

Onboarding and Student Supports Centered on Equity

CLP

Career
Ladders
Project



About CLP

Career Ladders Project promotes equity-minded community college redesign.

We collaborate with colleges and their partners to discover, develop, and disseminate effective practices.

Our policy work, research, and direct efforts with colleges lead to system change—and enable more students to attain certificates, degrees, transfers, and career advancement.

Career Workshop Outcomes

1. Explore key considerations for preparing students and working with employers in the changing economy
2. Consider racial and gender disparities in program and career choice
3. Learn what colleges can and are doing to disrupt structural disparities in program and career choice as they pivot in this moment of economic flux and racial reckoning



Career Ladders Project and MiraCosta College



Michelle Simotas

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Career Ladders Project



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Dean of Counseling and
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Mira Costa College



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Grounding Holistic Student Supports in Equity



MiraCosta College

ACADEMIC & CAREER PATHWAYS



How do we center on **equity**?



MiraCosta College

Black, Latinx, and Adult students are our most disproportionately impacted populations

Students are often uninformed in their initial major choice

Students don't necessarily understand the importance of early career exploration

WHAT DOES YOUR DATA TELL YOU?

Students with CSEPs in their first year are more likely to complete a goal

Low-income students outperform counterparts at MiraCosta, but there is no change on employment outcomes

Equity programs are effective, but not everyone is in a program

	2018/2019 First Time Students					
	All Students		Need a CSEP		DI Groups - Need a CSEP	
ACPs	#	%	#	%	#	%
Business and Technology	776	23%	717	23%	388	23%
Creative and Applied Arts	303	9%	262	8%	152	9%
Health Sciences	375	11%	339	11%	227	13%
Languages, Communication, and Humanities	240	7%	226	7%	99	6%
Math and Sciences	718	21%	697	22%	382	22%
Social and Behavioral Sciences	843	25%	790	25%	427	25%
None	94	3%	77	2%	30	2%
Grand Total	3,349	100%	3,108	100%	1,705	100%

