and complete—in a reasonable time and a affordably—programs that enable them to secure a good job directly or successfully transfer to a bachelor's program in a specific major. It is based on more than two decades of research by CCRC and others on how to improve student success in community colleges.¹

The education model evident in most community colleges today evolved in the 1960s and 1970s in response to our nation's effort to dramatically increase access to higher education. What emerged is the "cafeteria college," which offers a wide range of programs designed

or Improving
ary Credential
Among Black,
and Native
adults

CCRC COMMUNITY COLLEGE
RESEARCH CENTER
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Entering a Program:
Helping Students Make Academic and Career Decisions

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Follow the Research

Recommendations

High focus on collaboration throughout the district and beyond to help all students, not just the ones that go to our school.

