

# Supporting Transfer-Bound Students at Kapi'olani Community College Through Career Exploration

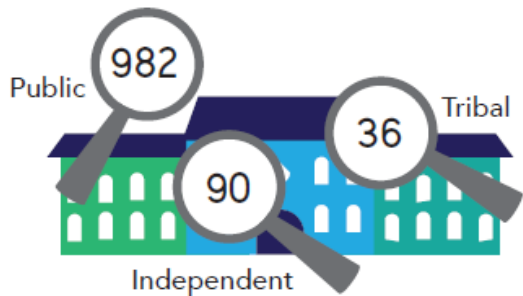


Gemma Williams and Lisa Yrizarry  
University of Hawai'i - Kapi'olani Community College

# Goals

- Discuss the need for career exploration
- Share the career exploration services of the Maida Kamber Center
- Foster the sharing of best practices

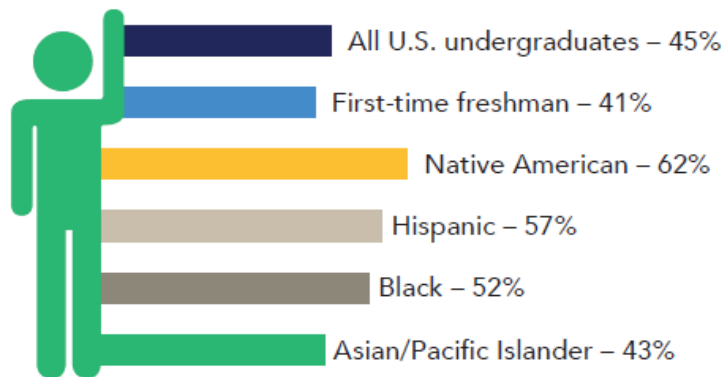
## Number and Type of Colleges<sup>1</sup>



**26%**  
Public community colleges with on campus housing<sup>10</sup>


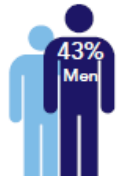
**1,108** Total number of community colleges

## Representation of Community College Students Among Undergraduates (Fall 2014)<sup>2</sup>



# American Association of Community Colleges Fast Facts February 2016

## Demographics of Students Enrolled for Credit

Ethnicity <sup>2</sup>	%	Age <sup>5</sup>	%	Gender <sup>2</sup>
White	49%	Average	28	 <p>57% Women</p>
Hispanic	22%	Median	24	
Black	14%	≤21	37%	 <p>43% Men</p>
Asian/Pacific Islander	6%	22-39	49%	
Native American	1%	40+	14%	
Two or more races	3%			
Other/Unknown	4%			
Nonresident Alien	1%			

# Kapi'olani Community College

## Maida Kamber Center

- Support students in 3 key areas:
  - Career Exploration
  - Transfer
  - Graduation
- 7 full-time faculty counselors (1 counselor has coordinator duties), 1 clerk
- Walk-in hours M-Th from 8:30 AM - 4:30 PM, advance appointments

# Kapiʻolani Community College

## Maida Kamber Center

	2014 - 2015	2015 - 2016
KapCC Total Enrollment (Fall, KapCC Home-Based Students)	6,448	6,399
Majors Served by Maida Kamber Center: Unclassified, Liberal Arts, Natural Science (STEM), New Media Arts, Hawaiian Studies	71%	69%
Maida Kamber Center Students Served (Appointments & Walk-ins)	Fall 2014 = 2,994 Spring 2015 = 3,070 Summer 2015 = 818 <b>Total = 6,882</b>	Fall 2015 = 3,500 Spring 2016 = 2,328 Summer 2016 = 818 <b>Total = 6,646</b>

# Kapi'olani Community College

## 2012 CCSSE Results

*Item 17: Indicate which of the following are your reasons/goals for attending this college?*