Focus on Adult Black and Latinx students not in an existing program

ACP Student Success Teams

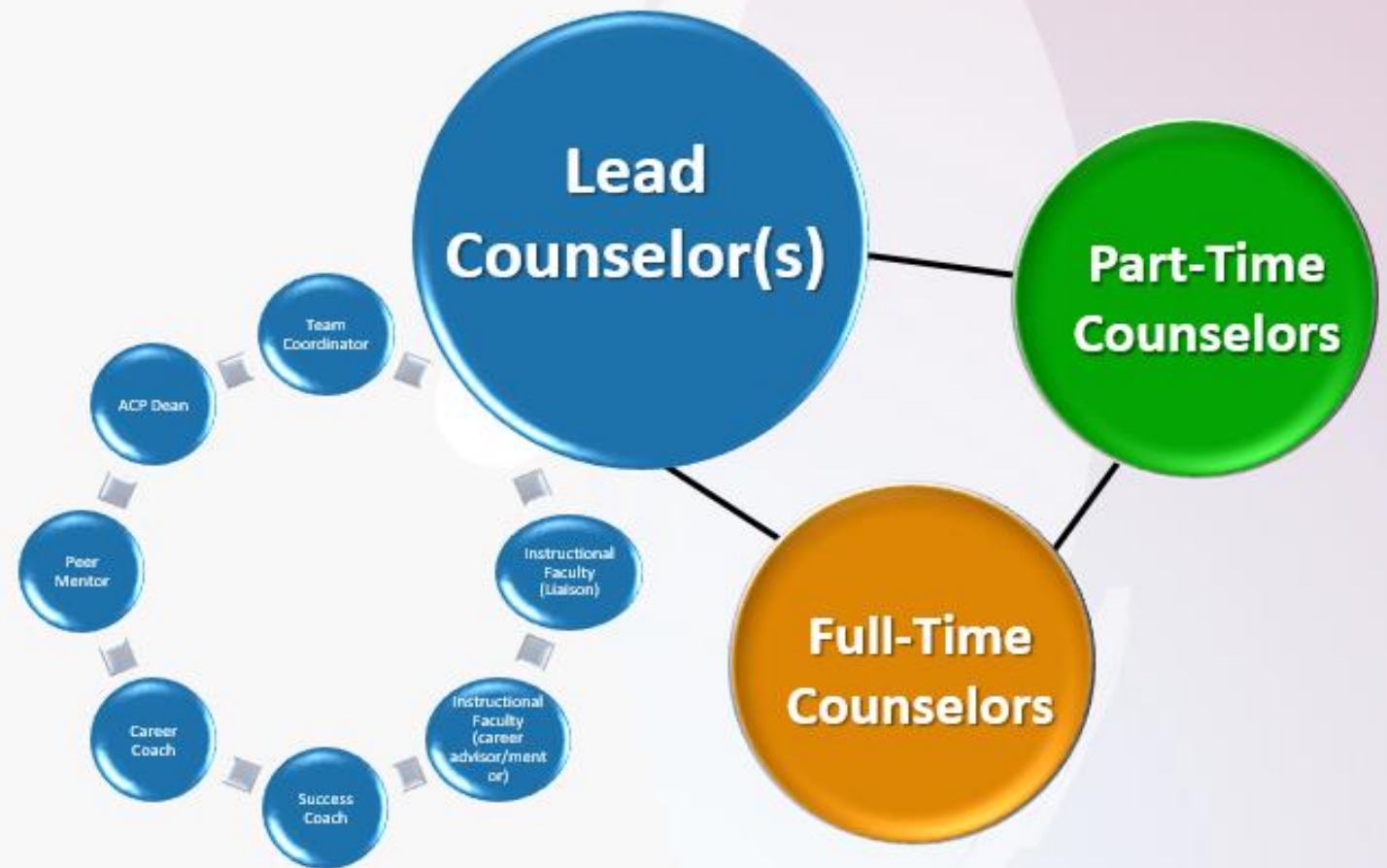
- Assist students with career and ed planning
- Provide intentional community connections and consistent points of contact and support for students throughout their educational journey
- Close the gap for Black/Latinx/Adult students in the areas of persistence, CSEP in the 1st year, units completed, and completion of educational goal



ACP Student Success Teams

- All Counselors do not have equivalent training in career
- There is an over-emphasis on a declared major versus career exploration in the educational planning process
- While there is an abundance of training on equity, it isn't always focused on equity in counseling
- Not all Counselors have an understanding of what it means to work with Latinx and Black students
- There is sometimes a disconnect between what happens in advising students and how programs are designed and when classes are offered
- There are both internal and external pressures around serving all students

What assumptions do we make about Counselors and counseling as we engage in this work?





Strategies

- Counselor feedback
- Career Counseling training
- Career Coach Admin access
- Mini-grants for Counselors to work with Instructional Faculty to implement career planning components in the curriculum
- Recorded training for all Counselors on equity data and equity-minded counseling strategies
- Reframe counseling focus on equity (all versus DI populations)
- Restructure counseling appointments to provide priority
- Provide release time for Lead Counselors
- Utilize resources
 - SEA funding
 - SWP Grant
 - All Counselors versus General Counseling

The background of the entire graphic is a photograph of students in a classroom. On the left, a young man with glasses is looking towards the right. In the center, there is a dark purple rectangular box containing white text. On the right, a young man with glasses is looking towards the left, and a young woman is partially visible behind him. The overall tone is educational and focused.

