

Onondaga Pathways to Careers Demonstration Project at Onondaga Community College



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Welcome & Introductions

Discussants

- Dean Tzivanis – OPC
- Jay Harrison – OCC
- Matt Horan - OPC

Facilitate Discussion

- Meera Adya
- Michael Morris



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Others Joining Us

1. Mississippi State CC
2. Georgia VR
3. Kentucky VR
4. Nebraska VR
5. Virginia VR
6. DEI TA Representatives
7. DEI Projects
8. WINTAC
9. ODEP

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Agenda: Career Exploration

- Background / Best Practices
 - Meera Adya
- Prior to joining OPC, during outreach:
 - Dean Tzivanis
- When starting at OCC and just joining OPC:
 - In the past two years: Jay Harrison
 - Over the next two years: Matt Harrison
- Other CoP members?

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College Career Exploration: Best Practices

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National Council on Workforce and Disability/Youth: Career Exploration

Career exploration activities are experiences at school and in the community that help young people to:

- (a) identify how their interests, values, and skills relate to careers of interest;
- (b) describe the skills and activities associated with those careers; and,
- (c) identify the post-secondary training, two-year, four-year, or graduate degree programs needed to successfully pursue those careers.

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National Council on Workforce and Disability/Youth: Career Exploration

- Youth who have participated in career exploration and other transition services in a **quality learning environment** have higher career search self-efficacy
- Youth with greater career search self-efficacy are more highly engaged in goal setting
- Youth more highly engaged in goal setting are more motivated to attend school and have higher academic self-efficacy.

So, what are **quality learning environments**, with respect to career exploration? The Guideposts for Success tell us...

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Guideposts for Success: Career Preparation

NCWD/Youth has developed the Guideposts for Success to assist with a successful transition process for youth with disabilities. The 2nd Guidepost addresses career preparation:

All youth need information on career options, including:

- Career assessments to help identify students' school and post-school preferences and interests
- Structured exposure to post-secondary education and other life-long learning opportunities

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Guideposts for Success: Career Preparation (cont.)

In addition, youth with disabilities also need to:

- Understand the relationships between benefits planning and career choices;
- Learn to communicate their disability-related work support and accommodation needs; and,
- Learn to find, formally request and secure appropriate supports and reasonable accommodations in education, training and employment settings.

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OPC: Pre-college Career Exploration

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Pre- College Career Exploration

- High School Outreach to Inclusive & Special Education Classrooms
- OPC Scholars Program
- Individualized Career Exploration with Students and Families

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Career Exploration with High School Students

- Used with both inclusive and special education classes to increase occupational literacy
- Career & Personality Inventories (MBTI, Holland Codes)
- Utilizing OPC Peer Mentors
- Assists students in evaluating readiness for their desired career

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Career Exploration with High School Students (cont.)

OCC's Career Coach Tool

The screenshot displays the Career Coach Tool interface with several interactive sections:

- Search careers or browse all careers:** A search bar with the text "What kind of job do you want?" and a "Search" button.
- Enter your program or browse all programs:** A search bar with the text "What program interests you?" and a "Search" button.
- Have a military background?:** A search bar with the text "What is your MOC?" and a "Search" button.
- Not sure where to start?:** A "Get started here" button.
- See the Hot Jobs:** A "See the hot jobs" button.
- Purple Briefcase:** A "Click Here" button.

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OPC Scholar's Program

- Cohort of 25 high school seniors participating in a college preparatory curriculum
 - 3 of the 9 sessions are focused on career exploration and awareness
- Guest speakers, collaborative learning, self-assessments (NCWD's 'Guiding Your Success' Tool)
- All students who choose to enroll at Onondaga Community College after completing OPC Scholars Program receive services from OPC staff

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Individualized Career Exploration with Students and Families

- Meeting with prospective students & their families to discuss career pathways and postsecondary options
- Introduce Career Coach as a tool to explore on their own (open access tool)
- Provide them with other resources to make informed decisions about post-secondary career planning

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Onondaga Pathways to Careers: Career Services

Jay Harrison & Matt Horan



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Career Goals for OPC Students

- Increase career and self-awareness
- Develop job search skills
- Create career goals
- Build awareness and knowledge of the chosen career fields:
 - Manufacturing
 - Information Technology (IT)
 - Health
 - Criminal Justice
 - Media
 - Hospitality

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Career Goals for OPC Students (cont.)

- Develop Employability and Soft Skills
- Leadership Skills
 - OPC Peer Mentor - OPC Peer Mentor is responsible for assisting OPC and/or OPC Scholar students in adjusting academically and socially to the OCC environment. She/he provides students with information about services offered thru OAR and encourage students to utilize these services,
- Gain exposure and experience through work base learning opportunities
 - Internship
 - Job Shadowing
 - Volunteering
 - Service Learning
 - Site Visit

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Career Assessments

- Career Assessments are often a great to use in decision-making because they offer insight into your interests, needs and values as the relate to careers or majors. However, they are not psychic predicts and will not tell you what you should do for the rest of your life.
- Within the first year of programming
 - Holland’s Personality Assessment - Classifies jobs into job categories, interest clusters, or work personality environments.

