

GP STEM
College & Career
NAVIGATOR

NAVIGATING THE ROLE

Presented by Phara Boyer & Paula Fontes

GPSTEM GRANT OVERVIEW

A consortia proposal submitted collectively by the 15 community colleges in Massachusetts led by Massasoit Community College has been selected by the U.S. Department of Labor for the final round of federal funding from the Trade Adjustment Assistance Community College and Career Training Grant (TAACCCT). The community colleges are advancing a comprehensive approach to addressing the training and educational needs of workers and employers statewide with a focus on articulated pathways to careers in high-growth STEM sectors (As well as advanced manufacturing and healthcare).

The \$20 million grant is the highest funded of the 66 awarded in the country by U.S. DOL. The project entitled *Guided Pathways to Success in STEM (GPSTEM)* will use the national Complete College America Guided Pathways to Success model to assist eligible students in obtaining degrees and certificates in STEM fields. The model focuses on reducing the time to completion of certificates and degree programs, resulting in more students entering employment in the Commonwealth and/or transferring to baccalaureate education to add to their credentials.

GPSTEM Grant Overview

MASS Community Colleges

- Berkshire Community College
- Bristol Community College
- Bunker Hill Community College
- Cape Cod Community College
- Greenfield Community College
- Holyoke Community College
- MassBay Community College
- Massasoit Community College
- Middlesex Community College
- Mount Wachusett Community College
- North Shore Community College
- Northern Essex Community College
- Quinsigamond Community College
- Roxbury Community College
- Springfield Tech Community College

Priority Areas

- Create articulated pathways to careers in high growth STEM sectors
- Build these pathways to ensure on-time graduation (15 to finish)
- Implement intrusive advising and increased course availability
- Further partnerships with Career Centers & Workforce Investment Boards (WIBs)
- Partner with UMASS system and the State Universities to develop STEM transfer pathways

Target Populations to be Served

- TAA eligible workers
- Un/underemployed workers
- Veterans

Statewide Grant Initiatives

- 15 Community Colleges, along with other state agencies and workforce partners, including DHE, EOLWD, Career Centers, WIBS
- Oct. 2014-September 2018; however last year = evaluation only
- 24 STEM degrees, 58 STEM certificates

GP STEM Staff on Campus

- Project Manager
- College and Career Navigator
- Career Liaison or Career Success Coach
- Data Analyst

DEPT. OF LABOR TAACCCT IV--GOALS

Increase attainment of degrees, certificates, and industry-recognized credentials that match the skills needed by employers to better prepare participants for high-wage, high-skill employment in growth industries.

Life Sciences/ Biotech

Liberal Arts & Sciences
(Math and Science)
Liberal Arts –
Environmental Science
Life Science
Biological Science
Biotechnology
Veterinary Technician
Chemistry
Aviation Science
Medical Laboratory
Technician
Physics

Manufacturing

Computer Numerical Control
Manufacturing Technology
Manufacturing Innovation
Advanced Manufacturing
Foundational Manufacturing
Manufacturing Production Tech
Automation Technology

Engineering

Surveying
Engineering Technology
Green Design and Engineering
Robotics and Manufacturing
Automation
Engineering Innovation
CAD
CNC
Architectural and Structural
Engineering
Civil Engineering
Electro-Mechanical Engineering
Gas Utilities Program
Engineering Technology and
Advanced Manufacturing
Renewable Energy/Energy
Efficiency
Engineering Design
Pre-Engineering
Electronics Engineering
Technology - Mechatronics

Health Sciences

Community Health Worker
Phlebotomy
Central Sterile
Electrocardiography
Direct Care Worker
Medical Assisting
Medical Coding
Ophthalmology Assistant
Health Information
Management
Public Health
Practical Nursing
Health Care Technician
Paramedic
Surgical Technology
Certified Nurses Aide
Physical Therapy Assistant
General Studies in Health
Science
Pre-Pharmacology

CIS/IT

Networking
Computer Forensics
Health IT Medical Coding
Cyber Security
Web Designer
Web Developer
Web Master
IT
Computer Applications
Database Administration
Mobile Application Design
Help Desk
Medical Office Administrative
Assistant
Customer Service
CIS
Information Technology
Computer Science
Telecommunications
Secure Software Development

WHY DO WE NEED COLLEGE AND CAREER NAVIGATORS?

