



BRIDGING THE GAP:
Advising Strategies
that Open Doors to
Career Success

What is advising?



Advising is...

Advising is a process in which advisor and advisee **enter a dynamic relationship** respectful of the student's concerns. Ideally, the advisor serves as teacher and guide in an interactive partnership aimed at enhancing the student's self-awareness and fulfillment." O'Banion, T. (1972). An academic advising model. *Junior College Journal*, 42, 62-69.

Burns Crookston's definition of developmental advising: "... Developmental counseling or advising is concerned not only with a specific personal or vocational decision but also with facilitating the student's rational processes, environmental and interpersonal interactions, **behavior awareness, and problem-solving, decision-making, and evaluation skills**" Burton, John and Wellington, Kathy, (1998). The O'Banion model of academic advising: An integrative approach. *NACADA Journal*, 18(2), 13-20.

Academic advising is a process of information exchange that **empowers students** to realize their maximum educational potential. The advising process is **student-centered** and will result in the student gaining a clearer understanding of himself/herself, and the experience of higher education. Quoted on the PBS teleconference: *Academic Advising: Campus Collaborations to Foster Retention* aired via satellite. November 4, 1999.



Elements of Advising

Onboarding

Career Choices

Holistic Supports

**What do you include
in your
current onboarding?**

Phase 1: On-boarding

Set Clear Expectations & Outcomes

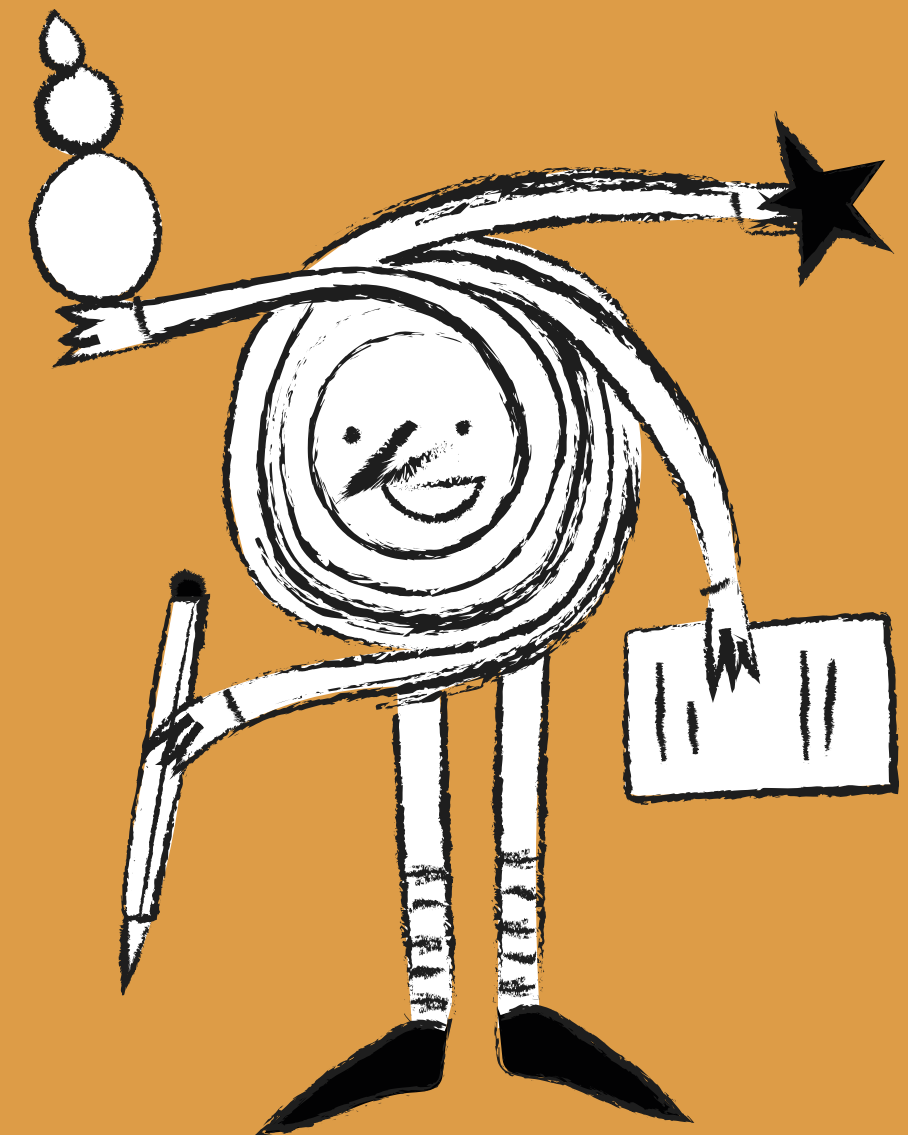
- Outline what students can expect to gain from the program.
- Use visuals and handouts to highlight key program milestones.

