



# Virginia's Career Coach Program: Targeting College Access for High School Students

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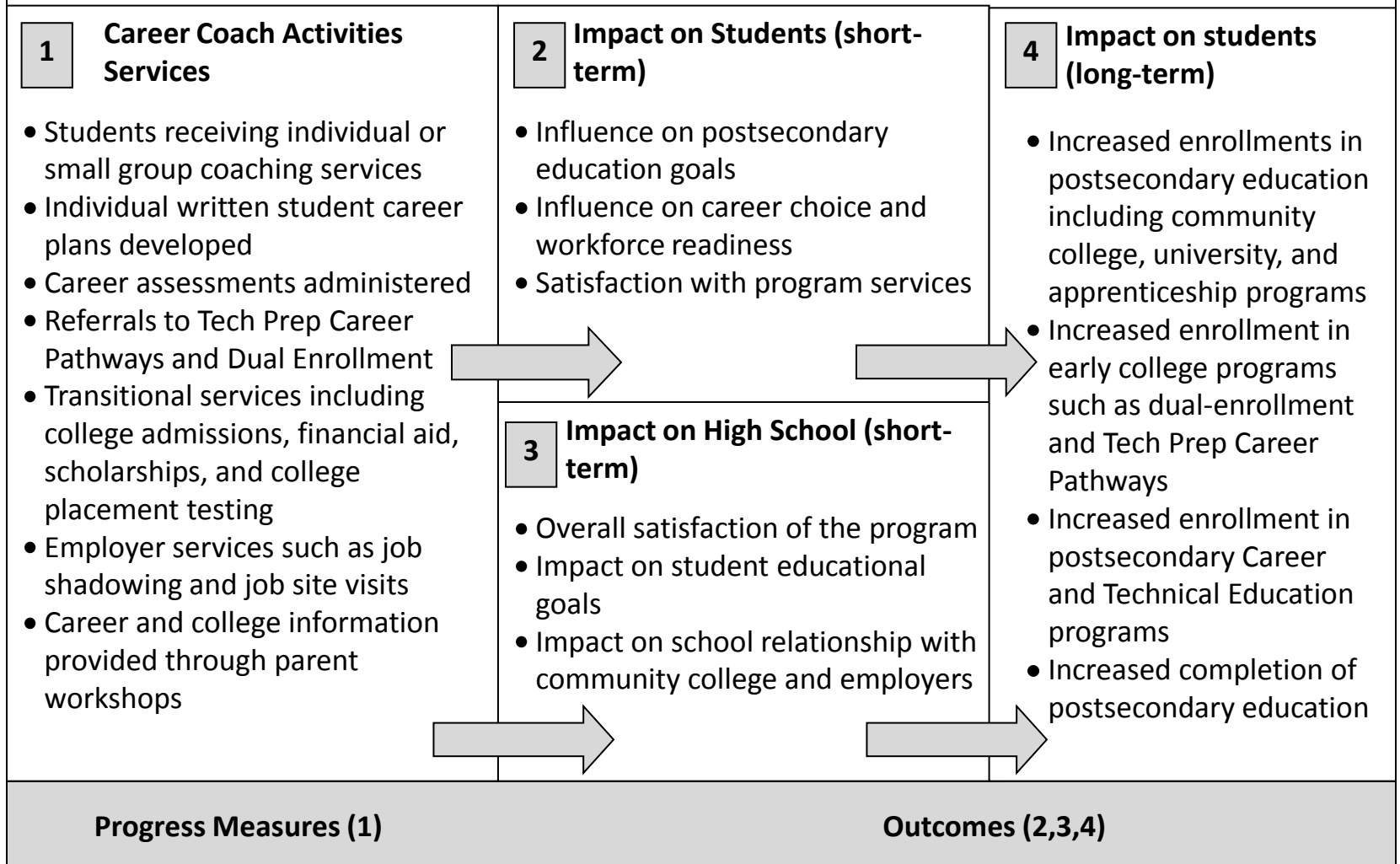
# Career Coach Program

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- ▶ Community college employees working in high schools
- ▶ Target middle majority students
- ▶ Initiated January 2005 in 13 high schools
- ▶ Currently 120 coaches in over 150 high schools
- ▶ Services provided:
  - ▶ Individual or small group coaching services
  - ▶ Development of written career plans
  - ▶ Administration of career assessments
  - ▶ College transitional services such as financial aid, scholarship applications and early college placement testing
  - ▶ Employer services such as job shadowing and job site visits
  - ▶ Parent workshops