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Career Exploration Resources

You’ll learn more about the particular careers that interest you including the requirements to pursue each career, what it would be like to work in the career, and what steps you’ll need to take to prepare for career success. Everything you learn will help you make informed decisions about your goals and plans for the future.

Career Exploration Resources:

- ***Mynextmove.org (O*Net)*** – is a web-based interactive tool used for career exploration
- ***Big Future by The College Board (Major and Career Search)*** – is a web-based interactive used for college planning and career exploration/planning
- ***Career Coach*** – is a recognized online tool which takes some of the uncertainty out of choosing a career and a major. Users can access the latest data on area jobs, salaries and employment trends as well as find links to OCC programs.

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Career Exploration Resources

Work-based Learning

Work-based learning provides students with real-life work experiences where they can apply academic and technical skills and develop employability skills.

Types of Work-Based Learning includes:

- Internship
- Job Shadowing
- Volunteering
- Service Learning
- Site Visit

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Ways We Engage Students in Career Development

Provide multiple opportunities to build and practice skills in all three career development domains:

- One-on-One (Advising/Counseling)
- Group (In class, learning communities, workshops, seminars)
 - Topics: Soft skills, career-specific skills, job search skills, effective interviewing, resume/cover letter writing, salary negotiation and effective networking.
- Work-based learning
- Creating goals (Action Plan) is a promising strategy for career development skill building

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Goal Setting: Action Plan

- Action Plan model focuses on the whole person; based on the positive youth development approach Similar to an Individualized Education Program (IEP)
- Develop a supportive relationship with students by discussing their strengths, needs, and goals.
- Facilitates skill building in self exploration, career exploration, and career planning and management

Action Plan can include:

- Focus on academic goals/courses
- Include career goals and preparation
- Include other personal goals and support



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Sample Action Plan

OPC Goal Action Plan					
Student Name: Jay Harrison				Coordinator Name: Jay Harrison	
Student ID: 123456789					
Date	Goal	Supports/Resources	Actions/Tasks	Evidence of Achievement	Review Date
9/30/15	Jay will create a professional resume for potential internship opportunities	Career Center Staff Jay Harrison EOP	Attend Career Center Workshop: Resume Writing Workshop – 10/14 Job/Internship Workshop – 10/21	Interviews Internship Offers	10/30/16
Are there any risk/obstacles to achieving your goal? YES/NO If yes, how will you overcome these? Interview attire					

Upcoming Services – Fall 2017

Employability Skills Training

- Assess student strengths and needs in the areas of customer care and personal qualities
 - Utilize assessment results to design and plan workshops/seminars for OPC students

Career Advising/Counseling

- One on one meetings with students to conduct career exploration/planning
- Soft skills training
- Resume/cover letter prep, application process review, job lead research, interview prep

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Upcoming Services – Fall 2017 (cont.)

Enhance Work Based Learning Opportunities

- Increase employer engagement in order to offer a wider range of experiences for students
 - Job Site Tours
 - Job Shadowing
 - Internship/Employment

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Questions?

Please feel free to contact us via email or telephone at:

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315-498-2857

Jarrell Harrison - Assistant Director of OAR

j.r.harrison2@sunyocc.edu

315-498-2571

Onondaga Pathways to Careers Website

<http://www.sunyocc.edu/opc>

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Other members: How do you align youth with your career pathways via career exploration?

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Kentucky: Project CASE “Creating Access to Successful Employment”

- Project CASE’s six Career Pathway Coordinators will increase the capacity of Kentucky’s Office of Vocational Rehabilitation and Office for the Blind in reaching employers who can provide work experiences such as job shadowing, internships, apprenticeships and, ultimately, job placement in these pathways:
- Targeted sectors of Information Technology, Manufacturing and Industrial Technology, and Healthcare/Nursing & Allied Health
- The grant will provide direct services to individuals in the 7 counties of Metro Louisville (KentuckianaWorks) and more rural 23 counties of Eastern Kentucky (Eastern Kentucky Concentrated Employment Program- EKCEP).

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Virginia: Career Pathways for Individuals with Disabilities

- Led by the Virginia Department for Aging and Rehabilitative Services and the Virginia Department for the Blind and Vision Impaired, this grant will help nearly 500 Virginians with disabilities, including young adults and veterans, gain new skills and credentials through Career Pathways to seek employment in competitive, high-demand, high-quality occupations.
- CPID targets Virginia's high-growth industry sectors, identifies advanced credentials and provides work-based training programs. Industries include modern manufacturing, logistics and information technology. Other industries may be added within the next five years.