Create a Welcoming Environment

- Acknowledge diverse life circumstances.
- Build rapport.

Interactive Presentation

- Incorporate technology (e.g., interactive polls, videos).
- Encourage group discussions and peer interaction (when applicable).



Tailored Content Delivery

- Focus on relevancy to their goals (e.g., job readiness, personal development).
- Address immediate concerns like timelines, schedule flexibility.

Provide Accessible Resources

- Distribute digital and print copies of orientation materials.
- Provide materials in different languages.
- Ensure follow-up contact information is easily accessible.

On-boarding details

Build Rapport & Trust

- Start with a personalized conversation—ask about their goals, barriers, and experiences.
- Show genuine interest in their journey and be empathetic to their challenges.

Personalized Learning Plan

- Create a tailored roadmap based on their needs (e.g., academic, career goals).
- Use tools like career assessments or skill inventories during the session.

Flexible & Adaptive Approach

- Adapt the orientation format to fit their learning style (visual, verbal, etc.).
- Offer practical advice on time management, study skills, and balancing commitments.

Focus on Immediate Next Steps

- Clearly outline what they need to do immediately after the session (courses sequence, access online platforms).
- Provide contacts for key support services.

Encourage Ongoing Communication

- Emphasize the importance of staying in touch and scheduling follow-up meetings.
- Offer regular check-ins to track progress and provide ongoing support.



How do your
students
navigate career
choices?

Phase 2: Career Choices

Introduce Career Exploration Tools

- Career Assessments: Offer group access to tools like Career Coach, ONET Interest Profiler*, or *My Next Move*.
- Explain how these assessments help align interests, skills, and values with career options.

Highlight In-Demand Industries

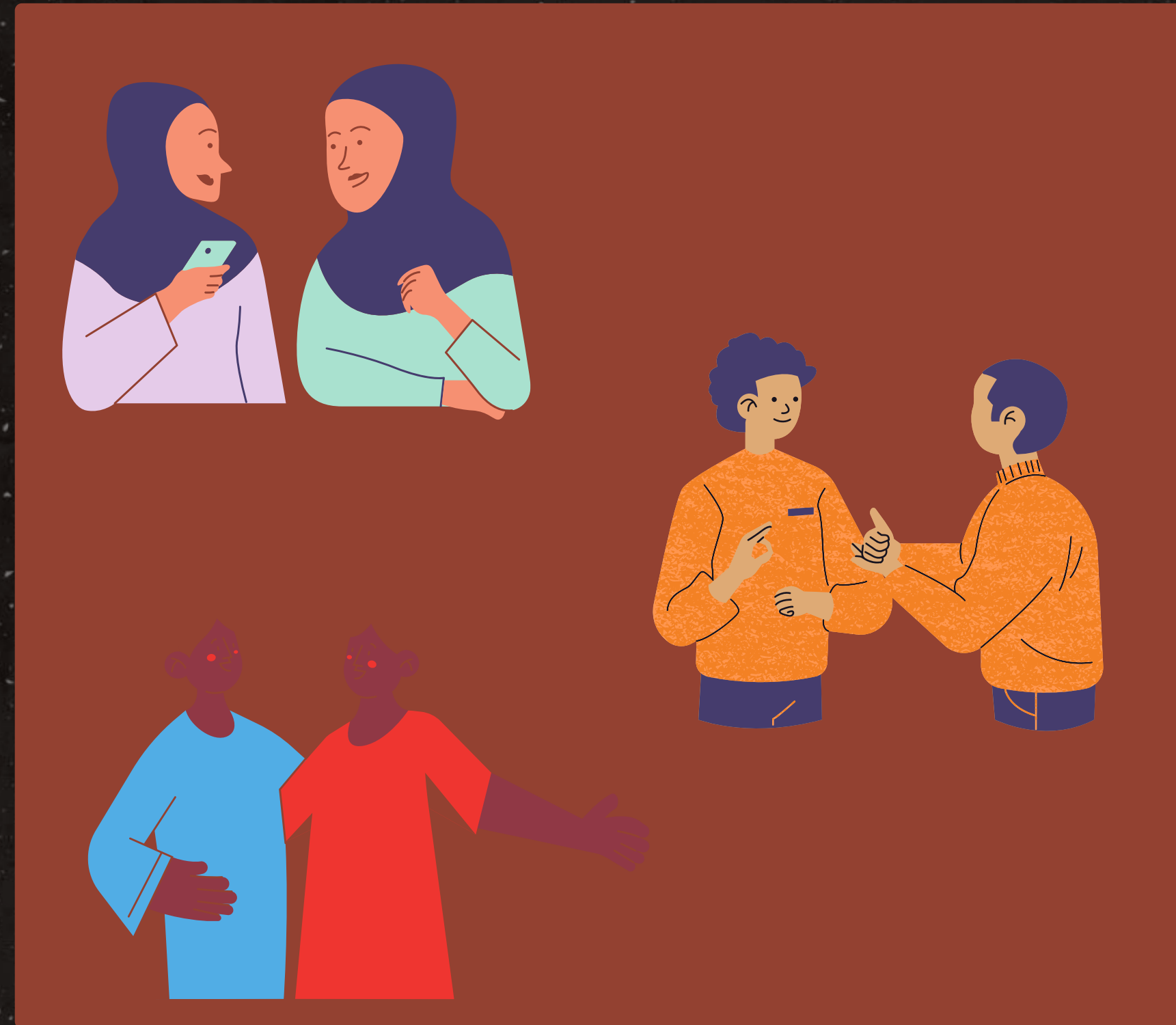
- Present local labor market data to show high-growth fields (e.g., healthcare, IT, skilled trades).
- Connect with NCWorks Career Center

