

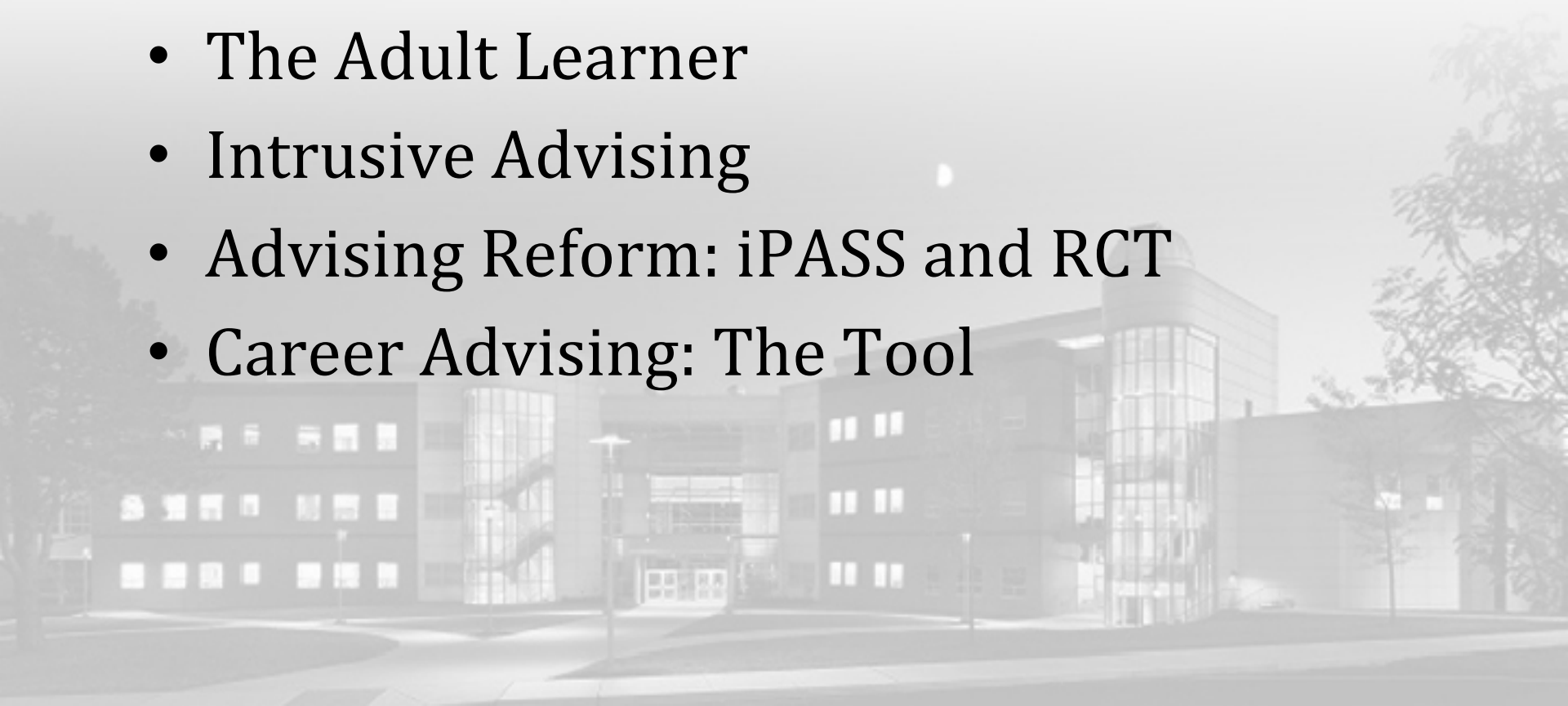


Academic Advising and Career Coaching: A Student Success Model for Adult Learners

Dr. Craig Smith

Director of Student Success and Retention

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- Montgomery County Community College
- The Adult Learner
- Intrusive Advising
- Advising Reform: iPASS and RCT
- Career Advising: The Tool



MCCC at a Glance

Mission:

Serve the needs of our community through a commitment to the educational success of our students.

Goals:

Champion Student Success, Foster Meaningful External Relationships, Ensure a Sustainable Organization

Fast Facts:

- 74 % are part time
- 39.5 % of the student body is comprised of ethnic and racial minorities
- Average age is 25
- 82% of the College's students live in Montgomery County
- 62% of alumni are employed in Montgomery County
- 95% are employed in the Commonwealth of Pennsylvania
- 15,000 students, virtual, three campuses



Fast Facts:

- “Post Traditional Students”
- Career Transitions/Related events is my “why”
- Need to retool/reeducate
- Prefer accelerated and year round offerings
- More career focused/clarity

