

NACE & YOUR STRATEGIC PLAN FOR CAREER SERVICES

Challenging to meet with the entire team at times as some are adjuncts or part-time.

What has this process surfaced for your team?

This process has allowed us to reflect collectively all the accomplishments and success we've had but also areas for improvement.

For DSPS workforce programs: Identified several strengths and best practices, as well as opportunities to solicit feedback for improvement and increase equity and accessibility

The importance of getting faculty buy-in

To increase the knowledge around services, accessibility and opportunities for students.

An area for real services, communication, gaps, and opportunities

How we can improve our services for our students.

For DSPS workforce programs, identified several strengths as well as opportunities to increase our accessibility and diversity.

That we have a strong team that works well together and supports each other.

While we operate pretty well, there are things we can take to the next level!

I think the process has highlighted that many of us on campus are unaware of the services offered.

Serving on advisory boards, college committees and aligning career engagements with those interests/needs.

This process has helped us better define our work-streams, what we have control over and where we need more support from faculty and leadership.

Shed light to the importance of career counselors

Career Services collaboration across campuses.

To be intentional when working with DI students.

Our successes are PERSON specific (not role) and we need to improve on systems to ensure sustainability

What are you hopeful about for this work in the future?

Additional staffing to support the great work.... Full-time career counselors/coordinators, full-time WBL, etc.

Data collection- how can we create a better way to collect this data in a way that is useful to us.

Leadership Support!

Faculty support needed, CS should be in every conversation.

Career services needs to reflect the true meaning of inclusion

That we will be able to improve services to our students.

Funding for Career Services to decide how it should be spent, in line with goals/mission, as every campus needs are different.

Integration of technology to better serve students

To INCREASE DEIA in the process, The majority of our students at SWC are students of color. NACE assessments need to reflect the population is serves.

Increased visibility of the role of career development along the student pathway

To increase collaboration with other departments and with our leadership

DSPS Workforce Programs: Hopeful to identify methods to solicit feedback from students and use them to develop actionable items that will increase equity and access.

What strategies are you considering for DI populations?

Customized Integrated Employment for students with disabilities

Doing a workshop on internship opportunities for DACA and students with undocumented status

Collaborating with department/club directors to create panels, workshops, speaker opportunities that reflect the work/collaboration of all departments/staff.

Partner with EOPS, DRC, other student centers to develop/expand specialty workshops

Establishing connections with categorical programs that serve these DI populations that can provide constant guidance/workshops

What promising practices are you proposing that other colleges could use?

Inform faculty when students are placed and thank them for their work with those students.

Attending department meetings, share a brief to all faculty and counselors. Meeting 1 on 1 with students, creating lunch and learns, inviting guest speakers

Development of a Disability Employer Toolkit, including resources to educate and support employers in recruiting workers with disabilities.

Opportunity to partner with Rising Scholars and job "felony friendly" companies - can we leverage Employer Relation Liaisons to help grow this list?

What support do you still need to complete your plan?

CIE training for staff

We need Safe Spaces where students can feel welcomed as they access or ask for services

Rebranding, knowledge and accessibility, As well as DIVERSITY, Representation MATTERS

Real life examples to show students correlation between services

Funding for transportation for students to participate in WBL opportunities

How do we help students with english as their second language to be successful in job search?

Identifying employers that intentionally hire or provide services to our DI Populations

