SUCCESS
NATIONAL CONVENING

Rice University, TX
MARCH 29 - 30, 2024
Engaging Your Career Center To Support Undocumented Students
Rice University, Anderson Clarke Center Auditorium, 1:30pm-3:30pm, Saturday, March 30, 2024

Cris Mercado
Founder & CEO, GrantAnswers
Host/Moderator

Sarah Kim
Founder & CEO, Edu Light, Inc.
Panelist

Rommel Aguilar Cárdenas
Assistant Director, George Mason University
Panelist

Sharet Garcia
Founder & CEO, UndocuProfessionals
Panelist

Amy Ware
Asst. VP of External Relations & Career Services, Christian Brothers University
Panelist
Part 1: Welcome, Introductions, Purpose, & Outcomes: 1:30pm-1:45pm

Purpose:
To provide concrete examples of how to work collectively with career centers to increase support for undocumented students & alumni

Outcomes:
1. Understand the important elements in mentoring undocumented students in their career path
2. Be exposed to successful examples of career centers that support undocumented entrepreneurship
3. Gain concrete strategies to ensure your career center is providing support to all students, regardless of work authorization
Audience Reflection:
What opportunities & challenges do you see in working w/ career centers to increase support for undocumented students & alumni? What works well?

Gallery Walk Instructions:
1. Walk to a designated area of the room, categorized by a discussion point.
2. Say hi to your group members, and address the discussion point
3. After 5 minutes, rotate to next group; After another 5 minutes, rotate to final group

Group/Wall #:
1. What’s going well with Career Centers & undocumented students on campus?
2. Name some challenges w/ Career Centers & undocumented students
3. Why do you care?
Themes:
1. Mentorship for undocumented students
2. Cross-Departmental collaborations
3. Career services practices & external partnerships
Case Study: Creation of UndocuProfessionals Network’s First Comprehensive Mentorship Program

Comprehensive Mentorship Program

Our mentorship program offers a well defined structure, including clear guidelines on duration, frequency, and format of mentorship sessions. With support and providing paid opportunities for mentors that, members can benefit from consistent support and guidance throughout their career development journey.

COMMUNITY SUPPORT AND NETWORKING

The program offers an online network for mentors and mentees, fostering forums, events, and shared resources. By joining this community, professionals can expand their networks, build valuable connections, and access support from like-minded individuals.

EXPANSION OPPORTUNITIES

UndocuProfessionals Mentorship Program provides customizable mentorship programs tailored to schools and organizations. By implementing this program, institutions can benefit from the expertise and resources available, contributing to the growth and success of index communities nationwide. We offer our mentorship program schools or ABO provide consulting services to create your own mentorship program.

PROGRAM COMPONENTS AND CONFIDENTIALITY

The program’s structure includes defined duration, frequency, and format of mentoring, with one to 5 months duration. Resources such as online courses and guides are available to mentors and mentees. Importantly, mentors’ information remain confidential, ensuring privacy and trust within the program.

I was able to connect with a mentor that helped me to understand my options after college regardless of my immigration status.

Number of Mentors & Mentees: 710

Over 200 Colleges/Schools

7 Cohorts

Over 15 states

2024

www.undocuprofessional.net

Career & Ed Resources:

- Mentorship Program
- Professional Development Workshops tailored to Undocumented Students
- National Annual Conference
- Career Panels
- Inclusive Job Board
- Networking Events
Case Study:
Cross departmental collaborations to support student success; buy in from community to galvanize support; and identity building from an asset-based approach

Successes:
- Fundraised over $100,000 to help expand on Undocumented Scholars Award (USA), institutionalize NEBO’s and provide study abroad aid for DACA recipients
- UndocuAlly Trainings - over 200 trained allies each year
- Identity, agency & community building efforts
- Dedicated websites for undocumented students
- Committed allies, alumni, donors, and community leaders

Challenges
- Highly infiltrated politics impacting student well-being
- Misconstrued rhetoric hindering student success
- Access to resources & support due to misinformation
Case Study:
Career Services programs, resources, and events to support the career development of our undocumented students
Case Study: Effective practice/partnership w/ Edu Light, Inc. and First Gen Empower

Sarah Kim
CEO & Founder, Edu Light, Inc.
Panelist

1:1 Career Appointment
Virtual 30-min/60-min Appointments
Includes a personalized follow-up guide featuring tailored career resources.

