

# ONE MILLION DEGREES

Program Introduction + Curriculum Overview

March 24, 2021



A single degree.  
A world of opportunity.



# Meeting Agenda

## I. Meet the OMD Team & College Team Introductions

- I. Drop your name, title, campus affiliation, and favorite podcast, book, or show in the chat!

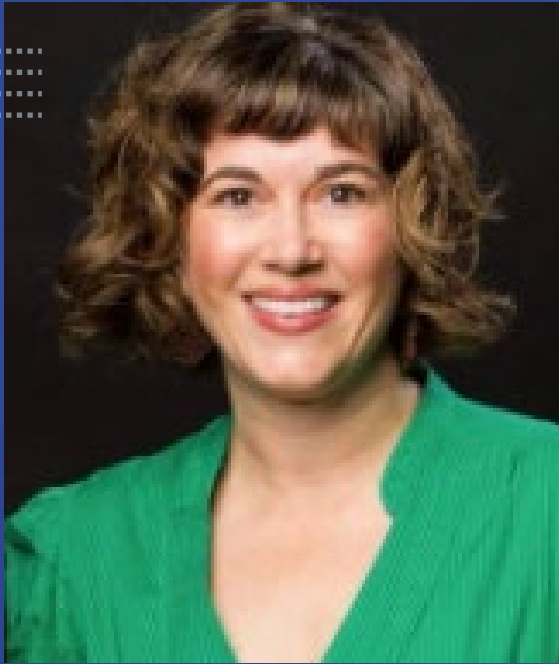
## II. OMD Program Overview – 10 minutes

- a. OMD Core Principles
- b. OMD Program Model
- c. OMD Theory of Action

## III. OMD Curriculum- 30 minutes

## IV. Questions and next steps – 5 min





# Meet the OMD Team!

**Paige Ponder, CEO**

**PuraCarina Gonzalez, Director of  
Innovation & Strategic Initiatives**

**Mike Hernandez, Sr. Manager of  
Organizational Learning**



# OMD's Core Principles

*OMD believes that the following principles are essential to our vision of comprehensive student support:*

**Proactive, Supportive Case Management:** Scholars receive proactive case management that meets students where they are, helps them set their own educational and career goals, and supports them as they hold themselves accountable for their own progress.

**Clear Feedback and Performance-Based Financial Support:** Scholars receive flexible financial support beyond their basic tuition needs, provided by local community partners. Financial support ties to a tangible, objective rubric for scholar progress.

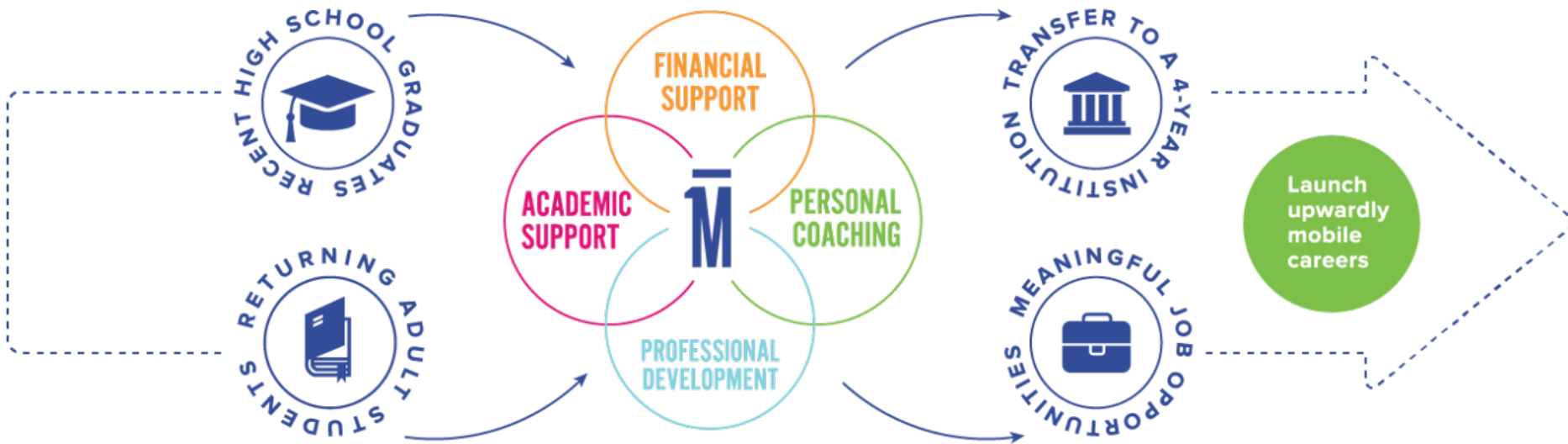
**Developmental Relationships and Intentional Community-Building:** Scholars have an opportunity to build an affinity and collective identity that helps them persevere in the face of adversity.