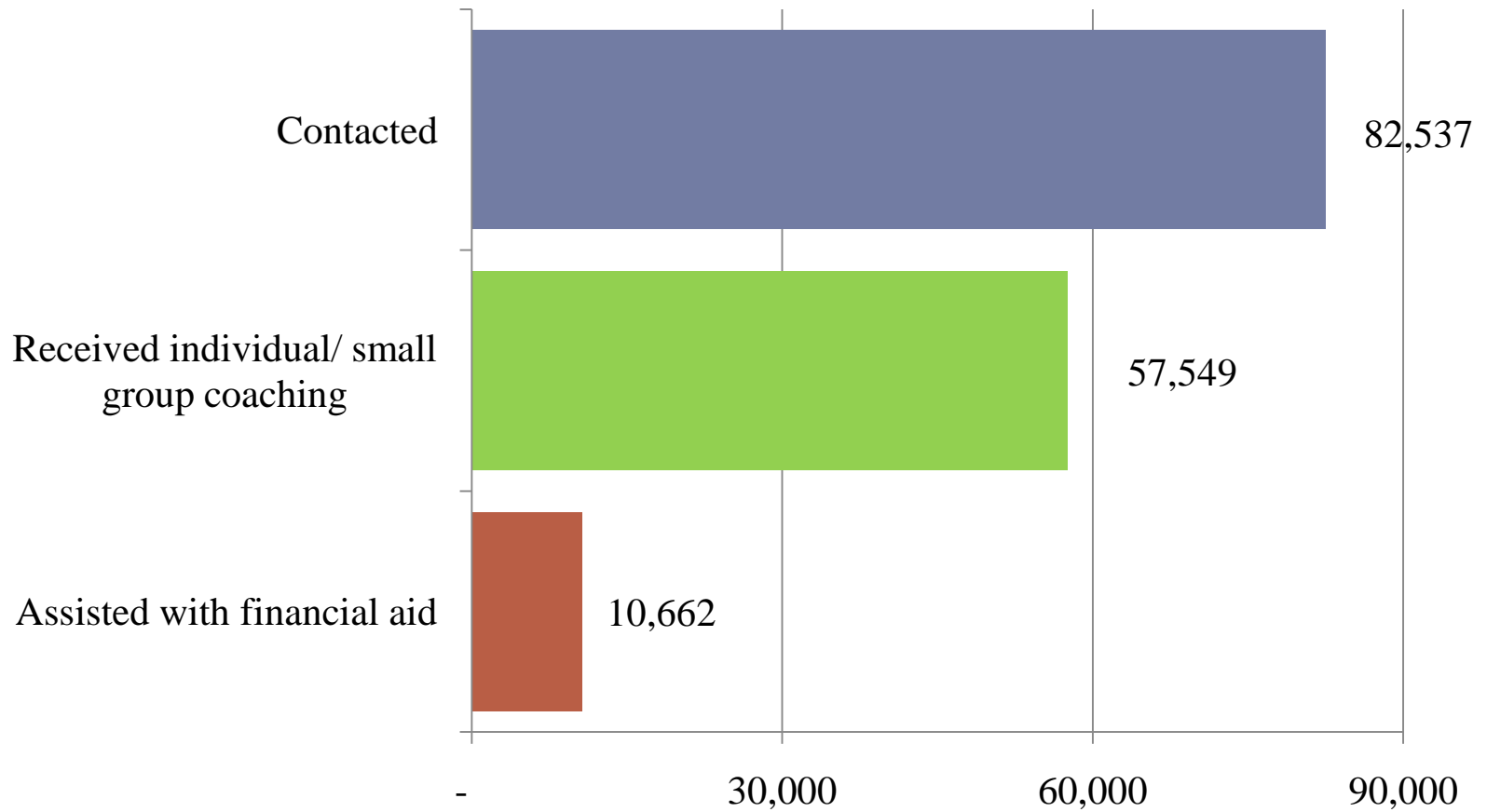


## Career Coach Measurements of Program Success



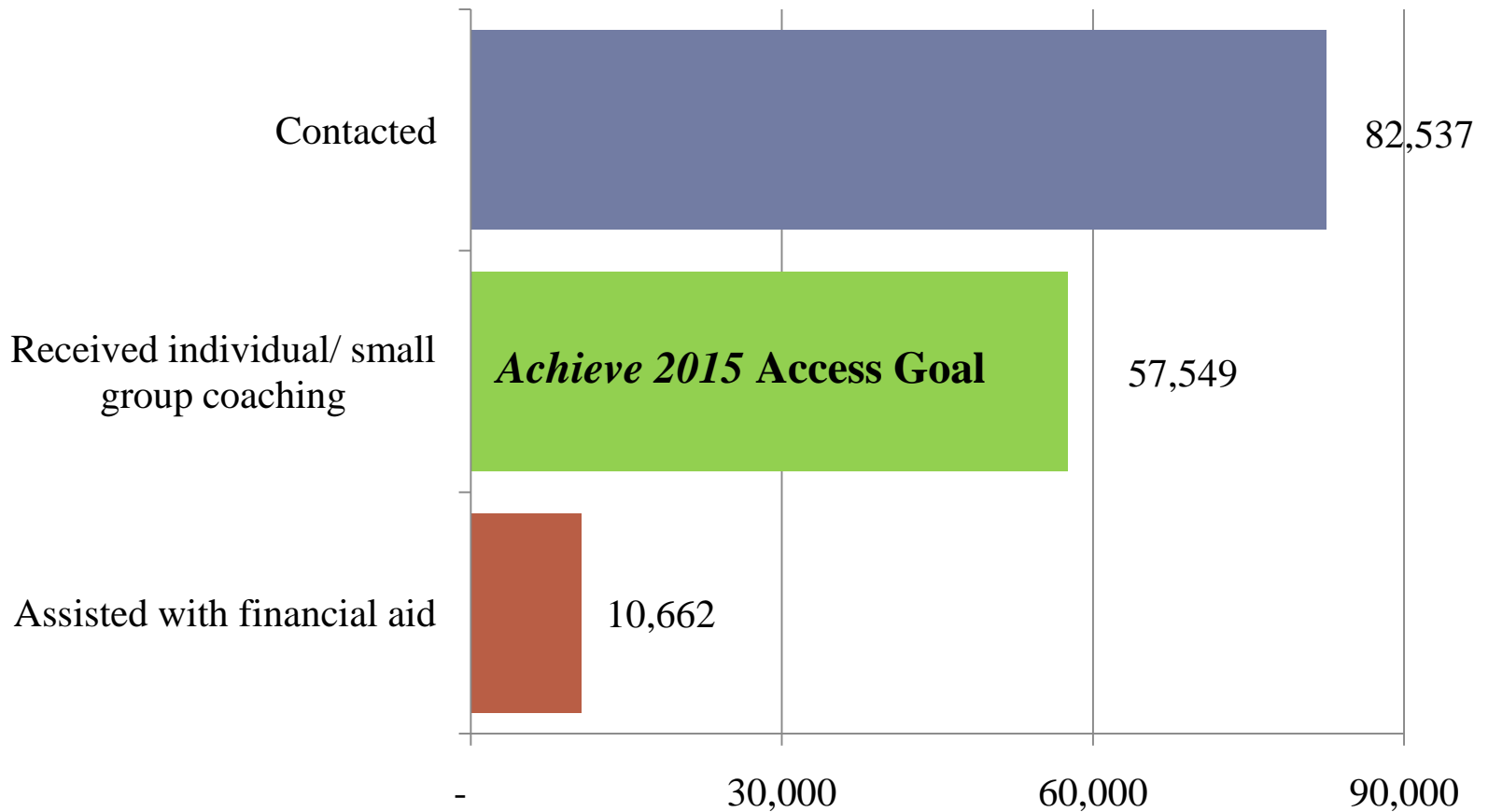
# High School Students Served by Career Coaches in 2008-09

