

Strategic Goal #4: Improve Student Career Preparation

January 17, 2014 L 144

Attending: Co-leaders Dawna Perez and Chuck Phair, members Nita Lamborghini, Deb LaValley, Mike Markham, Lindsey Mayo, George Moriarty, Deborah Regan and Megan Shea

UPDATES

NECCLink: All 12 Internship students are placed. There are 55 registered students, 30 registered employer contacts, and 21 job posts in the system now. Ashley just received a shipment of posters and flyers that are geared toward students, faculty, and staff. The posters will be posted in every building on both campuses. The flyers will be given to Grace Young and Laurie Dimitrov for the recruiters and advisors, the Student Success Center, Learning Accommodations, Student Engagement, and any other office that requests them for distribution. Ashley will also be coordinating an all staff and faculty mailing of the flyers next week, so look for the flyer in your mailbox and check out the system. Also, if you know of anyone who would like some, let Ashley know.

Workshops: Ashley was loading the workshops today (1/17/14). There is a workshop collaboration meeting set for January 29th at 11 AM, location TBD. Please encourage students to go and sign up for workshops, which will, in turn will make them (except for Learning Accommodations which they need to do via office contact) create a profile on NECCLink.

Quick Guides: Thank you VERY much, team, for coming through with EXCELLENT Quick Guides. Ashley and Dawna went over all of them on January 16 for final edits, and they will all be converted to a uniform font and loaded into the Multimedia Resource Library on NECCLink as soon as possible.

New Business

We set the stage for conversation by talking about how our own goal teams “next Bold Step” was also a topic at Goal Team 2 (ATD core team Plus)--- a holistic center for students...what that might consist of at the Goal 2 team table was not clear, but I put forth our thoughts in that venue as well. Everyone seems to agree, across goal teams, that we need to weave our services together in a way that students can understand and take advantage of at whatever stage of educational/professional career they are at. More on that in a bit.

We talked about follow up from last month’s meeting and how connections have been made between ValleyWorks and Ashley regarding notification of career fairs as early as known so that NECC can promote via social media and website, and we can get the word out to students via NECCLink and other means as well. Also, arrangements for a leave-behind tri-fold brochure about Internships are in the works.

We reviewed the two NACElink modules for which we had demos yesterday, and decided the Language Translation module was not a value at all, at \$2,500 annually, just to provide a button to our users that would convert everything into a language of choice when none of the translation would be provided...i.e. WE would have to do all the translation and put it into every text box in the system as well as the instructions, etc. If we are committed to getting a professional translator for the college to

address the DESE's Education Career Vocation Technical Education Civil Rights Site action items for which we got dinged, then we could feasibly do a work-around to this module and have the whole site translated using "text editor" but then all users would see both English and Spanish for every item. The module for Faculty Engagement, however, was very interesting and helpful.

Faculty Engagement Module: \$1,000 annually (pro-rated if we take it on before July 1)

- Faculty have own separate database. We can have a home page with three icons for login (Student/Alum, Employer, Faculty) or Faculty could have a separate login page.
- The faculty interface is very similar to the student interface.
- We can put targeted announcements on Faculty Home page, as well as announcements for all users.
- We can select "Major(s)" for faculty so that they are only allowed to recommend jobs to students in that major, or we can allow them to see and recommend to all students.
- We can "feature" jobs to faculty. Admin just selects "Feature this job" when approving a job listing. "Featured" jobs move to the top of the list.
- Faculty has a "Recommend to Students" button as they scan jobs. If they pick a job, and click "Recommend", they will see the list of students we have given permission for them to see (all or by specific major only)
- Experiential Learning tab---when students apply to an experiential opportunity, Faculty can "Approve" the application to enter an internship , Service Learning experience, or Community Service. The student lists the opportunity requested. Faculty can also approve the Learning Outcomes, view Student Self-Evaluation, Employer Evaluation and hours tracked in the experience by student.

Employer Tab – Faculty can see all employers in the system.

Networking Tab (it's an add-on) ...List of Mentors.

Events Tab – can see workshops, Career Fairs, Info Sessions

Resources Tab – faculty can see the O-Net connection, the multimedia resource library

The Experiential Learning Module will be demoed next week. Ashley will send a reminder about the demo and team members can let her know if they would like to participate.

We discussed adding two modules vs. buying the full edition. Most thought we should move slowly and get the two modules. But the full edition has a lot of tracking/analysis and usage statistics that might really help us make a case for growth (or show us why we don't need to grow it). We have only a little time to decide. If just two additional modules, we feel we can fund them either through TAA or a budget request fairly easily. If full edition, it may be a harder sell.

OTHER INFO

Nita talked about Bunker Hill CC's "Single Stop" which is a service for students to address all their non-academic barriers to success, including those of a financial nature in terms of eligibility for tax credits, tax prep, SNAP, etc. It is funded through a grant/private philanthropy and we will look further.

Megan talked about “Life Mapping Centers” present in a lot of institutions that help students to create a plan for themselves in terms of various aspects of their life, including their career path.

Chuck talked about the National Career Readiness Certificate and the move that is underway to get employers to understand its value and what it means to have prospective employees who have been through the training and have reached particular competencies.

Deborah Regan sent out a link after the meeting from an NPR talk on Career Development office/staff growth at colleges exploding due to the dire need for placement support/services for students. A degree no longer guarantees a job, and students are asking for more help.

We had some conversation about what a holistic comprehensive center could or should entail. We need to not expect to capture every service we have under it, but to make sense of the continuum, as George put it from “**Interests/Talents to Preparation** (with the support necessary to troubleshoot the academic and nonacademic barriers that present) **to Placement**” (*parentheses mine*)

If we were to get students into the Center at the front end, to determine their interests and strengths, then they would be more focused as they set their academic plan with their adviser. For Subsidized Loans in Fall 2014, students won't be able to poke around and take courses from all over the college to experiment....they will need to stay within one discipline in order to have the courses covered. Why not make sure their decisions are better informed?

If we offer the workshops and inventories to help them discern interests and strengths and potential careers, then offer them experiential opportunities to further explore those careers or fields, troubleshoot barriers along the way, then help to place them upon completion...that would be a complete model. The name “Career and Life Planning Center” was tossed around and people liked it. It sounds more accessible to students than “Personal and Professional Development”.

HOMEWORK:

The team is asked to think seriously about what **FUNCTIONS** belong in a Center, and what roles (internal roles or connections to community entities) would fulfill those functions.

If we can get clear on functions and how they can be addressed, we can start more of a concrete ‘business plan’ as to what it will take to make it happen.

Our next meeting is February 21 from 9:00 – 10:30 in SC203