**Opportunities to Learn, Practice, and Apply Workplace Skills:** Scholars have opportunities to practice workplace skills and connect with individuals in the workforce, ideally in their intended fields.

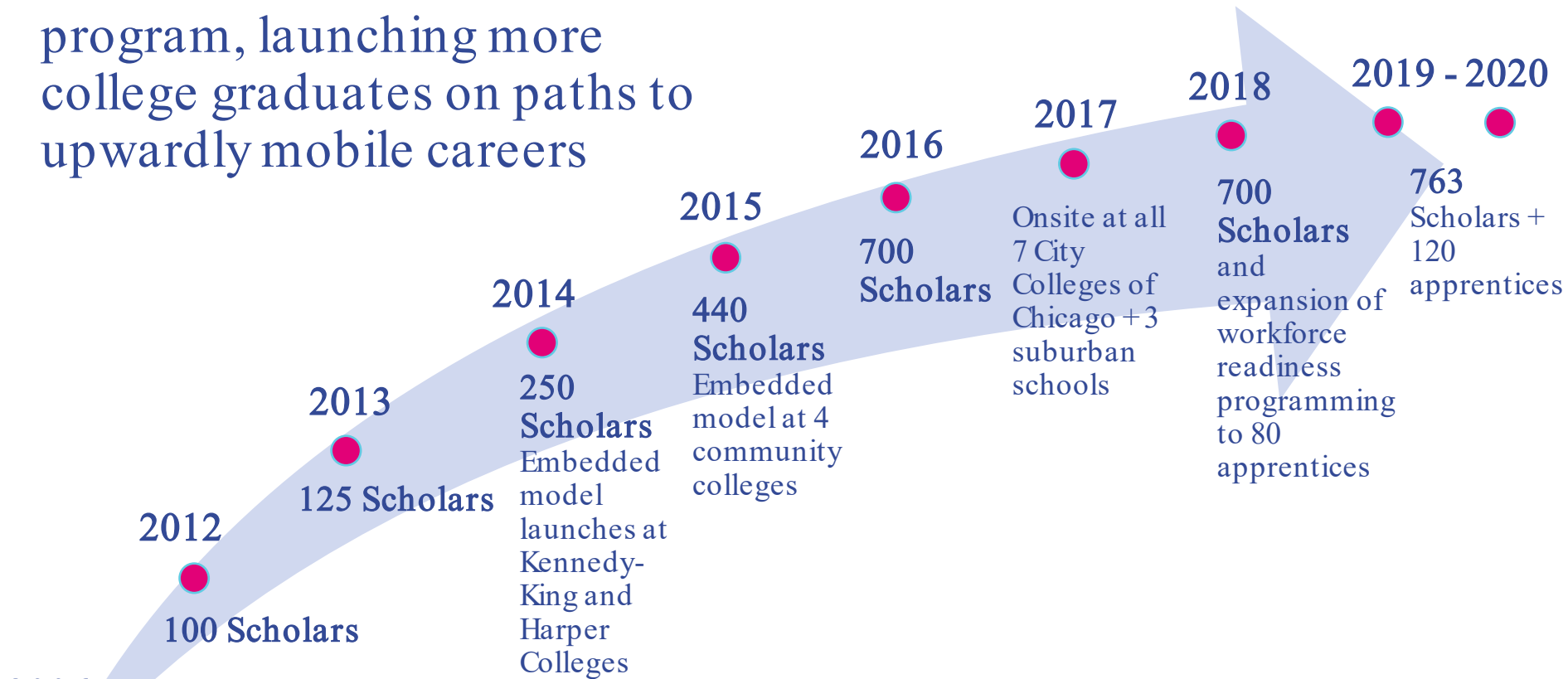


# HOW DOES IT WORK?

OMD provides community college students with an opportunity for *goal-setting*, *accountability*, and *community* through its **Comprehensive Scholar Development Model**, which provides scholars flexible, holistic financial, personal, professional, and academic support.



