

Career Coaching Effectiveness

VAACE Pre-Conference

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‘Get a good job,’ is the most frequent reply students give as their motivation to start their journey in adult education.

Welcome and Introductions

Icebreaker

Facilitation Approach

Have fun

Honor the expertise in the room

One person at a time talks

Be candid

Growth mindset

Challenge assumptions

Think about how to apply this to your context

Parking lot (Mini CoP)

Return to Resource Guide after today

Goals

01

Attendees will learn evidence-based practices and strategies based on current research in the field of career effectiveness coaching and career mobility.

Attendees create an 11-phase adult learner journey map and plot career coaching student touch points for gaps or strategies to expand their services and impact.

02



Agenda

1:30 **Welcome & Introductions (icebreaker)**



1:45 **Goals, facilitation approach**

1:50 **Defining career coaching effectiveness & research base**

2:10 Table talk research and implications for VA Adult Education



2:25 Brief share out

2:30 **Career Coaching for Student Journey/Success Progression**

Map 10 phases from initial outreach through program progression to job placement



2:45 Attendee Mapping Exercise

3:10 Full group discussion on take-aways and insights

3:25 Review the resources section and next steps

3:30 Adjourn

3:30 Snack break all pre-conference attendees

4:00 Closing Panel for all pre-conference attendees

Part 1

Defining Coaching Effectiveness & Research Base



Defining career coaching/effectiveness

Career coaching in adult education is a service that helps adults navigate their careers, identify career paths, and set goals:



- Career planning: Career coaches help adults plan their careers, including exploring career options, workbased learning and identifying living wage career pathways.



- Skill assessment & skill building: Career coaches help students understand their strengths, skills and competencies needed for career aspirations and credentials needed.



- Networking: Career coaches help learners acquire work-related skills and learn how to build relationships and tap into professional networks.



- Job search: Career coaches support the job search, interview process, and job placement, often with follow-up support.

Coaches are or can be instructors, administrators, advisors, or formal career coaches, among other roles that may influence the student journey toward career mobility.

Core Coaching Effectiveness Principles

 Equity

 Success

 Student-centered

 Aligned

 Responsive

 Accelerating

 Choice

 Dialogue

 Voice

 Reciprocity

What does the research say about coaching effectiveness and student success?



Promising
Practices
Research

Resource
Guide

Executive
Summary



Review the
research



Table
discussion
on key take-
aways



Report Out

How Can We
Translate this
to your work?

Promising Practices

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So the good part of this school, they want you to succeed and they want you to go forward and they want you to get it done and see your future. – Student, Torrance Adult School, CA



- 1 Student Empowerment
- 2 Intentional & Formal Partnerships
- 3 Responsive & Collaborative Leadership
- 4 Data-Informed Decision-Making
- 5 Student Concierge Approach
- 6 Integrated Student Support Services
- 7 Strategic Resource Allocation

Part 2

Career Coaching Student Journey/Success Progression

Student Journey

1

Outreach & Recruitment

2

Enrollment

3

Assessment

4

Orientation & On-boarding

5

Career Advising & Counseling

6

Educational Planning

7

Start Program

Student Journey

8

Progress through Program

9

Pre-completion Phase

Term or 2 months before completion






10

Job/Career Placement

11

Post Employment Follow-up

Mapping Exercise

-  Map your services or touchpoints across the 11 phases of the student journey.
-  Look for gaps or areas of strong support.
-  Are there any phases that blank or could be shored up?
-  Are the services or support helping all students or certain sub-populations? Is anyone left out?
-  In what ways can you share your map with your colleagues?

Full Group Discussion

What did you learn?

Making these findings actionable



Share student journey map with students, do they agree or see other ways to support them?



Is it helpful for other staff to go through the exercise and discuss findings?



Could this exercise be incorporated in a PD opportunity?

Part 3 Resource Guide
Mini Community of Practice
Career Development Courses (VALRC)

Meeting Feedback

What was most valuable?

What's Next

3:30 Adjourn

3:30 Snack break all pre-conference attendees

4:00 Closing Panel for all pre-conference attendees

THANK YOU!

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