

Leaning into Students' Expertise: Applying Community Cultural Wealth to Career Development

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Meet Your Facilitators!



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Agenda

- Learning Objectives
- Community Cultural Wealth
- Banking Model
- Case: ORBITS Career Development Program
- Discussion
- Questions

Learning Objectives

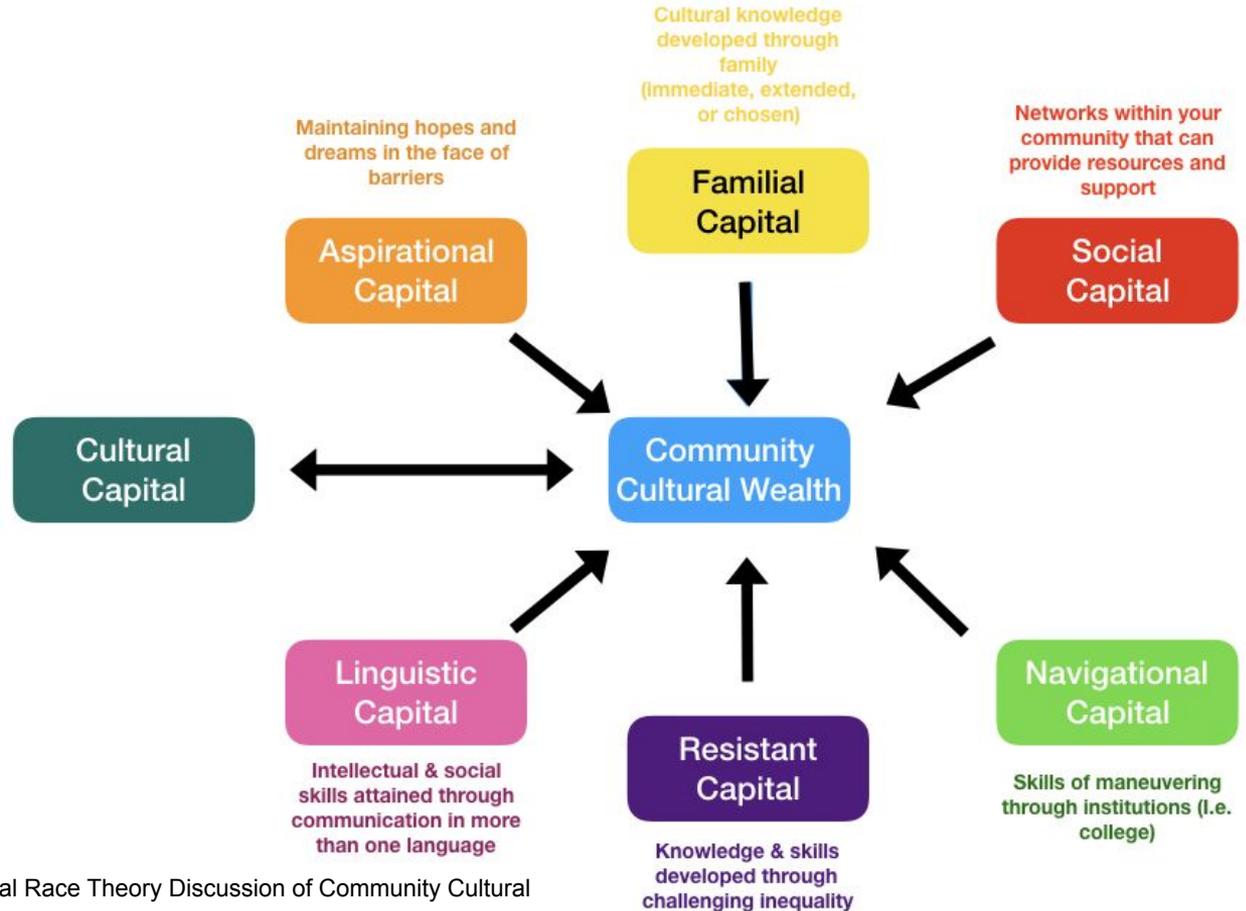
At the end of this session, participants will:

1. apply a community cultural wealth approach to existing career development strategies
2. understand how to tap into the knowledge of students

Yosso's Cultural Wealth Model

Approach to understanding students' strengths

What comes to mind when you think of cultural capital? Do you use it in your work with students?

