Guidance for Guides

Tools to Support Postsecondary Planning

@EdSystemsNIU
@ChiJobsCouncil
@DrLiberatore
Session Overview

● Welcome & Introductions
● Policy Context: Transforming Postsecondary & Career Expectations
● Guide Preparation
  ○ “Evolution” of the role of the college & career counselor
  ○ Counselor Skills and Competencies Recommendations
  ○ Chicago College & Career Advising Credential (CCCAC)
● Resources for guides
  ○ CareerPathways.net
  ○ Illinois Postsecondary Profiles
● Reflection & Discussion
Welcome & Introductions

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State Policy Context

Transforming Postsecondary & Career Expectations
How do we reach our 60% by 2025 Goal?

Connected to P-16 Pipeline

Opportunity Youth

Adults without Postsecondary Credentials

Policy Levers

State-level Systems

Data & Equity Focus

Collaborative Networks

College & Career Readiness & Success

Postsecondary Degree or Credential

State Attainment Goal: 60% by 2025

Quality Careers
A Unified Vision of College and Career Readiness

What do students need to know?

What do students need to be able to do?
COMPETENCY - CENTERED

Academically Ready for Postsecondary

Foundational Skills for All Careers

Accelerated Toward a Career Area
**Illinois PaCE Postsecondary and Career Expectations**

Each student should have an individualized learning plan to help make decisions about career and post-secondary (PS) education or training, to plan a course of study, and to make financial aid assessments with family members.

<table>
<thead>
<tr>
<th>By the end of 8th grade</th>
<th>By the end of 9th grade</th>
<th>By the end of 10th grade</th>
<th>By the end of 11th grade</th>
<th>By the end of 12th grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>A student should be supported to:</td>
<td>A student should be supported to:</td>
<td>A student should be supported to:</td>
<td>A student should be supported to:</td>
<td>A student should be supported to:</td>
</tr>
<tr>
<td>complete a career cluster survey</td>
<td>revisit career cluster interest survey and take a career interest survey</td>
<td>complete an orientation course to a particular career cluster or cluster grouping</td>
<td>revisit the career survey</td>
<td>complete 3 or more admissions applications to PS institutions</td>
</tr>
<tr>
<td>attend a career exploration day</td>
<td>complete an orientation to career clusters</td>
<td>select a career pathway (CP) within a career cluster of interest</td>
<td>participate in a mock job interview</td>
<td>met with a school counselor to ensure all steps in the PS admissions process are completed on time</td>
</tr>
<tr>
<td>complete a unit on education planning</td>
<td>attend a PS options workshop</td>
<td>begin determining eligibility for AP courses</td>
<td>create a resume and personal statement</td>
<td>attended a FAFSA completion workshop</td>
</tr>
<tr>
<td>be exposed to a financial literacy unit in a course or workshop</td>
<td>meet with a counselor to discuss coursework and PS/career plans using the ISBE College and Career Readiness Indicators</td>
<td>identify 2-3 adults to support the student through the PS and career selection process</td>
<td>identify an internship opportunity related to the CP</td>
<td>completed the FAFSA</td>
</tr>
<tr>
<td><strong>A student should know:</strong></td>
<td><strong>A student should know:</strong></td>
<td><strong>A student should know:</strong></td>
<td><strong>A student should know:</strong></td>
<td><strong>A student should know:</strong></td>
</tr>
<tr>
<td>the concept of career clusters of interest</td>
<td>relationship between community service/extracurricular activities and postsecondary (PS)/career goals</td>
<td>the relationship between HS coursework, attendance, and grades to PS plans</td>
<td>educational requirements, cost, expected entry level, and midpoint salary for occupations in selected CP</td>
<td>address any remedial needs in math/ELA</td>
</tr>
<tr>
<td>relationship between community service/ extracurricular activities and postsecondary (PS)/career goals</td>
<td>complete financial aid assessment with a family member</td>
<td>importance of community service and extracurricular activities to PS and career plans</td>
<td>different types of PS credentials and institutions</td>
<td>obtain an internship opportunity related to the CP</td>
</tr>
<tr>
<td>complete a financial aid assessment with a family member</td>
<td><strong>A student should know:</strong></td>
<td>general timing of PS entrance exams and applications</td>
<td>general timing of PS entrance exams and applications</td>
<td>if applicable, receive industry-based certification(s) related to the CP</td>
</tr>
<tr>
<td><strong>A student should know:</strong></td>
<td><strong>A student should know:</strong></td>
<td>benefit of early college credit opportunities to PS access and completion</td>
<td>benefit of early college credit opportunities to PS access and completion</td>
<td>complete one or more team-based challenges or projects related to the CP</td>
</tr>
<tr>
<td>one or two career clusters for further exploration and development</td>
<td>educational requirements, test timing, cost, and preparation for industry-based certification for CP</td>
<td>negative impact of remediation on PS goals</td>
<td>attendance requirements, including application deadlines, for expected PS programs of study</td>
<td>attend a financial aid award letter workshop</td>
</tr>
<tr>
<td>the relationship between HS coursework, attendance, and grades to PS plans</td>
<td>career attributes related to career interests</td>
<td>financial aid deadlines for chosen PS options</td>
<td>3-5 match schools, one safety, one reach school for PS program of study</td>
<td>A student should know:</td>
</tr>
<tr>
<td><strong>A student should know:</strong></td>
<td><strong>A student should know:</strong></td>
<td>estimated cost of each PS option</td>
<td>negative impact of remediation on PS goals</td>
<td>how CP courses and experiences articulate to degree programs at PS options</td>
</tr>
<tr>
<td>educational requirements, cost, expected entry level, and midpoint salary for occupations in selected CP</td>
<td>different types of PS credentials and institutions</td>
<td>affordability of PS options in relation to expected entry-level career salary and anticipated debt</td>
<td>financial aid deadlines for chosen PS options</td>
<td>terms and conditions of any scholarship or loan</td>
</tr>
<tr>
<td>the relationship between HS coursework, attendance, and grades to PS plans</td>
<td>general timing of PS entrance exams and applications</td>
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</tbody>
</table>
College & Career Pathways

