

Cross-Agency Partnerships for Student Success

Presenters:

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Why?

- Some individuals in transition do not have a clear direction, just pick a major or path and often get disappointed.
- Disappointed people sometimes stop or drop out of college.
- Costs time and money for people to redirect their careers.


Purpose

- Pilot Projects
- To develop and strengthen interagency and organizational partnerships.
- To promote a “warm handoff” for students and adults accessing services.
- This unique approach is centered on the use of individual career and academic planning (ICAP) opportunities for multiple generations of users in each region.

Collective Impact Projects

- Colorado State University Pueblo & Pueblo City Schools
- Trinidad Regional Collaborative
- Denver Neighborhood of West Colfax

Platform: College In Colorado




GO FURTHER GO TO COLLEGE

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CAREER PLANNING | HIGH SCHOOL PLANNING | COLLEGE PLANNING | FINANCIAL AID PLANNING | YOUR PORTFOLIO



DISCOVER YOUR PATH

What Could I Be?

CAREER PLANNING

SIGN IN

ACCOUNT NAME:

PASSWORD:

SIGN IN

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WHO ARE YOU?

- Middle School >
- High School >
- College >
- Adult >
- Parent >
- Professional >

EYE ON INTERNSHIPS

Looking to score a job, internship or volunteer position this summer? Our resources can help!

[Learn more](#)

COLORADO TRAINING PROVIDERS

Whether you are interested in coding, construction, culinary or creative careers, there are schools and colleges that will teach you what you need to succeed - and, many programs offer financial assistance for you to take the program!

[Learn more](#)

MONEY MANAGEMENT

Looking to brush up on your financial literacy IQ, take a refresher on budgeting or reset some money-related goals? Money 101 can help.

[Learn more](#)

LET'S GET SOCIAL

[f](#) [t](#)

TOP TOOLS

- College Admissions Tool
- FAFSA WHEN? Calculator
- Money 101
- Colorado Training Providers
- Industry Pathways
- ASSET Website
- Own Your Future

QUICKLINKS

- CC Can Help
- En Español
- Scholarship Finder
- Apply for CDF
- File the FAFSA
- Get a Job

TELL US WHAT YOU THINK

What's your favorite feature on the website?

- Money 101
- CCAP Resources
- College Planning
- Career Exploration

VOTE

[View Results >](#)

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College Opportunity Fund | CIC Partner Network | En Español | For Professionals | Terms of Use | Privacy Policy | Sources | © 2010-2017 XAP Corporation
Access the State of Colorado Transparency Online Project System and the College in Colorado linking policy.

