

Career Readiness in the Bronx

What Humanities II students experience, appreciate and seek

Pathways to Adult Success Conference
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Today's Presenters



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HUM II



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Mission

TO CREATE AND ADVANCE SOLUTIONS

that break down barriers and transform the systems supporting young adults and their communities in the pursuit of economic opportunities.

SOLUTIONS

WE FOCUS ON BREAKING DOWN BARRIERS AND BUILDING TRANSFORMATIVE SOLUTIONS ACROSS THREE KEY AREAS THAT CAN INFORM POLICY INVESTMENTS:



Community

Creating localized solutions that respond to the unique needs of individual communities with high numbers of young adults who are out of school and out of work.



Education

Build equitable pathways to postsecondary education and career opportunities.



Work

Identify, design, and advance practices and policies that achieve better outcomes for employers and workers.

Policy |

Using the lessons learned

from our on the ground practice and robust research projects, we develop and advocate for new, innovative policy.

A photograph of a classroom or laboratory. A student is sitting at a desk, writing in a notebook. In the background, there is a large periodic table of elements on the wall and a hydroponic system with several green plants growing in white containers. The room is bright and modern.

Project Purpose

- Identify how high schools in New York City and beyond can better support their students to understand and prepare for careers
- Strengthen linkages between high schools and the workforce training ecosystem



HUM II student developing PC hardware repair skills as part of a paid microinternship at Per Scholas, Bronx, NY

Key Research Questions

- ❑ How is HUM II currently preparing students for careers?
- ❑ How are HUM II students making sense of and evaluating these efforts?
- ❑ How might HUM II supplement its current efforts?



Humanities II

School Context

- Charter School Located in the South Bronx
- ~300 students serving 9-12
- HUM II is a very diverse community. Our students are about 40% African American and 60% Latino. Our community has distinct diasporic populations from Central and South America and Eastern Africa.
- >90% Free and Reduced Lunch

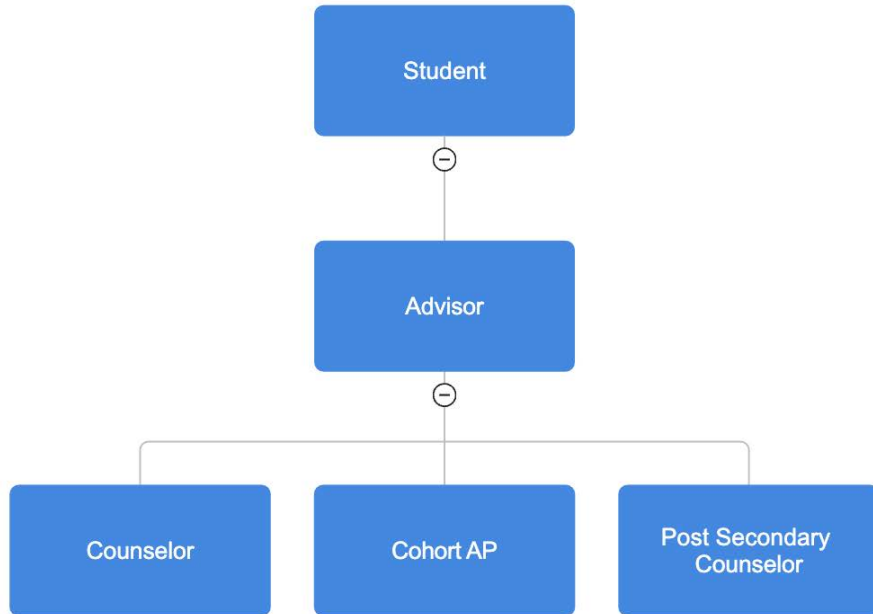
HUM II's Vision of Instruction

- Read, Write and Think Critically
- Developing Local and Global Citizens
- Developing Artists & Kids that appreciate the arts
- Students are supported to reach their Post-Secondary ambitions.



