

Aiyyo

India's Counselling Newsletter



APRIL
2023

Future of Counseling



ChatGPT

5 ways you will use
ChatGPT as a
Counselor this year

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ChatGPT: A MUST FOR EVERY COUNSELOR

How this technology can make your day-to-day working more efficient.

By
Neeraj Mandhana
Independent Education Consultant



Neeraj Mandhana

Technology married humanities, and a baby was born. Sam Altman named this larger-than-life force ChatGPT. Truly, our students seem ahead of us when it comes to understanding it, and even milking it to pull a fast one on us. No doubt, most of us “grown-ups” still seem to be catching our breath around how AI works, let alone raise educational and ethical alarms.

Are you ready to incorporate ChatGPT as a game-changing tool in your counseling office? If yes, read on, and discover five clear-cut ways in which you, as a counselor, can trump your students in the use of this groundbreaking force of nature.

Essay Topic Ideation

Bombarded by another narrative idea on football, cricket, bharatnatyam, or even “helping the underprivileged”? Where do we go to generate fresh and exciting new ideas for the next great Indian story? Look at this AI as an idea-generation-factory, one in which you input a whole bunch of information about your student, and ask what they could write about. Lo and behold, you’ll soon see a long list of fresh topics. Side benefit: all this will happen within 20 seconds of you inputting your prompt.

Version One Generator

ChatGPT enables the student to simply input details around an idea, and within seconds generates a fully-polished article as an output of the word length you desire. What’s more, the piece has immaculate grammar, smooth flow, and pristine vocabulary. All in all, kids will use this tool to write their essays and submit them to us. High Alert: This is where we need to remind them that application portals have AI & plagiarism checks built into them. As their mentors, we need to tell them that chatGPT can be a great tool to generate a version one of their story, a piece they must modify and insert their own values, tones, personality, technical details, anecdotes, and stories into the essay.

Research

Students, parents, and counselors, alike can now use chatGPT to research everything from colleges to majors, to anecdotes and technicalities of the essays they are writing on. The AI's cool research engine is more powerful than any search engine in putting together results meaningfully when asked simple research queries. The speed with which it yields well-collected facts and analyses is mind-boggling.

Recommendation Letter

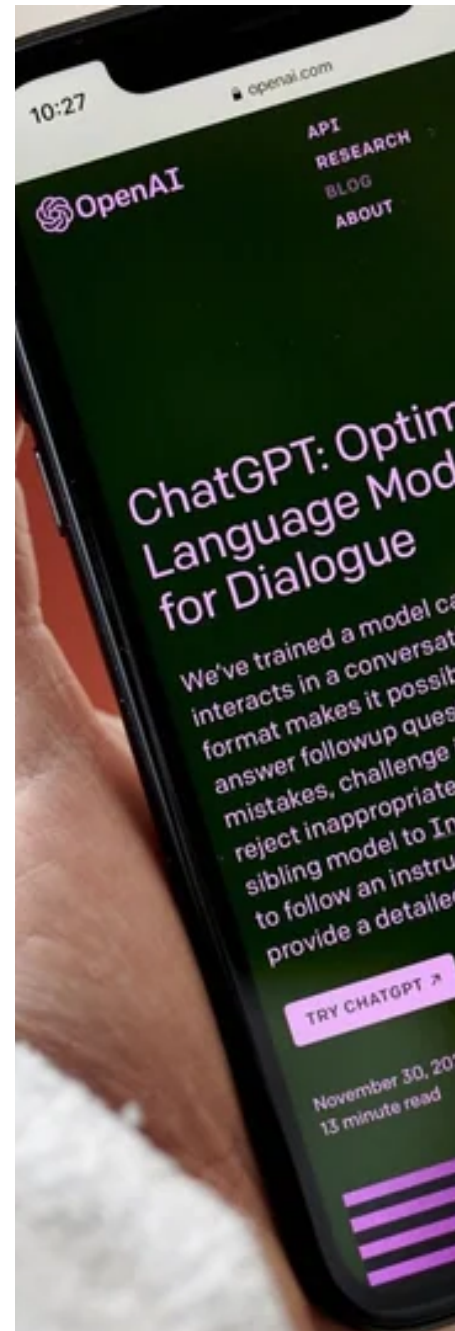
Tired of endless recommendation letter writing? Struggling to personalize each letter for the students? chatGPT will now seem God-sent (your personal cheat sheet!). Command it to write a recommendation for the mentioned student, furnish as many details as possible, and get it to write the first sophisticated draft of your personal recommendation letter. You must now upgrade this version one and insert your personal touch, instances from across high school, and your charismatic personality into the letter.

