The "Fifth Pillar" – The San Diego and Imperial Counties Employment Readiness and Job Placement (ERJP) Services Project

RECOMMENDATIONS

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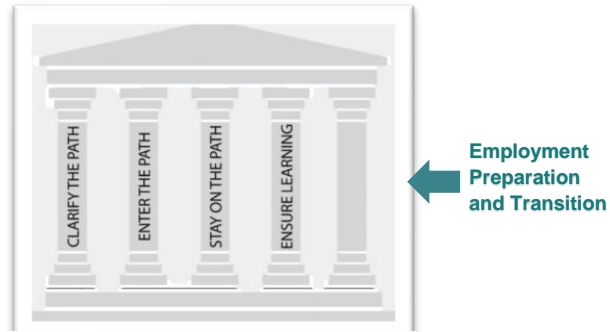

Figure 1: Four Pillars of Guided Pathways

RECOMMENDATIONS

1. **Overarching Recommendations**
   a. Recognize career preparation as a central purpose of the college experience for all students, and add a "fifth pillar" to the Guided Pathways model to reflect this view.
   b. Develop a regional approach to career preparation that builds coherence across all ten colleges for both students and employers.
   c. Integrate career preparation into instruction and student support delivered throughout the students' college experience, from first entry through transfer and employment.
   d. Align institutional and program-level student learning outcomes to reflect a focus on career preparation for all students.
   e. Make career-related services and tools — including tools for career planning, career exploration, internships, and job placement — readily accessible to all students.
   f. Expand the scope of the learning environment to include workplaces and communities, positioning work-based learning as integral to career preparation and student success.
   g. Employ technology supported by adequate staffing to engage all students in comprehensive career planning and career preparation activities, keep them engaged, and monitor their success.
   h. Provide all students with a comprehensive and articulated set of the tools, information, and resources to successfully navigate their college experience from pre-enrollment to employment.

2. **Recommendations for Strengthening and Aligning Processes to Support Students.** Recommendations are provided in the following areas: (a) pre-enrollment engagement; (b) matriculation and comprehensive assessment; (c) career and education planning; (d) pathway participation and career preparation; (e) applied and work-based learning; (f) academic supports and career exploration; (g) financial planning and other support services; (h) employment preparation; and (i) transition services.

3. **Recommendations for Tools to Support Student Success.** Tool adoption recommendations include the following: (a) support a differentiated approach to address the need; (b) define and implement a *college-by-college* adoption for the recommended intake/advising/monitoring tool; (c) define and implement a *regional* adoption approach to the recommended work-based learning and job placement tool; (d) support linkages of the tools, both new and existing, to create a seamless support structure for students; and (e) leverage existing pilots to inform college-specific and regional approaches.

4. **Recommendations Related to Overall Implementation.** Implementation recommendations are provided in three broad areas: (a) professional development; (b) structural and organizational design solutions; and (c) leveraging of resources.

TAKING ACTION

1. **Phase I – Consolidate and Launch**
   a. Affirm vision.
   b. Launch implementation.
2. **Phase II – Act Quickly and Strategically**
   a. Build momentum with quick wins.
   b. Review college-level plans and move to action.
   c. Leverage regional employer-related activities.
3. **Phase III – Improve Continuously**
   a. Review progress on college-level plans and surface challenges to change.
   b. Establish cross-regional professional development strategies to support learning.
   c. Assess progress and identify next phase of implementation.

Figure 2: A Community College Student's Road to Success