HIGH QUALITY COLLEGE AND CAREER ADVISING

It has become increasingly clear that young people need guidance and advice from their high schools to achieve postsecondary success; however, momentum in providing that support has been uneven across the country. The absence of a shared understanding of what comprises high quality postsecondary advising is contributing to inconsistent progress in this area.

This framework addresses this omission by articulating the multiple components necessary to ensure that ALL students receive high quality college + career support in high school. It is based on a comprehensive review of both academic research on advising and a diverse set of state and local postsecondary tools and planning resources (see below). This resource has been extensively reviewed and shaped by high school and college students; school counselors, school and district leaders; and leaders in postsecondary access from across the country. We are grateful to all of those who provided feedback as it was developed.

It is important to note that what each young person *deserves* is not the same as what our public schools are currently resourced to *provide*. This framework is intended to serve as a starting point for schools to build more robust postsecondary advising supports, comprising not just advice, but a wide set of experiences that young people need in order to access good-fit postsecondary destinations. To enact all that the framework includes, schools will need to collaborate with a range of other community-based institutions, as well as find ways to train and incorporate a wider set of school staff and leverage classroom spaces in new ways. This will look different in each school and community based on their - and their district/state - policies, resources and practices.

PAGE 2 lays out a vision for college + career advising that young people need throughout their time in high school.

PAGE 3 outlines essential activities for students to experience in order to move towards successful postsecondary matriculation; items in bold are the *most critical* for all students to experience.

Selected resources consulted as part of the review process:

Illinois PACE Framework, NCAN Match and Toolkit, ESG Aligned Framework, Boston Public Schools MYCAP, PlanIT Florida, Eight Components of College and Career Readiness, NYCPS Career Navigation Roadmap.

This work was funded by the Gates Foundation. The findings and conclusions contained within are those of the authors and do not necessarily reflect positions or policies of the Gates Foundation.

STUDENTS DESERVE A SCHOOL COMMUNITY

that recognizes their dreams, helps them develop aspirations, and ensures that ALL students have the advising relationships and experiences needed to explore and pursue those aspirations.

HIGH QUALITY POSTSECONDARY ADVISING HAPPENS WHEN STUDENTS RECEIVE:

EXPERIENCES IN GRADES 9-12 that allow them to explore a range of postsecondary options, as well as the jobs and workplaces that they might be interested in, throughout their time in high school. *This might look like:*

- Participating in work-based learning experiences in a variety of classes
- Engaging in community service, job shadows, or internships during the school day, after school or in the summer
- Learning from professionals at career panels, fairs or through interviews
- Visiting a range of college campuses, industry sites, and apprenticeship training spaces

OPPORTUNITIES TO REFLECT ON EVOLVING ACADEMIC AND CAREER IDENTITY throughout high school, alongside other students and with caring adults who value their culture and who know them well. *This might look like:*

- Assessment tools that provide insight into personal talents and strengths
- Conversations with peers in advisory or similar classes, school activities, or affinity groups
- Regular and culturally relevant individual and family meetings with trained counselors, teachers, or other trusted school adults
- Alumni panels or inter-grade mentoring

KNOWLEDGEABLE PATHWAY ADVICE that will help them explore and match their interests and talents to good fit postsecondary destinations. *This might look like:*

- Conversations in a range of classes about career pathways related to those subjects
- Interest and career inventories followed by individual reflection and research on career outlooks, salary range, and needed education
- Opportunities to talk with trusted adults inside and outside of school about their chosen pathway and associated costs and benefits
- Chances for families to interact with school staff and to gain knowledge about postsecondary pathways

WELL-INFORMED ACADEMIC GUIDANCE ABOUT THE MILESTONES they need to reach throughout their high school career in order to access various paths. *This might look like:*

- Regular review of students' transcripts and resume-building experiences with a trained adult
- Examination of admissions criteria at a variety of postsecondary destinations
- Support for identifying and enrolling in appropriate dual credit opportunities
- Support with registering and preparing for required testing for college, certification, and apprenticeships

PROACTIVE AND CONCRETE APPLICATION SUPPORT from trained experts and trusted adults, in collaboration with their family, in taking all of the steps necessary to apply and enroll in the destination they choose. *This might look like:*

- Creating a targeted list of good-fit postsecondary destinations that reflects varying levels of selectivity
- Identifying and tracking completion of all needed steps for the path students choose
- Understanding the financial implications of postsecondary choices and accessing state and federal support to manage costs

PRACTICE BUILDING AND USING NAVIGATIONAL SKILLS that will equip them to manage the postsecondary planning process and steer through new institutions and situations once they leave high school. *This might look like:*

- Developing and leveraging social networks
- Establishing strong organizational habits
- Identifying obstacles and leveraging the appropriate resources to overcome them
- Cultivating a growth mindset

TO ENACT THIS VISION, HIGH SCHOOLS NEED TO OFFER TIMELY AND DEVELOPMENTALLY APPROPRIATE EXPERIENCES TO STUDENTS.

