Transforming Advising to Incorporate Career Conversations

Debbie Smith, Dean Student Development, South Campus
Joanna Zimmermann, Associate Vice Chancellor Student Services
Session Overview

- San Jacinto College Quick Facts
- Pathways
- Student Experience
- Classroom Presentations
- Professional Development
Quick Facts

Four campuses located in southeast Houston

Central Campus
Maritime Center
North Campus
South Campus

31,127 STUDENTS COLLEGE-WIDE*
*Unduplicated College-wide. Cross campus enrolled students are only counted once for College-wide purposes.

FALL 2018 HEADCOUNT BY INTENT

- Associate Degree: 20,038 (64.4%)
- Earn a Certificate: 2,014 (6.5%)
- Earn Credits for Transfer: 6,675 (21.4%)
- Improve Job Skills: 914 (2.9%)
- Personal Enrichment: 295 (0.9%)
- Did Not Respond: 1,191 (3.8%)
- Full-time: 6,044 (19.4%)
- Part-time: 25,083 (80.6%)

FALL 2018 CAMPUS ENROLLMENT

- Central Campus: 14,647 (40.7%)
- North Campus: 9,306 (25.9%)
- South Campus: 12,010 (33.4%)

FALL 2018 STUDENT ATTENDANCE

- 18,130 (58.2%) Female
- 12,919 (41.5%) Male
- 78 (0.3%) Did Not Identify

FALL 2018 STUDENT CHARACTERISTICS

ETHNICITY

- White or Caucasian: 6,804 (21.9%)
- Black or African American: 2,985 (9.6%)
- Hispanic or Latino Origin: 18,550 (59.6%)
- Asian: 1,781 (5.7%)
- Native Hawaiian or other Pacific Islander: 46 (0.1%)
- Unknown or Not Reported: 347 (1.1%)

AGE

- 5,517 (17.7%) 17 & Under
- 13,657 (43.9%) 18-21
- 2,026 (6.5%) 22-34
- 2,026 (6.5%) 35-49
- 431 (1.4%) 50 & Over
- 2,026 (6.5%) Did Not Respond

AVERAGE AGE: 22.6
Pathways at San Jacinto College

**Our Vision:** A student should never fail because of a barrier we overlooked or intentionally created.

**Our goal:** Create a student-ready college that promotes completion of student educational goals through well defined pathways and student focused support.
Student Experience

- New Student Orientation
- Mandatory Admissions Advising
- Student Success Classes / Smart Start
- Pathways Days
- Mandatory Advising
  1) 24-27 hours
  2) 45-50 hours
New Student Orientation

- Mandatory
  - New students
  - Transfer students with less than 12 hours
- Complete Focus 2 – career assessment
- General discussion on career pathways
- Non-cognitive survey
NSO - Career Assessments

Self Assessment
Discover majors and occupations that match your personal attributes

- Work Interest Assessment
  100% Complete
- Values Assessment
  100% Complete
- Personality Assessment
  100% Complete
- Skills Assessment
  100% Complete
- Leisure Assessment
  100% Complete
- Combine Assessments
  5/5 Completed
NSO – Career Exploration

- My Career Planning Readiness Results
- Information uploaded to Banner system for tracking
Student Learning Outcomes:

- **Determine a degree/career pathway, review college readiness, and have the opportunity to submit relevant transfer transcripts for evaluation.**
- Understand the curriculum requirements for the first semester of the chosen degree or certificate including anticipated time to degree completion.
- Complete the first semester of the educational plan utilizing a “Plans” template in GPS.
- Understand how to access campus resources to enhance and support their educational experience.
Mandatory Admissions Advising

- Mandatory hold for all FTIC after New Student Orientation
- MAP (My Academic Plan) created in DegreeWorks based on career conversation
- Math course determined based on University degree intent
Mandatory Student Success Courses
Taught by Faculty

- GUST 0305
  *Learning, success strategies, personal development*
- EDUC 1300 and PSYC 1300
  *Research and theory regarding learning and practical application to college success strategies*
- Smart Start
  *Onboarding, student success, effective learning strategies*
Student Success Points of Contact
Delivered by Student Services Staff

- Background
- Targeted Student Population
  - FTIC students; Transfer < 12 hours
  - FTIC needing college preparatory
- Student Success Courses
- Logistics
  - Conducted within computer labs
POC 1  Career Exploration
• Overview of the career decision making and exploration process
• Review and evaluation of Focus 2 and Achieve Works
• Guidance on how to interpret individual results
• Career Project