Share Success Stories

- Bring in alumni or local professionals to share their career journeys, especially from similar backgrounds.
- Highlight transferable skills from previous work experiences or life situations for **credit for prior learning**.

Offer Resources

- Provide a list of websites (e.g., NCWorks Online, CareerOneStop) and community resources where they can explore careers further.
- Encourage them to visit career fairs, NCWorks Career Centers or connect students with industry professionals.



Career Advising in Action...

Use Career Assessments as a Starting Point

- Administer tools like Strong Interest Inventory or Holland Codes to identify career interests and strengths.
- Walk through the results with the student, connecting findings to real-world career paths.

Setting Goals

- Create a step-by-step plan based on their career goals (education requirements, certifications, internships).
- Discuss the importance of short-term and long-term career planning.

Explore Education & Training Options

- Discuss how their AHS can be a stepping stone to certificate programs, associate degrees, or apprenticeships.

Discuss Career Barriers & Solutions

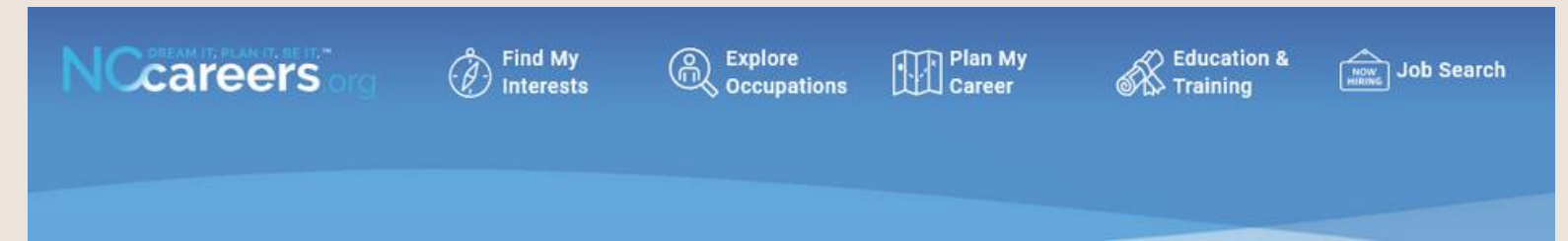
- Address any personal obstacles (e.g., transportation, childcare, prior criminal records).
- Refer them to support services that can assist with overcoming these challenges.

