



# On Point for College

*Changing Lives Degree by Degree*

*Supporting Career Success: Practices to provide career-related supports to students*

*February 8 , 2017*

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# Today's Presenters

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# Presentation Content

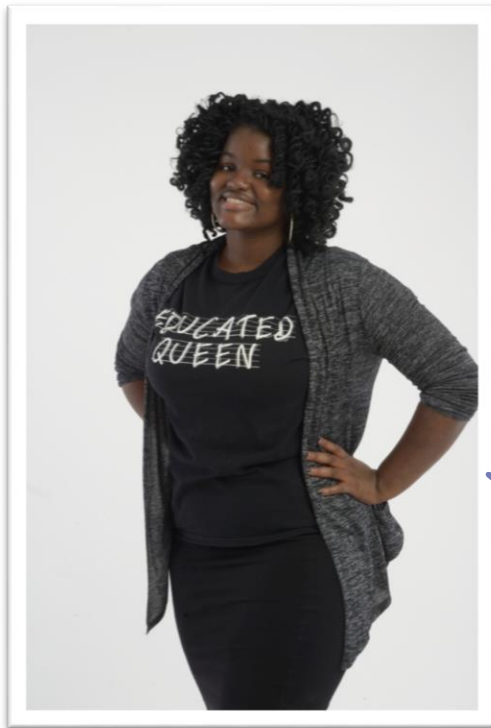
- Overview of On Point for College
- Overview of On Point for Jobs
- College to Career Pathways - Dual Focus Model
- Two Effective Practices
  - Career Slams
  - Mentoring & Empowerment Event Series

# Overview of On Point for College

- Over 7,700 students in the program
- Since 1999, helped more than 6,000 youth enroll in 216 colleges and universities
- Currently more than 2,500 students in college
- More than 70% of On Point students complete their freshman year and advance to their sophomore year
- More than 1,600 graduates
- Located in Syracuse & Utica
- We break down barriers – work with students from application to graduation, and beyond



# Overview of On Point for Jobs



- One-on-one advisement & career planning
- Resume, cover letter, and mock interviews
- Soft skill building and mentoring
- Job fair and networking event hosting
- Trusted partner of 250 regional employers

*On Point for Jobs helped me land internships at a State Representative's, an advertising agency, and the local Community Foundation. I never would have accomplished this without their help.*

- Shadayvia Wallace  
Keuka College, 2015  
Syracuse University, 2015-present

# College to Career Pathways Dual Focus Model



# College to Career Pathways Dual Focus Model

College  
Access



- ✓ Career Exploration
- ✓ Professional Interest Inventory
- ✓ Pre-College Orientation
- ✓ Introduce to Internships
- ✓ Introduction to Mentoring & Networking
- ✓ Career Readiness Workshops

# College to Career Pathways Dual Focus Model



On Point  
for Jobs

- ✓ Critical Transition Coaching
- ✓ Career Action Planning
- ✓ Soft Skills Development
- ✓ Engagement in Mentoring & Networking
- ✓ Employment Opportunities



# College to Career Pathways Dual Focus Model

Career  
Success



- ✓ Internally: Cross-training of advisory staff in initiating career conversations with new program entrants
- ✓ Externally: OPFJ works directly with employers to understand industry needs

# Two Effective Practices

- **Mentoring & Empowerment Event Series** – *Leveling the Playing Field*
- **Career Slams** – *Effective Alternatives to Traditional Job Fairs*



# Mentoring & Empowerment Event Series



# Mentoring & Empowerment Event Series:

## **WHAT** are they?

- Authentic connections for students and graduates
- Men's & Women's separate events
- Professional participants who mirror the diversity of our young people
- Safe space to ask about workplace/career situations

# Mentoring & Empowerment Event Series:

## WHY does it work?

- Education about access to the “hidden job market”
- Relationship Building
- Opportunities that would increase professional, cultural and global fluency
- Networking with professionals
- Peer-to-peer networking

# Mentoring & Empowerment Event Series:

## **WHEN** to do them?

- Every 2 months alternating between Men's and Women's events
- On Point's community relationships drive frequency
- The community is encouraged to participate
- On Point members in all phases of life are encouraged to join



# Mentoring & Empowerment Event Series:

## **HOW** does it work?

- Two main goals: Networking & Sharing Knowledge
- Specific topics and/or conversation starters
- Fostering discussions that evolve in directions expressed by session participants
- Learning new skills and learning how to practice them

# Mentoring & Empowerment Event Series:

## **WHAT** have we learned?

- Important to have professionals at every career stage
- Leveraging Alumni
- Ensuring speakers engage the students
- Hosting events in the community introduces students to new environments
- Utilizing word of mouth



# Mentoring & Empowerment Event Series: Our Results

- Over 10 events in Syracuse and Utica
- Over 100 On Point participants have attended
- Dozens of community mentors and supporting organizations

# Career Slams



# Career Slams: **WHAT** are they?

- For Employers
  - 5-minute interviews
  - Pre-screened skill set
  - 18-25 job seekers
  - Immediate feedback



# Career Slams: **WHAT** are they?

- For Job Seekers
  - 4-5 companies hiring
  - Less formal
  - Face-to-face contact
  - Immediate feedback
  - Full time employment



# Career Slams: **WHEN** to do them?

- Both while students are seniors in college and graduates
- Looking for Career Change
- During Spring Breaks & Summer



# Career Slams: **HOW** does it work?

- Room One
  - Representative from each company
  - Job seekers ask questions
  - Job seekers discuss with representatives
  - Job seekers rotate among representatives



# Career Slams: **HOW** does it work?

- Room Two
  - Representatives hold 5-minute interviews
  - Bell rings to begin and end the rounds
  - Representatives review responses



# Career Slams: **WHY** does it work?

- For the employers
  - Efficient way to find qualified job seekers
  - Employees are hired immediately
  - No chance of a bidding war





# Career Slams: **WHY** does it work?

- For the Job Seekers
  - Efficient way to find companies that are hiring
  - No waiting for feedback on interviews



# Career Slams:

## **WHAT** have we learned?

- More efficient and effective format
- Employers appreciate prescreened applicants
- Applicants appreciate “real” employment opportunities

# Career Slams: Our Results

- 30-50% of the Job Seekers get a 2<sup>nd</sup> interview
- Employers have been coming to the events for 3 years now
- Healthcare, Computer Technology, Human Services, Finance – all industries
- High satisfaction by surveyed job seekers
- High satisfaction by surveyed employers

# **CAREER SUCCESS** @ On Point for College

- Dedicated Programming via On Point for Jobs
- College to Career Pathways - Dual Focus Model
- Two Effective Practices
  - Mentoring & Empowerment Event Series
  - Career Slams
- Organizational Commitment to **MEETING STUDENTS WHERE THEY ARE!**

# Questions



# Contact Information

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