

# Importance of Career in Front-end Services Redesign



Stephanie M. Sutton, Associate Provost  
Enrollment Management & Student Success  
[ssutton@lorainccc.edu](mailto:ssutton@lorainccc.edu) 440-366-7622

# *The LCCC Career Advantage*

*A redesign of the entry and registration process for new students with a focus on connecting to a person; career decision; and completion goal throughout the student experience!*

## ***Priority 1: Drive Student Completion for Academic and Career Success***



- Reduce Time and Cost to Completion
- Coach *Every* Student for Success
- Improve College Readiness
- Enhance Student Learning
- Develop Structured Pathways to In-Demand Careers and Employers
- Engage More Adult Learners
- Close Achievement Gaps of Under-Resourced Learners

# New Student Process

## Application

- Build Online Application – September 2014
- Student Success Coach (SSC) Follow-Up for new students

## Assessment

- Boot camps
- Compass
- ACT/SAT
- Other

## College Student Inventory

- Noel Levitz product – student questionnaire
- Online or In-Person
- Sorted into Cohorts

## Orientation

- In-person preferred
- On-line mirrors in-person & serves as resource
- Coordinated & delivered by SSC & Enrollment Services Staff

## Register for Classes

- Individual Appointment
- Meet with Counselor or Advisor
- Schedule Classes



- Establish Short & Long-Term Plan
- Team Approach (Student Success Coach, Career & Academic Advisement Professional, Counselors, Experiential Advisement Professional)

# 2013-14 Policy Changes

## ➤ Graduation Requirements

- Minimum 60 hours for Associate Degree
- Removed final semester residency requirement to allow for reverse transfer

## ➤ Eliminated Late Registration

## ➤ Transcribing short term programs

## ➤ Assessment required if taking more than one course (3+ credit hours)

## ➤ Mandatory entry into DVED

## ➤ New students taking on-line or blended courses are required to complete a Distance Learning Technology Readiness Assessment before having access to their course

# 2014-2015 Policy Changes

- Home school admission policy
  - Treat as high school graduate
- Dean's List Policy
  - Notification occurs after each semester instead of annually
- Credit load and hour limitation policy
  - Covers short term sessions & mirrors summer policy
- Repeat Course Policy
  - Divisional approval required on third attempt
- Midterm Grades
- Two disbursements of loans in one term

# 2016-2017 Policy Changes

- Withdrawal policy requires a faculty/division sign off
- Forgiveness Policy updated
- Student Appeals Committee
- Student Grievance Procedure On-line
- Program and Career Pathways

# Career Advantage for Students

## 1. Clarify Career Goal

- Importance of selecting a major to ensure that students maximize their time and efforts and meet their objectives