<b>17c. Transfer to a 4-year college or university</b>	Your College (Count)	Your College (Percent)	2012 Cohort (Count)	2012 Cohort (Percent)
Primary goal	531	<b>56.6%</b>	220,835	<b>50.7%</b>
Secondary goal	233	<b>24.9%</b>	99,950	<b>22.9%</b>
Not a goal	174	<b>18.6%</b>	114,757	<b>26.3%</b>

At KapCC ~81% have transfer to a 4-year college or university as a primary or secondary goal

# Kapi'olani Community College 2012 CCSSE Results

*Item 13: How important are the following services to you at this college?*

<b>13.3b. Career Counseling</b>	Your College (Count)	Your College (Percent)	2012 Cohort (Count)	2012 Cohort (Percent)
Very	567	<b>60.4%</b>	214,615	<b>51.8%</b>
Somewhat	263	<b>28%</b>	118,454	<b>28.6%</b>
Not at all	109	11.6%	81,073	<b>19.6%</b>
<b>13.3a. Academic advising/planning</b>				
Very	639	<b>67.8%</b>	273,257	<b>65.0%</b>
Somewhat	230	<b>24.3%</b>	110,193	<b>26.2%</b>
Not at all	75	7.9%	36,839	<b>8.8%</b>

# Definition: Undecided Student

Gordon (2007) defines the undecided student as “unwilling, unable, or unready to make educational and/or vocational decisions.”

*Gordon, V. N. (2007). The undecided college student: An academic and career advising challenge. Springfield, IL: Charles C. Thomas.*



# Developing Career Goals: Unique Barriers Faced By Community College Students

- Transfer Aspirations
- First-Generation
- Older Adults
- Underprepared

# The Challenge

Given our two-year transfer curricula,  
it is imperative that we reach students upon  
entry to facilitate transfer

# Maida Kamber Center

## Career Exploration Services & Partnerships

- First-Year Experience New Student Orientation
- Faculty-Career Assessments in Classes
- Secrets of Success Campus-wide Workshops
- Transfer Specialists/Academic Advisors
- Career Exploration & Transfer Fairs

# FocusCareer 2 Results

Standing	Interests	Skills	Values	Occupations
Advanced	6	60	53	55
	8.96%	89.55%	79.10%	82.09%
Competent	11	7	13	6
	16.42%	10.45%	19.40%	8.96%
Basic	11		1	5
	16.42%	0.00%	1.49%	7.46%
Needs Improvement	39			1
	58.21%	0.00%	0.00%	1.49%
<b>Total</b>	<b>67</b>	<b>67</b>	<b>67</b>	<b>67</b>

**Students will be able to:**

SLO 1: Develop understanding of self to build and maintain a positive self-concept

SLO 2: Identify 3-4 areas of interest, strong skills, work values, and occupations to explore

**The Benchmark was set at 70%**

**Of the 67 students who completed the interpretation session and evaluation sheet:**

89 % were able to identify 4-5 skills they possess or would like to develop.

79 % were able to identify 4-5 values that would be critical to their career choice.

82 % were able to identify 4-5 occupations to explore.

# What Students Learned About Themselves

That I am a social person, always willing to help others. That I am artistic and I never really saw myself as a creative person.

Actually, I'd like to be a pilot, but my vision for the future is widened. This assessment showed me what skills I need to work on to become a pilot.

That I need to stay on track so I can achieve what I want to be. Also, that friendship with co-workers is important to me.

My top work interest was realistic and I like to do hands-on stuff. I think I am in the wrong field.



You are here: [UHCC Home](#) » [College and Career](#) » Welcome

## College & Career

Please be quiet, career decisions are being made.



### **Job Readiness Tutorials**

Job readiness tutorials for completing a job application, writing résumés, preparing cover letters, interviewing, and locating a job.



### **RIASEC**

This short test will help you to identify which careers and programs of study best match your skills, interests, and abilities.



### **Résumé Samples**

Sample résumés for forty two different careers and eight specialty categories to help you get started.



