

St. Louis Graduates Zoom Brown Bag

May 8, 2020

- I. Laura welcomes the group to another brown bag lunch. Reviews agenda, which is emphasizing advising our students around career pathways. Provides an overview of housekeeping reminders for the group.
- II. Check In: Mixed bag, but lots of busy and overwhelmed. Recognize that this is a busy time of year for all of us and our students. There will be a national graduation event—link is in slide deck.
- III. Deep breathing exercise: box breathing
- IV. Career Advising amidst COVID-19: Aimee Wittman, Director of Career Services, Washington University:
 - a. Provides an overview of the career services at Wash U and the role, goal of her position and her team.
 - b. Acknowledges the uniqueness of this specific moment.
 - c. What might be our Guiding Questions?
 - i. How can we model and practice being nimble, flexible, and resilient?
 - ii. What would it look to act “as if?” For example, what assumptions are students making? There are employers still hiring, job openings still available. Encouraging students to move forward and continue with exercises they’ve already put in play for summer internships, jobs, etc.
 - iii. How can we encourage our students to stand up a “Second Plan A?” There is a lot of uncertainty; even if they had a summer plan already articulated, they may want to have another plan in place—just in case.
 - iv. How can we support students with their continued learning and growth?
 - d. What we know: The Marketplace
 - i. Employers still evaluating, a lot of unknowns
 - ii. Employers are in communication with students
 - iii. Some employers have pushed back start dates; as shelter in place dates continue, it is hard to commit to having interns on site.
 - iv. Some employers are shortening their internship programs. About 41% (of 439 employers) are shortening
 - v. Some employers are standing up virtual internship programs (about 46%)
 - vi. Employers understand the importance of maintaining their brand
 - e. The Career Education Process
 - i. Step 1: Assess—Who am I? What are my skills? My values? My strengths? What are the things I really care deeply about in the world? Begin self-reflection and articulate these different pieces.
 - ii. Step 2: Explore—Imagine where are the places I can bring these skills and these strengths?
 - iii. Step 3: Search—Trying to uncover the skills and strategies I will need to have in order to land an opportunity. How do I know what they are and go about finding them?

- iv. Step 4: Launch/Land—Have a summer job or experience; be able to process and reflect and then start the process again.
 - f. How can students continue their career education journey?
 - i. Virtual freelance or project work: Can students support organizations in work that is independent, and project based?
 - ii. Volunteer: Can students bring unique skills in the digital space to volunteer remotely?
 - iii. Pursue self-directed learning: Identify things they want to know and learn; how can they pursue things that are of interest and do some intensive, self-directed work? In future work opportunities, can identify how they were able to self-initiate.
 - iv. Micro-experiences: May look similar to virtual freelance or project work, but for shorter timeframes.
 - g. Additional ideas:
 - i. Encourage students to continue to practice self-care. Attend to their physical, mental, and emotional wellbeing.
 - ii. Update and polish your on-line brand. Look at LinkedIn
 - iii. Cultivate and extend your network-Informational interviews, for example, can be facilitated in a unique way via Zoom.
 - iv. Keep going!
 - h. What else might be learned during this time? Other life practices and competencies we can nourish?
 - i. Resiliency and grit
 - ii. Agility and creativity: How can we pivot and be creative problem-solvers? How can we see things through this lens?
 - iii. Curiosity and perspective-taking
 - iv. Empathy and compassion
- V. Nataly Garzon, Blueprint 4 Careers: Regional resource
 - a. COVID-19 Context: 14% of the Missouri State labor force has filed for unemployment (453,000 individuals) since March 15; shrinking economy. V-Shaped Recovery vs. U-Shaped Recovery:
 - i. V-Shaped Recovery-Optimistic lens on what our future. Aspiration that if we reopen the economy it will come back.
 - ii. U-Shaped Recovery-More likely. Decreased economic activity and more likely it will take longer to return to where we were pre-coronavirus.
 - iii. The economy our young people are entering is not what it was, and the same opportunities do not exist.
 - b. COVID Altered Local Labor Market: Top job postings post-COVID-19. Increased demand in nursing and IT. This will continue to change as we move forward. Pay attention to STLCC and their state of the workforce.
 - c. Specific role for middle skill roles—roles that require more training than high school diploma but will not require four-year degree. Have accounted for 53% of total jobs in Missouri. Could include:
 - i. RN