Since 2012, OMD has dramatically scaled the number of scholars in the program, launching more college graduates on paths to upwardly mobile careers





# OMD Apprenticeship Programming

- First program launched in 2016: The Aon Apprenticeship Program
- Since Aon, we have partnered with other stakeholders to build and support three additional programs:
  - The Medical Assistant Pathway Program
  - The Chicagoland Chamber of Commerce Apprenticeship Program
  - Career Launch Chicago
- Growth continues → we anticipate serving nearly 200 earn and learn students by summer



# The Scholar Experience



<https://www.youtube.com/watch?v=nkrNSojcoog>





# OMD Theory of Action: *Our Why*

## Our TOA has supported our documentation of training and support materials for front line staff

- OMD has developed specific buckets that capture why we do the work and the short and long term outcomes we hope to see for our scholars. Clearly and consistently identifying the “why” supports the onboarding and training of new staff, and ensures consistent scholar service throughout the organization, across cities and regions.

**Coaching scholars through their journey of self-reflection and authentic goal-setting**

**Making informed interventions and referrals that help scholars to advance in their journey**

**Being a consistent accountability partner**

**Building trust and community**



# OMD Scholar Curriculum



# Scholar Development Sessions and Scholar Curriculum



Building trust and community

Coaching scholars through their journey of self-reflection and authentic goal-setting

Being a consistent accountability partner

Scholars gather regularly to progress through a **curriculum** designed to open dialogue on critical skills they will need as they navigate the workforce beyond an academic credential.

While the curriculum itself targets professional skills, such as developing a resume, honing your “elevator pitch,” and financial readiness conversations such as budgeting and credit, these sessions also help build a transformative peer network.



# Signature Curriculum Focus Areas

**“Being a Successful College Student” and preparing for next steps after college**

- **Growth Mindset vs. Fixed Mindset**
- **Mock Interviewing**
- **Resume Review**

**Financial Readiness**

- **Budgeting**
- **Banking**
- **Credit and Debt**
- **Investment**

**Leadership**

- **Civic engagement**
- **Public Speaking**
- **Personal branding**

*How did this curriculum influence the work OMD is contributing to the ICCB CAP-IT initiative?*



# Earn & Learn Curriculum Modules

## Tier 1: "Identity & Inclusivity"

- Professional Values and Goal Setting
- Identity and Imposter Syndrome in the workplace
- Inclusion, Intersectionality, Privilege and Power at work

## Tier 2: Leadership and Soft Skills

- Leadership styles, skillsets, and leadership quiz
- Learning effective feedback at work
- Handling conflict and power dynamics at work

## Tier 3: Balance (and avoiding burnout)

- Balancing professional and personal needs, self-care
- Setting boundaries to balance your time
- Self-advocacy, professional development, networking

## Tier 4: Financial Readiness

- Budgeting and building wealth
- Negotiating salary and understanding benefits

Each module contains follow-up content to review or share with an advisor, professor, or personal confidant.



# Curriculum Demo



# Module 1: “My Values, My Goals”

*Introduces students to the program content and begins to build community*

## Workshop Objectives

- Recognize the importance of values & goals as they relate to the workforce
- Reflect on your professional and personal values
- Practice identifying values and goals to support your professional experience

## Activity Overview

- Apprentice introductions
- Discussion and selection of personal core values
- Review of goal setting best practices
- Application of best practices to goal setting activity

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- My Values
- The Five Golden Rules of Goal Setting
- Goal Setting Practice
- Putting It All Together

Showing Up Authentically

- Virtual Guidelines
- Objectives and Intro
- Social Identities
- Social Identity Follow-Up
- Social ID Follow-Up Results
- Intro to Code Switching
- What is Code Switching?
- Intro to Imposter Syndrome
- Imposter Syndrome Defined
- Tips for Overcoming Imposter Syndrome
- Putting It All Together

Identity Walk

Cleverness	Flexibility	Loyalty	Preparedness	Well-being
Community	Freedom	Making a Difference	Proactivity	Wisdom
Commitment	Fun	Mindfulness	Professionalism	Zeal

**Please type in the five words on this list that resonate with you the most?**

You have responded 2 times

This question is anonymous. No names will be tracked.