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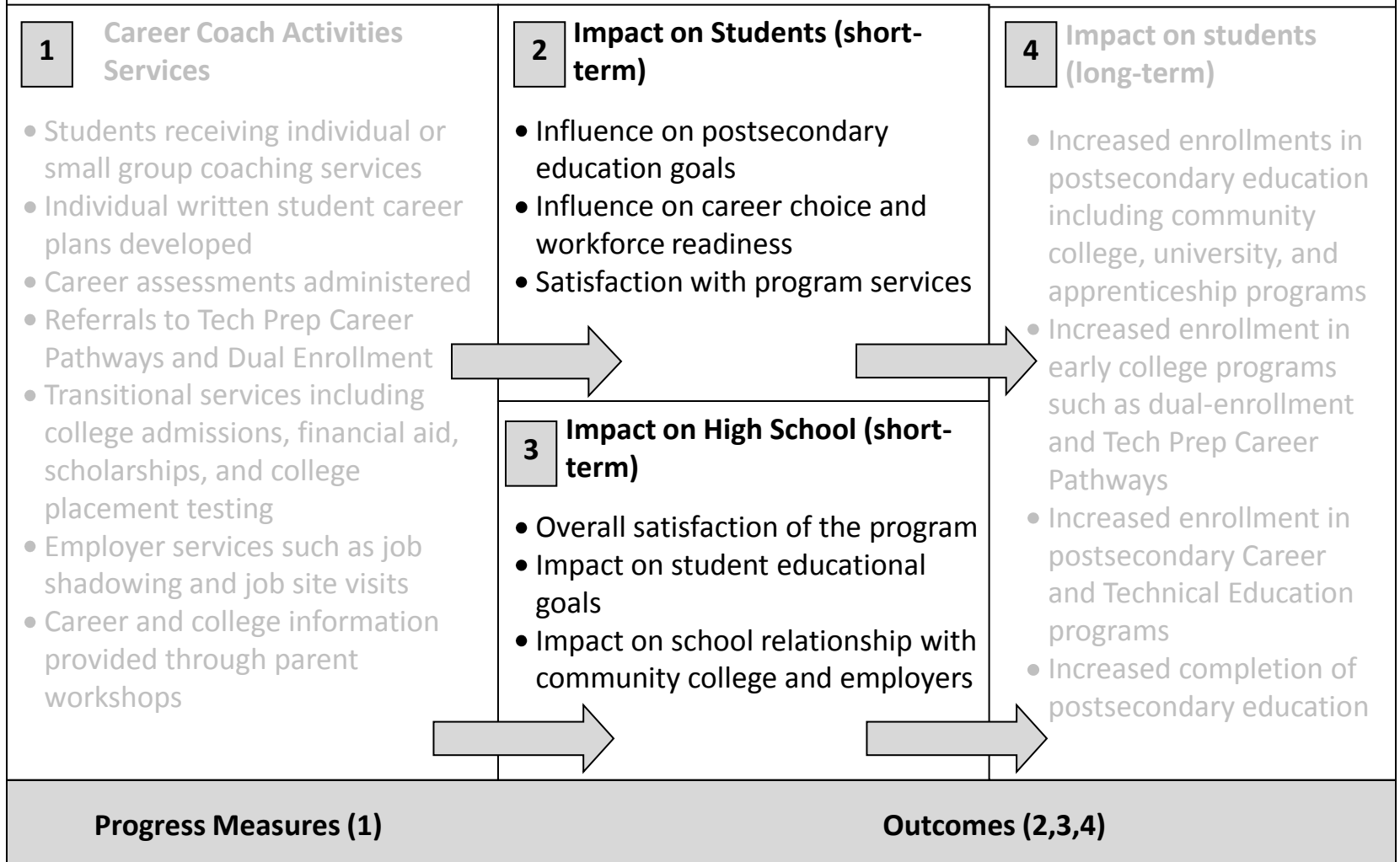