Colorado State University Pueblo & Pueblo City Schools 60

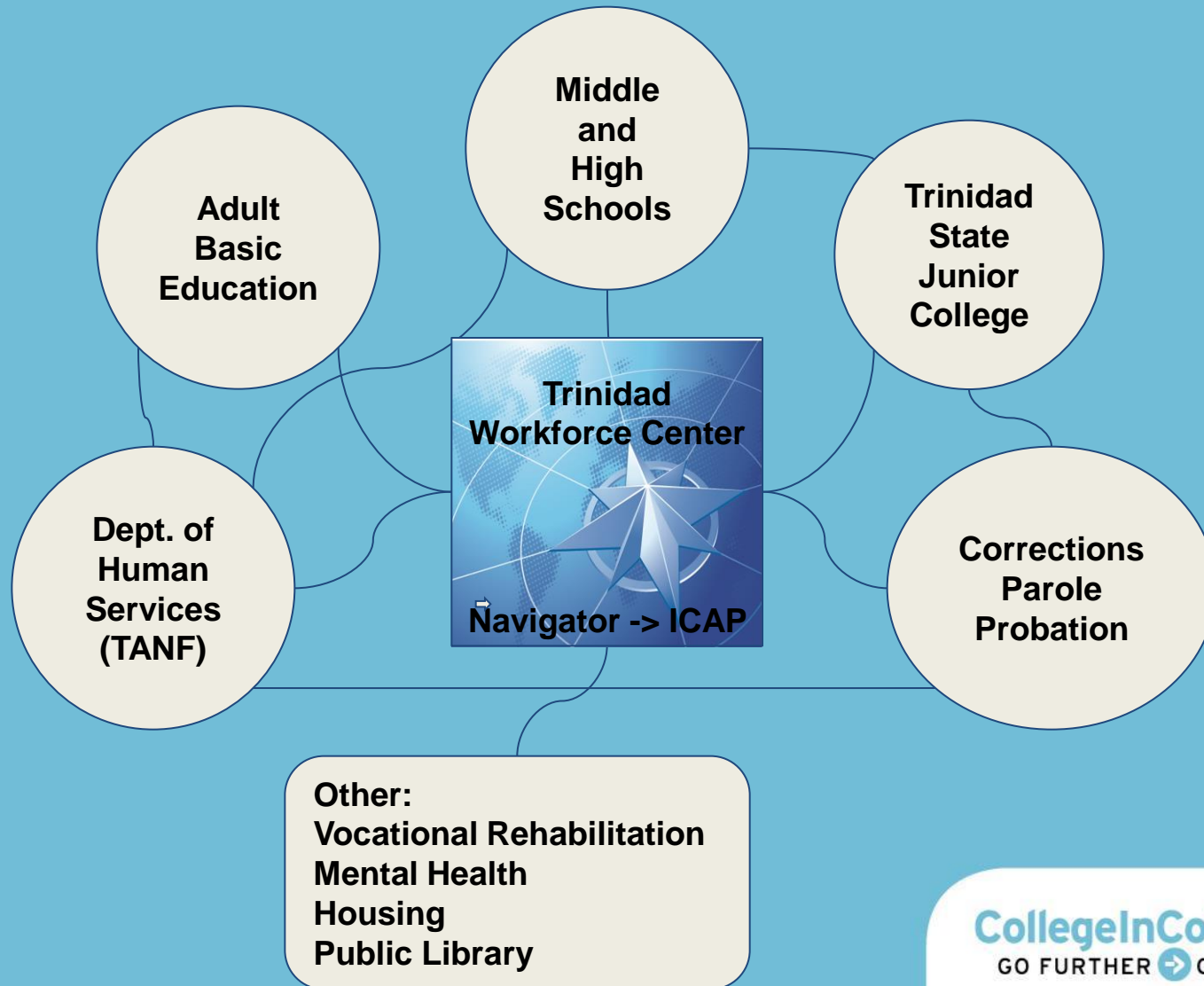
- Pueblo City Schools 60 is in the process of enhancing their student's College In Colorado portfolios by becoming a *Custom Portfolio Services (CPS)* client with the webhost XAP.
- As a CPS account, the District will be able to auto-create staff and student accounts, upload course list and graduation requirements, and more.
- Pueblo City School's ICAP is the foundation for this partnership
- TRIO Upward Bound (UB) at CSU-Pueblo included the use of College in Colorado as the main platform for tracking learning objectives in our current grant proposal.
- UB recognized the valuable resources offered by CIC.

Colorado State University Pueblo & Pueblo City Schools (Cont'd)