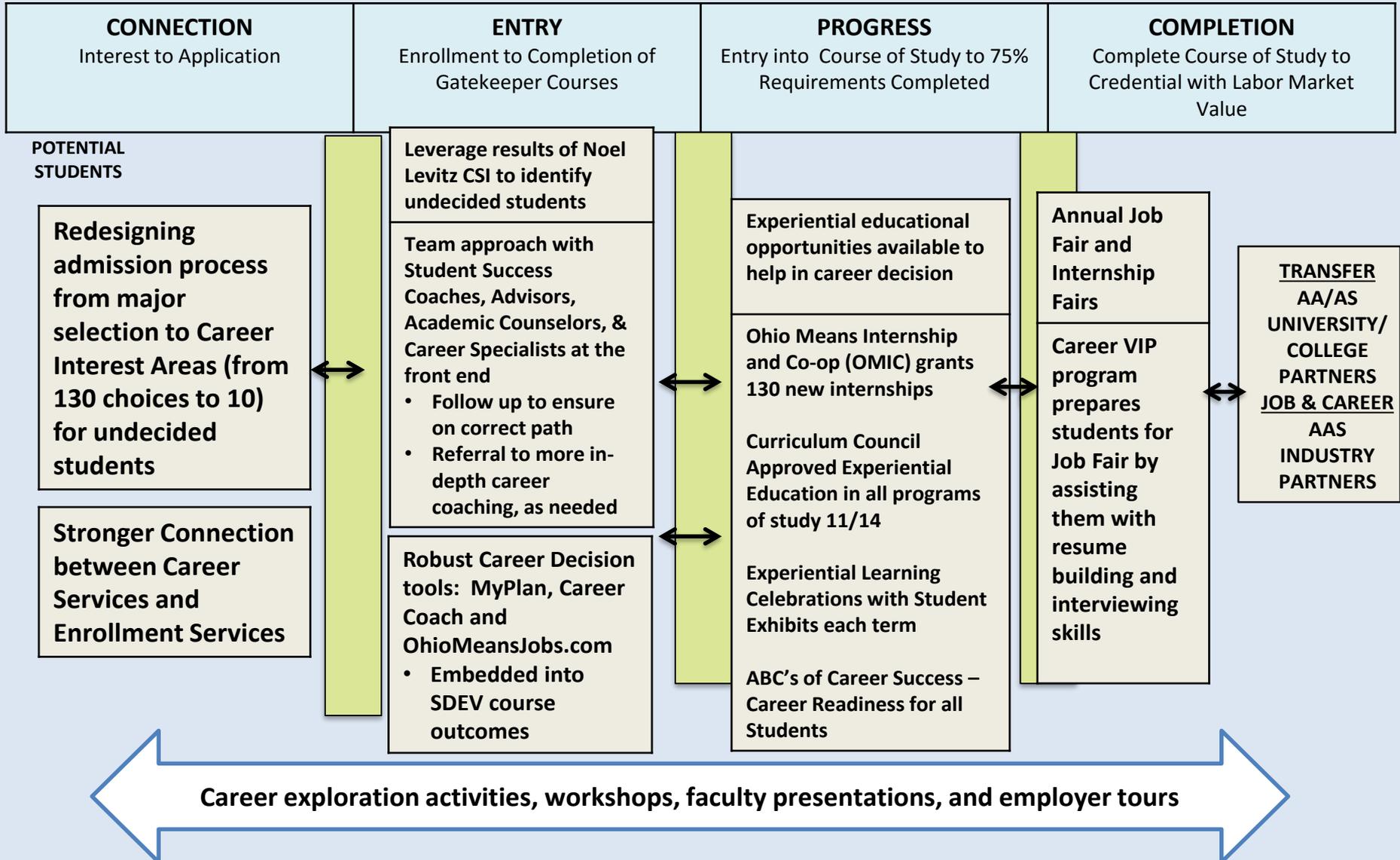
## 2. Apply career goal to educational program

- Provide students with immediate experience with selected program to engage them more fully beginning with their first semester and continuing through their certificate or degree completion. Include work-based learning opportunities.