# High School Students Served by Career Coaches in 2008-09

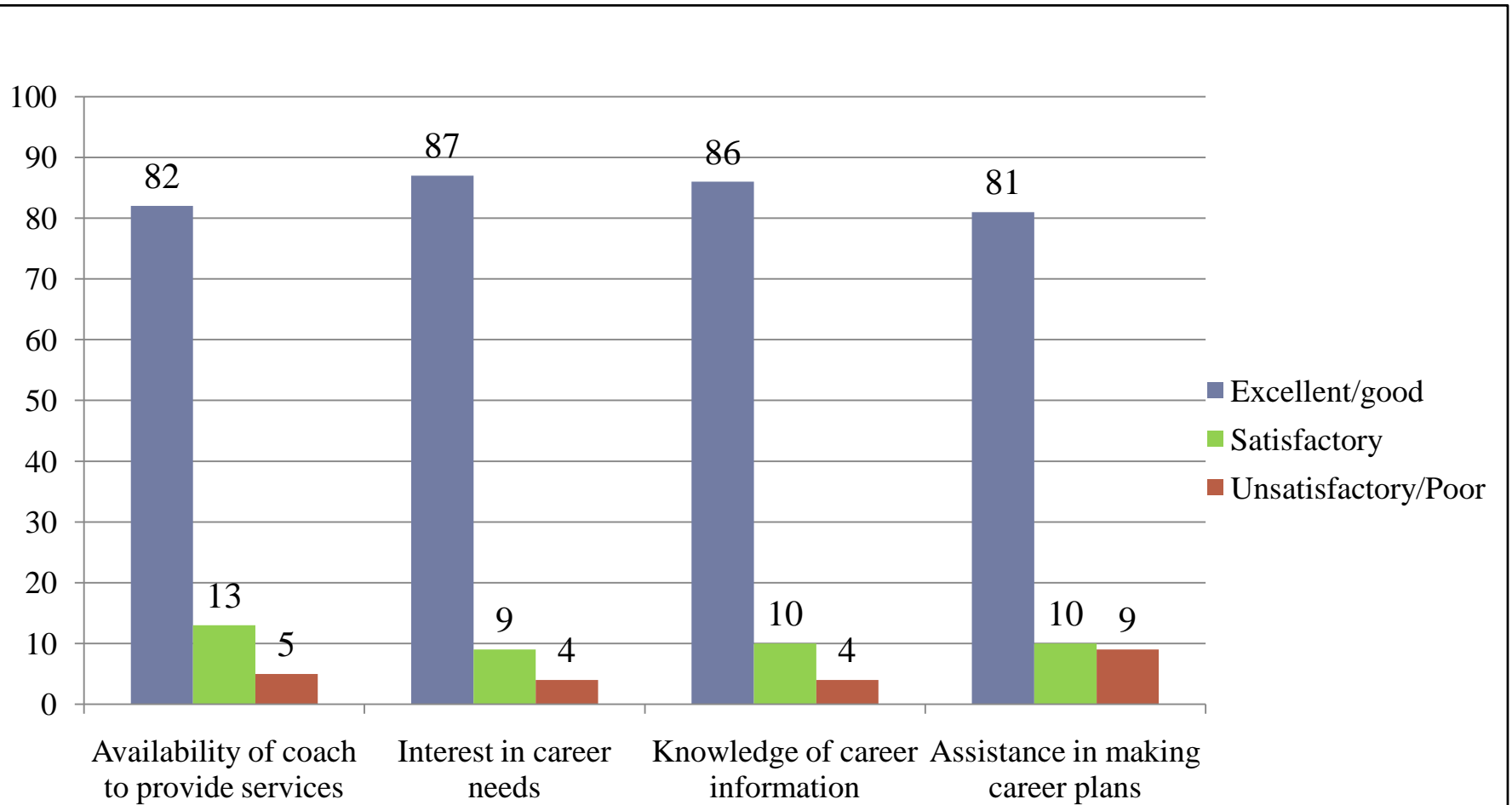
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## Career Coach Measurements of Program Success