Give Essay Feedback

Your essay feedback is invaluable. It can make the difference between admit and deny. You identify rookie mistakes, fix grammar, uneven flow, and enhance vocabulary, and even feedback on how to say something more meaningfully. But guess what - so can chatGPT. Enter a student's writing into the command prompt, followed by: how can this be improved, give me feedback on this, what will an admission officer at xyz college think of this essay, how can this essay be improved upon, what do you think of the person who wrote this, and be surprised at how accurately the program gives detailed feedback.

Hello? Hope you haven't fallen off your chair.

PS: Here is an awesome study about which careers will be most impacted by the rise of AI. Go for a deep dive into it and explore before you direct students in their careers: tinyurl.com/AiyyoGPT



Readership Survey



Team Aiiyo wants to take a moment to express our sincere gratitude for taking the time to take this short survey. Your valuable feedback will be instrumental in helping us tailor our content to meet your needs more effectively. Thank you.

Submit your survey here: www.aiiyo.in/survey



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THE PILLARS OF A SCHOOL COUNSELING OFFICE

What we learned to prioritise at our school.

By
Arpita Gupta
Neerja Modi School



Arpita Gupta

The Counseling Department at Neerja Modi School (NMS) in Jaipur focuses on guiding students to become well-rounded, knowledgeable, and responsible individuals who can successfully identify, face, and overcome any real-world challenge. We are committed to providing individualized guidance that empowers each student to achieve their personal and academic goals. Here are some of the practices we have adopted to support our students:

Early Preparation

At our institution, we recognize that early preparation is key to achieving success in higher education and beyond. We strongly emphasize college readiness, starting as early as grade 8. Students who have been exposed early to a broad range of experiences are better equipped to flourish in their higher education pursuits and personal ventures. In addition to stressing academic achievement, we encourage our learners to explore extracurricular activities, community service, and leadership opportunities. These experiences help them acquire life skills like teamwork, time management, and communication. To ensure that our students are well-prepared for the college application process, we support them with frequent workshops and webinars on topics such as college essay writing and test preparation, as well as opportunities to meet with university professors and distinguished alumni. The Counseling Cell also works closely with parents to provide guidance and support throughout the college preparation process including subject choices, shortlisting colleges, and scheduling university visits and fairs.

Academic Enhancement

We encourage and facilitate participation in scholastic competitions like Olympiads, research programs, and other national and international events. NMS believes that such high-intensity academic challenges prepare our students for the rigor of college-level work. We also provide guidance on selecting suitable high-school subjects to meet college prep curriculum standards. Our objective is to foster academic excellence and critical thinking skills that will be invaluable in students' future ambitions. One of the aims of our guidance counselors is to instill in our students the ability to be effective and critical thinkers. We urge our students to read widely, write frequently, and seek feedback on their writing.

Teamwork

We have made it a top priority to build a strong and dynamic team that can provide personalized support to all of our students. Our team comprises of highly devoted and experienced professionals adept at working seamlessly together. It is due to this team that we can ensure every student receives the necessary guidance and assistance to achieve their aspirations. We are committed to making our team easily accessible to all students. The focus is collaboration and mutual respect. Whether a student needs help with a specific academic challenge or a parent needs guidance regarding financial requirements, our team is always ready and willing to provide the support needed.

Accessible Resources

We strive to provide our students with the necessary resources to succeed in their college applications. To this end, we have collaborated with Unifrog, a comprehensive online platform that provides information on subjects and universities, making it easier for students to analyze their options and make informed decisions. We also supply students with access to technology labs and art rooms after school. The Counseling Cell promotes self-research and group work and lets students explore creativity, all while continually sharing their requirements with the school leadership.

Access and Inclusion

We are proud of our unified commitment to equal opportunities, particularly our ongoing efforts to sustain first-generation students. We believe in using empathy and optimism to build a spirit of resilience that empowers these students to achieve their goals. Through specially devised tools, we provide academic support, counseling sessions, and opportunities for community building - all designed to fill students with the motivation and drive to aim higher and succeed with flying colors. Over the years, we've had the privilege of guiding many first-gen students and their parents through the college application process. It's been rewarding to see them succeed, and we're proud to have played a role in helping them navigate this complex and often daunting process. In the past year, many of our students got into some of the best colleges across the country and two of our first-generation students gained admission to prestigious universities in the USA.