### **Salary Dashboard**

Get salary information for hundreds of careers and compare it within all fifty states.



### **C3T**

Workforce training in industry-focused areas: agriculture, energy, and healthcare.



### **Top 20 Occupations**

Top 20 fastest growing occupations (State of Hawai'i).



### **Campus Job Centers**

- Hawaii ([Career and Job Development Center](#))
- Honolulu ([Career Services](#))
- Kapi'olani ([Maia Kamber Center](#))
- Kaua'i ([Oihana 'Imi Loa Center](#))
- Leeward ([Job Prep Services](#))
- Maui ([Career Link](#))
- Windward ([Career and Transfer Center](#))



**Career Connections** has been retired.

The job readiness tutorials and other features will be accessible from College & Career. The conversion was necessary to keep up with the growing demand of tablet users and the declining interest in Flash based applications.

The reinforcement activities will also be converted and made available from this page.

# Campuswide Career Exploration Workshops

- Participants ...
  - Introduced to Holland's six personality types
  - Completed RIASEC Test
  - Introduced to career exploration resources (e.g., ONET, Occupational Outlook Handbook, Hawaii Workforce Infonet, etc.)
  - Identified careers consistent with their interests
  - Introduced to the decision-making process

# Campuswide Career Exploration Workshops

- Two workshops per semester (Spring 2015-Spring 2016) => 51 students (100% completed workshop evaluation)
- **92% “Strongly Agreed” or “Agreed”**
  - They were able to identify career interests as a result of the workshop (*MKC SLO 2a: Students will be able to identify their career interests*)
- **100% “Strongly Agreed” or “Agreed”**
  - They better understand the career exploration process
  - They are more familiar with career exploration resources
  - They know where to get help with career exploration
  - Overall, the workshop was worth attending



# What Students Learned

That career exploration is a process, a lifelong process

My main career option is actually a perfect match for me

I'm not an entrepreneur because I lack some serious social skills

Provided information, resources, and tools to help me find out what I'm most interested in. Guiding me in the right direction.

That my career interests are related to artistic, social and conventional

# Maida Kamber Center Assessment

- SLO 2a: Students will be able to identify their career interests
- In Spring 2014, survey mailed to random sample of 200 students who visited the center for career exploration assistance; 18% response rate
- The benchmark was set at 75% of students will perform at competent level as measured by students responding with a score of “3” or higher

# Maida Kamber Center Assessment

- Survey question: “After meeting with a MKC counselor, can you identify your career interest(s)?”

1 = Not at all; 2 = Not sure of choices; 3 = Yes, I am considering a few choices; 4 = Yes, moving towards confirming career interests; 5 = Yes, the meeting helped me to identify and confirm my career interests

- Of respondents, 63% acknowledged that meeting with an MKC Counselor confirmed or helped them move further in the decision-making process to confirm a career choice => development of campuswide career exploration workshops in Spring 2015

# Maida Kamber Center Assessment

- A second survey question: “If you already had a career interest prior to seeing a counselor, were you able to clarify your career interest as a result of meeting with the counselor?”  
  
1 = No, still not sure how to start developing this career; 2 = Yes, but still somewhat unsure; 3 = Yes, it gave me some ideas on where to start; 4 = Yes, the meeting was helpful and I received some ideas I may take action on; 5 = Yes, the meeting helped me to shape how I plan to pursue in terms of education and employment opportunities
- 89% of respondents felt the counselor provided assistance in helping to plan out the pursuit of their goal.

# Group Interactive Activity

- What challenges do you face?
- What best practices do you use in your work?

# Future Strategies



- Purpose First Initiative
  - Hawai'i, New Hampshire, Virginia, Tennessee, Houston area consortium
  - Best practices to assist college students in making informed major and career choices early on
  - Vision: students pursue college goals with strong sense of purpose in program of study that matches their academic and personal strengths, and have a clear understanding of future career opportunities
- Reactivate KapCC IS 105: Career Decision-Making course