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.

<table>
<thead>
<tr>
<th>Life Sciences/ Biotech</th>
<th>Manufacturing</th>
<th>Engineering</th>
<th>Health Sciences</th>
<th>CIS/IT</th>
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<tbody>
<tr>
<td>Liberal Arts &amp; Sciences (Math and Science)</td>
<td>Computer Numerical Control</td>
<td>Surveying</td>
<td>Community Health Worker</td>
<td>Networking</td>
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<td>Liberal Arts – Environmental Science Life Science</td>
<td>Manufacturing Technology</td>
<td>Engineering Technology</td>
<td>Phlebotomy</td>
<td>Computer Forensics</td>
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<td>Biological Science Biotechnology Veterinary Technician Chemistry Aviation Science Medical Laboratory Technician Physics</td>
<td>Manufacturing Innovation</td>
<td>Green Design and Engineering</td>
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<td>Health IT Medical Coding</td>
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<td>Advanced Manufacturing</td>
<td>Robotics and Manufacturing</td>
<td>Electrocardiography</td>
<td>Cyber Security</td>
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<td>Foundational Manufacturing</td>
<td>Automation</td>
<td>Direct Care Worker</td>
<td>Web Designer</td>
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<td>Manufacturing Production Tech</td>
<td>Engineering Innovation</td>
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<td>CNC</td>
<td>Ophthalmology Assistant</td>
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<td>Architectural and Structural Engineering</td>
<td>Health Information Management</td>
<td>Computer Applications</td>
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<td>Civil Engineering</td>
<td>Public Health</td>
<td>Database Administration</td>
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<td>Electro-Mechanical Engineering</td>
<td>Practical Nursing</td>
<td>Mobile Application Design</td>
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<td>Gas Utilities Program</td>
<td>Health Care Technician</td>
<td>Help Desk</td>
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<td>Engineering Technology and Advanced Manufacturing</td>
<td>Paramedic</td>
<td>Medical Office Administrative Assistant</td>
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<td>Renewable Energy/Energy Efficiency</td>
<td>Surgical Technology</td>
<td>Customer Service</td>
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<td>Engineering Design</td>
<td>Certified Nurses Aide</td>
<td>CIS</td>
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<td>Pre-Engineering</td>
<td>Physical Therapy Assistant</td>
<td>Information Technology</td>
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<td>Electronics Engineering Technology - Mechatronics</td>
<td>General Studies in Health Science</td>
<td>Computer Science</td>
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<td>Pre-Pharmacology</td>
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<td>Secure Software Development</td>
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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
Navigating Intrusive Advising

AT MASSBAY

Community College
Target Population:
- Academically Underprepared Adults
- GED Completers
- High Level ESL Students

Workforce Center
Target Population:
- Workforce Center Clients

- Liaison/Communication
- Outreach
- Career Counseling
- PLA
- Financial Aid
- Employability Skill Dev
- College Knowledge
- Goal-setting
- Case Management/Intrusive Advising
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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Workforce Center
Target Population:
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- Programs
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NAVIGATING COLLEGE

- Admissions
- Testing and Assessment
- Advising
- Financial Aid
- Registration
- Student Services
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
- Training Funds
- Trade
- Dislocated Workers
- Rapid Response Teams
- Referrals
- MOSES
- MASSCIS
- JobQuest
PATHWAY TO FUNDED TRAINING

1. Eligibility
2. Assessment
3. Labor Market Research
4. Customer Chooses Program
5. Customer Researches Schools Via Training Pro
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
- 1-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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