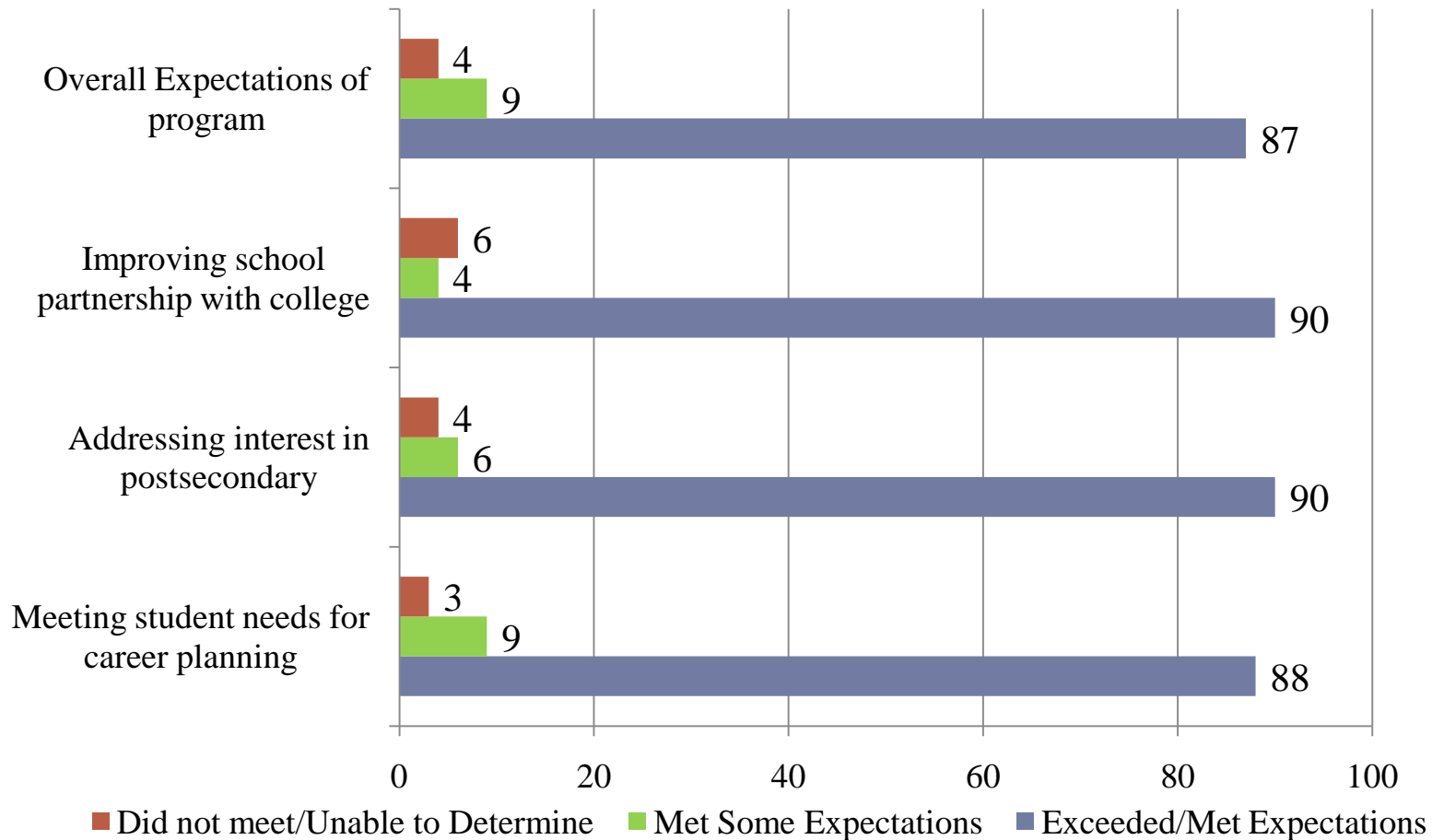


# Student Satisfaction with Career Coach Services 2008-09



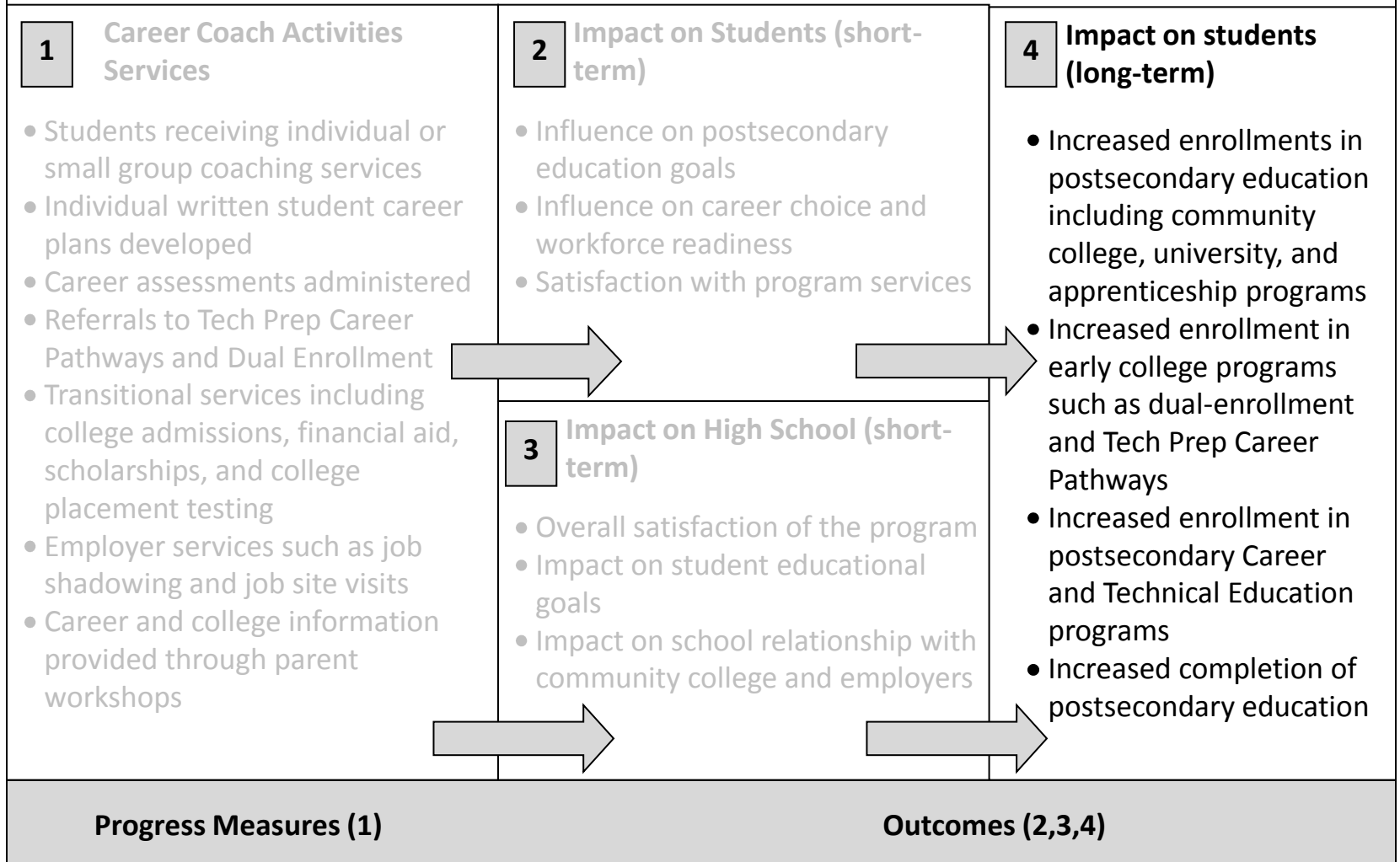
Source: Career Coach student surveys administered in 2008-09. N=10,304 response rate=18%

# Principal Expectations of Career Coach Services 2008-09



Source: Principal survey administered in 2008-09. N=139 response rate=90%

## Career Coach Measurements of Program Success



# Data Limitations and Definitions

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## ▶ Limitations

- ▶ Excludes career and technical centers as data are unavailable on high school enrollment and graduates and community college enrollments from these schools
- ▶ Dependent on appropriate graduation date provided in on-line application by the student
- ▶ Analysis based on aggregate enrollments from high schools with a coach
- ▶ 2009-10 data are preliminary