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HUM II



Levers to Support Postsecondary

- Advisory
- 1:1 Check-ins with Student
- Whole School Trips (to college/universities)
- Career Activities (i.e. Career Day, Mock interview, Cadet Opportunities, etc.)





Focus groups revealed 6 broad themes

1. Career Interests
2. Skills over experiences
3. Heartfelt relationships
4. Emergent career connected learning
5. Senior heavy programming
6. Looking for more



3. Heartfelt Relationships

For students, strong adult relationships are linchpin of career readiness and future planning

“Mr. P tries to like give us motivation, **motivation to for us to get better.**”



“They [deans and other staff] are giving me advice...There's something that we're talking about, maybe it's not gonna benefit, but you do need this, that, and the third to be XYZ. So I know I can just keep that in mind. It's just motivation basically..and **they love you. You can tell. It's love. Genuine.**”



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5. Senior Heavy

The vast majority of college and career prep is happening senior year

- “The older grades like upperclassmen, I know they've been on [college trips] before, but not so much us.” – 10th grader
- **“I think it should be an opportunity for all grade levels. What if like..you want us to start from the very beginning and say, ‘What college you want to go to or what do you want to do.’ Because when I asked freshmans what they want to be when they grow up, they have no idea. So it will be an opportunity for them to get to know what they want to.” – 10th grader**
- “when you do it [start exploring careers earlier], like since you're a freshman, you have more time to think about it, more opportunities.” – 10th grader
- “I agree. I honestly just think we should talk about it more because as a sophomore, like this school year, no one has really talked about college at all. So just like to talk about it in general.” – 10th grader



6. Looking for more



Students believe HUM II can be doing more to get them ready for life after high school

“When I think of life after school, I think of adulting, more than college, higher education...There should be a class where it's like credit cards, apartments, and how to apply, how to do a resume, how to get a loan, like things like that. For college, I don't really think they're preparing us. Yeah. Teachers always say that it's going to be like, harder in college, but with like the work, they don't really tell us about like how... Like preparing us...they don't do it.” – Junior



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Summary of Themes

1. **Career Interests:** HUM II students develop career interests over time, and these interests tend to be clustered in a relatively narrow band
2. **Skills over experiences:** Students were able to speak to particular skills they were developing at HUM II but were not able to identify postsecondary-related experiences like events or trips that they participated in
3. **Relationships:** Students are deeply appreciative of the relationships they have formed at HUM II, particularly among counselors and deans
4. **Emergent career connected learning:** HUM II has a foundation of some career connected learning that can be built upon
5. **Senior heavy:** The vast majority of college and career preparation is happening senior year
6. **Looking for more:** Students think HUM II can be doing more to get them ready for life after high school



Recommendations

1. Bolster Career Exposure

Support students to learn about the broad array of career opportunities, and to develop an emergent sense of career purpose, beginning in grade 9

1. Expand out-of-school learning

Provide broad, systematized opportunities for all students, beginning in 9th grade, to experience work-based learning & visit colleges

1. Facilitate Career Preparation

Support students to gain workplace experience by: (1) expanding community partnerships; (2) building on existing resume-writing support and starting earlier; and (3) sharing opportunities for students to engage in out-of-school opportunities such as internships, college fly-in programs, College Now, and summer jobs

2024-2025 Goals

1. Focus on Developing Stronger Career Focused Curriculum in 9-11

Developing a career trajectory for advisors to support with career exploration.

1. Create Intentional College and Career Exposure

Return to an intentional college visitation plan that prioritizes students visiting a diversity of post secondary institutions.

1. Create a Career Going Culture

(1) Facilitating guests from various careers coming into the classrooms to share experiences at least 1 time throughout the year; (2) continue to refine our career day and expanding the focus of the career day; (3) Refine the Post Secondary Plan to include more career based exploration.



Thank you!

- Questions?
- Thoughts?
- Recommendations?
- Points of connection?



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