

Career Services Strategic Plan 2019-2022

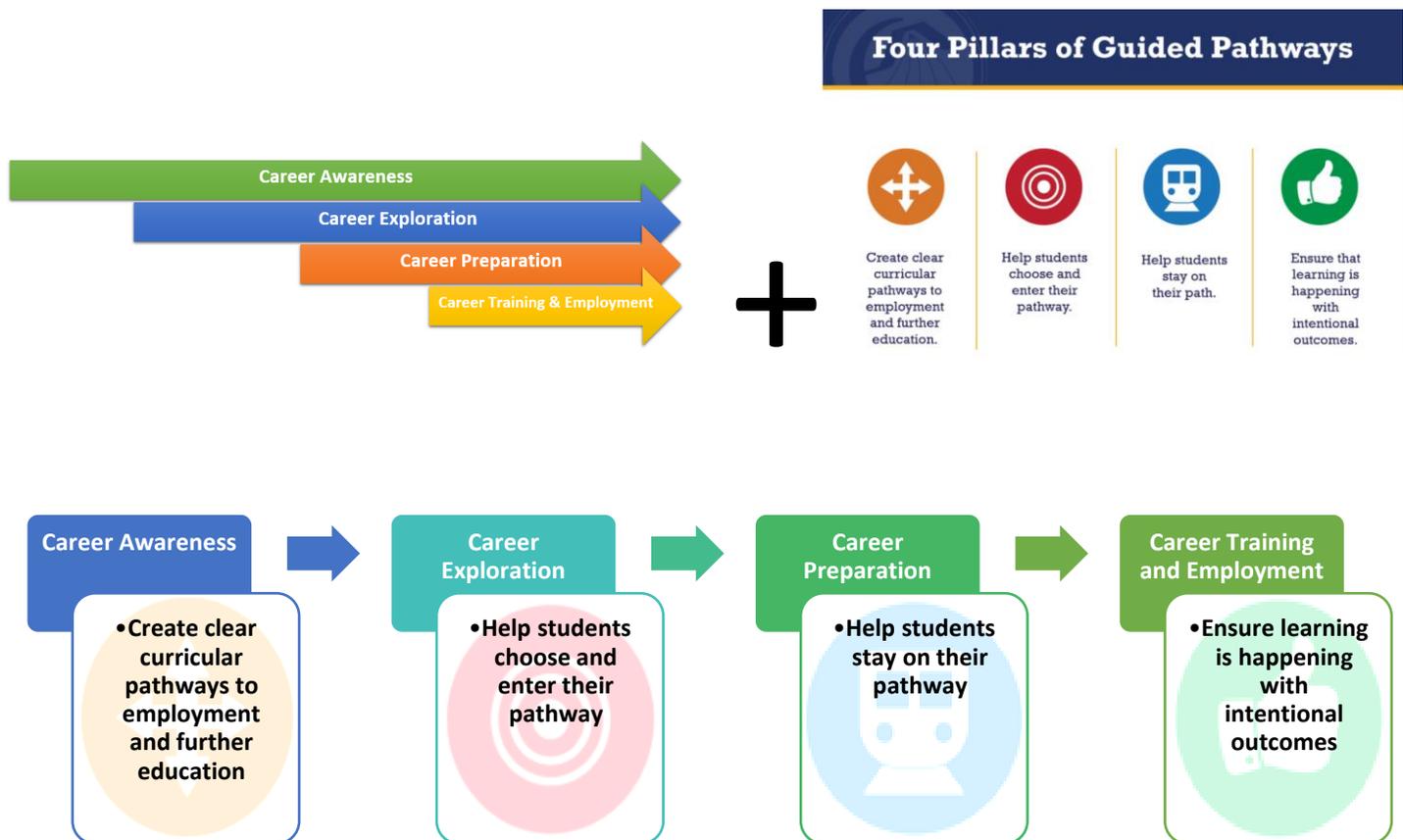
Introduction

The mission of LMC Career Services is to provide comprehensive career planning and preparation services and resources to students, enhancing their ability to successfully identify and pursue their academic and career goals. Our core function is to meet students wherever they are in the career development continuum, and facilitate guided career awareness, exploration, preparation, and training. Our goal is to support LMC students in defining a career and educational vision and plan as they enter the college, and leave with a tool box of strategies, resources and skills.

After extensive preparation within with Career Services team and with input from campus students and stakeholders, five goals, along with strategic actions and success benchmarks have been identified to steer the direction and inform the decision making of the department.