Schedule Follow-Up Meetings

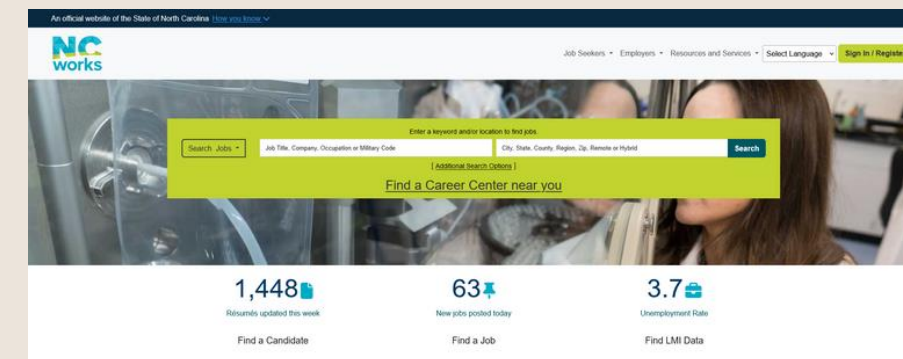
- Reinforce the idea that career exploration is ongoing.
- Set up follow-up meetings to review their progress, explore additional career paths, or adjust their action plan.

Free Career Resources

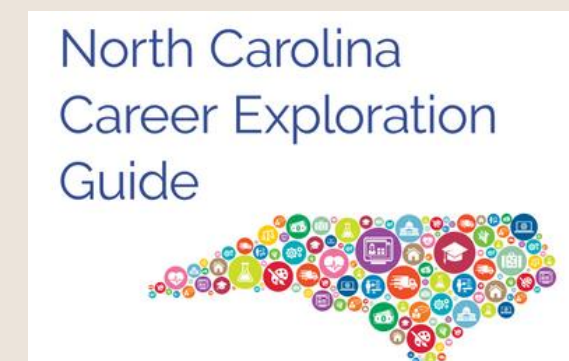
[NCcareers.org](https://www.nccareers.org)



[NC Works](https://www.ncworks.gov)



[Perkins Career Exploration Guide](https://www.ncworks.gov/perkins)



[UNC Charlotte Coaching Certification](https://www.unc.edu/professional-studies/career-coaching)

College and Career Coaching Certificate



Growth Mindset

A growth mindset is the belief that abilities and intelligence can be developed through **effort, learning, and persistence.**

People with a growth mindset view challenges as opportunities to grow, **embracing setbacks** as part of the learning process rather than signs of failure. This mindset encourages individuals to focus on improvement rather than perfection, valuing hard work and perseverance over innate talent.

By cultivating a growth mindset, individuals are more likely to take risks, **persist** through difficulties, and ultimately achieve greater personal and professional success.

It contrasts with a fixed mindset, where people believe their abilities are static and unchangeable.

How to Cultivate a Growth Mindset

- **Embrace Challenges:** Encourage students to view academic challenges as opportunities for growth rather than obstacles. By facing difficulties head-on, they can learn new skills and gain confidence.
- **Learn from Mistakes:** Help students understand that making mistakes is a natural part of the learning process.
- **Focus on Effort, Not Just Results:** Celebrating hard work and perseverance, regardless of immediate outcomes, builds resilience and fosters a long-term commitment to learning.
- **Seek Feedback and Use It Constructively:** Encourage students to actively seek feedback from teachers and use it as a tool for growth. Constructive criticism should be seen as a guide for improvement rather than a judgment of ability.
- **Adopt a "Yet" Mentality:** Teach students to use the word "yet" when they encounter difficulties (e.g., "I haven't mastered this **yet**"). This small language shift emphasizes that success is achievable with time and effort, reinforcing a growth-oriented perspective.

**What support services
do your students need?**

Phase 3: Holistic Services

Identify Common Student Needs

- Discuss key areas that impact student success: mental health, financial stability, housing, transportation, and childcare.
- Use a needs assessment tool or group survey to gather insights from students.

Collaborate with Campus & Community Resources

- Introduce students to on-campus services: counseling, tutoring, career services, and financial aid.
- Highlight partnerships with community organizations for services like housing assistance, healthcare, and food banks.

Workshops for Life Skills & Well-Being

- Offer group workshops on time management, stress reduction, financial literacy, and wellness.
- Integrate mindfulness activities or stress-relief exercises as part of orientation or regular programming.