- ii. Software developer
 - iii. Truck driver
 - iv. Nursing assistant
 - v. Medical assistant
 - vi. Caregiver/personal care aide
- d. Blueprint 4 Careers Program Search: Allows individuals to engage in a career program search and programs listed had lots of research done.
- e. Post-COVID Updates:
 - i. Updated landscape analysis
 - ii. Lots of opportunities students can apply for now that start in summer or fall.
 - iii. Situation continues to evolve.
 - iv. Invitation to share observations or changes that are found or noted in our own research or engagement with their platform and resources.
 - v. Question: How do students' access "Free" or "financial aid" offers that Blueprint 4 careers? Programs range from free to having some cost. Program pages show that information.
 - vi. Question: Are for profit programs are omitted or included? Rigorous process and vetting for institutions included.
- VI. Diana Wilhold: Construction Career Resources, Construction Forum (constructforstl.org)
 - a. Forum as an organization is not to provide programming, but more to convene stakeholders and then disseminate information in a way that is meaningful. There is a high need and high demand; discussing how can they build a more equitable pipeline for individuals.
 - b. Trying to build system and methodology to collect information and convene, so that information can be disseminated in a meaningful way to students, educators, families, legislators, etc.
 - c. Careers in Construction: Is in its 8th edition, but the 6th edition is online now. The 8th is coming out mid-June. Will be mobile friendly.
 - d. Discussed how this is truly a regional effort, so that it is both Missouri and Illinois. Regular newsletter, with lots of information and resources.
 - e. SSD High Schools: North and South Tech; many other technical programs in our school systems.
 - f. Diana asks for feedback. Please email her with ideas on how to support.
 - g. A group of 150 emerging leaders within the forum and are trying to create a group of ambassadors to work with schools/districts.
- VII. Amber Lowry, CyberUp: A nonprofit whose mission is to cultivate the cybersecurity talent pipeline.
 - a. It is a growing industry; 5,000 jobs going unfilled in St. Louis.
 - b. Pre-apprenticeship program is a part-time class in the evening.
 - c. Industry is looking for:
 - i. Problem solver
 - ii. Teamwork
 - iii. Life longer learner
 - iv. Grit/courage

- v. Communication
 - d. Next Info session is June 2 and 3. Have to be 18 or older, GED or HS diploma.
 - e. Program is free to the student; only cost to the student is \$100 application fee for background check, assessment, and some materials.
 - f. Paid on the job training, hands on experience in the apprenticeship program. Starting pay is \$15/hour and 2,000 hours of on the job training.
 - g. Next steps:
 - i. Attend info session
 - ii. Complete online assessment
 - iii. Sign up or and attend an in-person interview with CyperUp staff
 - h. Question: How often are info sessions offered? General sessions are usually once a year, maybe every six months?
- VIII. Tia Byrd-NPower: Nonprofit, does IT workforce development. Train young adults in six months to get them into the workforce.
- a. Young adults, between 18-25; GED, HS Diploma, or HI Set can apply.
 - b. Typically have in-person instruction, although not right now.
 - c. St. Louis classes run in January and July, although this year it will start in September.
 - d. All students encountered are unemployed or underemployed, but also under resourced. Look at social and emotional health, social support managers on staff.
 - e. Have been able to give small grants to students in recent weeks, due to gracious funders.
 - f. Process for application; apply on website and then speak with recruiter and social support, to identify barriers to success.
 - g. Hope that September will be the next start date and are currently retooling their model to account for likely virtual learning in the fall and possible in-person work that is mindful of social distancing requirements, etc.
- IX. Dr. Dawn Towles-Richards, DESE
- a. Offer support for career pathways and career planning.
 - b. Help to educate educators on what is available in the area of career pathways.
- X. Resources to share:
- a. Michelle Obama virtual commencement on June 6:
 - b. Nestle Diversity Leadership Symposium: undergraduate juniors and seniors. (Amber Overton)
 - c. Career Navigation & Guidance Product Landscape
- XI. Next week:
- a. Brief updates and discussion time
 - b. Big Question: How can we (collectively) address “summer melt” this year?

