LEVERAGING AFTERSCHOOL OPPORTUNITIES TO SUPPORT COLLEGE AND CAREER READINESS

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SESSION OBJECTIVES

• Share strategies for afterschool programs that promote college and career readiness (CCR).

• Relate the college and career readiness content to your practice in the field.
WEBINAR COMPONENTS

Why Focus on CCR?

CCR Strategies for Afterschool Programs

Meeting Students Where They Are

Afterschool Uniqueness
POLL: AGREE OR DISAGREE?

There is a greater need to focus on college and career readiness today than there was 30 years ago.
Why Focus on CCR?

COLLEGE ENROLLMENT AND COMPLETION

- 66% of students who completed high school in 2012 enrolled in either a 2- or 4-year institution the following fall

- 59% of first-time, full time students who began at a 4-year in 2006 completed the degree within 6 years

- 31% of first time, full time students who began at a 2-year in 2006 completed a degree or certificate within 3 years

(ED, 2014a; ED, 2014b)
Civilian Unemployment Rate: Annually Adjusted, 1990–2014

Employment Change post-recession by educational attainment (2007-2014)

Why Focus on CCR?

(U.S. Department of Labor, Bureau of Labor Statistics, 2014b)
LABOR MARKET PROJECTIONS

“By 2020, 65% of all jobs will require some form of postsecondary education or training.”

- 18% some college, no degree
- 12% Associate’s degree
- 24% Bachelor’s degree
- 11% Master’s degree of better

(Carnevale, Smith, & Strohl, 2013)
QUESTION

What are some of the barriers students face to college enrollment?
Why Focus on CCR?

BARRIERS TO COLLEGE ENROLLMENT

- Funding
- Difficulty navigating the college application process
- Academically underprepared
- Not sure of options and resources
TRANSFORMATION OF CAREER ADVANCEMENT PATHWAYS

Why Focus on CCR?

Linear

“Climbing up the career ladder”

One Organization

Multidirectional

Many Organizations

(Baruch, 2004)
INCREASED NEED FOR STUDENTS TO “KNOW”

Why focus on CCR?

Know Why
Meaning, motives, values for pursuing a career

Know How
Skill, knowledge, and talent needed to be competent in career

Know Whom
Networking, social capital, building relationship

Know What
Understanding the opportunities, threats and requirements within the career field

Know Where
Geographical, spatial boundaries for entry, training, and advancement in the field

Know When
Timing and choices of activities within the career field

(Jones, & DeFillipi, 1996)
THE ROLE OF AFTERSCHOOL IN COLLEGE AND CAREER READINESS
QUESTION

What makes afterschool such a unique opportunity to help meet the needs of students?
Afterschool Uniqueness

Teaching Outside of the Margins

Margin

Traditional School

Afterschool
Donald Super

- Psychologist with expertise in vocational development theory
- Developed the Self-Concept Theory
- 3 aspects of career development
  - Life Span
  - Life Space
  - Self-Concept

(Savickas, 2001; Super, Savickas, & Super, 1996; Super, 1990)
5 DEVELOPMENTAL STAGES

- Growth (ages 0–14)
- Exploration (ages 15–24)
- Establishment (ages 25–44)
- Maintenance (ages 45–64)
- Decline (ages 65+)

Meeting Students Where They Are
GROWTH AND EXPLORATION DEVELOPMENTAL STAGES

Growth (ages 0–14)
- Fantasy
- Interest
- Capacity

Exploration (ages 15–24)
- Crystallization
- Specifying
Understanding student development should inform the strategies and practices we use to prepare them for college and career.
QUESTION

What do you think are some college and career strategies you can use in afterschool in...

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<tr>
<th>Last Name (A–H)</th>
<th>Last Name (I–O)</th>
<th>Last Name (P–Z)</th>
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<tbody>
<tr>
<td>Elementary School</td>
<td>Middle School</td>
<td>High School</td>
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Elementary School Growth Phase: Fantasy and Interest

Focus on creating awareness of college and career options.

- Class guest interviews
- College mascot team names
- College names for activities
- Introducing educational pathways
Middle School Growth Phase: Interest and Capacity

*Focus on awareness and exploration of college and career options.*

- Career profiles
- Community service projects
- Industry class guests
- Hands-on projects
- College and community explorations
- Tutoring and academic enhancement
- Grades and goal setting
- Reiteration of educational and career pathway
- High school selection (if applicable)
Middle School: Afterschool Program Highlight

Passport to High School Success (PHSS)

- Goal setting
- Career clusters survey
- Learning styles survey
- Passion mapping
- Guest speakers
- Poetry slam/music videos
- Service learning

- Community immersion outings
- High school readiness fair
- Culminating event
- Adding alumni program for high school freshmen
High School
Exploration Phase: Crystallization

*Focus on awareness, exploration, selection, and preparation of college and career options.*

- Career profiles with requirements for entry
- Mentoring and tutoring support
- College and company visits
- Family involvement in CC identification, selection, and preparation
- Work-based learning, internships, and or project-based apprenticeship
- Orientation and support with college, financial aid, and scholarship applications
- Partner with CTE department for resources, project assistance
- Partner with CCR counselor for additional assistance and/or resources
BONUS WEBINAR COMPONENT!!
ADDRESSING CHALLENGES TO IMPLEMENTATION

Lessons From the Field

AMERICA SCORES Chicago
Addressing Challenges

Working With Partner Organizations
- Ensure staff in charge of PD from both organizations meet.
- Train staff together.
- Meet often.

Starting Without Training Staff
- Leave enough lead time to train staff.

Principal Buy-In
- Document with pictures/video.
- Overcommunicate.
- Invite them to everything.
- Hold HSR fair at partner school.

Coordinating Community Immersions
- Use organizations working in high schools.
LEVERAGING FUNDING

Addressing Challenges

21st CCLC allowable expenses:
- Programming
- Professional Development
- Buses for connected field trips
- Food for special events at mealtimes
- Printing

Reach out to funders:
- Apply for small grants to supplement
- Ask existing funders for small additional donations

Small (or not-so-small) asks:
- Food, e.g. pizza for high school fair
- Gift cards
- Printing (corporate partners often will help with this)
- Other incentives (clothing, ipods, etc.)
QUESTIONS
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REFERENCES


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