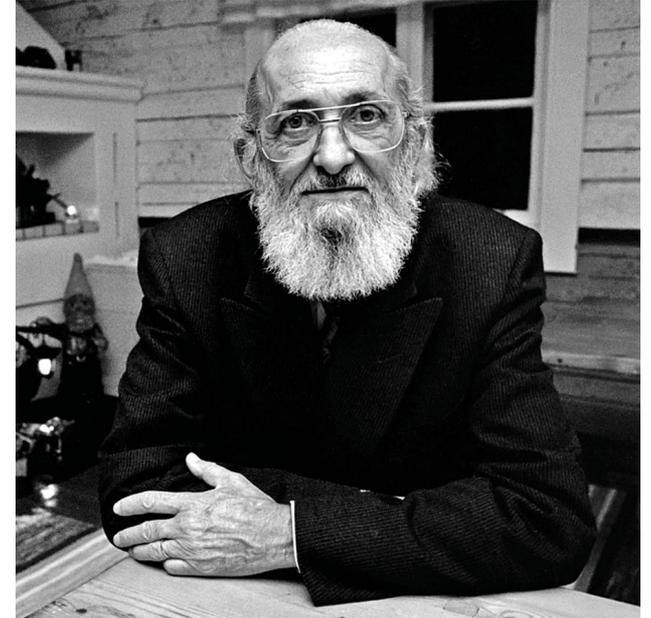
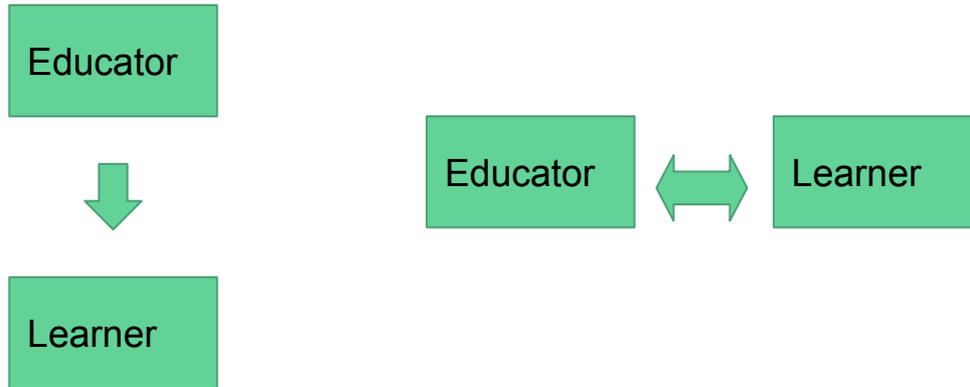


Paulo Freire's Banking Concept of Education

Influential Brazilian educator

Reimagined educator/learner dynamic:

“Banking” vs Dialogic “problem posing”



Freire, Paulo. The “Banking Concept of Education.” Ways of Reading. Eds. David Bartholomae and Anthony Petrosky. New York: Bedford/St. Martin’s, 1999.

Applying Yosso and Freire to career development

In your own educational journey, how would you characterize your experience?

Have you seen the banking approach in career development?

What impact can using a problem posing approach have on the student/client? On you?

Case Study: ORBITS Career Development Program

UC Riverside's longest running career development program

Two-quarter voluntary program, cohort of students who identify as first generation AND are in their second year or are new transfer students

Includes mentorship, weekly meetings, and exploratory/skill building activities

Campus partners invited to introduce services

Historically followed the banking model

Language

Syllabus:

Before: *“If you are unable to attend a class session it is your responsibility to inform an ORBITS leader 24 hours in advance via email.”*

After: *“If you are unable to attend a session, please inform the facilitators as soon as possible via e-mail”.*

Application Essay Prompt:

Before: *“tell us why you believe ORBITS could benefit both your personal and career goals/dreams”*

After: *“What are your personal and career goals/dreams? What would you like to gain from ORBITS that can benefit both your personal and career goals/dreams?”*

Assignment & Program Changes:

- Focused on building community the first few weeks through group games
- Followed Career Decision Making Model (Self Awareness)
- Reduced the number of guest speakers from 5 to 1
- “Relaxed” presentations to be more conversational and discussions
- Assigned one major assignment per quarter
- Created a Canvas Course and included discussion boards
- During the end of the year presentation, encouraged to invite family members

Breakout Discussions

In small groups, consider different tools, activities, and approaches commonly used in career development. How would you categorize them (banking, problem posing, or cultural capital incorporation)? Why? If they are typically banking, how can we better tap into the student's/client's cultural wealth and existing knowledge?

You are welcome to discuss other ideas, but here are a few to get started: resume writing, major/academic pathway choice, informational interviewing, career planning, salary negotiation

Questions?