OUTCOMES:
- Credential Attainment
- Labor Market / Economic Dev.

Individualized Planning
Career Focused Instruction
Work-based Learning
Core Academics

Secondary Pathways
- Stackable Credentials
- Interns / CDE
- Low-skilled Jobs
- Semi-skilled Jobs
- Middle-skilled Jobs
- Advanced-skilled Jobs

Postsecondary Pathways
- AA/AAS
- BA/BS
State Policy For Readiness

ESSA
Every Student Succeeds Act

College & Career Readiness Indicator

Career Pathways Dictionary
A Unified Framework for College and Career Readiness and Success

CAREER & TECHNICAL EDUCATION
Career Connected Learning for All Students

POSTSECONDARY AND WORKFORCE READINESS ACT

DUAL Credit
Saving Time and Money for Illinois Students!

GOAL 2025
COLLEGE CHANGES EVERYTHING®
Our Education System Is Like A Pit Crew
COMPETENCIES FOR POSTSECONDARY PLANNING

Dr. Matt Liberatore - Twitter - DrLiberatore
Director for Professional Learning and Student Services at D214
Past President of the Illinois School Counselor Association
SCHOOL COUNSELOR

1990's to 2015 - College Going Culture
ENROLLMENT vs. PARTICIPATION vs. COMPLETION

THE NUMBERS

How do we systematically engage students to understand the postsecondary outcome potential in relation to their own beliefs and strengths...

SUMMER MELT

18% to 20% of seniors do not show up to college
Current Practice!

Professional standards are important, but not sufficiently detailed, in understanding good post-secondary counseling practice.
Collaborative Group

Chicago Workforce Funders Alliance

Depaul & Other University Partners

DISTRICT 214 & SUBURBAN DISTRICT

Chicago Public Schools
Professional Organizations and Frameworks of Practice

**ASCA**

The ASCA National Model: A Framework for School Counseling Programs outlines the components of a school counseling program that is integral to the school’s academic mission and is created to have a significant positive impact.

**NACAC**

The National Association for College Admission Counseling (NACAC) believes there is a basic body of knowledge and fundamental skills one must possess to be effective in counseling students as they make decisions regarding their postsecondary educational.

**PACE**

The Illinois PaCE Framework was developed to provide students, families, and educators on what types of experiences and information a student should have in order to be most informed decision about college and career planning.