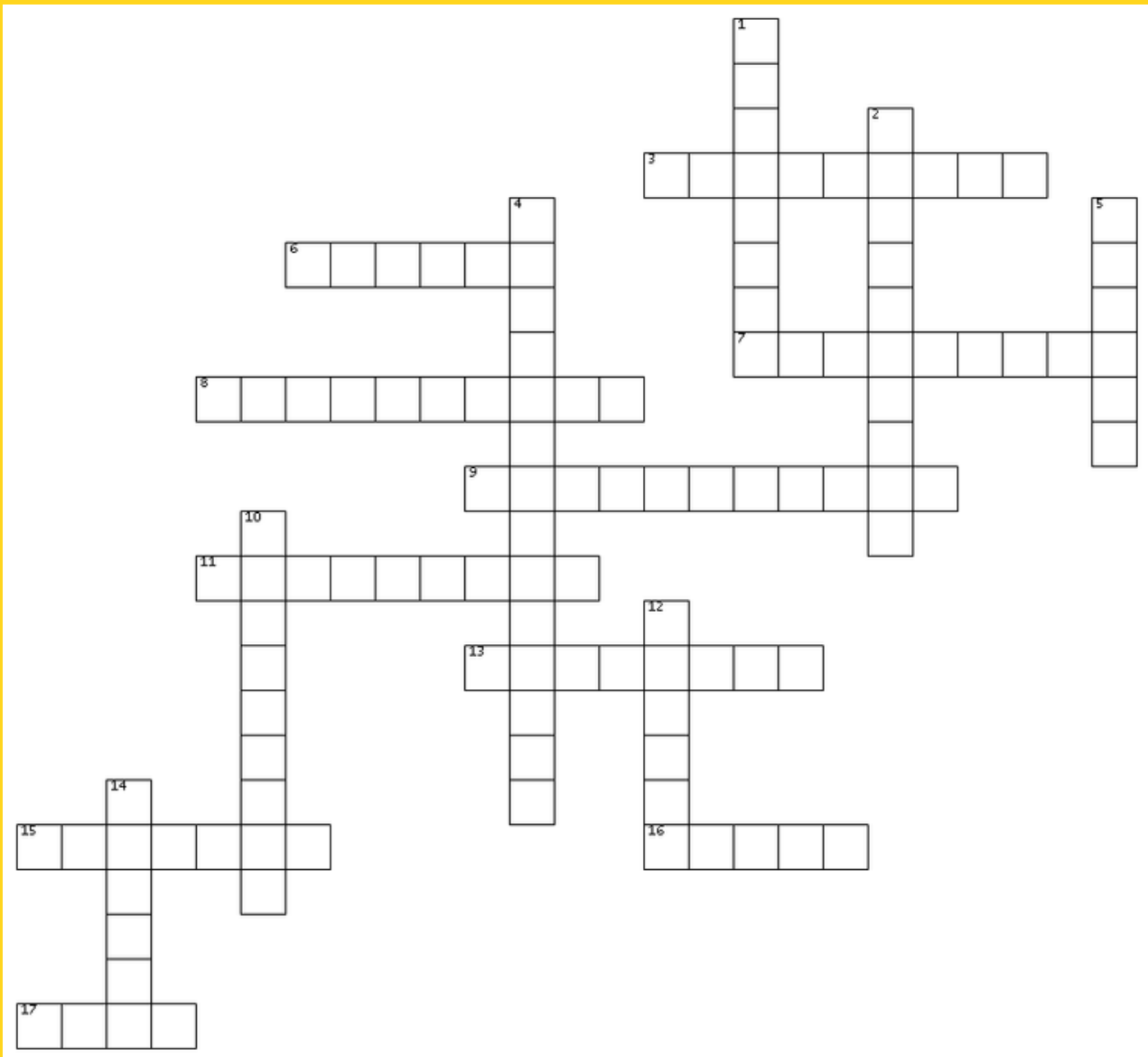
Jobs



Are you a school or an education organization looking to hire a new counselor or support staff? Or, are you a counselor looking for a meaningful job change. Aiyyo wants to act as a purposeful and ethical medium of exchange to help develop talent within India's counseling community. Whatever you need be, please email us all the details at: contact@aiyyo.in

HELLO EVERYONE,
LET'S PLAY A QUIZ

CRISS CROSS PUZZLE



ACROSS

3. Online college application system.
6. Popular dating app.
7. Study of resource allocation.
8. Not accepted or rejected, on standby for admission.
9. Financial award for education.
11. Second-year student.
13. Public research university in the Bay Area.
15. Business school at UPenn.
16. Written composition on a specific topic.
17. Permit for entering or leaving a country.