CHAT NOTES

- 12:02:11 From Kacheena Lucas : Good
- 12:02:11 From Dawn Richards : Okay
- 12:02:12 From Megan Kirk : busy
- 12:02:14 From Blair Dammerman : Overwhelmed

12:02:15 From Marvin Bullard : Energized

12:02:16 From JuMah : Well

12:02:16 From Nikki Gonzales : Exhausted

12:02:16 From Linh Mach : BUSY!

12:02:17 From Simone Britto : good

12:02:17 From KarlaBriggs : Good

12:02:19 From Julian Brown : well

12:02:20 From Aimee Wittman : Happy to be here!

12:02:20 From Antoinette Boyd : Blessed

12:02:20 From LHill : Energized

12:02:21 From teresa : Overwhelmed

12:02:21 From CHELSEA FORESEE : Excited about Friday

12:02:22 From Jordana Vera-Montero : exhausted

12:02:22 From Diana Wilhold : Busy!

12:02:23 From Amber Lowry : I'm feeling pretty good! My little guy turned 2 today.

12:02:23 From Monica Nickolai : busy

12:02:27 From Shanise Johnson : Busy, yet good

12:02:27 From Nataly Garzon : Adjusting to new normal

12:02:29 From Amanda Samuels : rushed, just did a drive by for my sons teacher appreciation week

12:02:30 From cmcqueen1724 : Okay

12:02:32 From guinn : busy

12:02:35 From MacKenzie Gleason : Busy!

12:02:36 From IVY HARTMAN : Totally, working on Senior Awards! It is like a sprint to the end of the year, ammiright?!

12:02:39 From Denise Strehlow : enjoying my spring flowers

12:02:42 From Praisly phone : Balanced

12:28:09 From Shanise Johnson : Thank you Aimee! Excellent information. I'm so very happy to know that our team has already planned to incorporate most of the tips you mentioned!

12:30:46 From Megan Kirk : Blueprint question for any time during this: how do students access the "free" or "financial aid" offers that Blueprint4Careers has? Do they need to speak to someone specifically about getting that?

12:37:41 From teresa : Does the blueprint include or omit training programs at for profit programs?

12:38:37 From Ashley June Moore to Megan Kirk(Privately) : Hi Megan. Can you expound on your question? You're asking about accessing financing options rather than how to access the free site itself, correct?

12:38:58 From LHill to Ashley June Moore(Privately) : Can this program be used in middle school career exploration?

12:39:25 From Ashley June Moore to LHill(Privately) : Great question. I will ask.

12:39:26 From Megan Kirk to Ashley June Moore(Privately) : Yes, so how do they get access to that funding (since some programs go directly into colleges like STLCC and Ranken)

12:39:47 From Ashley June Moore to Megan Kirk(Privately) : Got it! Ok

12:40:01 From LHill to Ashley June Moore(Privately) : Thanks!

12:40:06 From Megan Kirk to Ashley June Moore(Privately) : I'm just not entirely sure how students get access to the funding/if there is outside funding available

12:42:21 From Megan Kirk to Ashley June Moore(Privately) : Follow up: they need to apply for the program through the Blueprint link to get that cost and aid information?