**Illinois Model**

The Developmental Counseling Model for Illinois Schools, hereafter referred to as the “Illinois Model,” is a tool used to assist school counselors and administrators in building a school counseling program that is comprehensive in scope.
COMPETENCY

The working group believes that existing professional standards for counselors are important, but not sufficiently detailed, in understanding good post-secondary counseling practice when we see it.

**Beliefs and Mindsets**

what school counselors believe and embody from the outset and over time to be effective in their role.

**Knowledge and Skills**

what school counselors should know and be able to do, as well as the resources they should have access to, in order to be effective in their role.

**Habits and Practices**

the activities that school counselors should regularly practice when most effective in their role, given their preparation and access to knowledge and skills.
EFFECTIVE IN THE POST-SECONDARY DOMAIN

SCHOOL COUNSELORS EXHIBIT THE FOLLOWING COMPETENCIES:

**Developmentally focused**
Embed principles of human development (particularly adolescent and young adult development) into postsecondary counseling practice.

**Culturally responsive**
Engage with and respond to students, families, colleagues, and the community in meaningful, respectful, and culturally responsive ways.

**Actively informed**
Help students identify one or more target post-secondary options and take progressive steps to advance their learning and post-secondary planning.

**Ethically driven**
Demonstrate ethical and professional counselor behavior that is focused on student ownership and decision making.

**Systemically engaged**
Promote and influence an organizational culture that respects, supports, and delivers comprehensive post-secondary readiness for all students.
RECOMMENDATIONS FOR NEXT STEPS

FUTURE CONSIDERATIONS...

- Develop a formal competency-based assessment tool
- Embedded practicum or internship with desired competencies
- Develop a pre-service course(s) designed around competencies
- Establish a credential or endorsement around competencies
Chicago College and Career Advising Credential (CCCAC)

College Changes Everything Conference, July 2020
Dana Horstein, Program Manager, Chicago Jobs Council
Agenda

1. CCCAC Overview and History
2. CCCAC Competencies
3. CCCAC Curriculum
4. CCCAC Training Options
CCCAC Overview

- 6-day cohort training on youth-centered coaching practices for exploring progressive postsecondary pathways (i.e. apprenticeships, college, job training, military, and service/gap year)

- Curriculum design is based on principles of adult learning, reflective practice, and learner-centered pedagogy

- Audience is “youth guides” or anyone who serves youth in organizations, schools, or the community (e.g. youth coaches, school counselors, job developers, faith leaders, parents, librarians, counselors, after school teachers, etc.)
The History of CCCAC – A Timeline

A Collaboration with Chicago Jobs Council (CJC), Youth Guidance (YG), and Chicago Public Schools (CPS)

- **2014-15**: CCCAC 1.0: CPS establishes CCCAC for school counselors
- **2018-19**: CCCAC 2.0: CJC and YG revise CCCAC for CPS
CCCAC 3.0: CJC and YG revise CCCAC for an audience of youth guides

2019

CJC begins offering CCCAC to cohorts of youth guides; CPS continues offering CCCAC to school counselors

2020
CCCAC Competencies

- Competencies
  - Developmentally Focused
  - Culturally Responsive
  - Actively Informed
  - Ethically Driven
  - Systemically Engaged

- Sub-competencies
  - Beliefs and Mindsets
  - Knowledge and Skills
  - (Habits and Practices)
CCCAC Curriculum—5 CJC CCCAC Themes

1. Youth-centered Coaching: Best Practices and Techniques
2. Progressive Postsecondary Pathway Options
3. Professional Context: Youth Guides and the Future of Work
4. Biases in Coaching Youth on Progressive Postsecondary Pathways
5. Change Makers: Youth Guides and the Postsecondary Pathways
CJC CCCAC Training Options

1. **Individual Training Options:**
   - 6-day In-person Cohort Trainings (on hold until 2021)
   - Online Cohort Trainings (in development)
     - To receive training updates, complete an **Interest Form** before Friday, August 28, 2020 and be entered into a raffle for 1 of 2 $25 Target gift cards

2. **Group Training Options:**
   - Customized Trainings (available in 2021)
   - Train-the-trainer Model (development planned in 2021)
For More Information

- CJC CCCAC Website
- CJC CCCAC Interest Form

Dana Horstein
- dana@cjc.net or 312.252.0460 x304
I want a path to a rewarding job.