Career Appointments Topics:
- Building Your Professional Portfolio
  - Tailoring resumes for specific industries and positions
  - Guidance on creating impactful and tailored cover letters
- Job Search Strategies
  - Developing effective job search plans
  - Mock interviews for practice and feedback
- Applying and Funding for Graduate and Professional School

Career Workshops
Virtual or In-person Workshops
Includes a 45-minute pre-workshop consultation to customize content according to participants’ needs + a personalized follow-up guide featuring career resources.

Career Workshop Topics:
- Planning Towards Graduate and Professional School
- From Student to Professional: Maximizing Your Career Journey
- Finding Your Professional Community
- Navigating Entrepreneurship
- Building Your Professional Portfolio
  - and more

SERVICES FOR TEACHERS & ADVISORS
Our trainings and resources are thoughtfully designed to ensure teachers, advisors, and counselors are well-equipped to support undocumented students’ college and career needs.

UNDOCU-ALLY TRAININGS
Customized trainings for teachers, counselors, and advisors to help them support undocumented students in pursuing college and professional careers, with or without work authorization.

Certifications provided.

ONLINE RESOURCE PORTAL
Access to personalized online hub that includes robust and tailored resources for undocumented students.

PERSONALIZED CONSULTING
Tangible strategies and recommendations for institutions to ensure inclusive support systems for undocumented students.
Panel Questions:

1. (Sharet) How are you thinking about scaling mentorship in the future?
2. (Rommel) You ask staff to do research & program development + attend cultural events/initiatives - What do you find most effective in getting staff to buy-in to all of that?
3. (Amy) How do you strategize with partners to prioritize certain practices and scaling of partnerships?
4. (Sarah) What practices by career services departments do you think are most important?
5. (All) - Some folks find it hard to measure impact and results. How do you track that?
6. (All) - What do you enjoy about your work?

* Audience Questions
BREAK: 2:55pm-3:05pm
Instructions:
● Room divided into 3 scenario groups; Within group, read through group scenario
● Within group, and whether collectively or individually, come up with a response

Group Scenarios:
1. You are consulting a small-school serving 50 undocumented students in a medium-sized city dominated by financial & media companies. The school is looking to scale industry partnerships w/ career center. Please devise a 5 step strategic plan for inclusive, scalable industry partnerships between companies and the school's career services dept.

2. There's a child of undocumented immigrants, a college grad, who has risen to become CEO of a mid-size oil & gas company in a state that adopted policies like Texas's current SB4 bill. The CEO wants to develop a partnership w/ their alma mater's career services department. With your group acting as the CEO’s advisory board, devise a 3 step brief to advise the CEO on initial actions towards a partnership with their alma mater, while trying to avoid turmoil.

3. You're advising the Provost of a large public university in a medium-sized city. The city’s mayor is announcing huge cuts to public universities & the school's chancellor has called for 25%-33% cuts to every dept. The career services center serves 2000 immigrant students, of whom an estimated 20% are undocumented. The Provost is calling you & your advisory group peers into a meeting to allocate a reduced total budget of $25MM (from $40MM) across athletics (it’s a Div 3 school), library services, student life and career services departments. With your group, please provide service reduction plan recommendations to best allocate the $25MM and keep the university thriving.
Part 7: Scenario Shareout & Closing Reflections, 3:20pm-3:30pm

Scenario Shareout:
- 1-2 responses from each group

Closing:
- 1-2 actionable, realistic steps you are taking once you get back onto campus in order to help career service departments / undocumented students
- General reflections of this learning community
- Gratitude shareouts
Resources:

- Dylan Houle, Santa Clara University
  - How career services professionals are supporting undocumented students

- Daniel Newell, San Diego State University
  - SDSU Strategic Plan, page 12
  - Empowering Undocumented Students: A Guide for Career Services, FWD.us
Post-Discussion Notes:

- Improve the planning & execution of Service Learning Agreements (SLAs) so that all stakeholders - undocumented students, career center staff, institutional administrators, site supervisors - have clarity from beginning of SLA.
- How can educational systems, which are in charge of many different campuses, better make initiatives, processes and resources more uniform?
- Is it time to decentralize career support in higher education institutions? What could this look like?