

Career Pathways to Gainful Employment for Minorities (CPGEM) Supports DoD Goals

Presenter: Prudence LaBeach Pollard, PhD, SPHR

Vice President for Vice President for Research & Faculty Development

CPGEM provides in-app opportunity for the **Department of Defense** to deliver internships and job information directly to colleges and universities.

Contact: cpgem@oakwood.edu or cluster@oakwood.edu



ABOUT THE SPEAKER: PRUDENCE LABEACH POLLARD, PHD, MPH, RD, SPHR

- Principal Investigator (PI) for the career pathways grant.
- Holds credentials in STEM, Human Resource Management, and Program and Personnel Evaluation Research
- PhD in Evaluation, Measurement, and Research Design
- Master's Degree in Public Health (specialization in co-morbidities of diabetes, hypertension, obesity, cardiovascular disease; and workplace health intervention—Healthy Campus 2020)
- Serves as Vice President for Research and Faculty Development at Oakwood University
- Certified Senior Professional in Human Resource Management by the Society for Human Resource Management (SHRM)
- Registered Dietitian with the American Dietetic Association

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SUMMARY OF THE INITIATIVE

A 3-Pronged Approach to Career Success

- 21st Century Curriculum Enhancements
- Co-curricular Enhancements
- Staged, Guided Career Pathway

Goal: Ensure that graduates are employed within 12 months of graduation.



GOALS AND OBJECTIVES

- Curriculum that is responsive to the workplace needs of employers—programs will present evidence of responsiveness to the skills and competency needs of employers.
- Placement into gainful employment—graduates will be gainfully employed within 12 months of graduation.
- On-campus and industry-based employment of students through work-study, internships, and start-up support to entrepreneurs—experiential learning opportunities will augment learning that is in the classroom and students will apply learning to real world situations.
- Technology-mediated career pathway—increase student access to career development by bringing career services out of the office and into the hands of students.
- Improved retention, persistence, completion, and graduation rates—build a career supportive curricular and co-curricular experiences to result in improved metrics.



OAKWOOD UNIVERSITY 3 PHASE CP-GEM LOGIC MODEL

AS A RESULT OF MATRICULATING THROUGH THE CAREER PATHWAYS EMPLOYMENT FOR MINORITIES PROGRAM.

ENTRY

PROSPECTIVE STUDENTS

- FIRST GENERATION
- ACADEMIC PROBATION
- REGULAR ADMITS
- STUDENTS WITH DISABILITIES
- GRADUATES OF HIGH SCHOOL
- HONOR STUDENTS
- AT-RISK

NEW STUDENT ORIENTATION

PREPARED FOR COLLEGE SUCCESS
PLACED (AND MONITORED) TO ENSURE SUCCESS

MATRICULATION

21ST CENTURY CURRICULAR ENHANCEMENTS

- Embedded career competencies
- Career enhancing technology certificates
- Career cornerstone and capstone course
- 21st century certificates
 - Phlebotomy
 - Coding
 - Microsoft Office
 - Medical Billing
 - Community
 - Chaplaincy
 - Personal Training
 - Embed personal health strategies to improve workplace productivity

CO-CURRICULAR ENHANCEMENTS

- Career Advisors
- Student coaching
- Peer mentoring
- Alumni mentoring
- Work study
- Virtual and on campus activities to reinforce career focus
- GEMconnect
- GEMCity

STAGED GUIDED CAREERPATHWAYS

- Step 1: Aptitude Testing
- Step 2: Explore Career Sandbox
- Step 3: Individualized Career Planning (ICP)
 - Student researches career options
 - OU-hosted career fair and activities
 - Connected to industry and employers
 - Engage feeder schools with GEMconnect aptitude assessment and earn technology certificates
 - Faculty Academic Career Advisors

EXIT

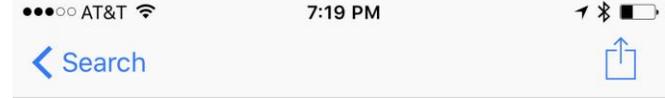
OUTCOMES

- Persist to graduation at higher rates.
- Gain mastery of discipline related technology skills by program completion.
- Comfortable and fluent in business etiquette and workplace behaviors.
- Achieve gainful employment and persist in career advancement.
- Gain 7 NACE Competencies and career competencies.

