Designing with the End in Mind: Career Pathways

Kathleen Cleary, Associate Provost for Student Completion
April, 2017
Sinclair’s 5 Big Ideas to Improve Student Success

1. Reduce Time in Developmental Education
2. Guided Pathways
3. Focus on Advisor/Student Relationships
4. Improve Curriculum Structure and Delivery by Faculty
5. Career Development from Exploring to Employed
VIDEO OVERVIEW OF CAREER AND ACADEMIC PATHWAY
Career Exploration & Development Pathway (part I)

Question on Application about major

Yes, I know what I want to major in

Sort of, I know the general idea

No idea "profoundly undecided"

Pick a Career Community

Deciding Day & career exploration events

Meet advisor, get a MAP

Career Specialist

Focus 2 Assessment & similar assessments
Career Exploration & Development Pathway (part II)

1. Meet advisor, get a MAP
2. Get experiential learning opportunities
3. Meet employers & test career options
4. Get job/transfer
Career Development: Starting with the End in Mind

- Assign to a Career Community
- Assign undecided students to career advising specialist
- Deciding Day
- Experiential Learning
- Internship
- Getting the first job
- Virtual Career Center
Course Completion Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Withdrawal Rate</th>
<th>Unsuccessful</th>
<th>Successful Completion Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>AY 2013</td>
<td>14%</td>
<td>16%</td>
<td>71%</td>
</tr>
<tr>
<td>AY 2014</td>
<td>12%</td>
<td>15%</td>
<td>73%</td>
</tr>
<tr>
<td>AY 2015</td>
<td>10%</td>
<td>16%</td>
<td>74%</td>
</tr>
<tr>
<td>AY 2016</td>
<td>10%</td>
<td>15%</td>
<td>76%</td>
</tr>
</tbody>
</table>

- Withdrawal Rate
- Unsuccessful
- Successful Completion Rate
27% Increase In Degrees and Certificates Earned from 2013 to 2016

<table>
<thead>
<tr>
<th>Year</th>
<th>Degrees and Certificates Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY13</td>
<td>3,292</td>
</tr>
<tr>
<td>FY14</td>
<td>3,868</td>
</tr>
<tr>
<td>FY15</td>
<td>4,038</td>
</tr>
<tr>
<td>FY16</td>
<td>4,171</td>
</tr>
<tr>
<td>FY17</td>
<td>4,600 projected</td>
</tr>
</tbody>
</table>
Sinclair Graduates See 114% Increase in Earnings the First Year After Graduation
(2012-13 Associates Degree Graduates = 1,477)

Median annual pay before graduation = $17,500

Median annual pay the year after graduation = $37,400

Source: ODJFS and NSC data
“I had no clue when I was going to school,” Jerry O’Neal, 48, of Dayton said. “I didn’t know what classes I should take, or how to get anywhere. Lisa is so much more focused, thanks to all the thinking the college is forcing her to do at the beginning – it’s really going to help her get through.”
Contact Information

Dr. Kathleen Cleary
Associate Provost for Student Completion
kathleen.cleary@sinclair.edu