



Overcoming Cultural Challenges for College and Career Readiness

Training Starter Template

Objectives: All participants in the training will be able to:

- Examine the cultural beliefs that may hinder college and career readiness efforts; and
- Develop engaging strategies and activities for students and families to foster positive attitudes toward college and career readiness.

Total Amount of Time: _____

Number of Participants: _____

Preparation: _____

Materials: _____

Training Opening

- Engage Participants _____ minutes
(Icebreaker/warm-up activity related to the topic)

- Introduce the Topic _____ minutes
(Motivate participants, show them why the topic is important, share objectives & agenda.)

Training Middle _____ minutes

(Explain the topic in detail, demonstrate the concept and discuss it, and practice and apply the topic.)

- Lack of understanding regarding the importance of college and career readiness can create challenges for programs. A good place to begin is by addressing cultural beliefs that might keep students and families from considering college as a possibility. The following four statements are examples of cultural beliefs:
 - **Statement 1:** College is a waste of time and money. My parents never went to college and they did OK.
 - **Statement 2:** A woman’s place is in the home. Girls should be looking for a suitable husband, not exploring career options.





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- **Statement 3:** Our parents have so much on their plates; they don't have any time to dedicate towards their child's career aspirations.
- **Statement 4:** Everybody should go to college if they want to be successful in life.
- "Four Corners" Activity: Post one of the above statements (or use ones relevant to your program) in each corner of the room and have the participants move to the statement they hear most frequently in the program or community. Then have participants share with a partner or small group how they can discuss or debunk these beliefs with families and students. Have participants share ideas.
- Using the "Serving All Students and Families" handout, have participants further discuss strategies and personalize activities to address cultural differences and to develop positive attitudes towards college and career readiness.
- Explain that youth, families and other stakeholders can also provide a wealth of information about the program and resources to support change. Have everyone brainstorm to suggest various community resources and partners for help to address these challenges.
- Have participants write four new statements that will support a positive college and career readiness program culture.

Training Wrap Up and Closing

- Summarize, consolidate _____ minutes
(Connect back to the objectives, check for understanding and discuss questions.)

- Plan Next Steps _____ minutes
(Be specific about application to immediate practice.)

- Closing Comments _____ minutes
(Acknowledge, motivate and inspire.)





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Post-Training Assessment and Revision

- Conduct formal or informal assessment of training effectiveness.
- Note changes to make in future training events.
- Note areas for additional training.