What if a four-year degree program isn’t right for me right now?

I need... a break from school.
The Directory was a massive collaboration between funders, youth serving orgs, CPS, employers, state organizations, certification organizations, CCC, and many others to address the need for young people and their guides to have as much information as possible to plan for their futures while addressing the skills gap in Chicagoland.

Chicagoland CareerPathways - Who’s behind the platform?

The Osa Foundation
Chicagoland Workforce Funder Alliance
City Colleges of Chicago
Chicago Public Schools
Education Systems Center
Northern Illinois University
CHICAGO JOBS COUNCIL
CHICAGO TEACHERS UNION FOUNDATION
Embarc
Forefront
Engaging for impact
Chicagoland CareerPathways - Why?

Chicagoland CareerPathways was created to address the inequity in post-secondary planning tools available to young people and their guides. There are many tools available that focus on college, but no tools highlighting fields that require an Associate’s Degree or less as an on-ramp to employment.
Who Might Use this Directory?

Chicagoland CareerPathways is a resource for young people, their guides, and unemployed / underemployed people who are looking for low barrier options to high quality career fields.

➢ Students who have planned to go to college but do not matriculate for a variety of reasons.
➢ Young people who do not see college as a good fit for them or would like a break from school before committing to a pathway.
➢ People who have been court-involved and have limited options.
➢ Young people who went to school but could not afford to continue, so they came home with debt and no degree.
➢ Unemployed and underemployed people who need more skills to improve their employment outlook.
➢ Guides (parents, teachers, counselors, mentors) who support young people in their post-secondary planning.
Chicagoland CareerPathways - Where?

https://www.careerpathways.net/
Using CareerPathways.net - Search Options

Due to COVID-19, many programs are experiencing delays in their applications and start dates. While we are working to update this site to reflect those changes, it is always best to contact the program directly for the most up-to-date and accurate information. If you have questions or comments, please send us an email through our contact page.

In Chicago, there are many short-term training programs that open the door to exciting career paths.

Explore options by...

**Interest**
Which programs lead to a career field that appeals to me?

**Eligibility**
Which programs are seeking someone like me?

**Location**
Which programs are easy for me to get to?

**Affordability**
Which programs are reduced cost, free, or even offer a paycheck?

OR

Search all programs by keyword
Showing 1-17 of 17

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Program(s) That Can Lead to This Job Title</th>
<th>Program Details</th>
<th>Program Length</th>
<th>Program Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Network Support Specialists</td>
<td>IT-Ready Technical Support (offered by CompTIA Tech Career Academy) (offered by CompTIA Tech Career Academy). COVID-19 Status: This program is now being delivered 100% virtually.</td>
<td>Details</td>
<td>8 Weeks</td>
<td>Pre-Apprenticeship</td>
</tr>
<tr>
<td>Computer User Support Specialist</td>
<td>IT-Ready Technical Support (offered by CompTIA Tech Career Academy) (offered by CompTIA Tech Career Academy). COVID-19 Status: This program is now being delivered 100% virtually.</td>
<td>Details</td>
<td>8 Weeks</td>
<td>Pre-Apprenticeship</td>
</tr>
<tr>
<td>Networking Systems and Technology Basic Certificate Program</td>
<td>Networking Systems and Technology Basic Certificate Program (offered by City Colleges- Multiple Campuses). COVID-19 Status: This program is now being delivered 100% virtually.</td>
<td>Details</td>
<td>16 weeks, 18 credit hours</td>
<td>Sub-Associate Certificate or...</td>
</tr>
</tbody>
</table>
Find Programs By Who Is Eligible

Wondering which programs you qualify for?

Show programs that report NO restrictions related to ... [select one at a time]

<table>
<thead>
<tr>
<th>Program Details</th>
<th>Program</th>
<th>Career Field</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fork Lift Operation and Safety Basic Certificate Program (offered by City Colleges- Olive-Harvey College). COVID-19 Status: This program is now being delivered 100% virtually.</td>
<td>Finance and Business Services</td>
</tr>
</tbody>
</table>

Showing 1-50 of 69

Programs Near Me

Type in your address or zip code and select a range of miles to find programs near you.