Address Emotional & Mental Health Needs

- Provide information on campus counseling services and stress management resources.
 - findhelp.org, Single Stop (if applicable), non-profits, etc.
- Offer empathetic listening and, if needed, refer to professional mental health support.

Foster Peer Support Networks

- Encourage the development of peer-led study groups, support groups, or mentorship programs.
- Share examples of student success through collaboration and shared experiences.

Follow-Up and Ongoing Support

- Schedule regular check-ins or group meetings to track progress and address emerging needs.
- Provide a contact list of resource coordinators for ongoing support.

Transitioning Students

How can we prepare students for their next steps?

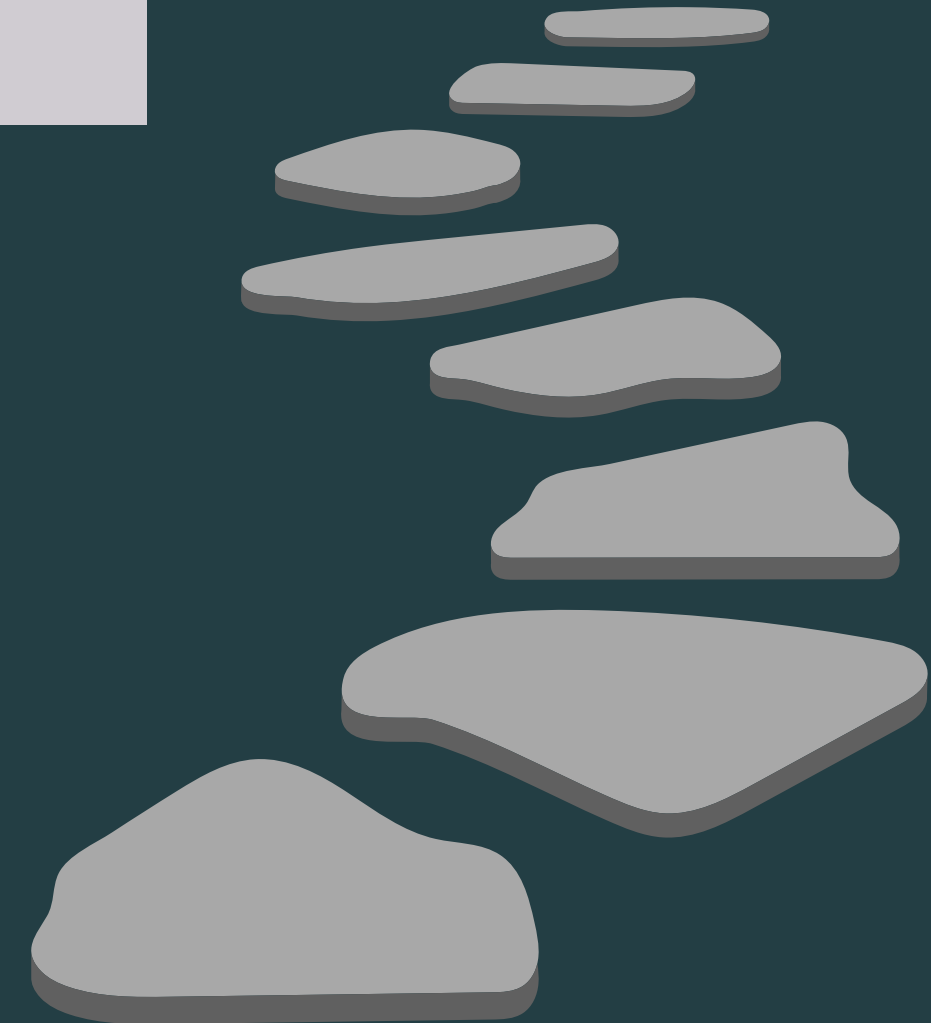
Post-secondary Options

Credential

AA/AAS

BA/BS

SUCCESS



Terms & Jargon

AHS

Office Hours

SAP

Dev Ed

GED

Satellite Campus

BSP

Verification

IET

FAFSA

CCR

Credit Hour

IELCE

WF/W/I

MSG

Moodle/Bb

Post-secondary Policies

- Withdrawal
- Drop
- Incomplete

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What is the impact on financial aid for changes?
What are the options for financial aid at your college?

Exhausterwhelmulated

Exhausterwhelmulated | Adj.

1. *The feeling of being exhausted, overwhelmed, and overstimulated all at once.*