12:45:47 From Michelene Carbol : Diana, congrats on the new positions. YEA!

12:46:17 From Ashley June Moore : <http://www.constructforstl.org/>

12:46:52 From LHill to Ashley June Moore(Privately) : Sorry, I received a call from a parent during the Q&A and missed the answer to the middle school question. Would you please summarize for me?

12:48:28 From Ashley June Moore to LHill(Privately) : Essentially, the response was that it is great for middle school students to begin career exploration at that level, but blueprint doesn't focus in that area as much as other organizations might

12:48:53 From LHill to Ashley June Moore(Privately) : Thank you so much!

12:49:36 From Ashley June Moore to Nataly Garzon(Privately) : Hi Nataly! There was a follow up re: middle school career exploration. Did you happen to name any organizations/resources you know of that focus more on that age group?

12:56:07 From LHill to Ashley June Moore(Privately) : With COVID-19, will the Southern Illinois Builders be scheduling the Belleville fair this year? Also, are MO schools/students allowed to attend?

13:01:37 From Polly Matteson : Very impression, Diana. I will be emailing you soon for ideas of ways to work together.

13:01:44 From Ashley June Moore to Diana Wilhold(Privately) : With COVID-19, will the Southern Illinois Builders be scheduling the Belleville fair this year? Also, are MO schools/students allowed to attend?

13:03:18 From Diana Wilhold to Ashley June Moore(Privately) : Good question. We have talked about having a regionwide program that combines the entire region over a few days. Let's connect.

13:04:22 From Ashley June Moore to Diana Wilhold(Privately) : Thanks. That was a question posed by another attendee (LHill), so I just wanted to pass it along. I'll send her your reply. :)

13:04:57 From Ashley June Moore to LHill(Privately) : Hi! Here's Diana's response to your question: "Good question. We have talked about having a regionwide program that combines the entire region over a few days. Let's connect."

13:05:55 From Aimee Wittman : Thank you so much for inviting me to join you today. I need to step off to join another meeting. Thank you for all that you do for our community. Aimee Wittman

13:07:34 From KarlaBriggs : Amber, how often do you offer Info Sessions?

13:07:43 From Ashley June Moore : <https://wecyberup.org/candidates>

13:09:03 From Amber Lowry : amber@wecyberup.org

13:10:10 From Megan Kirk : Random note: Elaine-Stevens cosmetology schools have now permanently close

13:13:17 From Megan Kirk : Source: https://www.kmov.com/news/students-at-st-louis-area-beauty-schools-upset-after-owner-abruptly-closes-shop/article_d11e273e-90b0-11ea-820e-2f6bff5cab0c.html

13:15:20 From Megan Kirk : Thank you everyone, I need to step out for another meeting. This was great!

13:22:33 From Tia Byrd-Npower Missouri : tia.byrd@npower.org

13:22:43 From Tia Byrd-Npower Missouri : npower.org/apply

13:26:00 From Dawn Richards : dawn.towles-richards@dese.mo.gov

13:27:56 From TaRael Kee : I am giving a presentation on summer melt next Wednesday. Registration link:
[https://d214.zoom.us/meeting/register/tJ0ofuGgjlqEtUFvfQ3KGcQcPHNZO6CT2E3](https://d214.zoom.us/join/https://d214.zoom.us/meeting/register/tJ0ofuGgjlqEtUFvfQ3KGcQcPHNZO6CT2E3)

13:28:04 From MacKenzie Gleason : Informed!

13:28:13 From LHill : Informed

13:28:15 From KarlaBriggs : Informed!

13:28:18 From Amanda Samuels : lots of resources for our students!

13:28:23 From Simone Britto : learned a lot!

13:28:27 From Amber Mitchell : equipped

13:28:33 From Diana Wilhold : Relaxed!

13:28:33 From Amanda Samuels : please share link for next Wednesday on summer melt

13:28:36 From Dawn Richards : well informed