SAVE THE DATE

01.29.21 – 02.19.21

4-Part Webinar Series

*EQUITY-GROUNDED
COUNSELING:
SERVING BLACK STUDENTS*

*Empathy as a tool for equity ♦ Deconstructing
the process of educational planning ♦
Addressing basic needs in educational counseling
environments ♦ Maintaining an equity focus in
the face of oppressive structures*

*Dr. Adrean Askerneese , Devon Boone,
Selam Gebrekristos, Jonathan Henderson,
Don Love, Dr. Wendy Stewart, Mercedes Tiggs*

Long Beach City College



Brenda Galvez

Faculty Intern



Lupe Pasillas

Program Supervisor – Student
Success and Support



Elijah Sims

Intervention Coordinator and
Counselor



Equity Centered Onboarding & Student Supports

Mission

The Matriculation Office aims to provide a **student-centered** onboarding experience that streamlines the **completion of critical steps** to enroll at LBCC. Our approach is informed through an **equity lens** with a goal to provide **timely** supports **informed by data** and the student experience.

MEET YOUR LBCC REP.

The Matriculation Office at Long Beach City College (LBCC) is here to help answer all your questions about attending LBCC and planning your transition from high school to college.



Angel Valdez
Email:
avaldez@lbcc.edu
Phone:
(562) 938 - 5169

School Sites:
Beach/Reid
Compton
Dominguez
LB Job Corps
Mayfair
Millikan



Samantha Flores
Email:
s2flores@lbcc.edu
Phone:
(562) 938 - 4051

School Sites:
Avalon
Cabrillo
Gahr
OFL
Renaissance
St. Joseph



Jasmine Evans
Email:
j2evans@lbcc.edu
Phone:
(562) 938 - 5174

School Sites:
Cenntenial
Downey
Firebaugh
Lynwood
PAAL
Polytechnic



LooLoo Amante
Email:
lamante@lbcc.edu
Phone:
(562) 938 - 5141

School Sites:
Banning
Buena Vista
Jordan
Lakewood
Paramount
St. Anthony



Luiz Shon
Email:
lshon@lbcc.edu
Phone:
(562) 938 - 5158

School Sites:
Calvary Chapel
CAMS
EPHS
Los Alamitos
SATO
Wilson



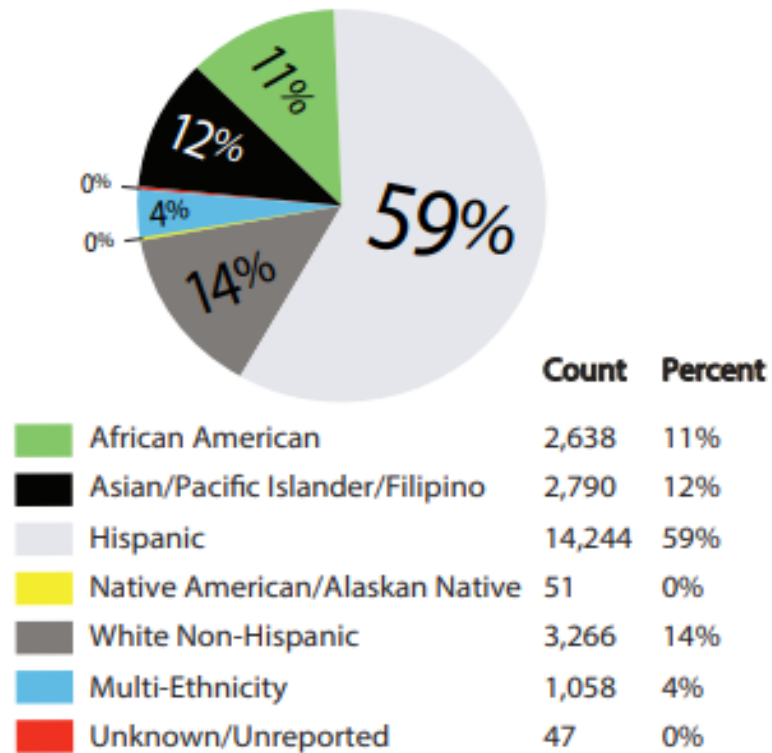
Cesar Fierro
Email:
cfierro@lbcc.edu
Phone:
(562) 562.938.5126

School Sites:
Artesia
Assurance
Bellflower
McBride
Somerset
Tracy

Total Partnerships: **41** High Schools

Who are our students?