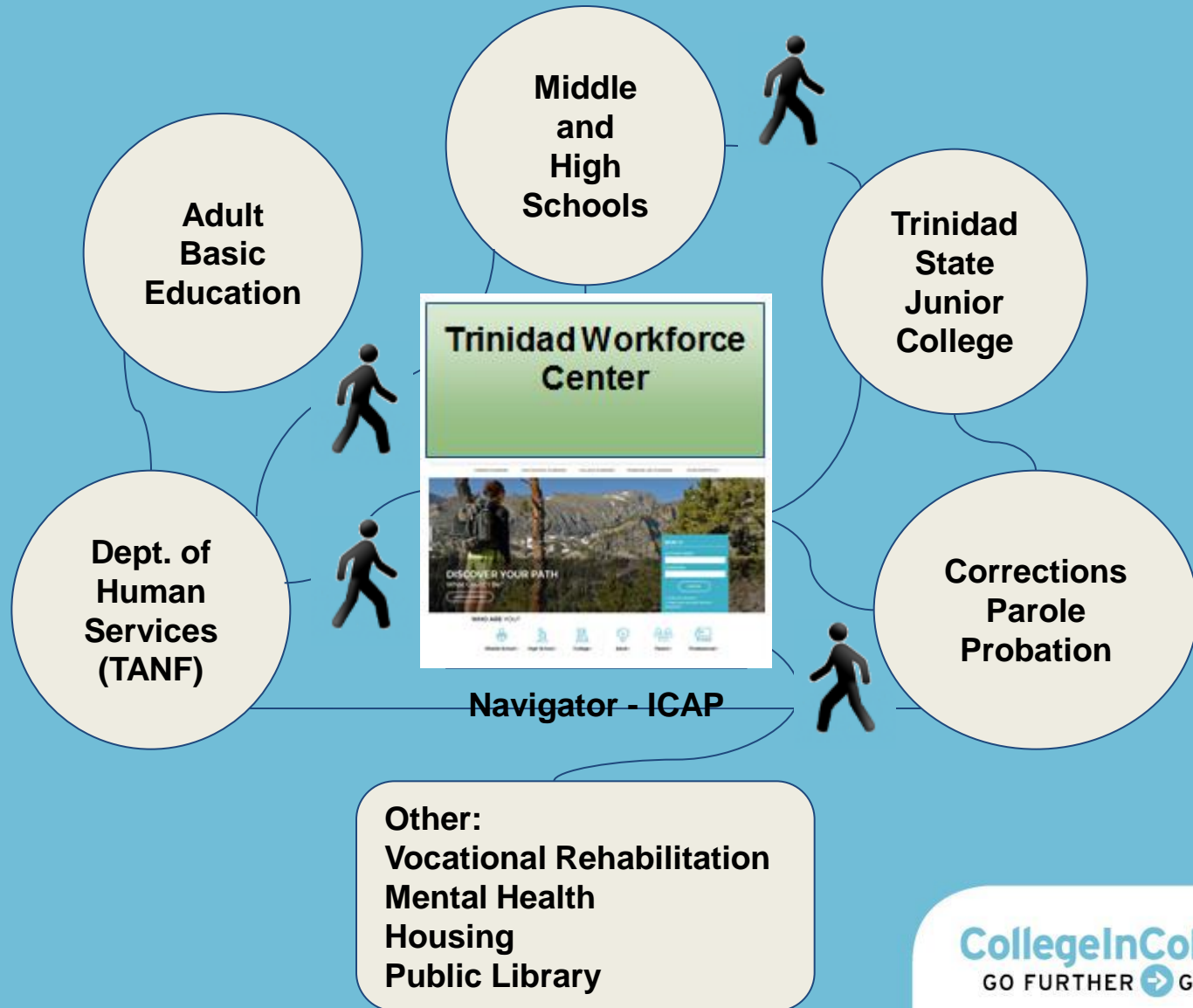
- Additional student activities were included to the District's ICAP to meet UB program goals and objectives
- “Milestones will be tracked by students, parents/guardians and assigned staff in each student's College in Colorado (CIC) account, the District's required ICAP online platform. UB staff will be trained by the District to have responsibility for assisting students to complete activities required by the District's ICAP policy. UB will use Colorado's recommended curriculum for meeting the minimum requirements outlined in ICAP legislation to make sure the ICAP's for UB participants are of the highest quality and exceed the state's minimum.”

(EXCERPT From 2017-2021 Upward Bound Grant Proposal)