DOWN

1. Person who shares living space.
2. Work experience for practical learning.
4. Digital currency that uses encryption techniques.
5. College near Boston with a focus on entrepreneurship.
10. Professional who assists with personal, academic, and career issues.
12. Summary of qualifications for job or college.
14. Physical location of a university.

[Answers? Click here](#)

THE 8 WORK-LIFE BALANCE MISTAKES YOU WILL MAKE TODAY

And, how to avoid them.

By

Bharat Mundra

Founder of Indo-Bharat Online School (IBOS)



Bharat Mundra

Most adults on planet Earth remain highly unsatisfied with what they are doing with their life. On the other hand, being a Counselor consistently ranks at the top when it comes to the list of most satisfying jobs. Pat yourself on the back for discovering a career that you're passionate about. Yet, few people know the bane of Counseling: Work-Life Balance.

Many different forces conspire to throw us off balance: the number of students you work with is increasing, you're being loaded by more work each day, students and parents constantly going back and forth despite your clear guidance, people expecting you to work beyond office hours.

And above all else: every issue is an emergency, and the family needs you to attend to it on an urgent basis. Makes you wonder: are we counselors or firefighters? Overworked, and underpaid?

Are you making these 7 fatal work-life balance flaws? Read on and discover the changes you must make to your lifestyle.

Boundaries, please! Have you given people 24x7 access to you? Do you not have a separate personal phone? Do you have to take their calls late in the evening, or reply to that Whatsapp at odd hours? Create specific boundaries in time, space, and in your mind about when you are working, and when you are not.

Strict Deadlines Are your students not adhering to your strict deadlines? Are they submitting their essays to you on October 30th for the ED application to Columbia University, and expecting you to rush and give feedback within the hour? Re-think your yearly calendar, and enforce it strictly. Communicate your deadlines early to parents, and send constant reminders in the run-up to these deadlines. Remind people that working last minute is likely going to lead to failure.

Say No People will always make outrageous demands, and as a Counselor, it is your nature to want to help others. Yet, you don't want to take the proverbial monkey on your back. Learn to quickly identify when you are taking on other people's responsibilities, and nip it in the bud. Kill them with a smile, as you say "No, Thank you, unfortunately, it will not be possible for me to do this".

Use Technology & Delegate Communication has become a lot easier over the past decade. All kinds of apps, software, and websites can help you do a better job. Think of Cialfo, Google Calendar, Calendly, and Zoom, amongst others. Use technology as much as possible to plan, delegate and organize your life.

We just want to meet once. So much of our work is emotional in nature. The real thing can hardly take time to work through. It's the emotional baggage and confidence building, and motivating the kid, that takes it toll. Requesting that there be a listed agenda before every meeting can help you become more ready for the meeting, and be efficient at delivering what's expected.

Prioritize Your Health Do something to stay fit and healthy every day. At work, you're sitting in a chair all day and talking to people nonstop. Take a 'Maun Vrat' for a certain part of your day. Get up and walk every few hours. Set up alarms on your phone to remind you to stretch. Keep drinking lots of water. Switch off the screen. Listen more, and speak less to conserve energy.

Find happiness in the little things Look for small wins. Try to allow for 'minor balancing acts' every day. Take the stairs. While taking 15 minutes here or there might seem impossible to do, in reality, it will have very little impact on your outputs (likely, people won't even notice you've taken the time). Recharge: a small break can go a long way.

Creating a harmonious work-life balance will not only help you to become a fuller, healthier, happier human, but it will likely lead to greater job satisfaction and, perhaps unexpectedly, more professional success.

The Million Dollar Question: Which of these will you implement before Aiyyo's next issue?



Your Counseling Toolkit



NACAC's guide offers sound advice on every step of the US college admissions process, from getting in the right mindset, to researching universities, to completing application materials. A fantastic go-to source for students, families, and counselors alike.

Download here: tinyurl.com/aiyyo-april-23

AIVANCITY A French RevolutAIon

Discover a hidden gem in Paris for your cost-conscious, AI-focused student.

By
Tawhid Chtioui
Dean, Aivancity



Tawhid Chtioui

Aivancity is a French higher education institution founded in 2020, in order to meet the many challenges raised by the development of Artificial Intelligence and Data. The campus is located next to Paris, in a town called Cachan.