Race/Ethnicity



Fall 2020

- 8,870 All Matriculates
- 3,566 Direct Matriculates

Student Journey to Enrollment

1. HS Presence & Collaboration
2. College Exposure Events
3. Application Workshops
4. Financial Aid Support
5. Placement Support
6. Orientation Workshops
7. Counseling and Education Planning
8. Registration Workshops
9. Summer Transition Events

EQUITY SERVICES

1. Increase presence at schools with high numbers of disproportionately impacted (DI) students
2. On site admissions for all seniors
3. Family Night Events for DI direct matriculates
4. Prioritized counseling support with an equity lens
5. Intentional recruitment for Viking Summer Voyage
6. Recruitment for Puente, Umoja, and the Male Success Initiative

EQUITY PROGRAMMING

CABRILLO HIGH SCHOOL LBCC REP VISITS
Receive one on one support from LBCC Rep Samantha to support you via Cranium Cafe on:

- *Long Beach City College Application
- *Financial Aid Application
- *Long Beach City College Online Orientation
- *Student Support Services Referrals
- *Career Exploration

WHERE: Cranium Cafe
DATE: Every Thursday
TIME: 8am-4pm
HOW TO TUTORIAL LINK: <https://youtu.be/8o2rLT57jU>
APPOINTMENT LINK: <https://lbcc.craniumcafe.com/lbccrepsam>

WORKSHOPS
Where? Via Zoom link below!
<https://cccconfer.zoom.us/my/lbccsam>
Meeting ID: 825 481 9252

LBCC 101 PRESENTATION
DATE: Thursday, 12/03/2020
TIME: Session 1: 2:45pm and Session 2: 4:00pm
Documents Needed: None

COMPULSORY LBCC APPLICATION WORKSHOP
DATES: Thursday, 12/08-11/2020
Documents Needed:
• SSN or Alien Reg. #
• Personal Email Address

VIRTUAL ORIENTATION WORKSHOP
DATE: Thursday 01/14/2020
TIME: Session 1: 2:45pm and Session 2: 4:00pm

Long Beach City College's

CLASS OF 2021

PROMESA

LatinX Heritage Family Night

The event is free and open to LatinX prospective students and their family. The program will be in Spanish and will cover Viking Advantage, Long Beach College Promise, and Promise 2.0. Families will also learn about programs that are dedicated to enhance the cultural and educational experiences of LatinX Students.

**MONDAY
NOV. 2, 2020
6:00 - 8:00pm
Location: Online**
Zoom link will be emailed 24 hours in advance

REGISTER TODAY!

FREE TUITION!

www.bit.ly/lbcclapromesa

COMPULSORY APPLICATION WORKSHOPS

TUESDAY, NOVEMBER 10	7:50AM- 1:06PM	GOV & ECON CLASS
THURSDAY, NOVEMBER 12	7:50AM- 1:06PM	GOV & ECON CLASS
FRIDAY, NOVEMBER 13	7:50AM- 1:06PM	GOV & ECON CLASS

REQUIRED DOCUMENTS:

- Valid Personal Email Address
- US Citizens: Security Number (if applicable)
- Permanent Residents: Alien Registration Number (USCIS #)
- Undocumented/ Dreamer/ Non-US Citizens: No required Documents

LBCC PROMISE: BLACK HERITAGE FAMILY NIGHT

The event is free and open to Black prospective students and their family. Participants will learn more about Viking Advantage, Long Beach College Promise, and Promise 2.0. Families will also learn about programs that are dedicated to enhancing the cultural and educational experiences of Black students.