METRICS

- 1st - 2nd yr persistence rate
- 4 yr graduation rate. • 6 yr graduation rate
- Professional certificates earned by graduates
- Achievement of SLOs for cornerstone and capstone experience
- Placement rates for Job, Graduate school, Internship and/or Volunteer/Service
- Employer feedback on their satisfaction with competencies demonstrated by graduates

Enhanced student success will be achieved through investment in capacity, pro-active stakeholder engagement, business and industry partnerships, curricular and co-curricular enhancements, and a progressive continuum of student coaching, career planning, mentoring and program monitoring



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Updates

UNIVERSITIES PARTNER WITH OAKWOOD UNIVERSITY TO RECEIVE \$6,000,000.00 TO BUILD CAREER PATHWAYS

Talladega College

- Talladega College, located in Talladega, Alabama, is a private, liberal arts college. It is Alabama's oldest private historically black college. Awarded \$1.25 million

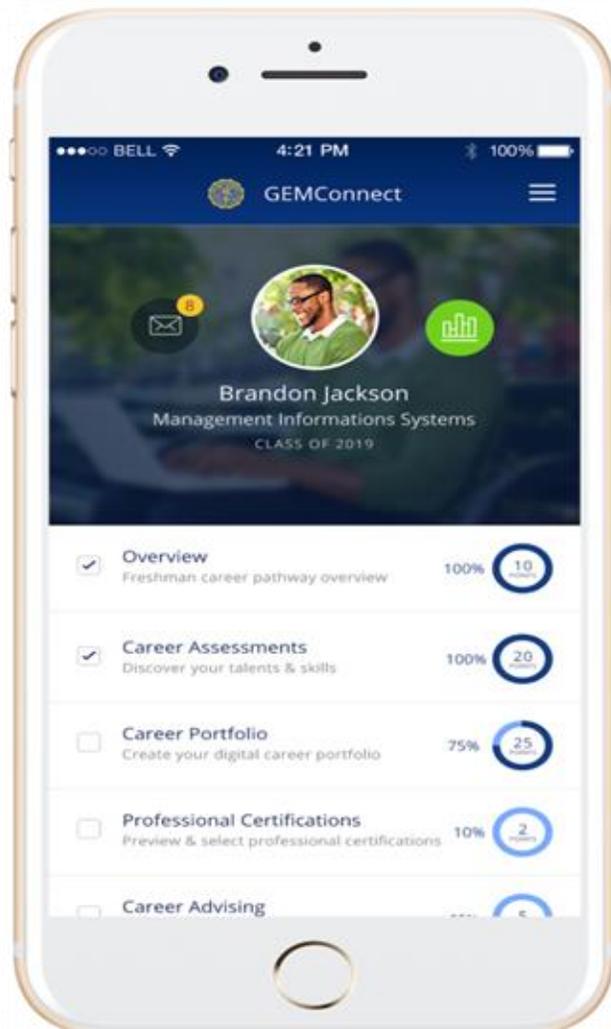
Oakwood University (Lead University)

- Oakwood University is a private, historically black university located in Huntsville, Alabama, United States.
- Oakwood University is the lead institution for the cluster. The Cluster Administrative Center can be accessed through email to cpgem@oakwood.edu or cluster@oakwood.edu. Awarded \$2.75 million

Tougaloo College

- Tougaloo College is a private, co-educational, historically black, liberal arts institution of higher education founded in 1869, in Madison County, north of Jackson, Mississippi, United States. Awarded \$2 million

GEMCONNECT APP



This app is designed to help the over 4,000 students at the cluster universities to improve their chances for securing gainful employment after graduation by

- connecting with **alumni mentors** from the universities
- access a **Job Board** with internships and job postings listed in the app
- **assess career** aptitude, take a personality test, align aptitude with career options
- build a **career portfolio**
- message and connect with their career/faculty **advisors.**
- acquire professional **certifications** through the app

Internship Program with Defense Contractors Prepares Students for the World of Work

Oakwood University's summer interns with defense contractor SAIC debrief with University President, Dr. Leslie N. Pollard. The 2017 interns, selected by Oakwood University, represent three universities.



QUESTIONS

Want your DoD internship or job listed?

Send email to

CPGEM@oakwood.edu or cluster@oakwood.edu

- Thank you Dr. Dorothy Huston for bringing the Pentagon to the People



- Oakwood University extends its appreciation to the Department of Defense for allowing universities, like Oakwood University, to staff our nation's defense agencies.

OAKWOOD UNIVERSITY

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