AI is changing the world. The public has discovered the massive impact of Artificial Intelligence with the launch of Chat GPT at the end of 2022. In 2 months, Chat GPT has counted more than 100 million users throughout the world when it took Google 4 years and Netflix 10 years to reach such results. The launch of Chat GPT has also shown that beyond its technical aspects, AI today raises many questions about its consequences for business and management, but also for people and society at large.

That is why Aivancity has been launched with an hybrid concept built around the triptych Technology, Business and Ethics. Its mission is to prepare future «Algeiners®» able to address the many economic and social challenges related to exploitation of data and artificial intelligence's potential. Aivancity Graduates are capable of developing computer programs that accelerate business performance, while ensuring that ethical rules evolve along with technical and societal developments.

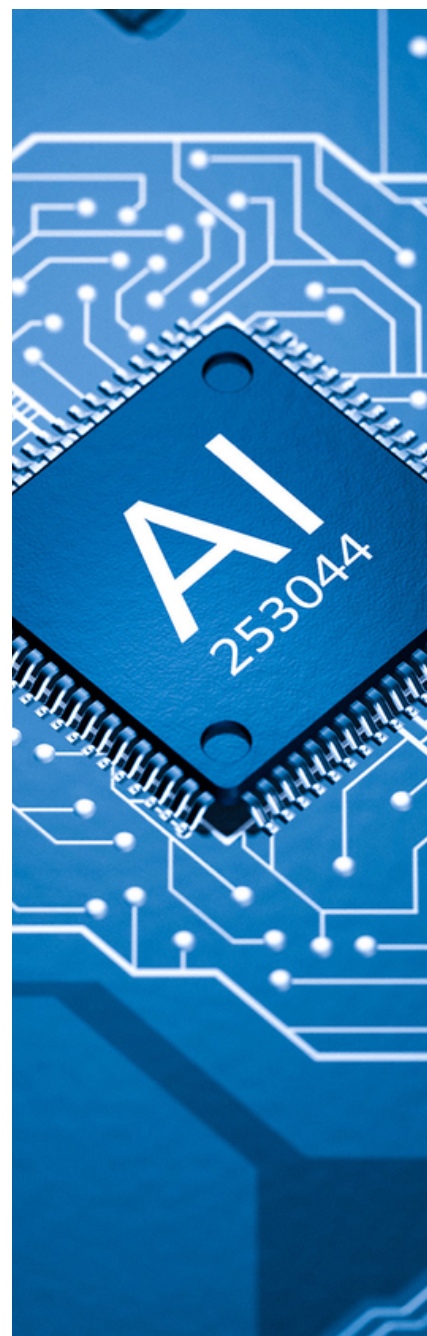
Aivancity is first and foremost a place for students (with undergraduate and postgraduate programs), a place for exchange and meetings between academia, civil society and the corporate world, and also a place for executives who want to embrace this structural evolution.

Today, Aivancity is unique in the world thanks to:

- Strong values framed by the not-for-profit status of “a school with a mission” with commitments to employability, diversity, responsibility, territorial anchoring and openness to the city.
- Several state-recognized initial training programs:
 - Integrated “Grande Ecole program”
 - BSc in applied Artificial Intelligence (English taught, 3 year program)
 - MSc AI & Data Science for Business (English taught, 2 year program), with internshiAivancity is first and foremost a place for students (with undergraduate and postgraduate programs), a place for exchange and meetings between academia, civil society and the corporate world, and also a place for executives who want to embrace this structural evolution.
 - ps at the end of each year and a work-study program in a company for the last 2 years
 - BSc IoT and smart data (French taught, 3 year program)
 - MSc Data Management (1 or 2-year program)
 - MSc Data engineering (1 year program)
- A summer school allowing students to discover AI and Data, through innovative lectures, company visits and case studies
- A diversified faculty of 82 professors in 12 different disciplines
- A 5.0 campus, completely renovated, 10 minutes from Paris’ center
- An AI clinic, allowing students to work during 6 to 9 hours per week on real projects proposed by our partner companies and supervised by our professors
- More than 50 partner companies that welcome our students for internships or work-study programs, entrust us with their AI Clinic projects, develop research projects with us, etc.
- Lifetime guarantee of degree upgrade@, allowing alumni to continue their education at aivancity throughout their career
- Executive and online courses allowing the greatest number of people to learn about AI and Data.

Aivancity’s approach has been validated by the French Ministry of Higher Education, which has just granted aivancity the state recognition and visa for its 5-year Grande Ecole Program, a first in France in this field.