Search 105 West Madison Street, CT within 50 Miles Search reset

Arprenticeship: Plumber 1.6 miles
1400 West Washington Boulevard
Chicago, IL 60607
See Program Details

Beacon Career Pathway Programs 0.4 miles
191 N. Wacker
Ste 1150
Chicago, IL 60606
See Program Details

BrandUp Career Readiness 0.2 miles
Training
Chicago, IL
Affordability Searches: Financial Aid, Earn While You Learn, & Free Programs (not pictured)

Programs That Accept Financial Aid

The costs of many programs may be reduced or eliminated with financial aid for those who qualify. Financial aid can take multiple forms. Always speak with the provider directly about program costs and financial aid opportunities. Generally speaking,

- For some programs, you need to complete a FAFSA to be considered for aid
- For some programs, you need to apply for WIOA funds

Learn more about the FAFSA, WIOA, and how to apply for funding here.

View programs accepting these types of funds by clicking an option below.

Complete a FAFSA to be considered for aid  Apply for WIOA funding

<table>
<thead>
<tr>
<th>Program</th>
<th>Options for Covering Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Clerk- Basic Certificate (offered by City Colleges- Multiple Campuses). COVID-19 Status: This program is now being delivered 100% virtually.</td>
<td>Complete a FAFSA</td>
</tr>
</tbody>
</table>

Earn While You Learn Programs

These programs let you earn a paycheck or stipend while you learn new skills. A 'stipend' is money paid to trainees, interns, and students to help offset expenses. It is usually less than a paycheck.

<table>
<thead>
<tr>
<th>Program</th>
<th>Type of Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprenticeship: Boilermaker (offered by Boilermakers Local One). COVID-19 Status: This program is on hold until further notice.</td>
<td>Paycheck</td>
</tr>
<tr>
<td>Community Healthcare Apprenticeship Program (CHAP) (offered by Chicago House and Social Service Agency). COVID-19 Status: Update Pending</td>
<td>Stipend Transportation Card</td>
</tr>
</tbody>
</table>
Chicagoland CareerPathways - What’s Next?

- Directory 2.0 in mid-August - will include programmatic updates, capacity information, and new resources
- Ongoing gathering of program updates (including Covid-19 related changes)
- Gathering feedback and responding to need
- Enhancing features and adding components according to feedback

https://www.careerpathways.net/
Twitter: @ChicagolandCar1
INTRODUCING:

Illinois POSTSECONDARY PROFILES
Purposes

Provide stakeholders with more easily accessible information describing the approximately 250 higher education institutions in Illinois

Use the Illinois Longitudinal Data System to display cross-sector measurement of student success

Strengthen the data and information provided to higher education institutions to support alignment and articulation initiatives at the local, regional, and statewide levels

Complement and add depth to existing data resources
Use Cases

**Partnerships** – Connect data and information across education sectors and into employment, helping foster partnerships between secondary, postsecondary, and workforce users.

**Planning & Policy** – Track metrics over time and at institutional, program, and student subgroup levels, supplying users with evidence to guide planning and policymaking.

**Prospective Students** – As a complement to other resources, offer prospective students and their supporters an in-depth and timely look at postsecondary institutions across Illinois to inform college-going decisions.
Search for data/info by institution, occupation (imminent), or student demography (coming soon)
Elgin Community College

To view a different institution, type the new name above. Explore data through side navigation tabs.

Data Summary
Data shown for latest year available.

15,074 Total Annual Student Enrollment
74% Student Advancement Rate
$3,108 In-District Tuition & Fees
2,363 All Completions

Enrollment

Overall Annual Enrollment By Ethnicity
- Asian
- Black or African American
- Hispanic
- White
Reflection & Questions

What are the ways in which you’ve been intentionally embedding these competencies and types of tools in your community/school?

What new ideas has this session generated for you?
Resource Recap

PWR Act: www.pwract.org

Postsecondary Advising Competencies: www.ilschoolcounselor.org/page-18337

College & Career Advising Credential

• www.cjc.net/frontline-focus/cccac/
• CCCAC Interest Form


Illinois Postsecondary Profiles: www.illinoispotsecondaryprofiles.com

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