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Nebraska: Career Pathways Advancement Project

- Focused outreach to 1,200 successfully employed Nebraska VR clients from the last three years seeks to upskill/backfill positions within the high demand industries of Information Technology (IT), Manufacturing and Transportation, and Distribution and Logistics (TDL).
- Nebraska VR's vision is to promote autonomy, stability, and economic self-sufficiency, achieved by assistance to obtain a single, stable, well-paying job with benefits to replace the one (or more) entry-level jobs currently held to make ends meet.
- Charts that map out career options to progress in a pathway – see example next slide...

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Postsecondary Options: Transportation, Distribution, and Logistics

Postsecondary Options: Transportation, Distribution, and Logistics

	High School Diploma On-the-Job Training	Certificate/License	Associate's Degree	Bachelor's Degree	Master's/Doctoral Professional Degree
Auto/Truck Repair/Maintenance	Auto Body Repair Automotive and Diesel Technology	Auto Body Repair Auto Mechanics Automotive Software Maintenance Industrial Maintenance Electronics	Aerospace and Aerospace Engineering Technology Automotive Technology Aviation Airframe Maintenance Electronic Technology	Engineering Industrial Engineering Mechanical Engineering	Industrial and Management Systems Engineering Mechanical Engineering
Math/STEM & Manufacturing			Environmental Engineering Technology	Engineering Physics Environmental Engineer Environmental Science Environmental Studies Industrial Engineering	Environmental Engineering Environmental Science Environmental Studies
Logistics/Trade & Management Studies		Business	Business Administration Industrial Technology Logistics and Materials Management	Business Administration Industrial Distribution Industrial Technology Management Technology Operations Management Logistics and Materials Management	Engineering Management Industrial and Management Systems Engineering Operations Management
Sales and Service	Customer Service Truck Agent	Desktop Publishing E-commerce Parts, Sales, and Management Travel Services	Business Marketing Marketing Management Parts, Sales, and Management	Advertising Business Marketing Marketing	Advertising Business Marketing
Transportation Operations	Truck Driving Licensing Engineering Bus Driving Truck Driving	Air Traffic Control CDL Driver Training CDL A, B Commercial Pilot and Flight Crew Training Vehicle and Equipment Operations	Air Traffic Control Commercial Pilot and Flight Crew Training	Air Traffic Control	
Information/Software Help/Support/Update			Civil Engineering Surveying and CAD	Airborne Systems Management Civil Engineering Mechanics Science Naval Architecture and Marine Engineering	Civil Engineering Engineering Management Naval Architecture and Marine Engineering
Inventory/Inventory Management	Shipping and Receiving Storage and Distribution	CDL Driver Training CDL A, B Forklift Training	Business Logistics and Materials Management Warehouse Management	Business Logistics and Materials Management	Logistics and Materials Management

Georgia: Career Pathways to Work: Explore, Engage, and Employ (E3)

- E3 will provide students and youth with disabilities with the resources they need to prepare and sustain their climb through career ladders in fields such as information technology, manufacturing and health care. The initial rollout will be in five school districts in Georgia.
- “Explore” – engage in career opportunities through personality quests

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Georgia: Career Pathways to Work: Explore, Engage, and Employ (E3)

App and website with:

- Tinder-like swipes and personality quizzes to gauge interest and possible career pathways
- Pinterest-like library of resources where users can view, save, and return to useful, personalized resources.
- Profiles for each user
- Chat bar for immediate advice, encouragement to users, and troubleshooting issues.
- Tinder-like swipes and personality quizzes to gauge interests and possible career pathways
- Direct messaging to potential employers that post information on the app
- Pinterest-like library of resources where users can view, save, and return to useful, personalized resources.

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Pellissippi State Community College

- The Universal Pathways to Employment Project (UPEP) expands the College's capacity to deliver integrated education and career training to students with disabilities. UPEP supports students with disabilities and helps them in obtaining an Associate of Applied Science (AAS) degree, internship opportunities and career field employment.
- The UPEP Program provides participants with individual career plans, interviewing and job search training, academic and career coaching, internship placement assistance and persistence scholarships.

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Pellissippi State Community College

- Career Programs are for students planning to go directly into the workforce after earning an associate's degree. These programs are designed to provide the education and hands-on experience needed to be successful in a variety of fields. Many of the programs have concentrations that allow students to better tailor their degree to their interests.

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Questions/ Discussion

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New Members & Resources Are Welcome!

- Please send Meera (madya@syr.edu) recommendations for additional members, especially students and employers.
- Please connect us to any people we should be including in the project.
- Please send us (or point Meera in the direction of) any resources you have or know about that you think we should use.

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Next Meeting: Date & Topic

- Our meeting schedule will be every 2 months, the 4th Thursday of the month, from 12:00-1:00 EST.
 - *So, our next meeting is June 29th, 2017, Noon EST*
- Topics to be addressed: Career Preparation Training, Collaborating with AJCs and Workforce Development System

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