- Navigators can become the experts on what the colleges have to offer and help customers/potential students understand why choosing a community college program will lead them to successful employment.
- College can be difficult to navigate, especially for those who
 - ✓ Have lower levels of math/reading skill
 - ✓ Are un- and under-employed
 - ✓ Are working adults with challenging lives
- **College and Career Navigators are a Critical Link**



CORE NAVIGATOR FUNCTIONS

MARKETING AND RECRUITMENT:

- Develop recruitment and marketing materials for integrated career pathway program.
- Coordinate and implement outreach and recruitment strategy for integrated career pathway program.
- Strengthen connection with adult education and workforce programs on campus and in community.

DIRECT STUDENT SUPPORT:

- Establish positive and trusting relationships with students
- Identify potential sources of financial and in-kind support to underwrite enrollment.
- Provide information on targeted career and educational pathway
- Foster student accountability, self-advocacy, self-awareness, and effective use of resources

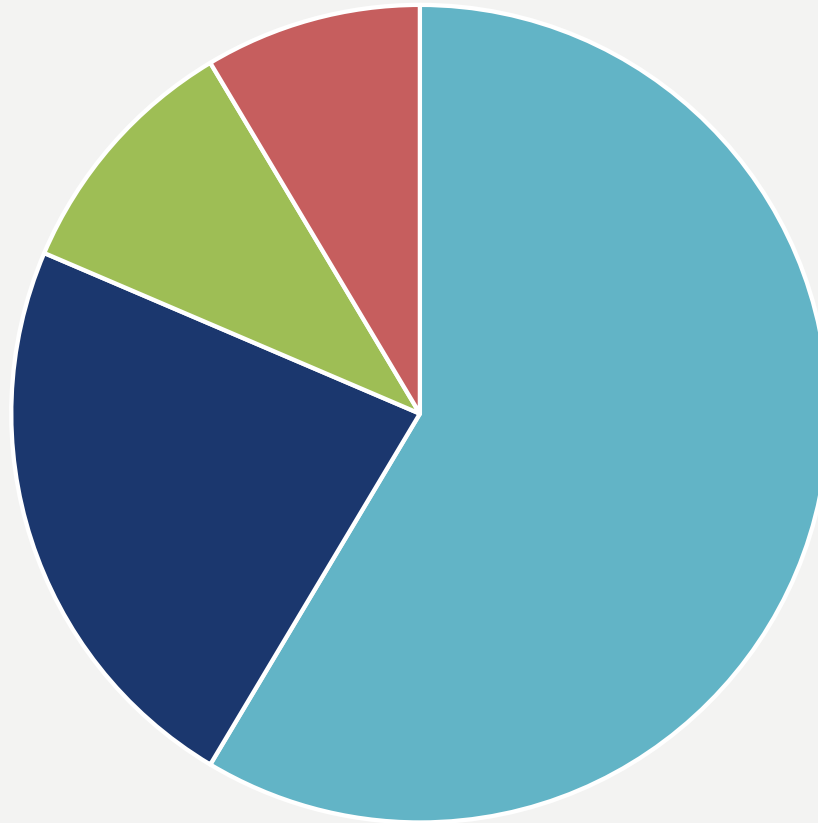
COORDINATION AND COMMUNICATION:

- Coordinate services with relevant college departments and community agencies
- Establish and maintain effective working partnerships with multiple stakeholders
- Work collaboratively and maintain regular communication within larger integrated career pathway project partnership

ADMINISTRATION:

- Maintain system for tracking students along career and education pathway
- Collaborate with community and campus partners to maintain and strengthen student support network and training pipeline
- Training, grant requirements, workshops

NAVIGATOR ROLE AT MASSBAY



■ Marketing and Recruitment ■ Direct Student Support ■ Coordination and Communication ■ Administration

Navigating Intrusive Advising AT MASSBAY

Community College

Target Population:

- Academically Underprepared Adults
- GED Completers
- High Level ESL Students

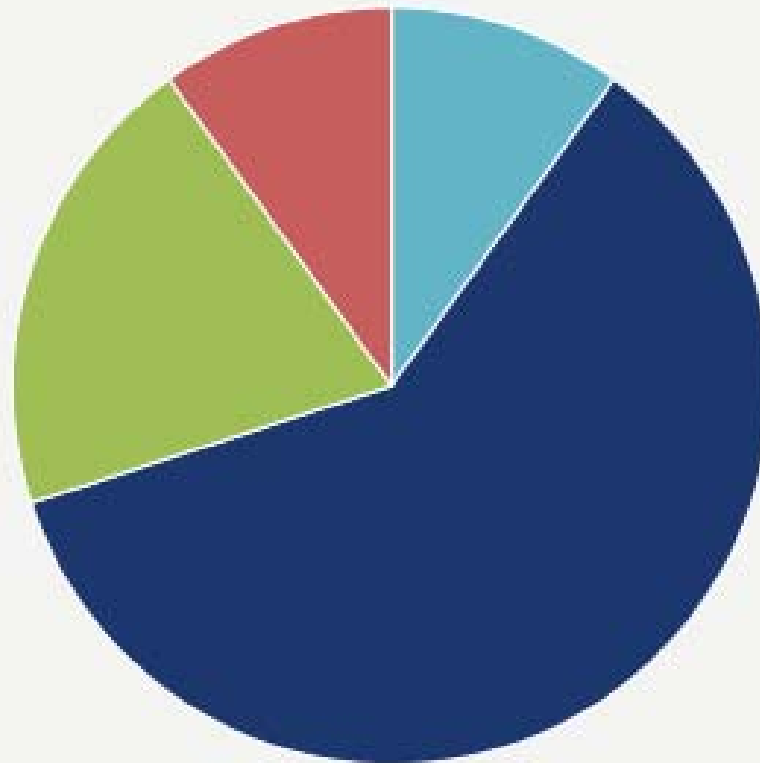
- Liaison/Communication
- Outreach
- Career Counseling
- PLA
- Financial Aid
- Employability Skill Dev
- College Knowledge
- Goal-setting
- Case Management/Intrusive Advising

Workforce Center

Target Population:

- Workforce Center Clients

NAVIGATOR ROLE AT MASSASOIT



■ MARKETING AND RECRUITMENT ■ DIRECT STUDENT SUPPORT ■ COORDINATION AND COMMUNICATION ■ ADMINISTRATION

Navigating Intrusive Advising

AT MASSASOIT

Community College

Target Population:

- Academically Underprepared Adults
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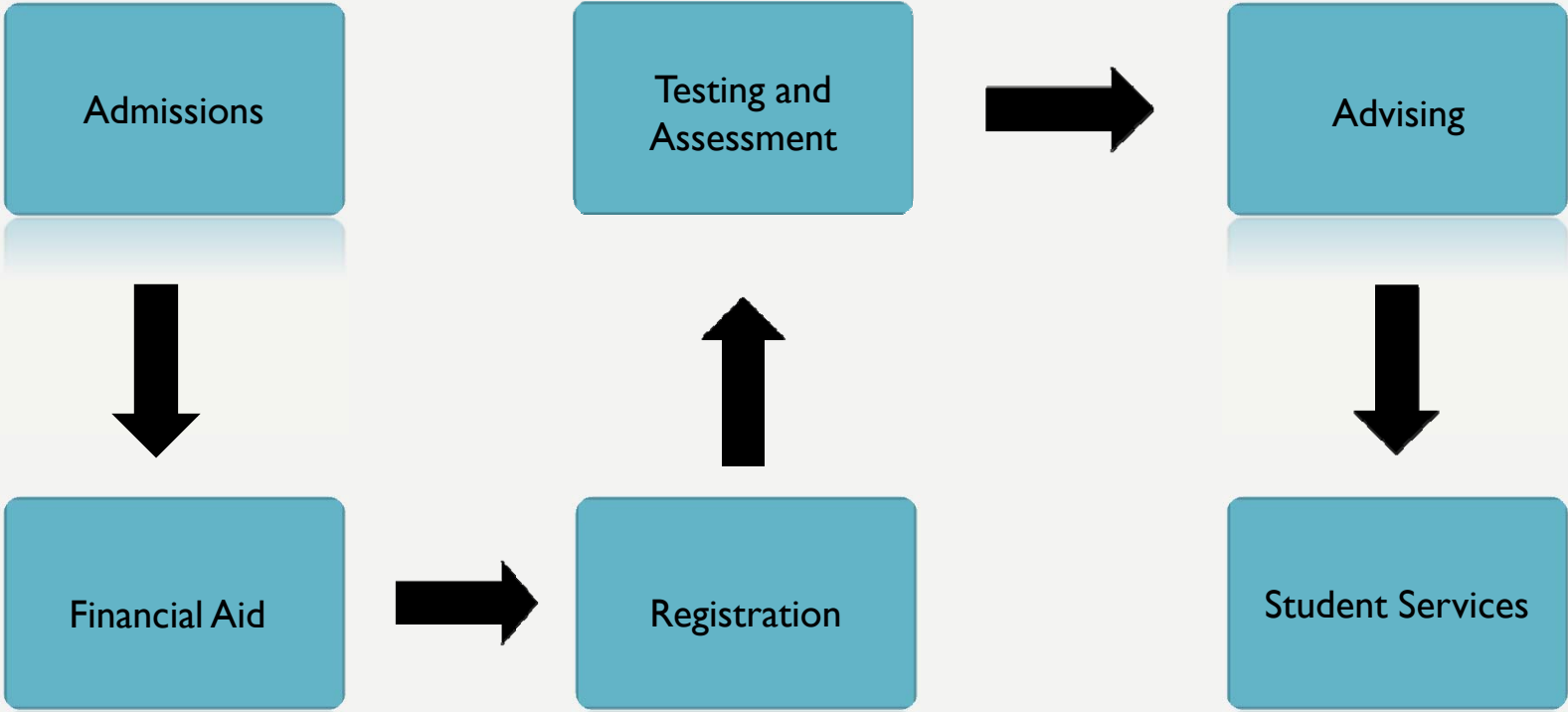
- Liaison/Communication
- Outreach
- Career Counseling
- PLA
- Programs
- Financial Aid
- College Knowledge
- Goal-setting
- Case Management/Intrusive Advising

Workforce Center

Target Population:

- Workforce Center Clients

NAVIGATING COLLEGE



NAVIGATING RELATIONSHIPS

Community Colleges:

- Foster relationships with college administration and staff to build program & resource awareness in order to develop student and client opportunities (student services staff, academic advisors, financial aid counselors, education program directors, bookstore staff, testing center director, etc.)

One-Stop Career Centers:

- Foster navigator relationships with center staff to build program and resource awareness in order to develop student and client opportunities for career exploration and academic preparation

Students:

- Identify readiness (Personal, Academic, Career) and troubleshoot barriers to academic and career success. Provide 1:1 case management to provide wrap-around services. Services include: Enrollment support, Career counseling, Academic counseling, Financial aid awareness, and the aid in the developing Self-advocacy skills.

Community/Workforce:

- Build relationships with local businesses/industry to develop awareness and opportunities for students

GP STEM

- Collect student and client data and maintain records in database for record-keeping purposes and contribution to formative and summative program analyses

NAVIGATING THE COLLEGE'S NEEDS

College and Career Navigator Helping to Fill in the Missing Pieces:

