

# Onondaga Pathways to Careers Demonstration Project at Onondaga Community College



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## Welcome & Introductions

### Discussants

- William Myhill – OPC
- All Participants

### Facilitate Discussion

- Meera Adya
- Michael Morris



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## Others Joining Us

1. Pellissippi 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

- Brief Recap:
  - Background / Best Practices
    - Meera Adya
  - OPC Practices from Outreach to Graduation
    - William Myhill
- Main Discussion:
  - Other CoP members?
  - What are your strategies for career exploration?
  - Do you have or partner with apprenticeship programs?

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# College Career Exploration: Best Practices

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## National Council on Workforce & Disability/Youth: Career Exploration

- Career exploration activities allow youth to identify their interests, values, and skills; describe the skills and activities associated with careers; and identify the training needed to successfully pursue careers.
- Youth who participate in career exploration have higher career search self-efficacy; are more highly engaged in goal setting; and are more motivated to attend school and have higher academic self-efficacy.
- Guideposts for Success #2 notes the importance of structured exposure to post-secondary education and other life-long learning opportunities

***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: Career Exploration from High School to College Graduation

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## Pre-College Career Exploration

- High School Outreach to Inclusive & Special Education Classrooms
  - Career & Personality Inventories (MBTI, Holland Codes)
  - Utilizing OPC Peer Mentors
- OPC Scholars Program
  - 25 high school seniors participating in a college preparatory curriculum, 3 of the 9 sessions are focused on career exploration and awareness
- Individualized Career Exploration with Students and Families
  - Introduce Career Coach as a tool to explore on their own (open access tool)

## • OCC's Career Coach Tool

### 🔍 Search careers or [browse all careers](#)

Search for a career or job title and Career Coach will give you relevant data on wages, employment, and training.



### ⚙️ Enter your program or [browse all programs](#)

Enter a program you're interested in and Career Coach will show you careers that you are well suited for.



### 🇺🇸 Have a military background?

You can enter your MOC (military occupation code) and Career Coach will match it to similar civilian careers.



### 📝 Not sure where to start?

Take a quick, 6 question test and Career Coach will give you career suggestions based on your interests.

### 👍 See the Hot Jobs

Take a look at what jobs are high paying and growing in your region right now!

### Purple Briefcase

One stop, virtual career center where you can upload your resume, job search, and apply for local jobs, internships, and volunteer opportunities. Exclusively for Onondaga Students, Graduates, and Alumni!

## 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, 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 based learning opportunities:
  - Internship
  - Job Shadowing
  - Volunteering
  - Service Learning
  - Site Visit

## 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)
    - Within the first year of programming we have students take the Holland's Personality Assessment
  - **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

## Sample Action Plan

OPC Goal Action Plan		Student ID: 123456789			
Student Name: Jay Harrison		Coordinator Name: Jay Harrison			
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					

# 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					
	High School Diploma On-the-Job Training	Certificate/License	Associate's Degree	Bachelor's Degree	Master's/Doctoral Professional Degree
Health/Trade Equipment/Maintenance	Auto Body Repair Automotive and Diesel Technology	Auto Body Repair Auto Mechanics Aviation Airframe Maintenance Industrial Maintenance Electronics	Aeronautical and Aerospace Engineering Technology Automotive Technology Aviation Airframe Maintenance Electronic Technology	Engineering Industrial Engineering Mechanical Engineering	Industrial and Management Systems Engineering Mechanical Engineering
Health/Trade Environment/Emergency			Environmental Engineering Technology	Engineering Physics Environmental Engineer Environmental Science Environmental Studies Industrial Engineering	Environmental Engineering Environmental Science Environmental Studies
Logistics/Training & Management/Service		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	Cashier Customer Service Travel Agent	Desktop Publishing Entrepreneurship Parts, Sales, and Management Travel Services	Business Marketing Marketing Management Parts, Sales, and Management	Advertising Business Marketing	Advertising Business Marketing
Transportation Operations	Taxi Driving Locomotive Engineering Bus Driving Truck Driving	Air Traffic Control CDL Driver Training Class A, B Commercial Pilot and Flight Crew Training Vehicle and Equipment Operations	Air Traffic Control Commercial Pilot and Flight Crew Training	Air Traffic Control	
Aviation/Aviation High Degree/Highly			Civil Engineering Surveying and CAD	Aviation Systems Management Civil Engineering Maritime Sciences Naval Architecture and Marine Engineering	Civil Engineering Engineering Management Naval Architecture and Marine Engineering
Warehouse/Logistics Operations	Shipping and Receiving Storage and Distribution	CDL Driver Training Class 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)

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- 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
- 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 use
  - 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.
- 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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## 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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## New Members & Resources Are Welcome!

- Please send Meera ([madya@syr.edu](mailto: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 4<sup>th</sup> Thursday of the month, from 12:00-1:00 EST.
  - So, our next meeting is August 31<sup>st</sup>, 2017, Noon EST
- Topics to be addressed: Apprenticeship Programs (cont.), Collaborating with AJCs and Workforce Development System

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