## ▶ Definitions

- ▶ Recent high school graduates: Students who graduate in the spring and enroll in the summer, fall or spring of the subsequent academic year
  - ▶ CTE Programs: Enrollment in career and technical education (CTE) programs, including transfer related CTE programs
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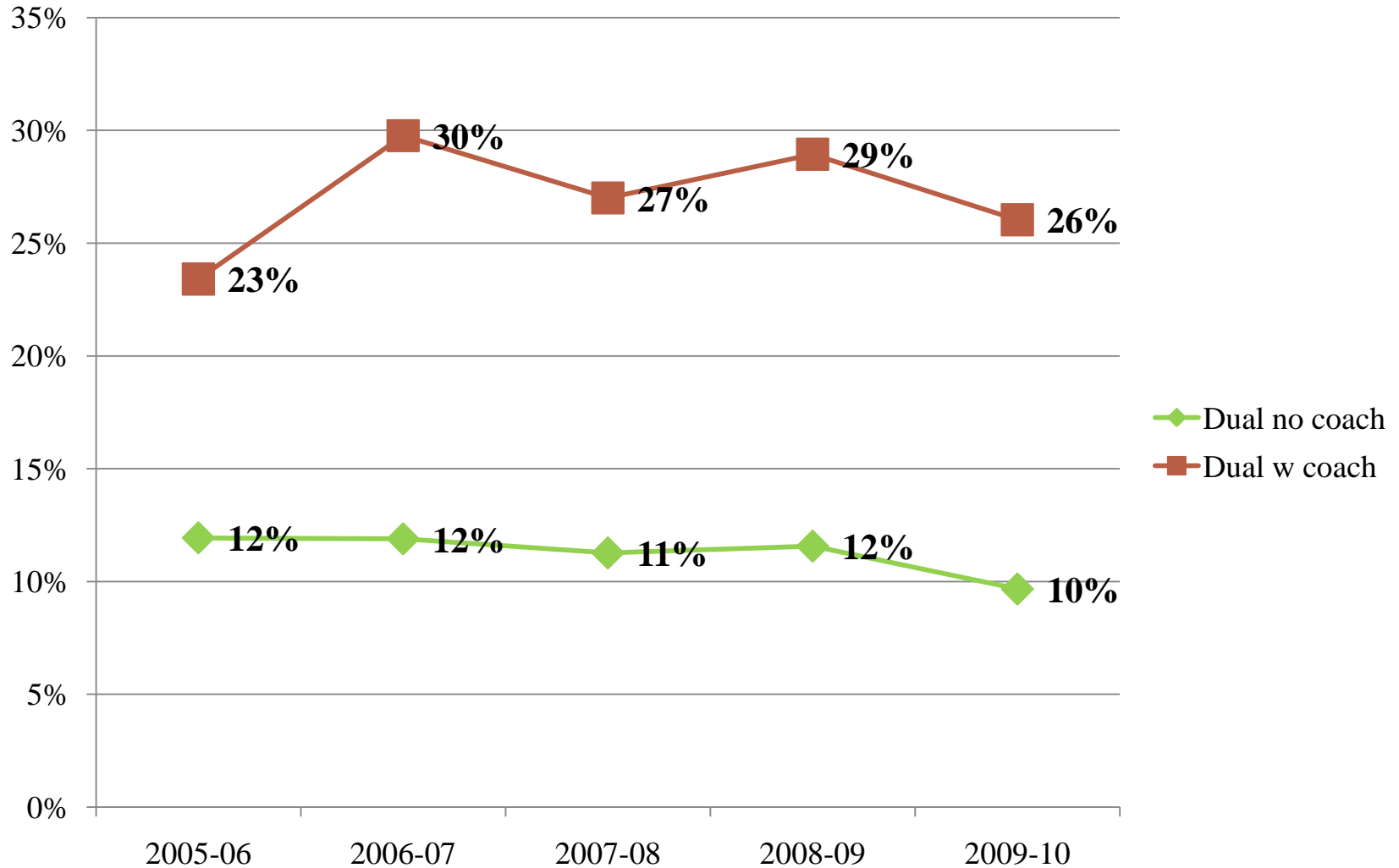
# Impact of Community College Enrollments by Career Coach Program