Enter a response

Submit

ethics empathy stability peace preparedness

loyalty leadership preparedness thankfulness simplicity

When poll is active, respond at [PollEv.com/omdsds271](https://poll-ev.com/omdsds271)

**Please type in the five words on this list that resonate with you the most?**

family sure healthy time worth  
community peace kindness  
simplicity





# Student Activity Adaptation Example



# Activity: My Values: Practice Round

Take a moment to look at the list of values and jot down 5 words that resonate with you the most.

Abundance  
Acceptance  
Accountability  
Achievement  
Advancement  
Adventure  
Advocacy  
Ambition  
Appreciation  
Attractiveness  
Autonomy  
Balance  
Being the Best  
Benevolence  
Boldness  
Brilliance  
Calmness  
Caring  
Challenge  
Charity  
Cheerfulness  
Cleverness  
Community  
Commitment  
Compassion  
Cooperation  
Collaboration  
Consistency  
Contribution  
Creativity  
Credibility  
Curiosity

Daring  
Decisiveness  
Dedication  
Dependability  
Diversity  
Empathy  
Encouragement  
Enthusiasm  
Ethics  
Excellence  
Expressiveness  
Fairness  
Family  
Friendships  
Flexibility  
Freedom  
Fun  
Generosity  
Grace  
Growth  
Flexibility  
Happiness  
Health  
Honesty  
Humility  
Humor  
Inclusiveness  
Independence  
Individuality  
Innovation  
Inspiration  
Intelligence

Intuition  
Joy  
Kindness  
Knowledge  
Leadership  
Learning  
Love  
Loyalty  
Making a Difference  
Mindfulness  
Motivation  
Optimism  
Open-Mindedness  
Originality  
Passion  
Performance  
Personal Development  
Proactive  
Professionalism  
Quality  
Recognition  
Risk Taking  
Safety  
Security  
Service  
Spirituality  
Stability  
Peace  
Perfection  
Playfulness  
Popularity  
Power

Preparedness  
Proactivity  
Professionalism  
Punctuality  
Recognition  
Relationships  
Reliability  
Resilience  
Resourcefulness  
Responsibility  
Responsiveness  
Security  
Self-Control  
Selflessness  
Simplicity  
Stability  
Success  
Teamwork  
Thankfulness  
Thoughtfulness  
Traditionalism  
Trustworthiness  
Understanding  
Uniqueness  
Usefulness  
Versatility  
Vision  
Warmth  
Wealth  
Well-Being  
Wisdom  
Zeal



# Reflective Share Out

- What was it like to spend time thinking about values?
- Was it challenging or easy to pick five words that resonated with you?
- Why do you think it's important to identify your values?
- How do values impact your professional identity?



# Interested in seeing the live page?

[Click here](#) to access the self-guided version of this 20-minute activity sequence

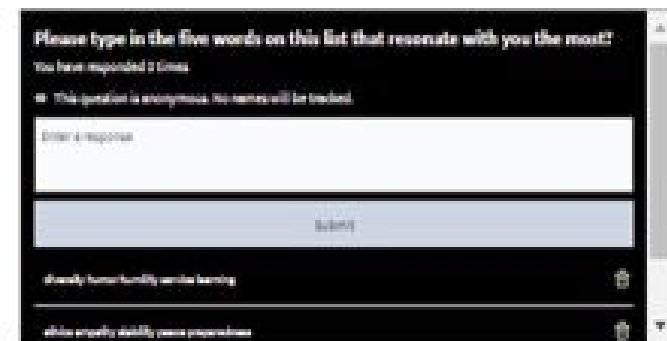
The activity includes:

- a word cloud poll to select values, giving the group a sense of what trends emerged amongst their peers
- Opportunity to answer (and review and respond to peer contributions) to reflective questions in a comment thread



