Improving Successful Transition

Purpose of the Strategic Focus

Most students attend NC State because they want to obtain the education necessary to secure a job that will provide economic self-sufficiency and/or successfully transfer and earn a 4 year degree. With the rising importance of postsecondary education and its increasing cost, it is important that transfer opportunities be available and that the Region understand the advantages of attending NC State and then easily transferring to complete a bachelors degree. It is also important that all students graduating technical programs both develop job seeking skills and receive job seeking assistance.

NC State has made significant progress in enabling students and graduates to transfer to complete 4 year degrees. Articulation agreements with 4 year degree granting institutions have increased. NC State has also diligently worked to increase the transferability of all courses offered at the college. AA and AS degrees have been established, enabling students to complete the first two years of a bachelors degree at NC State.

Progress has also been made in helping students develop job search skills through workshops. By establishing College Central Network Services, students and alumni can access job leads and post resumes. Employers can post job openings and search resumes for job candidates.

Intended Impact on Ends Policies

This strategic focus directly addresses both the Transferability and the Job Readiness Ends Policies. Both the opportunity to transfer and the number of students doing so will be increased. Job search skills will be more uniformly developed among all graduates of job programs and job search assistance will be further enhanced.

Strategic Initiatives (MEANS) - Descriptions

Transfer Awareness and Assistance

Potential students and the overall Region are not fully aware that NC State offers credible opportunities for transfer to obtain a 4 year degree. Potential students and the overall Region need to know NC State is committed to their success and the many ways the college will work with them to help them attain a 4 year degree. NC State also needs to assure students know how to transfer to get a 4 year degree and provide those seeking to transfer with the necessary assistance to do so.

Job Search Skills Development and Assistance

There is currently no formal requirement that students develop job seeking skills. The ability to utilize appropriate job search resources, create quality resumes and be prepared for job interviews is essential to achieving economic self sufficiency. Job search services provide
assistance to students as they make use of the job search skills they have developed. We need to assure students and employers are aware of and use of NC State job assistance services.

Specific Objectives and Background, Planning and Policy Considerations

Transfer Awareness and Assistance

Specific Objective - *Increase the number of students successfully transferring to a 4 year degree*

Background, Planning and Policy Considerations

As the costs of attending 4-year institutions increases, more people within the Region are likely to consider the option of attending NC State and then transferring to complete a bachelors degree. Students also have the option of completing technical certificates or degrees which both enhance employment options and provide the opportunity to transfer to a 4-year institution to earn a bachelors degree.

NC State has established the AA and AS degrees to enable students to complete the first two years of a bachelors degree and then directly transfer to a 4-year institution to complete the bachelors. NC State has also diligently worked to increase the transferability of all courses offered at the college.

It is important that high school students and parents, school district faculty and staff, especially counselors and principals, and businesses and organizations throughout the region are aware of the significant transfer opportunities offered at NC State.

A communications strategy and supporting materials need to be developed and executed to achieve this increased awareness. A special emphasis should be given to finding ways to involve faculty and staff in outreach to high school students, parents, school districts, and organizations throughout the region. Consideration should also be given to linking this effort with other communications and promotions efforts of the college as well as working with SPARC.

The college should also continue to increase the transferability of its courses, certificates and degrees. All eligible courses should be TAGS approved. Similarly, all general education courses should be approved for the Ohio Transfer Module. Bilateral transfer agreements with 4 year colleges and universities should continue to be developed and updated to assure as broad a range of transfer options as possible.

Students also need to know how to get assistance in learning how to successfully transfer. It should be easy for students to contact and talk with transfer recruiters. Transfer workshops, newsletters and other informative materials, increased visits from college and university recruiters and providing transfer advice through both group and individual sessions warrant consideration along with other ideas for informing and providing advice to students.

Job Search Skills Development and Assistance

Specific Objective - *Assure students develop and use job search skills*
Background, Planning and Policy Considerations

It is an economic reality that most people will have more than one career and several jobs during their work life. The ability to utilize appropriate job search resources, create quality resumes and be prepared for job interviews is essential to achieving economic self sufficiency. Development of job seeking skills is part of some programs, but not of others. The college needs a more uniform and formal offerings that students in all programs can access to develop job seeking skills.

Options for doing this include threading of the development of these skills in program courses, course related support outside the classroom (e.g. required job skills workshops) or a combination of both. Consideration should also be given to job seeking skills development prior to or linked with capstone course work, practicum's, and internships. There can be different approaches for different programs as long as a common outcome of the development of job seeking skills is accomplished.

NC State has established College Central Network Services on its website as a way to link students and alumni with employers. Students and Alumni can post resumes on the site and search employer job listings. Employers can post job listings and search resumes to link with job candidates. Additionally, NC State provides job search workshops and holds or facilitates recruiting events.

The power and usefulness of the College Central Network Service web tool significantly increases as additional students, alumni and employers become aware of and actively use the tool. Faculty and staff can play a key role in informing students, alumni and employers about the College Central Network Service and actively encourage its use. Additionally, outreach to employers, businesses associations and other community organizations to encourage employers to use the web tool can further enhance the value of the tool.

Learning and Growth Strategic Objectives

Human Capital Specific Objective - Prepare faculty and staff to carry out the specific initiatives

Informational Capital Specific Objective - Assure data and information necessary to inform, monitor and evaluate the specific initiatives is available

Organizational Capital Specific Objective - Assure alignment of all units of the college with the strategic initiatives

Community Capital Specific Objective - Obtain active involvement from individuals, employers, and organizations to help carry out the strategic initiatives
Background and Planning Considerations for Learning and Growth

Strategic Objectives

Human Capital

Consideration should be given to determine the best ways to offer professional development to support faculty and staff involvement with creating transfer opportunity awareness through outreach to individuals and organizations throughout the region.

There may be a professional development component for providing transfer assistance, developing job search skills and providing job search assistance as well.

Informational Capital

National Student Clearing House and Ohio Board of Regents data on student transfers must be obtained, organized and analyzed on a routine basis.

Organizational Capital

Appropriate VPs, Deans, other administrators and the Transfer Coordinator should collaborate on working with faculty and staff to develop and execute plans for the transfer initiative.

Deans should collaborate on working with faculty and the Career Development Coordinator to develop and carry out a plan for job search skill development and to further involve faculty and staff actively encouraging students, alumni and employers to use College Central Network Services.

Community Capital

The assistance of community and organizational leaders should be actively recruited to carry support and carry out the Transfer Awareness and Assistance initiative.

Employers, businesses associations and other community organizations should be recruited to encourage employers to use the College Central Network Services job search tool on NC State's website.