

Understanding a Community College Student's Road to Career Success

THE REGION'S MISSION

The purpose of the San Diego & Imperial Counties Regional Consortium is to provide leadership and guidance on regional career education initiatives that serve its members and stakeholders. Driven by an equity framework, we collaborate with educators, industry, and community partners to support students, develop and sustain a skilled workforce, and align to the needs of the regional ecosystem.

BIG IDEAS REFLECTED IN ROAD TO CAREER SUCCESS

- The graphic represents a student's journey, from post-secondary engagement of K-12 and adult students, through onboarding, student retention and success, and transition to careers.
- This journey is aligned with the Guided Pathways pillars including a new pillar for student transitions.
- All regional SWP investments are focused on student engagement and completion with a focus on equity; equity is woven as a ribbon through all the activities, informing all policies, practices, and decisions.
- Representation from all ten regional colleges guide the implementation of key sections of the roadway.
- Data and research undergird the entire system.

POST-SECONDARY ENGAGEMENT

- Entering students come from a wide variety of settings: Adult education/Noncredit, Middle schools and high schools, Self-referred, Targeted community programs, including those for the formerly incarcerated, and Workforce development programs.
- Postsecondary engagement includes
 - *Outreach.* Proactively equitable outreach services encourage prospective pathway students — especially those who are disproportionately impacted — to enroll in community college and connects them to welcoming intake processes.
 - *Alignment.* Alignment of curriculum and information to students about educational options, pathways, and available services helps ensure that students can make seamless transitions to community college.
 - *Acceleration.* Engagement of pathway students in *acceleration* opportunities, such as Early College Credit and Credit for Prior Learning programs, supports timely and effective transitions and long-term success, especially for disproportionately impacted students.

ONBOARDING

- Onboarding practices set students on their paths to successfully launch their college experience. They include:
 - *Comprehensive Intake.* Colleges identify interests, goals, and needs of students to facilitate referrals to pathways and programs and help ensure students engage with the college and its culture.
 - *Differentiated Orientation.* Colleges offer information about pathways, programs, and services in a way that is appropriate to each student — both online or in-person.
 - *Career Planning Before Education Planning.* Students explore their interests and career options before developing an education plan, so that their long-term goals or aspirations can inform their plans.

STUDENT RETENTION, SUCCESS, and SUPPORT

- Three interrelated components ensure students are engaged, stay on their path, and, ultimately, succeed.
 - *Pathway Participation.* Students engage in rich integrated pathway courses that teach technical skills, academic knowledge and skills, and 21st Century skills and core competencies.
 - *Applied Learning and Work-Based Learning.* Applied learning facilitates understanding by engaging students' interests and connecting theoretical concepts to practical situations. Work-based Learning is a continuum of experiences that support career awareness, exploration, and preparation, through engagement with employers and real work opportunities.
 - *Employment and Career Readiness.* Employment readiness includes curriculum that encompasses all the skills that students need to succeed in their careers.
- Undergirding these three components is a system of student supports that includes advising, financial planning, tutoring, and other forms of support.

TRANSITION

- *Job Placement Services* prepare students for work focusing on the tools and logistics needed to find and retain immediate employment, such as connections to employment opportunities, coaching, and mock interviews.
- *Transfer Services* prepare students for transferring to a four-year college or university, including application preparation, college tours, transcript services, and related services.

EDUCATION AND CAREER NAVIGATION

- *Education and Career Navigation* is the process of making one's way through further education such as a four-year institution, upskilling opportunities, and/or a workplace and successive workplaces over time.