# Career Navigation

# Community of Practice

## Palomar College

# **Focus:** Black/African American Students

**According to the Palomar College Student Equity Plan, Black/African-American students continue to experience equity gaps related to:**

- **Career awareness and access to professional networks**
- **Exposure to Black professionals in career pathways**
- **Navigation of workforce preparation, resume development, and post-college economic mobility**

**These gaps are compounded by systemic barriers such as limited representation, reduced access to social capital, and historically fragmented career navigation supports.**

# Overview of Career Services Project/ Intervention

**Worked with our Success Team to develop activities for Black Student Success Week.**

- **Career-focused workshops**
- **Employer and professional panels**
- **One-on-one resume support**
- **Designed Business Pathway Career Fair**

# Targeted Career Panel & Networking Opportunity

# Lessons Learned

- Start outreach earlier to maximize student attendance and cross-program engagement.
- Leverage additional faculty and counseling partnerships to embed event promotion into classrooms.
- Build more structured follow-up pathways (appointments, internships, mentoring).
- Develop sustainable staffing plans.

# Successes

**Black Student Success Week provided a coordinated, visible, and affirming career navigation experience.**

**Students gained:**

- **Access to Black professionals and role models**
- **Practical workforce tools**
- **Increased sense of belonging and validation in career spaces**

**Additionally, collaborated with the Umoja and Puente Programs for focused support of Black and Latine students**

- **Career exploration and research activities for cohorts**
- **Tailored career assignments in collaboration with program instructors**

# Outcomes or impacts….

- Strong student engagement across multiple days of programming.
- Increased visibility of Career Services and Student Success supports among Black/African American students.
- Strengthened campus partnerships across Counseling, Umoja, Career Services, and the Office for Student Success.
- Positive anecdotal feedback related to:
  - Representation
  - Relevance
  - Inspiration and confidence in career pathways