## 3. Place graduates in careers

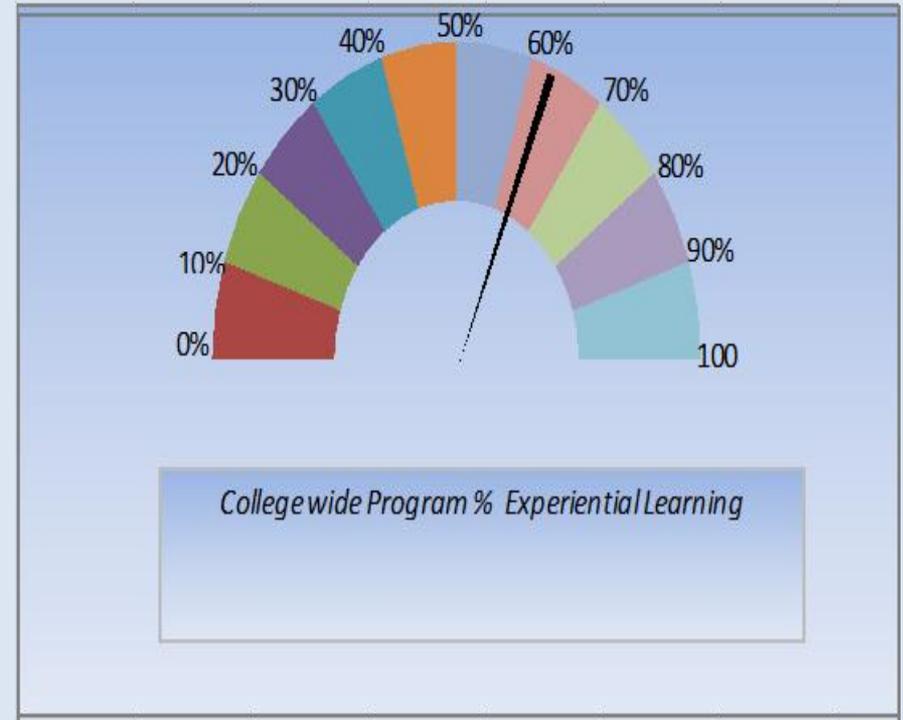
- Work proactively with students by major to provide enhanced job placement opportunities that meet the students' career goals.

# Career Services: An Opportunity At All Points of the Loss – Momentum Framework



# Experiential Education in all Programs

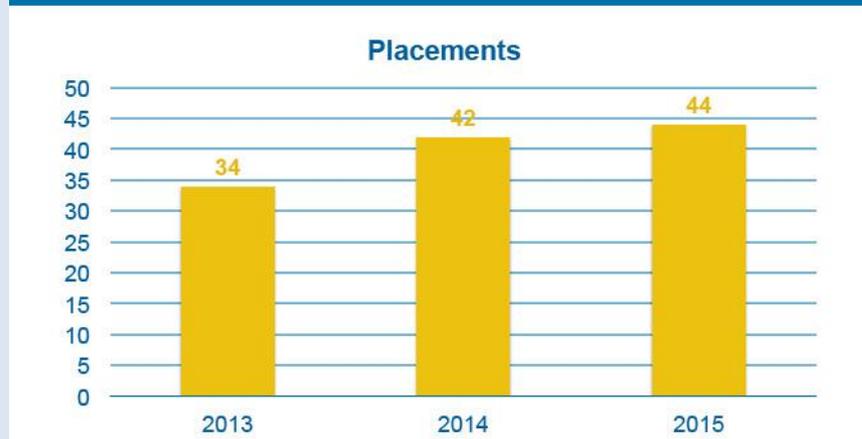
- Curriculum Council Approved Experiential Education in all programs of study 11/14
  - 24 Faculty Completed National Society of Experiential Education's Academy for Experiential Learning Certification
  - Launch Experiential Learning Committee



# Internships & Coops

- Received second 2-year Ohio Means Internship and Co-op (OMIC) grant in 2014
  - Focus on building EL capacity
- Annual Job Fair and Internship Fairs
- Experiential Learning Celebrations each term – over 50 student exhibitors Spring 2016
- Collaborations with [www.OhioMeansJobs.com](http://www.OhioMeansJobs.com)

## Ohio Means Internships and Co-ops



# Embed Real World Experiences

- Annual Job Fair and Internship Fairs
- Experiential Learning Celebrations each term – over 50 student exhibitors Spring 2016
- Collaborations with OhioMeansJobs
- Labor Market Information (LMI) data drives curriculum and certificate offerings
- Grants for under resources students
  - OACC College Completion Coaches
  - Connect to Complete Program
  - Great Lakes Community Investment DASH (quick grants for small financial emergencies).
  - Campus Food Pantry – Commodore Cupboard
- Student Employment
- Summer Bridge Power Hour
- AmeriCorps – Civic Engagement

# Exploratory or Meta-Majors for Undecided Students

- Transfer and Applied Team identified categories and mapped all programs
- Originally 20 but narrowed down to 9
  - (based on behavioral economics data – Rob Johnstone)
- LCCC will brand as **Program & Career Pathways**
- Imbed in LCCC on-line application
  - Reduces choice from 130 to 9 for undecided students
- Students who know what they want can select specific major at application
- Website redesign that will link ALL pages regarding career and programs to labor market data and these 9 areas

# Improved LCCC Application with Meta-Majors

Do you plan to earn an Associate Degree or Certificate at LCCC?