To know more about Aivancity: <https://www.aivancity.ai/en>



Did you know?



नालन्दा
विश्वविद्यालय

First and oldest university in the world was established in Taxila aka Takshashila in between 600-500 BC with 68 subjects to study. Nalanda University was the first university in the world to have accommodation quarters for both students and teachers.. 11th President of India Late A. P. J. Abdul Kalam proposed the idea of reviving the first university of India in 2006 and started its first academic session on September 1, 2014, with 15 students in a temporary base in Rajgir, Bihar, India.



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YOU DO THE MATH

What can a Math degree lead to?

By

Devesh Lathi

Avid Math Lover and Quizmaster at The Next Genius Scholarship Program



Devesh Lathi

Pi Patel is a Grade 10 student who shows up in your office. He loves algebra, geometry, and calculus. Basically, his brain is left-brained and looks at the world through a numerical lens. As a Math lover, he is committed to pursuing the subject at University, but his friends keep reminding him of the 'E' word (Engineering).

As the family shows up in your office, Pi sits with a confused look on his face, and a strong determination to pursue a B.S. Math degree. His parents look to you for advice on what opportunities lay ahead in life for him. You reassuringly remind them: Mathematics is a subject that incorporates abstract thinking, complex argument-making, and solving mind-boggling puzzles. And degrees in this field can be as intricate and unique as the theorems you'll come to resolve.

When choosing a course, you mention that there exist different types of math degrees you can pursue. For example, at most Math departments one can choose from four different math majors: B.S. in Mathematics, B.A. in Mathematics, B.S. in Applied Mathematics, and B.S. in Statistics. As you had them a brochure, they notice that Pi would be required to explore complete basic courses in algebra, combinatorics, calculus and analysis, differential equations, probability, geometry, topology, number theory, numerical analysis, statistics, and theoretical computer science, during his Bachelor's degree.

Soon enough, they begin wondering if their child will earn enough as a Math teacher. If indeed young Pi will become a Math Professor, a school teacher, or an IIT prep academy lecturer. You chime in to reassure them that several technical professions require a unique set of skills that you can learn by completing a degree in Math: Computer Science, IAS, Data Science, Consulting, Business Management, Finance and Investments, Cryptography, Law, and Business Analytics for example. In the world of big data (which many say is the new oil), analytics, AI, and Math majors are highly valuable. In closing, you turn to Pi, and wish him good luck with balancing his equations, getting his count right, and above not being imaginary, but rational with his decision-making (all Math puns intended!).

Attitude of Gratitude



Atharva Nihalani
Brown University

For Pamela Colon Sharma

Dhirubhai Ambani International School

Hey Pam!! Thank you for always making time for me; for all the 15 minute check-ins that inevitably ballooned to hourlong Atharva-reassuring sessions. For being a rock through the whirlwind of the IB – encouraging me over overdue IA drafts, all the crammed in ECAs, and the dozen different drafts of my CommonApp. For always being in my corner. For being a friend. Thank you.

THE COACHING TREE

Counselor, Mentor, Coach: which hat to wear and when.

By
Revathi Shivakumar
President, AIEEC



Revathi Shivakumar

Counselor:

A person who helps students and families make decisions about their academic, career direction, and college education.

Mentor:

A mentor is someone who shares their knowledge, skills, and/or experience, to help another to develop and grow.

Coach:

A coach is someone who provides guidance to a client on their goals and helps them reach their full potential.

While Mentoring is directive, coaching is non-directive. In mentoring meetings, it is likely to be the mentor doing more of the talking, whereas in coaching it is likely to be the coach posing questions and giving the person they are coaching the space to reflect and do most of the talking. In every meeting with students and parents you have three choices: share information and let them make a decision, direct and give advice yourself, or, assist them to make their own decision and own it. When do you choose the latter, and why?

WHEN is Coaching the right tool?

Coaching can be a potent tool when we see a recurrent pattern of behavior that needs changing or if we come across any limiting self-belief. When we spot a coachable moment, it is time to take off the mentor hat and lead the student to go within. It can be spontaneous and a great opportunity to help the student learn from within.

How do we make the shift?

The segue from mentoring to the coaching needs the student to be receptive and to actively participate. Here, we move from guiding and advising as a mentor, to simply wanting to know. It could happen as follows.

"I notice you said, shall we look more at"

"I am picking up from you and would like to look at this with you if that is ok."

"Shall we explore and see what comes out of it?"

What do we do when we coach?