Trinidad Regional Collaborative



Trinidad Regional Collaborative

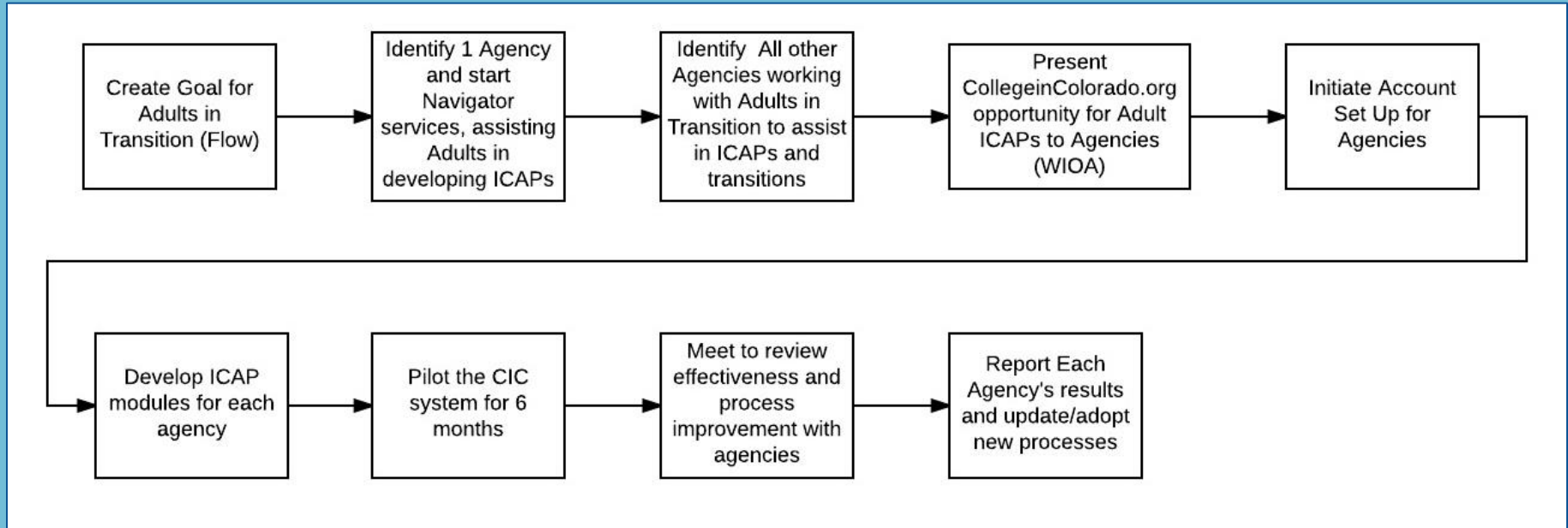


Trinidad Regional Collaborative

Individual Career and Academic Plan (ICAP)



Trinidad Regional Collaborative



Trinidad Regional Collaborative Suggestions

- Create an account with collegeincolorado.org for yourself and organization
- Go through the site as though you were a client (career assessments, etc.)
- Have office hours at the high school during slow times for college advising
- Participate in Regional Governmental and Community groups such as *Workforce Innovation and Opportunity* (WIOA) Act was signed into law on July 22, 2014.

Denver Neighborhood of West Colfax

- Career Planning Survey Pilot Project
- Being tested in a Denver neighborhood GED/English Language Learner (formerly known as ESL) site
- Survey is one page (front/back)
- Survey used prior to CIC career assessments
- Front side of survey identifies each student's:
 - prior education and training
 - English language proficiency
 - computer skills level
 - work experience/skills in high demand industries in CO:
IT, construction, advanced manufacturing, and healthcare
 - career planning needs (i.e., resume, interviewing, etc.)
 - barriers to achieving career goals
- Back side of survey introduces students to Career Clusters and Pathways; students identify which career clusters and pathways they are interested in; CIC career assessments done thereafter to validate career interests



CAREER PLANNING QUESTIONNAIRE

COMPLETE THE CAREER CLUSTER SURVEY ON THE BACK SIDE OF THIS SHEET.

Career clusters are groups of occupations and career pathways that can help you to explore your career options. After completing the career cluster survey on the back side of this sheet, please answer the following questions:

• Of the six career clusters (larger, shaded boxes) identified in the model, in which two career clusters have you marked the most boxes with a "v" to reflect your career interests?

1. _____
2. _____

• With respect to the boxes you marked with a "v", which career pathways best describe the careers you may want to pursue?

- a. _____
- b. _____
- c. _____
- d. _____

Skills & Talents

Skills in the areas of healthcare, information technology, construction, and advanced manufacturing are in high demand in Colorado. Let us know if you have any skills in these industries.

Place an "x" in the boxes below if you have any experience in the identified trade or skill; mark all boxes that apply.

- bookkeeping or accounting
- office work
 - Typing skills:
 - average (40 words per minute)
 - above average (more than 40 words per minute)
 - high speed (more than 100 words per minute)
- QuickBooks or other bookkeeping software
- ownership of a small business
- managing or training staff
- cashier, food prep, cook, retail, clerk, front desk
- computer programming or troubleshooting
- any healthcare-related skills
- CAD/CAM; SolidWorks; Revit; and/or blueprint reading
- operation of manual manufacturing machines
- operation of computerized manufacturing machines (CNC)
- truck driving
- construction skills (place an "x" in every box that applies):
 - carpentry
 - bricklaying
 - electrical work
 - plumbing work
 - pipefitting
 - welding
 - HVAC installation and repair
 - painting and staining
 - roofing and water proofing
 - drywall taping/finishing
 - tile setting and finishing
 - other flooring installation
 - cement masonry/concrete finishing
 - operating/maintaining engine-powered machines/equip.
 - other: _____

Employment and Career Development Help

Place an "x" in the boxes that identify areas for which you desire help to pursue your employment goals.

- cover letter and résumé writing
- Do you have a résumé? Yes No
- job searches
- career strategy
- job interview preparation
- retooling and upskilling
- professionalism in the workplace and ethics
- internship, apprenticeship, and job shadowing opportunities

(revised 5/9/17; Jodi Terwilliger-Stacey; jodistacey33@gmail.com)

Computer Skills

Place an "x" in the box that best describes your skill level.