- Yes
- No

If no:

- I am taking a course(s) at LCCC as a transient student and then returning to my “home” college or university.
- I am taking classes at LCCC and plan to transfer to another college or university to earn my degree. By selecting this choice, you are considered a degree or certificate seeking student at LCCC.
- I am taking a course to renew my license; gain additional CEUs; and/or to improve my personal skills or knowledge.

If you answered yes:

Do you know which degree or certificate you want to earn at LCCC or would you prefer to choose a Program and Career Pathway and select a specific major later with help from a Career and Academic Advisor?

- Choose my specific Degree or Certificate (view list)
- Choose my Program and Career Pathway (view list)

# Programs and Careers

Begin with your CAREER in mind...



**Business and  
Entrepreneurship**



**Culinary and  
Hospitality**



**Communication  
and Creative Arts**



**Engineering and  
Manufacturing**



**Education**



**Health, Wellness  
and Safety**



**Human and Social  
Services**



**Computers and IT**



**Sciences**

# Program & Career Pathways

## Approved Catalog Language

Program and Career Pathways are designed for regularly admitted, degree seeking students who have an associate degree focus in mind but haven't narrowed it down to a specific major. This affords these students the opportunity to explore in defined areas of study such as Business and Entrepreneurship; Education; Health Wellness and Safety; Science and Math; etc. While in the Program and Career Pathway, students are required to meet with their Career and Academic Advisement Professional, Student Success Coach or Academic Counselor every semester to ensure proper course selection. Additionally, students are encouraged to engage in career exploration activities either through their Academic Counselor or with a Career Development Specialist in the Counseling and Career Services area. Students may remain in the Program and Career Pathway for up to 24 college-level credit hours. Upon achieving 24 college-level credit hours, the student will then be required to select a specific major.

# Pathways People Soft Translation Table

Pathway	Program Code	Plan Code	CIP Code
<b>Business &amp; Entrepreneurship</b>	PACP – Program & Career Pathways	BUEN	24.0101
<b>Computer &amp; Information Technologies</b>	PACP – Program & Career Pathways	CAIT	24.0101
<b>Culinary &amp; Hospitality</b>	PACP – Program & Career Pathways	CUHS	24.0101
<b>Education</b>	PACP – Program & Career Pathways	EDUC	24.0101
<b>Engineering &amp; Manufacturing</b>	PACP – Program & Career Pathways	ENMF	24.0101
<b>Health &amp; Wellness</b>	PACP – Program & Career Pathways	HWAS	24.0101
<b>Human/Social Services &amp; Public Safety</b>	PACP – Program & Career Pathways	HSPS	24.0101
<b>Liberal and Creative Arts</b>	PACP – Program & Career Pathways	LACA	24.0101
<b>Science &amp; Math</b>	PACP – Program & Career Pathways	SCMA	24.0101