We come from a space of non-judgment and also set clear boundaries of what can be shared with parents/guardians. We probe and listen deeply. Deep listening requires that we are completely present, without distractions. We do not start formulating the next question mentally, even as the first answer is on (something that I personally had to really work on to overcome). We ask clarifying questions to understand better – “Can you tell me more? What do you mean by....” We are alert and also watch out for body language. We use a coaching framework like the GROW Model, to structure the conversation. The table below gives a couple of examples of how the model works.

GROW MODEL	Scenario 1	Scenario 2
	Student has been faring poorly in Maths despite all the pep talk and tuitions	Student has rushed a submission, tends to procrastinate
Goals : ASK what do we want to achieve? <i>Student says something. Probe and clarify till there is clarity on the goal. Why is it important to you?</i>	To get a better Math score, move from 80% to 90% at least	Meet all deadlines comfortably, score at least a B+ on such work
Reality : ASK where the is student currently? <i>Probe their answers further</i>	Scoring 80% with average effort.	Missed a couple of submissions or turned in rushed work because it got delayed.
Obstacles : ASK what comes in the way of achieving their goal? <i>Just probe and listen to see without drawing any conclusions.</i>	What stops them from doing better in math? What are the challenges?	What is causing rushed work and missed submissions?
Way Forward : What are the next steps? <i>How to support consistatly, ensure periodic updates and target delivery, gauge commitment, and ensure accountability?</i>	What should they be doing differently to get a better math score? Get the student to list their desired actions down in an internally driven manner.	To complete quality work in time, what should they be doing differently? The solution comes from them. The student should list it all down.

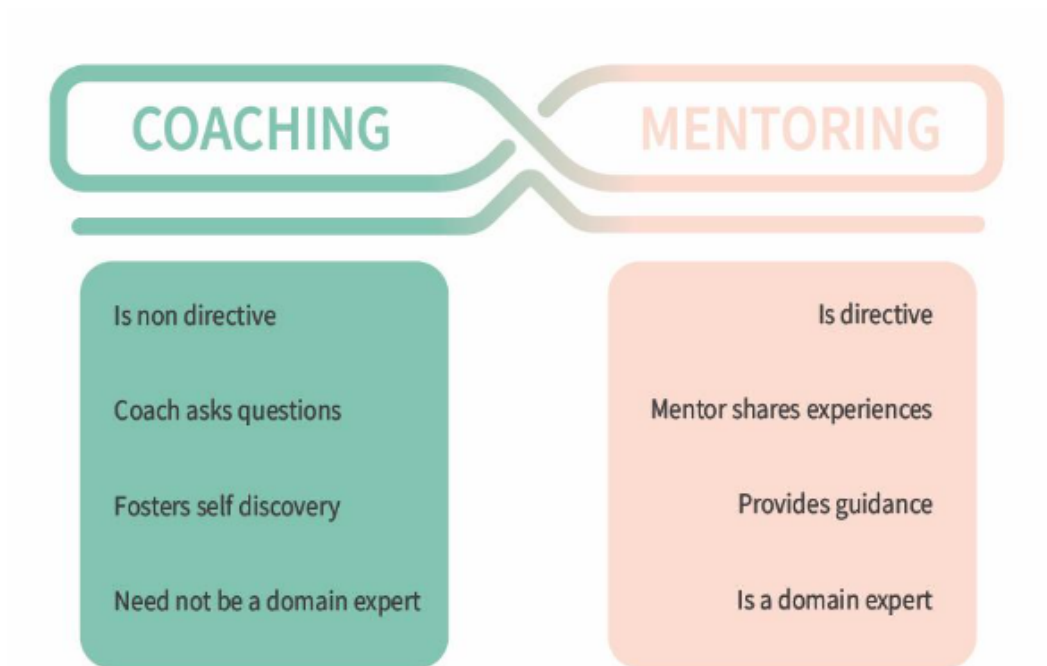
After this session, we check-in as agreed. It keeps the student accountable and helps us gauge if we are on track or if another conversation is needed.

WHY do we coach?

Because sometimes, we KNOW that no amount of “telling” will work. Our students need to realize it for themselves and be accountable. We coach them to EMPOWER and give them increased agency over their actions.

As you finish reading this article ...

Watch the next 10 meetings you do with students, parents, and both students and parents, and review them from the perspective of coaching versus mentoring. Reflect carefully and realize how to handle similar situations differently in the future. Now ask yourself: How are you bringing coaching consciously into your counseling repertoire this month?



