

# Understanding Integrated Career Planning and Education Planning

A companion resource to the  
*Integrated Career Planning and  
Education Planning Brief*

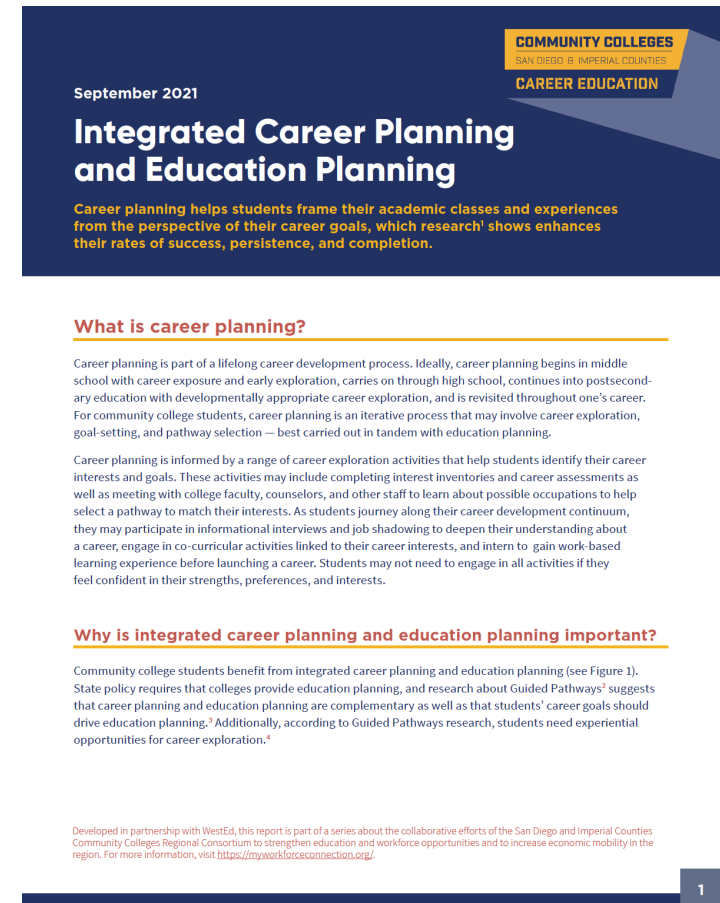


**COMMUNITY COLLEGES**

SAN DIEGO & IMPERIAL COUNTIES

**CAREER EDUCATION**

For more information,  
[download](https://myworkforceconnection.org/resources/integrating-career-and-ed-planning/) the 4-page Brief  
from the Resource Library.



*Develop in partnership with WestEd*

<https://myworkforceconnection.org/resources/integrating-career-and-ed-planning/>

# Articulating the Problem

Many students arrive to college unaware of

- their strengths and interests
- possible career options in a field of interest
- the education pathways that lead to employment in those careers
- labor market information about local industries and careers that yield a living-wage income

# Articulating the Problem (continued)

Many students choose careers based on someone they know in their community, which, for students of low income, can limit their exposure to jobs that don't pay living wages or have little or no potential for advancement — further reinforcing inequities of economic and social mobility.

# Articulating the Problem (continued)

Some community college students expend time and money taking courses that are not informed by *both* career and education goals.

# What is Career Planning?

Career planning is an *iterative* process that can involve

- Career exploration
- Goal-setting
- Pathway selection
- Ongoing review of goals

# What is integrated career and education planning?





# Why is integrated career and education planning important?

Career exploration and goal-setting *before* education planning leads students to make informed and intentional decisions about their program of study or preferred pathway.



# How does it help students?

Students save time, frustration, and money while advancing toward career and education goals.

Students develop decision-making and metacognitive skills.

Students develop agency.

Students gain information about careers with high earning potential.

# What can it look like?

Best practices for integrated career and education planning . . .

- Emphasize “front-loading” career planning during orientation
- Include planned opportunities for ongoing review of career and education goals

# Example of Promising Practice

Onboarding experiences include multiple measures.

Students complete interest inventories and career assessments and learn results to help them explore careers, set goals, and identify a program of study.

# Example of Promising Practice

**Present different pathway options for students to consider.**

Students learn about CE programs and courses of study that can lead to certificates, associate degrees, or transfer opportunities. Students review and reflect on immediate and long-term goals. Students make informed decisions.

# Example of Promising Practice

**Systematically schedule career planning as part of the student experience.**

Students engage in ongoing review of their education plans for alignment to current career and education goals.

# What supports are needed?

**Collaboration** between academic counseling, career centers, CE programs, and academic programs.

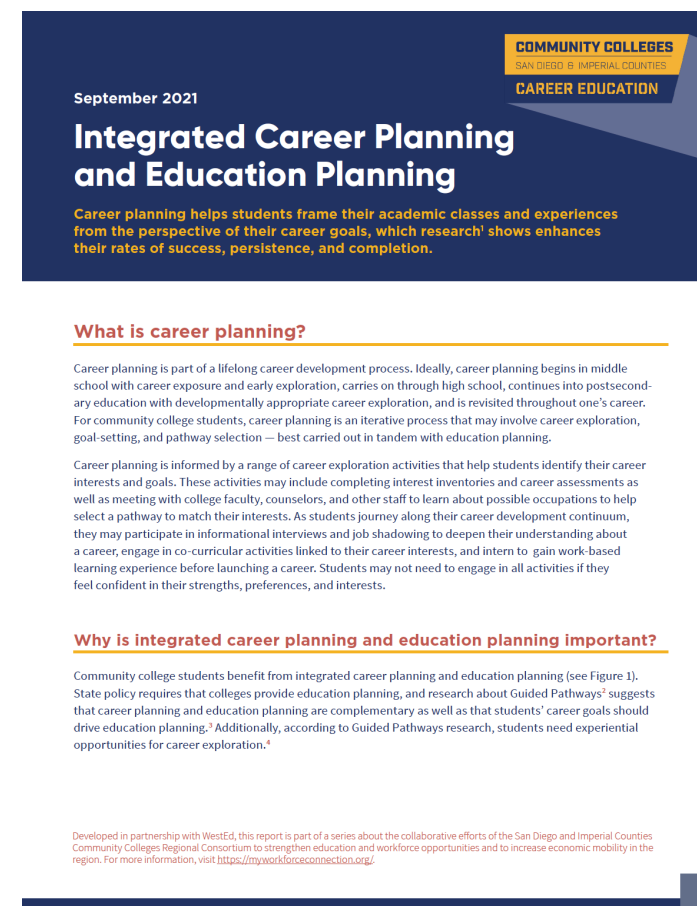
**College leadership can support:**

- **Operational changes** such as offering credit-bearing courses focused on career development experiences

**Faculty and staff engage in:**

- **Capacity building** such as professional development opportunities around career exploration career planning, and work-based learning
- **Cross-functional planning teams and communities of practice** for continuous improvement of integrated career and education planning

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# THANK YOU



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