# Pathways Advising Process

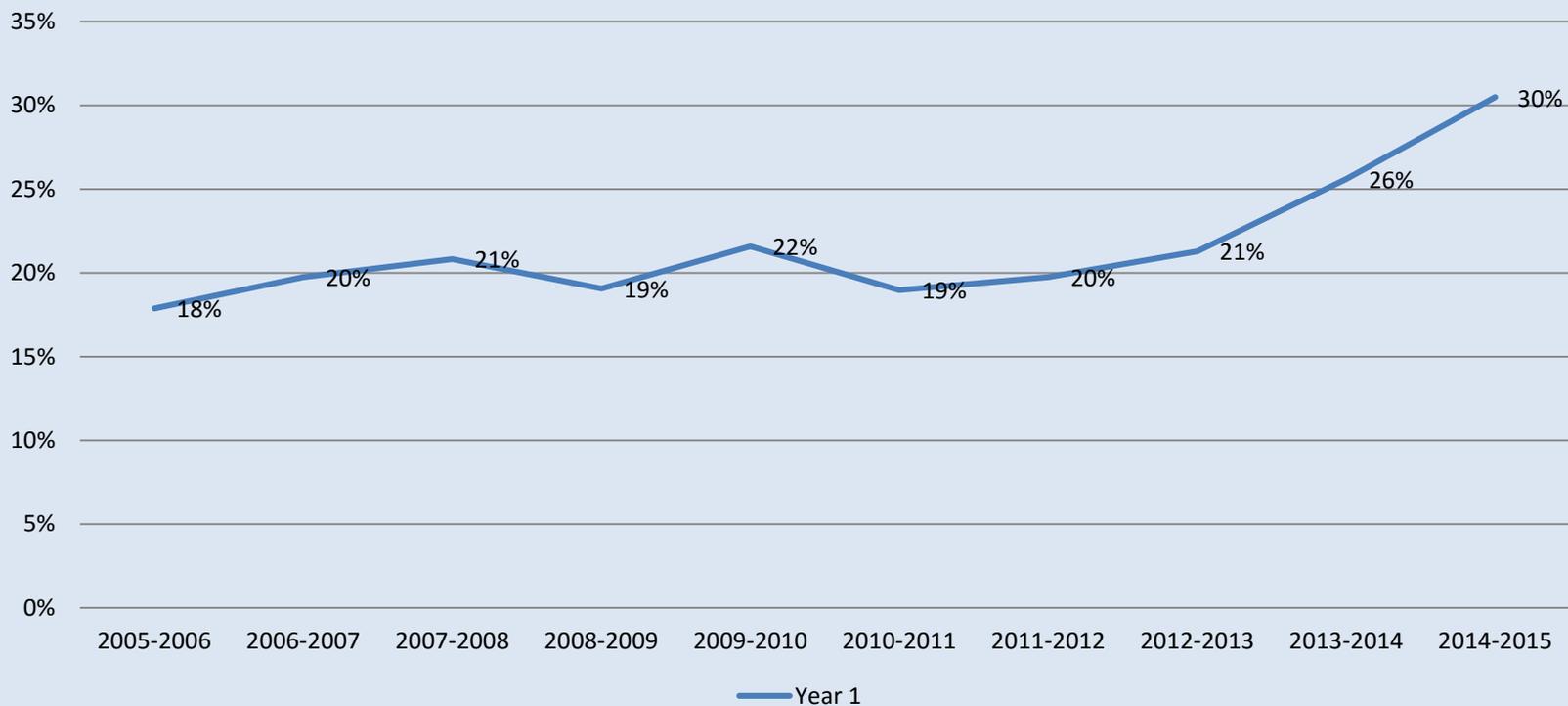
- New student requirement for mandatory advising
- Students in Pathway have initial career conversations
- Additional Career Counseling tools (MyPlan, Career Coach, Career Workshops)
- Registration hold each term to ensure meets with advisor at subsequent registration
- Positive nudges
- Default program maps in MyCAP
- Advising Redesign

# Career Focused Professional Development

- “Home-grown” Career Decision Workshop
  - Starting the career conversation
  - MyPlan, Career Coach, Ohiomeansjobs
  - Interpreting results
- EMSI Career Coach Advanced User Training
- Appreciate Advising Webinar
- Bridges Out of Poverty
- Mind growth and Grit Training
- Career Development Facilitator Training – Fall 2016