Career Development Continuum and Guided Pathways Integration

During planning, the career services team found natural alignment between the Career Development Continuum¹ and the four pillars of Guided Pathways². Goals and strategic actions were designed within the framework of guided pathway pillars and career development stages.



¹ Drummond R, Fountain C. *Career Development Continuum for Urban Educators.*; 1996.

<https://search.ebscohost.com/login.aspx?direct=true&db=eric&AN=ED398292&site=eds-live>. Accessed April 30, 2019.

² Bailey, T.R, Smith Jaggars, S, Jenkins, D. *Redesigning America's Community Colleges.*; 2015.

Career Services Goals 2019-2022

1. All LMC students will choose a major with confidence.

- a. Strategic Action One: Build awareness of Career Services at LMC
- b. Strategic Action Two: Increase experiential major exploration opportunities for students
- c. Strategic Action Three: Create intrusive culture of major exploration on campus

Key Benchmarks:

- by 2020, 200 students annually will engage with Career Services through English and math presentations
- by 2021, 60% of undeclared students who attend Career workshop or counseling declare major by end of academic year
- by 2022, 400 students annually will engage in experiential major exploration activities

2. Online/DE students will have equal access to career developmental and preparatory resources and education.

- a. Strategic Action One: Build career information available on Los Medanos College website
- b. Strategic Action Two: Develop ability for students to connect with employers virtually
- c. Strategic Action Three: Develop ability for students to connect with Career Services virtually

Key Benchmarks:

- Career Page improvement plan created by January 2020
- by 2022, host four virtual presentations annually

3. Increase students engaging and participating in Work Based Learning activities

- a. Strategic Action One: In collaboration with Workforce & Economic Development, promote internally developed internships for Los Medanos students
- b. Strategic Action Two: Increase number of Los Medanos students applying to external internships
- c. Strategic Action Three: Increase number of students creating employment-based Student Learning Outcomes through Cooperative Work Experience Education (CWEE)

Key Benchmark:

- by 2022, COOP-180 enrollment increased by 15 students

4. Increase the number of students trained in 21st century (employability) skills

- a. Strategic Action One: Expand use of New World of Work (NWOW) curriculum in LMC classrooms
- b. Strategic Action Two: Create a culture of 21st century (employability) and workplace readiness at LMC

Key Benchmarks:

- by 2021, 50 students annually participate in NWOW at college
- by 2021, 20% increase in number of Black/African American students accessing Career Services resume and interview preparation

5. Students entering the workforce will be job ready with quality resumes and interview preparation

- a. Strategic Action One: Weave resume and interview preparation into Los Medanos "student experience"
- b. Strategic Action Two: Align interview and resume preparation with existing employment opportunities
- c. Strategic Action Three: Increase opportunity for students to work with Career Services staff on resumes and interview preparation

Key Benchmark:

- by 2021, 50% of graduating LMC students will have prepared resume

Goal Alignment

The table below demonstrates how our goals support Guided Pathways, Strong Workforce, and Vision for Success goals and metrics.

		All LMC students will choose a major with confidence.	Online/DE students will have equal access to career developmental and preparatory resources and education.	Increase students engaging and participating in Work Based Learning activities	Increase the number of students trained in 21 st century (employability) skills	Students entering the workforce will be job ready with quality resumes and interview preparation
Guided Pathways Pillars	Career Awareness/ Create Clear Pathways to Employment	*	*			
	Career Exploration/ Help students choose and enter their pathway	*	*	*		
	Career Preparation/ Help students stay on their pathway		*	*	*	*
	Career Training and Employment/ Ensure learning is happening with intentional outcomes			*	*	*
Strong Workforce Metrics	Broaden and enhance career exploration and planning, work-based learning opportunities, and other supports for students.	*	*	*	*	*
	Develop and broadly publicize industry-informed career pathways that prepare students for jobs needed within the regional labor market.	*	*			
	Develop, identify and disseminate effective CTE practices.		*		*	*
	Develop robust connections between community colleges, business and industry representatives, labor and other regional workforce development partners to align college programs with regional and industry needs and provide support for CTE programs.			*	*	*
CCCCO Vision for Success	Increase by at least 20% the number of CCC students annually who acquire associates degrees, credentials, certificates, or specific skill sets that prepare them for an in demand job	*	*	*	*	*
	Increase by 35 percent the number of CCC students transferring annually to a UC or CSU	*	*			
	Increase the percent of exiting CTE students who report being employed in their field of study, from			*	*	*

	the most recent statewide average of 60 percent to an improved rate of 69 percent					
	Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps within 10 years.	*	*	*	*	*