Values	Frequency	Color	Category	Group
Kindness	1	Blue	Personal Development	Kindness
Leadership	1	Blue	Personal Development	Leadership
Value	1	Blue	Personal Development	Value
Important	1	Blue	Personal Development	Important
Diversity	1	Blue	Personal Development	Diversity
Learning	1	Blue	Personal Development	Learning
Loyalty	1	Blue	Personal Development	Loyalty
Peace	1	Blue	Personal Development	Peace
Preparedness	1	Blue	Personal Development	Preparedness
Words	1	Blue	Personal Development	Words
Time	1	Blue	Personal Development	Time
Happy	1	Blue	Personal Development	Happy
Ethics	1	Blue	Personal Development	Ethics
Kindness	1	Blue	Personal Development	Kindness
Leadership	1	Blue	Personal Development	Leadership
Value	1	Blue	Personal Development	Value
Important	1	Blue	Personal Development	Important
Diversity	1	Blue	Personal Development	Diversity
Learning	1	Blue	Personal Development	Learning
Loyalty	1	Blue	Personal Development	Loyalty
Peace	1	Blue	Personal Development	Peace
Preparedness	1	Blue	Personal Development	Preparedness
Words	1	Blue	Personal Development	Words
Time	1	Blue	Personal Development	Time
Happy	1	Blue	Personal Development	Happy
Ethics	1	Blue	Personal Development	Ethics

Download  
75 Values for writing.pdf



Please type in the five words on this list that resonate with you the most!

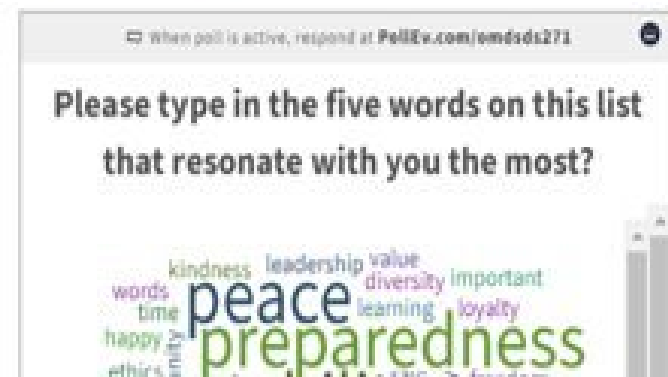
You have responded 0 times

This question is anonymous. No names will be tracked.

Enter a response

Submit

Kindness, leadership, value, diversity, important, learning, loyalty, peace, preparedness, words, time, happy, ethics



# Discussion and Community Building

- Video responses to questions
- Polls to see group opinion or knowledge
- Comment sections
- Open post-it boards

← Previous Lecture

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Introduction

- Defining Values
- What are core values?
- Reflective Prompts
- My Values
- The Five Golden Rules of Goal Setting
- Goal Setting Practice
- Putting It All Together

Showing Up Authentically

- Virtual Guidelines
- Objectives and Intro
- Social Identities
- Social Identity Follow-Up
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- Intro to Code Switching
- What is Code Switching?
- Intro to Imposter Syndrome
- Imposter Syndrome Defined
- Tips for Overcoming Imposter Syndrome
- Putting It All Together

What is the purpose of this session?

- Recognize the importance of values & goals as they relate to the workforce
- Reflect on your professional and personal values
- Practice identifying values and goals to support your professional experience

**Flipgrid** Code c65d6559

October 19, 2020

## Introduce Yourself!

Since we'll be spending the next few months learning together, take a moment to introduce yourself. Let everyone know: your name, what interested you in this program, and one goal you have for this time!

**Record a Response**

**2 Responses**  
8 views - 0 comments - 0.1 hours of engagement

Search

Record a Response

0% COMPLETE

My Values

- The Five Golden Rules of Goal Setting
- Goal Setting Practice
- Putting It All Together

Showing Up Authentically

- Virtual Guidelines
- Objectives and Intro
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Identity Walk

- Identity Walk Intro
- Identity Walk Questions

Caring	Expressiveness	Knowledge	Perfection	Versatility
Challenge	Fairness	Leadership	Playfulness	Vision
Charity	Family	Learning	Popularity	Warmth
Cheerfulness	Friendships	Love	Power	Wealth
Cleverness	Flexibility	Loyalty	Preparedness	Well-Being
Community	Freedom	Making a Difference	Proactivity	Wisdom
Commitment	Fun	Mindfulness	Professionalism	Zeal

Please type in the five words on this list that resonate with you the most?

You have not responded

This question is anonymous. No names will be tracked.

Enter a response

Submit


No responses submitted yet.