Explore Interests and Connect to Careers	Afford Future Opportunities	Match Self to Postsecondary Options	Create a Roadmap From High School to the Future
AS EARLY AS GRADE 9			
• Take an interest inventory and identify at least 2 possible areas to explore further • **Participate in a career exploration activity (e.g. career panel, fair, interview or other)**	• Hear from a range of adults about how they paid for postsecondary education or training	• Engage in "Who am I" activities that promote self reflection • Participate in and reflect on volunteer/work or extracurricular activities outside the school day/ in the summer • At mid and end of year report card, reflect on academic strengths, interests and challenges	• **Look at a transcript and understand how GPAs work** • Understand school course offerings and map a sequence that aligns to postsecondary goals
NO LATER THAN GRADE 10			
• **Take a career interest inventory** • Begin to identify majors or training programs connected to career interests • Find a summer job, volunteer experience or enrichment program related to interests • Practice professional communication with adults outside of school • Develop an initial resume	• **Learn about the cost of postsecondary education and training programs, and the different ways to pay for them; share with families** • Compare incomes across professions and careers	• Engage in activities that support identity development • Interview at least 2 adults who took a variety of postsecondary pathways • Visit 1-2 postsecondary education destinations (college/workforce training)	• **Understand the range of postsecondary options and outline how high school transcripts and activities impact future access to them** • Look at 2-3 postsecondary applications to see what they require • Learn about and pursue academic enrichment programs that match with postsecondary aspirations
NO LATER THAN GRADE 11			
• Participate in a job shadow or workforce visit • Practice professional communication with a range of adults outside of school • **Apply for/obtain a summer job or internship in a field related to career interests** • **Research multiple pathways and salaries for 3 potential career interests**	• **Facilitate family attendance at a financial aid workshop to learn about eligibility for state and federal financial aid and scholarships to help pay for postsecondary education** • Look at FAFSA/state aid applications and understand what documents are needed for completion	• Use classroom assignments to reflect on personal values and priorities • Research 3 potential postsecondary pathways that connect to personal interests and talents • **Visit at least 3 college campuses or workforce/apprenticeship providers** • Attend a college or career fair • Complete a practice college or job application • Make a balanced postsecondary list that includes reach, match and likely options	• Ensure that high school course taking continues to align to postsecondary aspirations • Enroll, as appropriate, in dual credit opportunities • **Start a portfolio of application materials, including (as needed) a personal statement and activities list/brag sheet** • Prepare for and take relevant standardized admissions tests (SAT/ACT/other)
GRADE 12			
• **Utilize professional communication skills with adults outside of school** • Practice interview skills through mock or informational interviews • Update resume • Identify career prospects in the local community	• **Complete applicable federal & state financial aid application, including all necessary corrections** • **Read and compare financial aid award letters; identify loan options and debt implications** • **Complete final steps to receive financial aid, including signing financial aid package offer, completing entrance loan counseling, etc.** • Apply for relevant additional scholarships	• **Complete 3 or more postsecondary applications or workforce applications** • Visit postsecondary destinations of interest and assess match • Talk with family and trusted school staff about choices • **Commit to a postsecondary destination and complete all required matriculation steps**	• Enroll, as appropriate, in dual credit opportunities • Identify 2-3 people to serve as references/ write letters of recommendation • Prepare for and take postsecondary placement and/or certification exams • Gather and transfer earned credits from dual enrollment/AP opportunities
SUMMER AFTER GRADE 12 AND BEYOND			
• Update resume & create LinkedIn account • Secure a summer job and full or part-time job for fall	• **Confirm that all financial forms are complete & all costs anticipated** • Create a budget for the coming year	• Research sources of support (tutoring/ counseling) and availability of extracurricular activities of interest in new setting • Look at course offerings catalog in areas of interest	• Attend any required summer bridge/ transition programming • Meet with advisor and register for fall classes/workforce program classes