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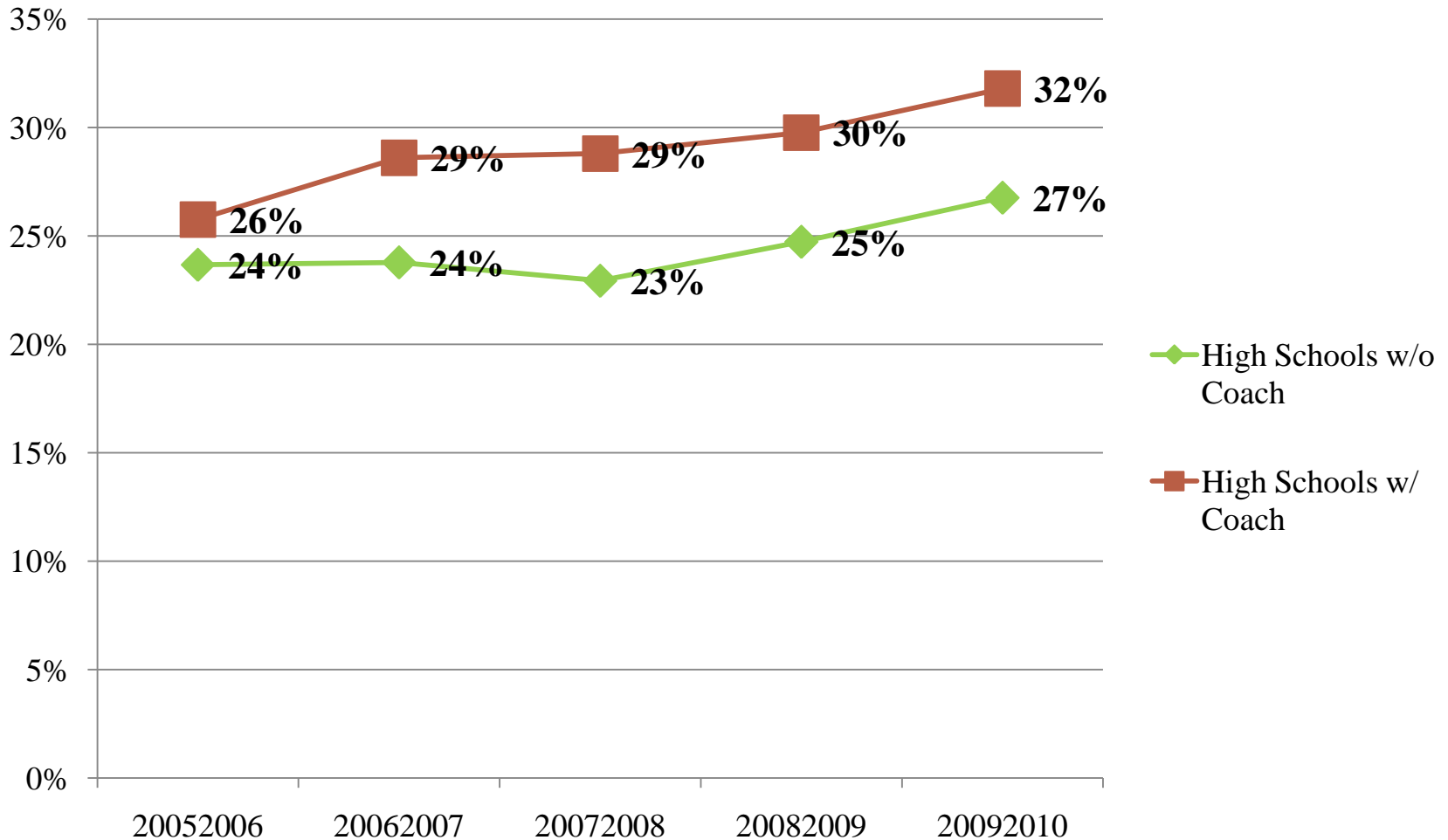
- ▶ In 2009-10, over 22,842 students enrolled in community college courses from high schools with career coaches:
  - ▶ 14,037 students were enrolled in dual enrollment courses from the same high schools (26% of 11-12<sup>th</sup> grade population)
  - ▶ 8,805 students from high schools with a career coach graduated and enrolled in community college (32% of total graduates)



# Percent Dual Enrollments of 11-12<sup>th</sup> Grade Population



# Percent of Recent High School Graduates Enrolling in Community College



# How Do Coaches Perform Over Time?

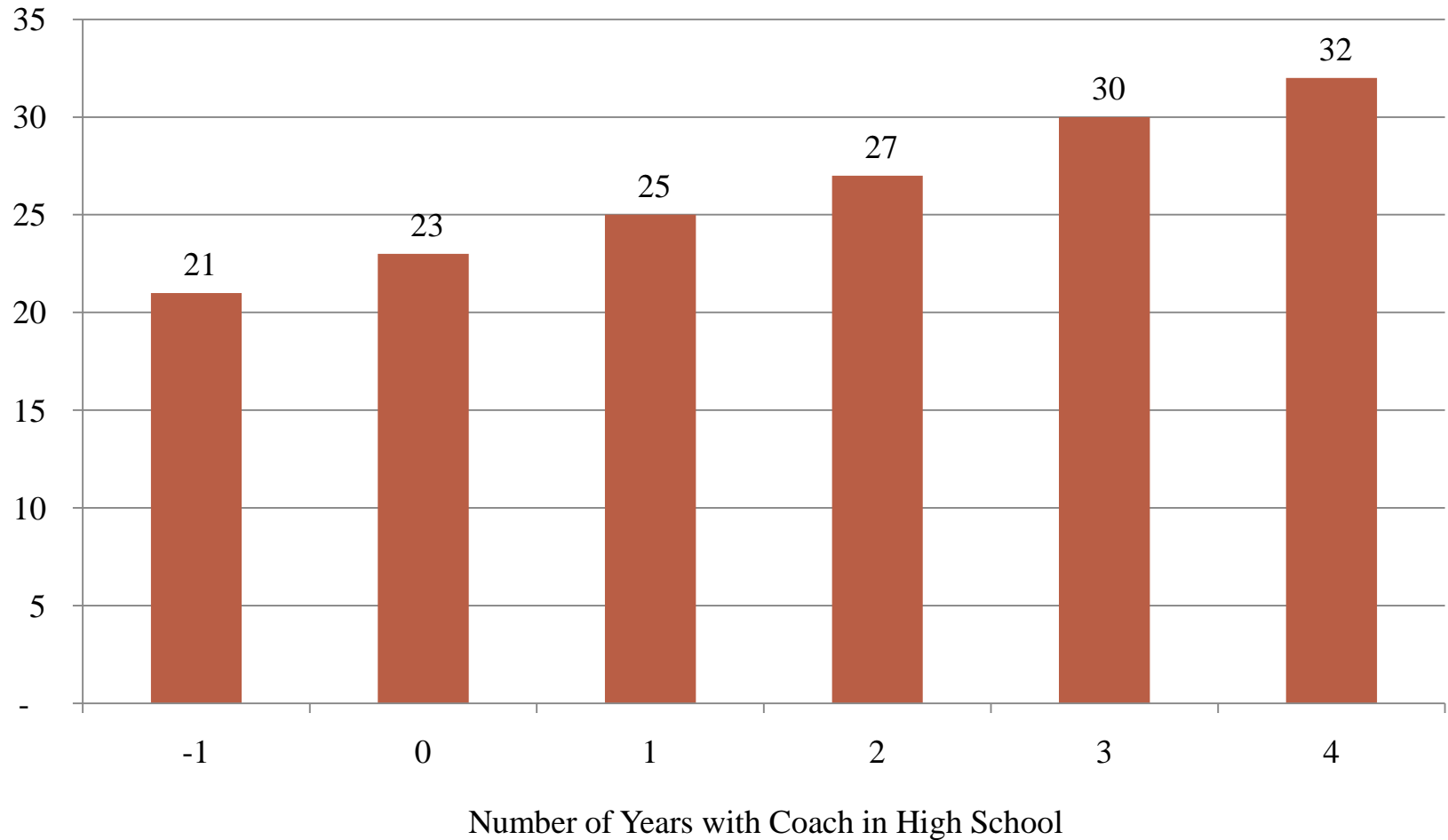
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- ▶ Look at increases in enrollments based on when the coach begins working at the high school