When poll is active, respond at [PollEv.com/omdsds271](https://PollEv.com/omdsds271)

Please type in the five words on this list that resonate with you the most?

value important time stability kindness say:

# Connection to Campus Liaison

**Goal setting:** In lieu of a full time OMD staff person checking in with apprentices on their semester goals, students are prompted to capture their goals in this form 

Results can be easily shared with an advisor, professor, and/or designated campus staff!

Apprentices are provided prompts to apply learning in-between modules. For example, working with campus career center, employer, advisor, or trusted mentor or friend on revising a resume or practicing interview skills.

## Goal setting Practice

Write down three goals for your year using the SMART goal format. We'll email you a copy so you can keep track of your progress!

\* Required

Email address \*

Your email

What's one professional goal you have for the year?

Your answer

What's one personal goal you have for the year?

Your answer

What's one academic goal you have for the year?

Your answer

*For campus consideration: who will be your designated campus liaison/the person or people who apprentices can go to for follow-up on discussion board topics and/or review forms like this? Who is communicating with students about their apprentice experience?*





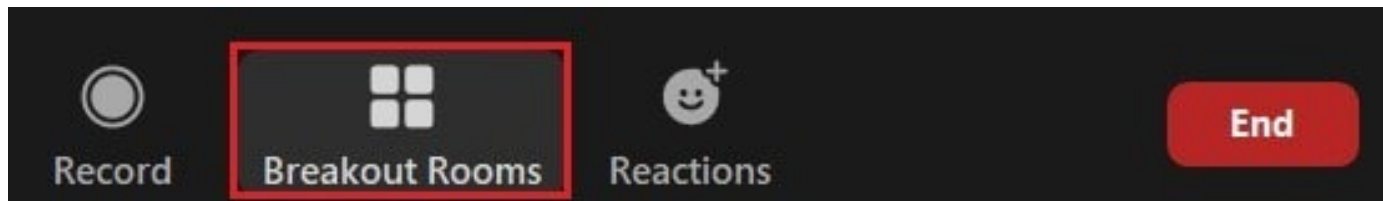
# Break out rooms



# Breakout Discussion

Please focus your conversation on the following:

- How do these activities **fit** with the work students are already doing in their apprenticeship and/or coursework programming? What's missing? Who is best to provide the missing component(s)?
- How can your college team **build** on this reflective online learning experience with your apprentice students?
- What **support** or follow up does your institutions need or want to offer students upon completion of these modules?



You can access the modules [here](#)

Please collect your group's answers [using this Padlet](#)



WELCOME BACK!







# Campus Support Infrastructure and Implementation Timeline

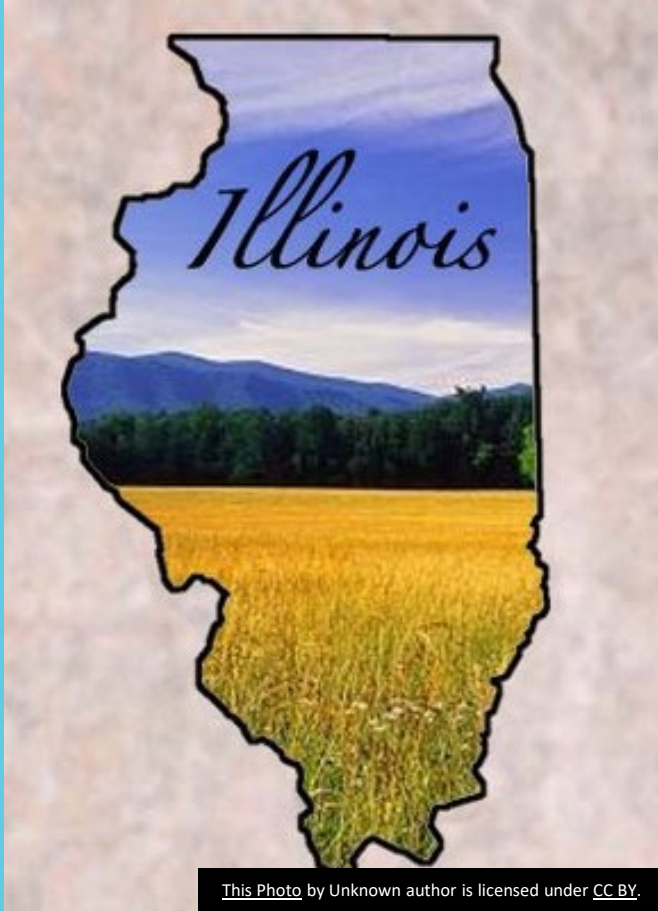
OMD proposes cohort-based acceptance model

- May (summer start)
- September (fall start)
- January (spring start)

What timeline is most appealing and feasible for cohort 1 launch at each campus?