*Higher Education Digital Marketing Trends,
2017*

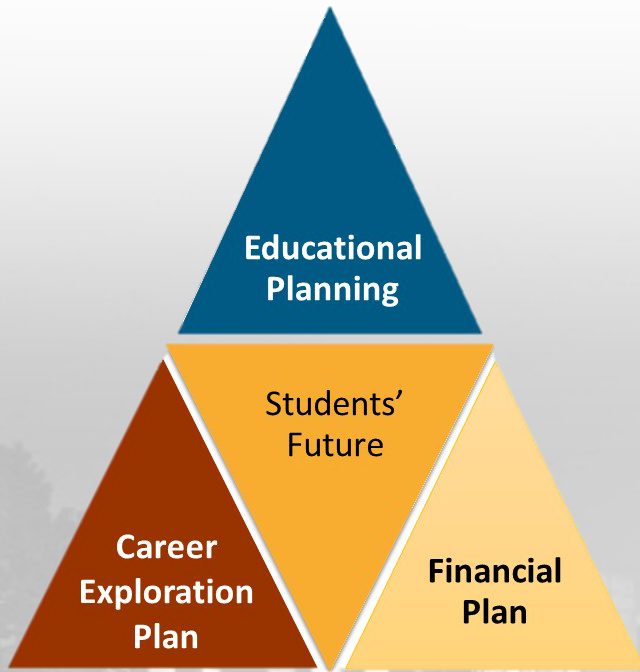
YOU ARE RESPONSIBLE!

Advising – as – teaching (SSIPP)



- **Sustained**
Ongoing support rather than an “inoculation” approach
- **Strategic**
Differentiated services to maximize capacity
- **Integrated**
Services are not viewed as stand-alone interventions.
- **Proactive**
Services are an integral part of all students’ experiences.
- **Personalized**
Students receive the support they need when they need it, from an individual who knows them well.

Integrated Planning & Advising for Student Success (iPASS)