- Word: none basic intermediate advanced
Excel: none basic intermediate advanced
PowerPoint: none basic intermediate advanced
Knowledge of other computer programs: _____

English Language Skills (if you are not a native English speaker)

Place an "x" in the box that best describes your English language

skill level, using this rating system:

- level 1 beginner level level 3 business level
level 2 conversational level level 4 fluent level

Speaking English: level 1 level 2 level 3 level 4

Reading in English: level 1 level 2 level 3 level 4

Writing in English: level 1 level 2 level 3 level 4

• Are you currently enrolled in ESL or English classes? Yes No

Education and Training

Place an "x" in the box that best identifies the highest level of education you completed.

- less than 10th grade
- 10th grade or higher
- high school diploma or GED
- some college courses
- college certificate
- associate's degree (two-year degree)
- bachelor's degree (four-year degree)
- master's degree
- doctorate
- Is your high school diploma or higher degree from a country other than the U.S.? Yes No

List any types of training you have received:

• Are you currently enrolled in an adult basic education (GED) program? Yes No

Possible Barriers to Pursuing Career Goals

Place an "x" in the boxes that identify issues that you are facing for which you desire help in order to pursue your career goals.

- work/family/school balance
- time management skills and/or study skills
- budgeting for college/securing loans, grants, and scholarships
- TANF, SNAP, Medicaid, or CHP+ issues
- Social Security, SSI, or SSDI issues
- child support issues
- housing issues
- child care issues
- transportation issues
- rent or utilities payment issues on a recurring basis
- immigration status issues
- prior criminal record or arrest record
- prescription drugs payment issues
- family issues (divorce, child custody, visitation, guardianship)
- addiction issues (you or a family member)
- debt or bankruptcy issues
- other: _____

First Name: _____

Last Name: _____

Phone No.: _____

Email Address: _____

Are you employed? Yes No/Occupation: _____

Career Planning Questionnaire

(front page)

INSTRUCTIONS -

Place an "X" in the boxes next to any careers for which you have work or volunteer experience!

Place a "V" in the boxes next to any careers you are interested in or would like to explore!

Current Hot Career Field

Colorado Career Cluster Model

Management and Administration

- Administrative Services
- Business Information Technology
- Corporate/General Management
- Human Resource Management
- Operations Management

Marketing

- Marketing Communic.
- Marketing Management
- Marketing Research
- Merchandising
- Professional Sales/Sales Management

CTSOs – DECA, FBPA, PBL

Finance

- Accounting
- Banking Services
- Corporate Finance
- Insurance
- Securities & Investments

Government & Public Administration

- Foreign Service
- Governance
- Legal Services
- Planning
- Public Management & Administration
- Regulation
- Revenue & Taxation

Business, Marketing & Public Administration

Agriculture, Food & Natural Resources

- Animal Science*
- Agribusiness Systems
- Food Products & Processing Systems*
- Natural Resource & Environmental Systems*
- Plant Science*
- Power, Structural & Technical Systems*

Energy ★

- Electromechanical Generation & Maintenance*
- Electrical Energy Transmission & Distribution*
- Energy Efficiency & Environmental Technology*
- Fossil Energy Extraction, Processing & Distrib.*
- Renewable Energy Production*

* STEM affiliated pathway CTSO – FFA

Agriculture, Natural Resources & Energy

STEM (Science, Technology, Engineering & Math)
*See also STEM affiliated pathways noted by **

- Research, Exploration & Innovation
- Design, Development & Application

Arts, A/V Technology and Communication

- Audio/Video Technology & Film
- Journalism & Broadcasting
- Performing Arts
- Printing/Publishing
- Visual & Design Arts^

Information Technology

- Information Support and Services
- Interactive Media
- Network Systems & Telecommunications*
- Programming & Software Engineering*

CTSOs – TSA, CCCSO, SkillsUSA, ^FCCLA

STEM, Arts, Design & Information Technology ★

Postsecondary & Workforce Readiness (PWR)

Entrepreneurial: Critical Thinking & Problem Solving, Creativity & Innovation, Inquiry & Analysis, Informed Risk Taking

Personal: Initiative & Self-Direction, Personal Responsibility & Self-Management, Adaptability & Flexibility, Learning Style Awareness

Civic: Core Academic Foundation, Collaboration & Teamwork, Communication, Global & Cultural Awareness

Professional: Time & Work Management, Career Literacy, Grit & Resilience, Work Ethic, Dependability & Reliability