Hall of Fame

Shirshika Kapoor, City Montessori School Lucknow

Across the last 5+ years, with continuous effort, talking to admission officers, training workshops, and online research, I've built skillsets in aptitude testing, profile building, skill development, and study abroad and Indian college admissions. I'm excited about keeping up to date every month with Aiyyo's newsletter in the future. It's cool that our community has such a wonderful resource.



HELLO ! MY NAME IS
**SHIRSHIKA
KAPOOR**

TRIBES FOR GOOD

STEM-ming Change: A young high schooler's effort to promote science education amongst youth!

By
Mandeep Kaur
TribesforGOOD



Mandeep Kaur

Changemaking is an organic process that can begin from personal life experiences. TribesforGOOD's ChangeWarrior, Somn Narain, a Grade 12 student at Sanskriti School, Delhi NCR, believes that what is personal is also political. Somn was diagnosed with learning disabilities at the age of six and studied with special educators making everyone assume that his IQ was low. A reluctant Somn spoke to us in 2021 and delayed his enrolment for over 4 months and finally agreed to teach his favourite subject Mathematics to 10 students from government schools. He got an overwhelming response from his first class making him understand his role in reducing education inequity and his personal role in being a change agent. From his personal experience, he was well aware of the significance of Mathematics, and how extra motivation could help students pursue it more passionately

In a study by UIC Research on Urban Education Policy Initiative, it was found that students who perform well in Algebra have better chances to explore advanced STEM courses and are more likely to enrol in college, graduate with a Bachelor's degree, go on to well-paid, in-demand careers and overcome inter-generational poverty.

Role of Educators & Community Service.

As an educator, it is important to help students view community service not as just another item on their checklist but as something that truly resonates with their values. Through service, high schoolers can experience a sense of fulfilment and meaning in their lives by contributing to a cause they care about. The journey is so enriching that even students who join without much regard for community service end up with a deeper respect for it. Through our work with over 1750+ students across 15 countries, we have seen students build up the skills mentioned below.

Build Empathy:

Social impact programs allow high schoolers to break their bubble of privilege and renew their sense of empathy and respect for people. While meaningful engagement with underprivileged communities certainly is an eye-opener, even interactions with peers prove to be game-changing. Zehn Kashyap (Grade 10, Vasant Valley), an advocate for differentness, urged her peers at TribesforGOOD to stand up for cyber-bullying. Her detailed narrative of her journey as a changemaker was a testament that sharing our stories can inspire, empower and build empathy in others.

Learning New Skills & Fostering a Growth Mindset

When following a structured approach and working at the grassroots, students learn about 1) new dimensions of society 2) build 21st-century skills such as critical thinking, problem-solving, creativity, communication etc. and 3) challenge themselves to explore unexplored potential such as building apps or making a documentary. Sunidhi Patil (Grade 11, DHB Soni College) taught at a Observation Home - an institution where abandoned children and juveniles in detention are sheltered - in her hometown, Solapur, Maharashtra. Later, she increased her knowledge about financial inclusion and expanded to human trafficking survivors. Some like Somin choose to expand their work by building apps.

Build A Sense of Community

A few of our high schoolers have explored citizen leadership by playing a key role in their own communities. Urvi Kochhar (Grade 12), through her initiative VASTRAM is tackling climate change by ensuring clothes don't end up in landfills. Niharika (Grade 10, Pathways Noida) made a documentary titled "Maahrtari", on the gender-based struggles of tribal women in Chhattisgarh. Another climate activist, Jiana Lakdawala (Grade 10, The Cathedral and John Connors School) had an epiphany on climate change when a fellow teammate recalled being breathless on the school bus.

Develop a Sense of Purpose:

With some nudging, students understand that they can serve our society using their own passions. It is about finding what they are truly passionate about.

In conclusion, service and social impact can be powerful tools for personal growth and development. By sensitizing young people to the inequities in the world and helping them see the value in service, we can empower them to become empathetic leaders and change agents in their communities.

Advertise With Aiyyo

Aiyyo's vision is to become India's premier magazine for the high school counseling community. A place of up-to-date, meaningful, and actionable content that our readers keep coming back to every month. Our digital nature means that readers can click links and connect with online opportunities right away. By partnering with us, you can be confident that your communiqué will be seen by the right people at the right time. Email contact@aiyyo.com to learn more.



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70% of students participate in an internship or field experience

1,310 Students

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10% international students

17.5% domestic underrepresented populations

96% of graduates do so in 4 years or fewer

95% of seniors had at least 2 experiential learning opportunities

90% of grads are in their next step within 6 months of graduation

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