What follow-up will campuses need from ICCB and/or OMD to successfully support students as they navigate this curriculum experience?







Please share your thoughts on how this will be used, and your questions for OMD by 3/31 using this form:

<https://forms.office.com/r/tq8dt2Q9Ld>



# Appendix

Curriculum Titles and Objectives



# E & L

## #7-12

	Workshop	Key Objectives
#7	Managing Conflict and Power Dynamics	<ol style="list-style-type: none"> <li>1. Locate resources to effectively navigate challenging conflict and power dynamics.</li> <li>2. Assess scenarios and develop an effective response that promotes advocacy and equity.</li> <li>3. Identify best practices for courageous conversations.</li> </ol>
#8	Balancing Wellness & Navigating Stress	<ol style="list-style-type: none"> <li>1. Strengthen awareness of mental health &amp; wellness.</li> <li>2. Develop a plan to balance wellness and work.</li> <li>3. Identify authentic self-care practices and resources.</li> </ol>
#9	Communicating Boundaries & Protecting your Time	<ol style="list-style-type: none"> <li>1. Recognize the importance of workplace boundaries.</li> <li>2. Practice establishing and naming boundaries.</li> <li>3. Analyze how boundaries connect to personal identities and triggers.</li> </ol>
#10	Self Advocacy and Professional Development	<ol style="list-style-type: none"> <li>1. Explore strengths and weaknesses related to decision making and problem solving</li> <li>2. Practice exercising self-advocacy strategies.</li> <li>3. Identify professional opportunities that are aligned with personal and professional goal.</li> </ol>
#11	Financial Literacy: Negotiating salary and understanding benefits	<ol style="list-style-type: none"> <li>1. Strengthen understanding of financial competencies related to the workplace.</li> <li>2. Understand the art of negotiation</li> <li>3. Locate resources for understanding workplace benefits and financial resources</li> </ol>
#12	Financial Literacy: Building wealth & entrepreneurial values	<ol style="list-style-type: none"> <li>1. Develop personal and professional savings goals.</li> <li>2. Learn to build a budget and plan for the future.</li> <li>3. Explore entrepreneurship.</li> </ol>



# E & L #1-6

	Workshop	Key Objectives
#1	My Values, My Goals	<ol style="list-style-type: none"><li>1. Recognize the importance of values &amp; goals as they relate to the workforce</li><li>2. Identify values that will support your professional experience</li><li>3. Practice identifying values and goals to support your professional experience.</li></ol>
#2	Showing Up Authentically	<ol style="list-style-type: none"><li>1. Understand the role of social identity in the workplace.</li><li>2. Reflect on your multiple identities and the impact of workplace culture.</li><li>3. Identify strategies to combat imposter syndrome</li></ol>
#3	Cultivating an Inclusive Environment pt. 1	<ol style="list-style-type: none"><li>1. Explore concepts related to equity and inclusion</li><li>2. Examine intersectionality in the workplace</li><li>3. Reflect on our own experiences with privilege &amp; power</li></ol>
#4	Cultivating an Inclusive Environment pt. 2	<ol style="list-style-type: none"><li>1. Explore concepts related to equity and inclusion.</li><li>2. Examine the role of language</li><li>3. Review strategies to cultivate inclusive environments</li></ol>
#5	My Authentic Leadership	<ol style="list-style-type: none"><li>1. Explore your unique leadership style.</li><li>2. Define your unique skillsets with specific language.</li><li>3. Recognize authentic ways for your leadership to shine in professional spaces</li></ol>
#6	Culture of Feedback	<ol style="list-style-type: none"><li>1. Recognize the importance of personal and professional goal setting.</li><li>2. Understand the role of feedback in the workplace &amp; develop awareness of personal growth areas.</li><li>3. Review best practices for communicating feedback and expectations with supervisors.</li></ol>