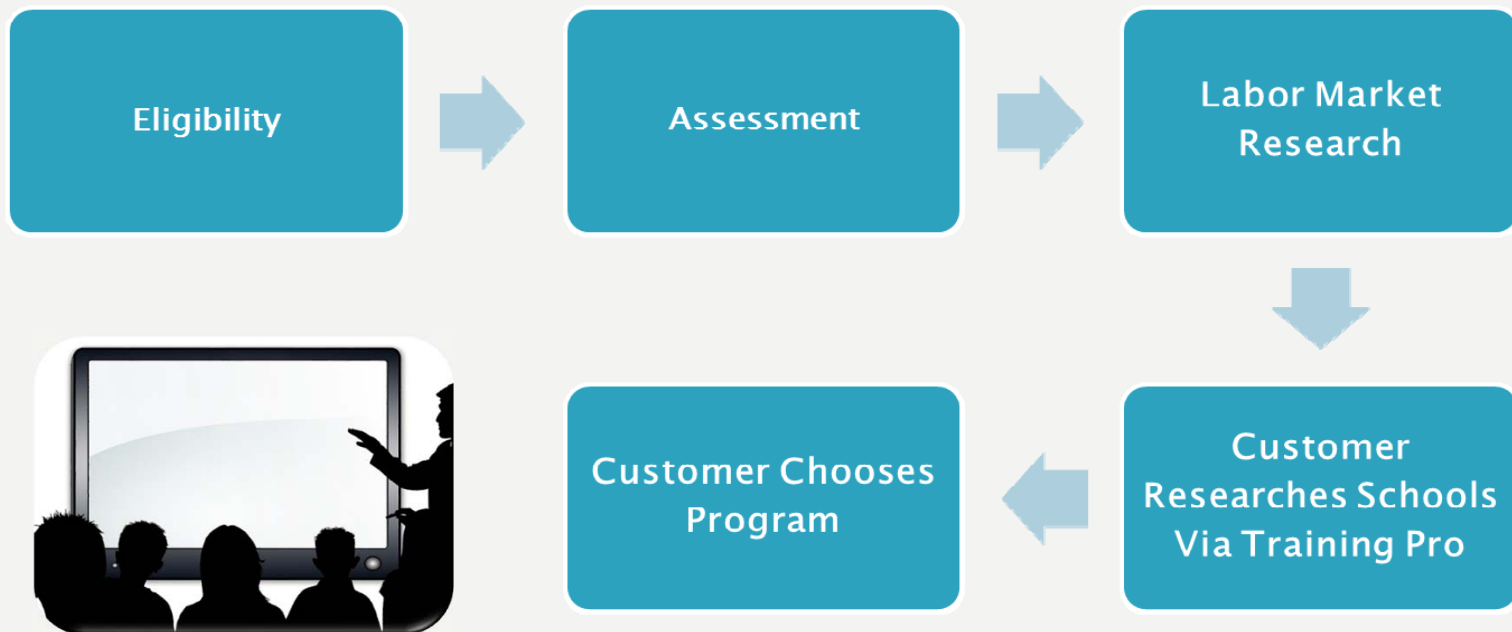
At the Community College:

Admissions
Advising
Outreach
Retention
Career Development
Workforce Development
Marketing

At the One Stop Career Centers:

Section 30	Referrals
Training Funds	MOSES
Trade	MASSCIS
Dislocated Workers	JobQuest
Rapid Response Teams	

PATHWAY TO FUNDED TRAINING



A LONG STORY SHORT

What Does the College and Career Navigator Offer...



- Recruiting and Outreach: Community college, adult education center, and One-Stop Career Center liaison
- Intensive 1:1 case management
- Career counseling
- Academic counseling
- Enrollment process support
- Financial aid process support (Campus/ DOL)
- Self-advocacy skill development
- Community support relationship building
- College relationship building
- I-Stop Center relationship Business and industry liaison
- Data collection
- Professional development
- Reporting and accountability
- Career support strategies

RESOURCES AND REFERENCES

- **College Transition Navigator Overview Advising Model** Colorado Community College System
- **College and Career Navigator Trainer Manual** Developed for Accelerating Opportunity by National College Transition Network at World Education, Inc.
- **A Resource Guide for College/Career Navigators** by the Aspen Institute's Workforce Strategies Initiative for Participants in the C2C Consortium
- **A New National Approach to Career Navigation for Working Learners** Vickie Choitz, with Louis Soares and Rachel Pleasants
- **Stepping Up for Community Colleges Building on the Momentum to Improve Student Success in Massachusetts** Prepared by Richard Kazis Lara Couturier Jobs for the Future Prepared for The Boston Foundation
- **College and Career Navigators: Making it Work**, July 26, 2012. Massachusetts Community Colleges & Workforce Development Transformation Agenda

THANK YOU

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