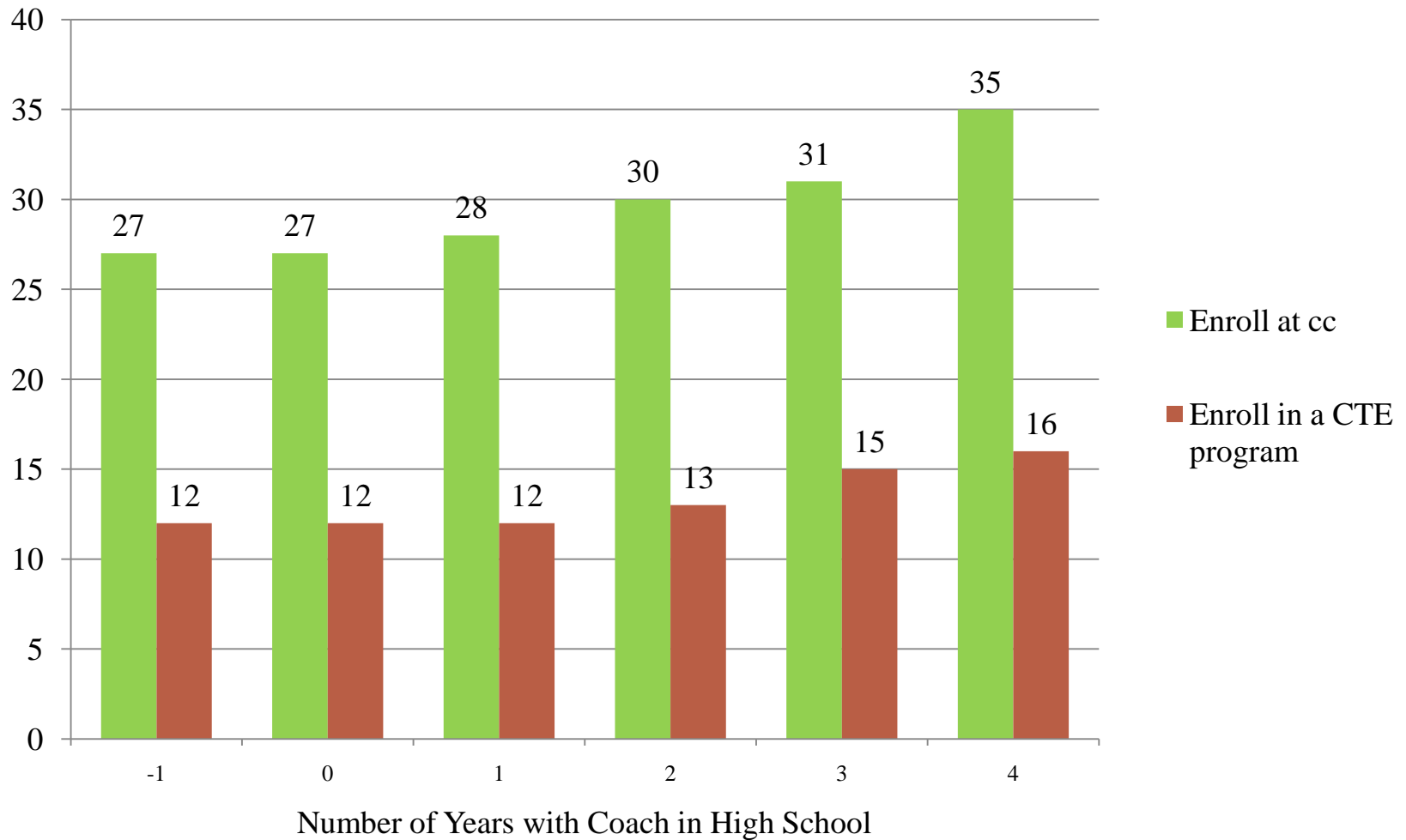


# Percent Dual Enrollments of 11-12<sup>th</sup> Grade Population in High Schools with a Coach

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# Percent of Recent High School Graduates Enrolling in Community College



# Next Steps

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- ▶ While initial data indicate increased access to community college as a result of career coaches, more data are needed to assess the overall impact of the program
- ▶ Additional factors to review:
  - ▶ Decreased enrollment in developmental education
  - ▶ Increased retention rates
  - ▶ Increased rates of credential attainment
- ▶ Enhancements to analysis:
  - ▶ Explore options to analyze student specific data
  - ▶ Obtain SCHEV data on recent enrollments of graduates at 4-year colleges



# Program Enhancements

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- ▶ **Provide On-going Professional Development**
  - ▶ New Coach Orientation
  - ▶ Statewide Academy
  - ▶ Regional Meetings
- ▶ **Implement Career Coach Competencies and Certification**
- ▶ **Provide On-site Technical Assistance**



# Next Steps

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- ▶ Colleges should review data related to the coach program, including coach activities, principal and student surveys, and enrollment data to ensure the goals of the program are met
- ▶ Data on these metrics are provided to career coach supervisors annually and includes enrollment data by high school



# Questions?

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- ▶ **Program administration:**

- ▶ Scott Kemp, Coordinator Career Coaches [skemp@vccs.edu](mailto:skemp@vccs.edu)

- ▶ **Grants administration:**

- ▶ Elizabeth Creamer, Director Career Pathways  
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- ▶ **Data and Evaluation**

- ▶ Wendy Kang, Director Workforce Research and Evaluation  
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