Academic: Application of knowledge & skills, Evaluation, Discernment

+ CTE Pathway for Special Populations include:
Alternative Cooperative Education (ACE) CTSO – (SC)²

Health Science, Criminal Justice & Public Safety

Hospitality, Human Services & Education (+)

Hospitality & Tourism ★

- Lodging
- Recreation, Amusements & Attractions
- Restaurants, Food & Beverage Services
- Travel & Tourism

Human Services

- Consumer Services
- Counseling & Mental Health Services
- Early Childhood Development
- Family & Community Services
- Personal Care Services*

Education & Training

- Administration and Administrative Support
- Professional Support Services
- Teaching and Training

+ FACS Core & World Of Work (WOW)
CTSOs – FCCLA, ~SkillsUSA

Health Science, Criminal Justice & Public Safety

Health Science ★

- Biotechnology Research & Development*
- Diagnostic Services
- Health Informatics
- Supportive Services
- Therapeutic Services

Law, Public Safety, Corrections & Security

- Correction Services
- Emergency & Fire Management Services
- Law Enforcement Services
- Security & Protective Services

CTSOs – HOSA & ~SkillsUSA
* STEM affiliated pathway

Skilled Trades & Technical Sciences

Architecture & Construction

- Construction
- Design & Pre-construction*
- Maintenance & Operations

Manufacturing ★

- Health, Safety & Environmental Assurance
- Logistics & Inventory Control
- Manufacturing Production
- Maintenance, Installation & Repair
- Production/Process Technology*
- Quality Assurance

CTSOs – TSA, SkillsUSA

Transportation, Distribution & Logistics

- Facility & Mobile
- Equipment Maintenance
- Health, Safety & Environmental Management
- Logistics, Planning & Management Services
- Planning, Management & Regulation
- Sales & Service
- Transportation Operations
- Transportation/Systems Infrastructure
- Warehousing & Distribution Center Operations

* STEM affiliated pathway

Updated October 2016- www.coloradostateplan.com + www.cccs.edu

Denver Neighborhood of West Colfax (Cont'd)

Career Planning Survey is used to:

- Integrate career planning and counseling with GED/ELL programming
- Increase retention in GED/ELL programs
- Create a bridge between GED/ELL programs and community colleges

1st choose a career

2nd choose a program of study

3rd choose a community college



- Quickly identify adults in neighborhoods who are able to fill labor shortages in their area
- Quickly target credentialing opportunities to upskill or retool adults to fill jobs that are in high demand
- Assess credit for prior learning opportunities and credentialing opportunities for adults at the community colleges
- Partner with community colleges to provide co-enrollment opportunities with GED and to bring classes to neighborhoods where there is significant interest in specific programs of study, i.e., CAD/CAM

Why focus on career planning?

- Individuals need a clear pathway to college from a GED/ELL program, TANF program, corrections, public housing, vocational rehab, high school, etc.
- We see greater retention and resiliency in school when students select a major upon entering a community college
- It costs time and money for people to redirect their careers
- Correct Order:
 - 1st Choose a Career
 - 2nd Choose a Program of Study
 - 3rd Choose a Community College



Hurdles

- *Buy In* from internal and external partners
- Primary Training on ICAP's Purpose and Value to high school, adult clients, and government agencies
- Undecided Students
 - Waste time and money
 - Often stop or drop out
- High school students lack career pathways guidance (i.e. complete 80 credits in high school and only 16 transfer to their college of choice)
- Technology (i.e. Correctional Institutions are locked down browsers)
- Data Sharing Agreements are often needed

Lessons Learned

- Centrally located Navigators (i.e. the Workforce center)
- Navigators assist more clients by visiting the departments directly such as Adult Basic Ed, Workforce, etc.
- Potential opportunity for leveraging resources (i.e. shared funding).
- Build partnerships between agencies to decrease duplication of efforts and cover the academic career development areas
- Meet with school district and all possible programs and contacts to the table at the beginning of the planning phase (i.e. other area programs) to mutually develop a plan; to avoid duplication of student accounts.
- Student account duplication will cause a lot of unnecessary time, energy, and frustration for the schools to “merge” student accounts.

Presenter Contact Information

- Victoria (“Tori”) Alai, Career Navigator, Trinidad
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- Gina Ferguson, CSU-Pueblo/TRiO/Upward Bound
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- Jodi Stacey, Career Pathway Volunteer Navigator
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Thank you!