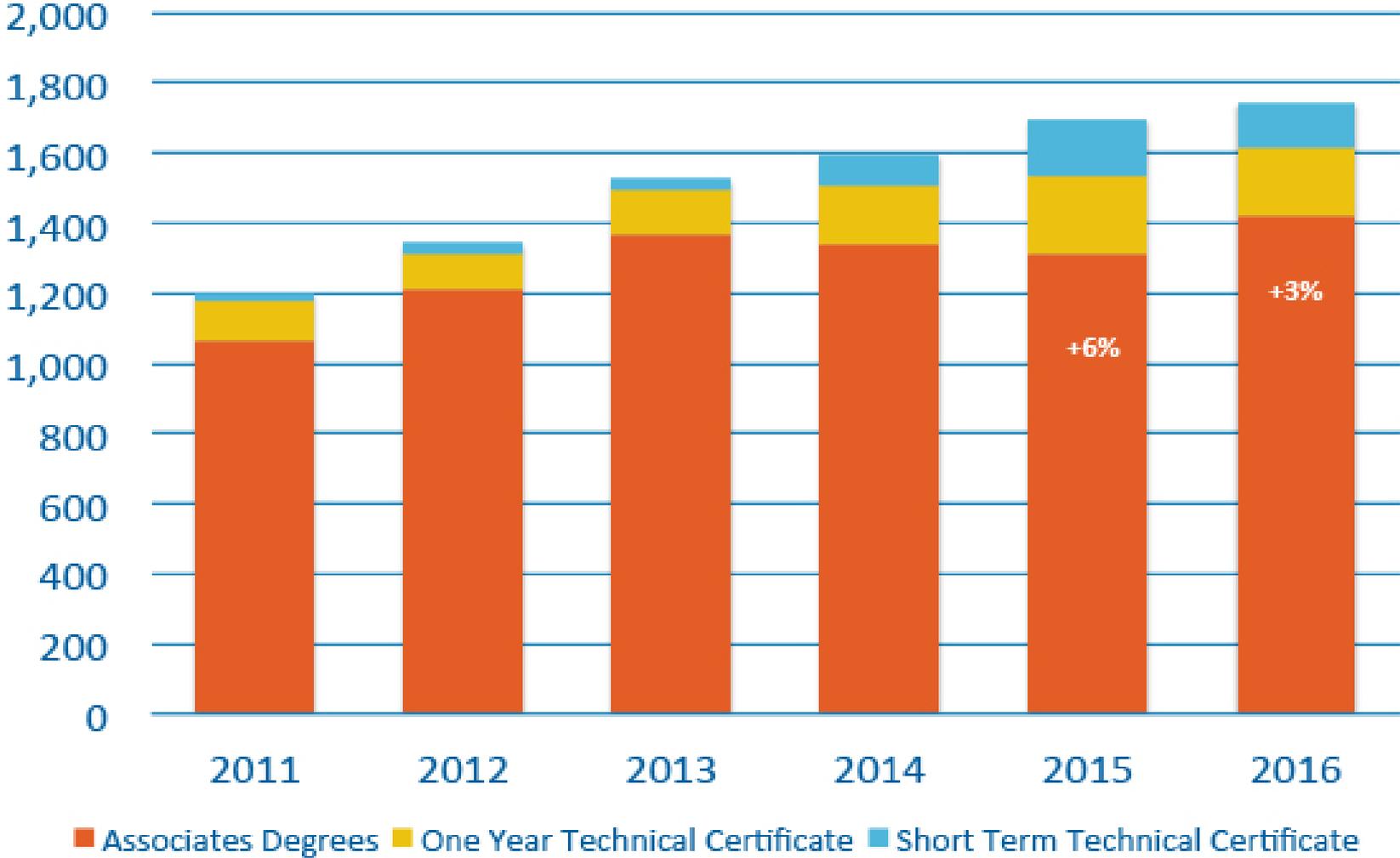
# More New Students Concentrating in a Major Field of Study in 1<sup>st</sup> Year