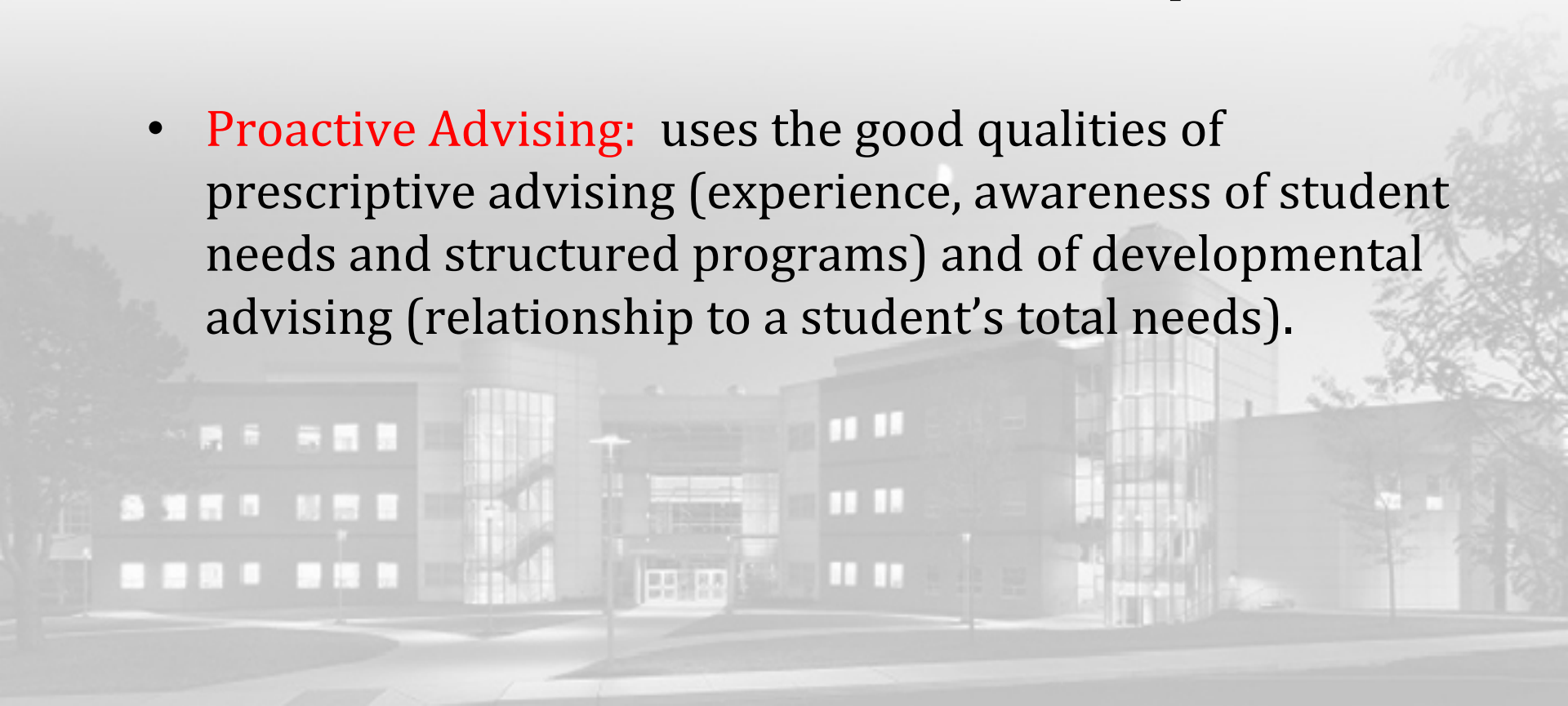


Potential Solutions to Retention Challenges

- 2013 → IPAS
 - Starfish
 - Educational Planning
 - Blackboard Dashboard
- 2015 → iPASS
 - **MyCareerPlan (JobZology)**
 - Educational Planning
 - Financial Planning (2018)

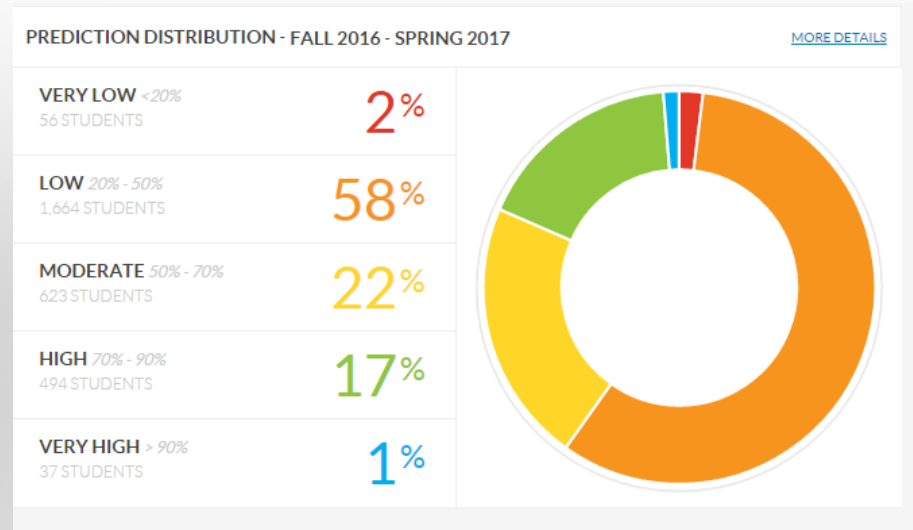
Proactive or Intrusive Advising

- **Proactive Advising:** deliberate, structured student intervention at the first indication of academic difficulty in order to motivate the student to seek help.
- **Proactive Advising:** uses the good qualities of prescriptive advising (experience, awareness of student needs and structured programs) and of developmental advising (relationship to a student's total needs).



Intrusive Advising

- Identified through Civitas (PA tool)
- Need to complete MyCareerPlan
- Additional advising appointment (30 min)
- Earlier intervention
 - Early Alert Survey from Faculty



The College partnered with JobZology to bring us MyCareerPlan – a tool that combines both career assessment as well as O*NET information about career outlooks.

http://stream.mc3.edu/lecture/MyCareerPlan_-_20161015_104536_26.html

Intervention: Advising Interaction

In addition to the **outreach**, all students in the treatment group will be required to attend a **30-minute advising meeting**. The advising session is an **interactive dialogue** through which they can clarify their **academic and career goals and develop a plan of action for meeting these goals**. Advisors will have a **“toolbox”** to guide their session. The “toolbox” will include a conversation prompt with guiding questions for eight core performance areas; advisors will identify which performance areas require attention and use the guiding questions aligned with these areas to launch the conversation with the student.

Career Coaching:

All subsequent Career Coaching is referred to Career Services. The results of the students Jobzology/MCP assessment typically undergirds the discussion.

Advising Appointment Stages:

1-Current Scenario

“What’s going on”

2-Plans and Goals

“What do I hope to achieve”

3-Possible Actions

“How do I plan to get there”

- Confirm student has completed MyCareerPlan.
- Review MCP results with student.
- If a student is interested in a particular career, explore it further in the tool, showing them how to find jobs, how to see the detailed summary of the career (including job growth by state), and/or how to find applicable bachelor’s or graduate degree programs.
- Confirm that student has planned out past this semester and next in Self-Service.

■ Academic Advising

- Educational planning to map out your program of study
- Academic advising specific to your choice of major
- Weekly 'lunch and learn' workshops
- Online registration assistance

■ Career Services

- Career planning assessment
- Resume, cover letter and interview assistance
- Internship Assistance
- Job Fairs

■ Transfer Services

- Support available for transferring to a four-year institution.
- Transfer fairs and workshops
- Information available about transfer partnerships & scholarships

Dr. Craig Smith
Montgomery County Community College
Director of Student Retention and Success
csmith3@mc3.edu