POC 2  Student Engagement
• Overview of activities and programs including clubs, organizations, and events
• FA information
• Tutoring resource information

POC 3  Guided Registration
• Training on My SanJac GPS including how to audit degree progress, using MAPs, and planning future terms
• Verify and change program of study
• Register for the upcoming semester
SmartStart at San Jac

- Pathways
- Student Success Learning Outcomes
  - Career options and choices
  - Campus resources
  - Digital tools and information literacy
  - Develop self-awareness to support success
SmartStart – Career Exploration

- Discuss San Jac Pathways
- Review Focus 2
- Participate in Knowdell’s Career Values Card Sort activity
SmartStart – Career Exploration

- Review AchieveWORKS
- Participate in Full Spectrum Personality Colors Quiz and interactive learning activity
Objective - Learn how to use assessments to aid in educational and career planning

Achieve WORKS Personality
Mandatory Advising I

- Topics
  - Career Pathways
  - Degree Plans,
  - Transfer Plans

- Content
  - Confirm Major
  - Identify students who are unsure of pathway and/or general studies
  - Ensure students are taking necessary classes based on pathway
  - Dissolve “The Basics” mentality
Mandatory Advising II

- Topics
  - Career Pathways
  - Degree Plans
  - Transfer Plans
  - Graduation and Next Steps for Transfer

- Content
  - Confirm Major
  - Ensure students are taking necessary classes based on pathway
  - Prepare Students for Graduation
Intentional Student Outreach

- Collaborative programming between all areas
- Facebook Live Webinar
- Mobile Advising
  - “What’s Your Pathway?”
- Career Exploration Luncheon
  - Career-Ready Low & Career-Ready Medium
Pathways Days
Pathways Days
Career Outlook

- Website Program Info
- Median Salary
- Typical Careers

Prepare For a Future You Can Count On

Accounting has become one of the most prominent necessities in business. Changing regulations, compliance initiatives, and increasing corporate complexity have brought accounting professionals to the forefront of business and government. Our associate degree and technical certificate programs will prepare you to work in accounts payable, accounts receivable, payroll and banking in any number of companies and organizations.

The Associate of Arts degree option can be used to kick-start your interest in pursuing accounting at a four-year university, while an Associate of Applied Science or Certificate in Accounting will prepare you to enter directly into the workforce.

Open the Door to Countless Opportunities

If your dream is to be self-employed, an accounting degree can make it happen. Our graduates have continued to pursue accounting degrees at four-year universities and have gone on to start successful bookkeeping and income tax businesses. Students who earn a bachelor’s degree can sit for the CPA exam and become Certified Public Accountants.

Career Opportunities

Depending on the degree level pursued, a pathway in accounting will lead to careers such as:

- Accountants and auditors $77,711*
- Bill and account collectors $57,029*
- Bookkeeping, accounting, and auditing clerks $40,740*
- New accounts clerks $33,208*

*Source: www.lxmaswages.com; 2017 annual median salaries for the Houston region

An Equal Opportunity Institution
Career Outlook

- Printable Program Info for Technical areas
- Median Salary
- Labor Market Trends
- Typical Careers
Friday Professional Development

- Began Spring 2016
- Need for consistency
- Topics
  - Pathways
  - Program Updates
  - Advising Competencies
  - Career Advising
  - Registration Processes
Career Development Facilitator Training

- Certification through National Career Development Association
- Delivered by Career Services and Counseling (Instructor Certification)
- Phase 1 - Spring 2017
- Additional training to infuse principles into all advising sessions
- Over 70 people trained to date
Educational Planner Interviews

- Staff concerns with career advising
- One-on-one Interviews
  - Questions
  - Concerns
- Observations and Feedback

Questions

- What would you say are your strengths when it comes to discussing careers with students?
- Challenges?
- What do you need to be more successful in discussing careers with students while conducting academic advising?
- What tools/resources can Career Services provide to support you?

Concerns

- “Asking initial questions”
- “Knowing follow-up questions...when to pull in Focus 2”
- “Navigating different websites”
- “Less choices with the websites”
- “Handouts to give to students”
Educational Planner Post-Interviews

- Feedback
  - More guidance using resources
  - Observe career advising
  - Handouts for students
  - Encourage follow-up visits

Career Resources

*What Can I Do With This Major?* will help students learn about typical career areas with each major.
- Visit sanjac.edu and search “what can I do with this major”

*My Next Move* is an interactive tool for students to learn more about their career options.
- Visit mynextmove.org

sanjac.edu/career-center
281-922-3488
Questions?