## Primary Concentration

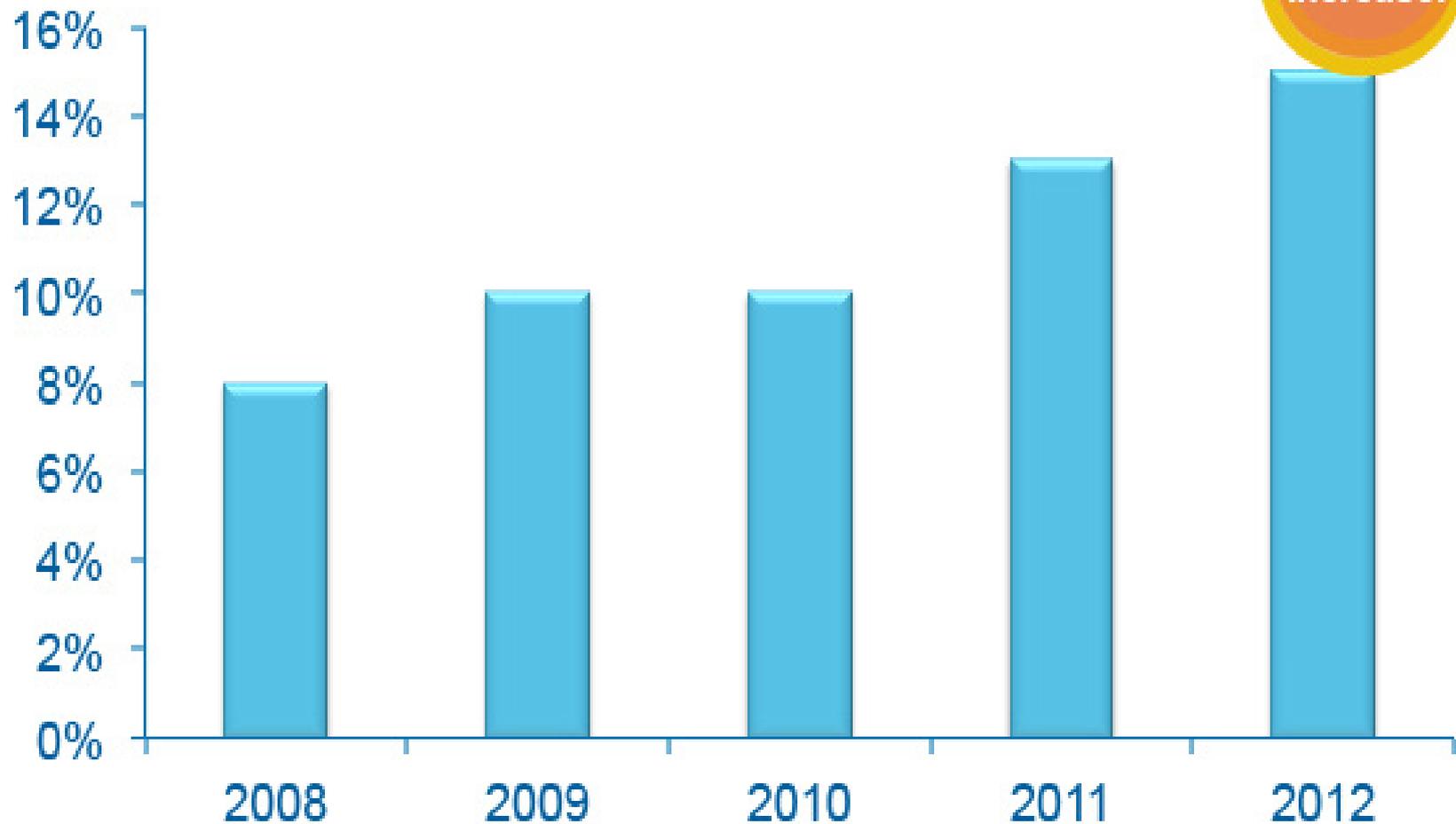


All New Students

# LCCC Graduates by Year



## Graduation Rate within 150% for First Time, Full Time



# Stephanie Sutton

[ssutton@lorainccc.edu](mailto:ssutton@lorainccc.edu)

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