**THURSDAY
December 3, 2020
6:00pm - 8:00pm**

**TUESDAY
February 23, 2020
6:00pm - 8:00pm**

**LOCATION
Online**
Zoom link will be emailed 24 hours in advance

REGISTER HERE!
<http://bit.ly/lbccbhfm>

Matriculation with an Equity Lens

High School Demographics

Student Group	Percent of Total Enrollment
Black or African American	14.70 %
American Indian or Alaska Native	0.20 %
Asian	3.60 %
Filipino	1.10 %
Hispanic or Latino	75.90 %
Native Hawaiian or Pacific Islander	1.90 %
White	1.40 %
Two or More Races	0.50 %
Student Group (Other)	Percent of Total Enrollment
Socioeconomically Disadvantaged	83.40 %
English Learners	19.90 %
Students with Disabilities	15.30 %
Foster Youth	0.40 %
Homeless	11.30 %

Matriculation Conversion

Comparison is to this day last year

	APPLICATIONS	ORIENTATION	ED PLAN	CREDIT ENROLLMENT
2020-21	7,428	4,740	3,578	3,566
2019-20	6,314	3,936	3,239	3,618
2020-21	+17.6%	+20.4%	+10.5%	-1.4%

What does the data say?

- LBCC is reducing the loss points in orientation and education planning
- Growing interest among partners to receive matriculation support in the classroom (active vs. passive recruitment approach)

Bridging the Career Gap

Factors




- **AB705-** College level placements
- **SEAP-** Established expectations for comp ed plans
- **AB19/CA College Promise-** Inspired the creation/redesign of the First Year Experience Programs
- **Guided Pathways-** Intentional focus on the students journey and experience through institutions

Student Journey to Enrollment

- 1.High School Presence
- 2.College Exposure Presentations & Events
- 3.Application Workshops
- 4.Financial Aid Support
- 5.Placement Support
- 6.Orientation Workshops
- 7.Career Exploration Workshop**
- 8.Counseling and Education Planning
- 9.Registration Workshops
- 10.Summer Transition Events


My Majors Workshop


- 15-Minute Career Assessment
- Considers your academic achievements, interests, and personality to recommend top Long Beach City College 10 majors
- Assists students with identifying majors, which are connected to Long Beach City College's Career and Academic Pathways (CAPs).



MyMajors


INTERPRETATION WORKSHOP


**STEP 1**
Complete the MyMajors assessment by clicking the link [HERE](#)

**STEP 2**
PICK A DATE!

- **Thurs., Nov. 12th at 3pm - 4pm**
- **Wed., Nov. 18th at 3pm - 4pm**

Register for the workshop by clicking the link [HERE](#)
ZOOM link will be emailed

**STEP 3**
Attend the MyMajors workshop that you registered for to be a part of the experience!



Career Assessment & Interpretation

Choosing a major is exciting, but can also be a difficult decision to make. At Long Beach City College, we encourage you to explore our majors based on taking our MyMajors Career Assessment! MyMajors is a great and quick-to-use tool that organizes all of your relevant information into your personalized top-10 major recommendations. Just answer the questions as they are true to you. Your Career Pathways start at LBCC! Our Career Team is here to help you prepare for your future.

If you require accommodations or have questions, contact Stephanie Bonales Sbonales@lbcc.edu (562) 938-4918
You can also contact the Welcome Center at getstarted@lbcc.edu (562) 938-4049

MyMajor Implementation

Dates: November-April

Partners:

1. Career Center & Career Counseling
2. General Counseling
3. Guided Pathways
4. High School Matriculation
5. Dual Enrollment
6. First Year Experience
7. High School Partners
8. Upward Bound
9. CTE and Perkins Grant
10. Long Beach City College Foundations Office
11. Instructional & Information Technology Services

Choose a Major in 3 Easy Steps

Complete the MyMajors Career Assessment

My Majors is a 15-minute career assessment that matches your academic achievement, aptitude, unique interest, and preferences.

Attend the MyMajors Interpretation Workshop

Schedule a counseling appointment to complete an Abbreviated Education Plan

Thank You!

Any questions?

Contact Me:

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Matriculation Counselor/Coordinator

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Thank You

For all you do for students.

