



# Cradle-to-Career Data and Tools Advisory Board Public Proposal Form

## Instructions:

Per the [Governance Manual](#) proposal forms submitted will address significant gaps regarding whether the data system is providing access to actionable information. Please note there should only be one proposal per form.

## Name:

June Han

## Proposal Title: no more than 50 characters

AI-Powered Student Education to Career Navigation Tool

- By checking this box, I understand that if a Data and Tools Advisory Board member sponsors my proposal, it will be considered as a submission from the Data and Tools Advisory Board member.

## Type of Proposal<sup>1</sup>:

- Changes to tools such as dashboards or practical tools (*Complete section one*)
- Adding data points not available through the P20W data set or adjusting (including the removal of) the existing P20W data points (*Complete section two*)
- Please note a proposal form(s) can recommend adding one data point or several clearly related data points to the data system.

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<sup>1</sup> The C2C Governance Manual notes that DTAB members can also submit recommendations related to the data request process. As this is not yet live, it has been removed from the version of this form.

## Section One: Changes to Dashboards or Practical Tools

### 1. What is the nature of the gap regarding access to actionable information?

California's Cradle-to-Career Data System has built a powerful integrated P20W dataset that follows individuals from early care through K-12, higher education, and into the workforce. This infrastructure is among the most comprehensive in the nation.

Yet, there is currently a critical gap between the longitudinal education and workforce data available within the Cradle-to-Career system and the ability of individual students to use that information in real time to make informed decisions.

C2C's longitudinal data effectively captures what happened to populations of students. However, it does not yet tell an individual student, in plain language, what their specific profile suggests they should do next. The gap between aggregated insight and individual action is where students get lost. In particular, students often lack:

- Personalized guidance based on their education and skill profiles.
- Visibility into relevant career pathways aligned with their program of study.
- Direct, actionable connections to internships, work-based learning, and job opportunities.
- Support translating academic experiences into application materials and career readiness.

As a result, longitudinal data is producing insights that improve institutional decision-making, while the students most in need of personalized, real-time support continue to navigate the education-to-career pipeline without it.

### 2. What type of tool should be developed?

EduPolaris proposes integrating two complementary AI-native platforms—Eddie Education and Eddie Jobs—as student-facing tools that provide student-friendly, personalized insights within the Cradle-to-Career

ecosystem. Together, they form a continuous, longitudinal AI-powered guidance and insights layer for students to navigate their transition from 9th grade through workforce entry and career development.

These tools would function as a pathway navigation system that:

- Interprets a student's education history, program of study, skills, and interests.
- Maps those attributes to relevant college or career pathways.
- Surfaces hyper-local internships, work-based learning opportunities, and entry-level roles that match their profiles and skills.
- Supports students in preparing application materials such as resumes and cover letters.
- Provides guidance through application submission, interview preparation, job offer negotiation, and transition into jobs.
- Delivers personalized, data-driven insights on education and career pathways for individuals looking to upskill or reskill.

These tools should be designed as a student-centered interface that complements existing data infrastructure rather than replacing it.

### 3. How would a tool address the gap?

These tools would address two critical gaps—1) translating data into individualized, actionable insights for students at the point of decision-making, and 2) provide longitudinal insights on student outcomes from school to career.

Specifically, they would:

- Enable students to understand how their education connects to potential careers.
- Provide tailored recommendations based on student-level characteristics and progress.
- Reduce friction in identifying and applying to relevant opportunities.
- Support students in navigating complex transition steps from education to employment.

- Help students make informed decisions aligned with their skills, goals, and regional labor markets.
- Help institutions connect the dots between school performance to long-term career outcomes.

In particular, what distinguishes the Eddie Education and Eddie Jobs platform from standalone tools is the longitudinal continuity of the student profile. A student whose 9th-grade interests and academic trajectory are captured by Eddie Education arrives at the workforce entry stage of Eddie Jobs with four years of context already embedded in their profile. No other platform in California's education ecosystem begins building this profile at age 14. This continuity from school choice to college application to CTE completion to job placement to career development mirrors and reinforces the C2C mission of connecting data and insights across the full pipeline from early care to employment.

#### 4. Who would be the likely user(s) of the tool?

Primary users:

- College-bound and CTE students in grades 9–12, particularly at Title I schools and schools with high concentrations of first-generation college-going students.
- Community college students—California's 116 community colleges serve 2.1 million students, the majority of whom are first-generation, economically disadvantaged, or both; this is the C2C core population.
- Adult learners and returning workers re-entering the workforce or seeking credentials.
- Transfer students entering the workforce or navigating the pathway from California community college to CSU or UC.

Secondary users:

- School counselors and CTE coordinators. Eddie provides individualized student insights and intervention recommendations, multiplying counselor

capacity without replacing the human relationship.

- Institutional staff supporting workforce placement and student success.
- Workforce partners supporting internships and job placements.

5. How does the tool relate to the [mission and vision](#) of C2C?

The California Cradle-to-Career Data System is built on a foundational belief that data, made accessible and actionable, can advance equity and help every Californian reach their potential. This proposal closely aligns with this mission by improving the accessibility and usability of longitudinal data and insights on an individual level for end users.

In particular, this proposal addresses each of C2C's stated values directly:

- **Advancing Equity:** "Equity is our north star." Ours too. Eddie Education and Eddie Jobs are built specifically for the students who have been most underserved by existing systems: first-generation college students, economically disadvantaged youth, CTE completers navigating unfamiliar labor markets. The private counseling advantage that wealthy families have long enjoyed is not the result of private counselors being smarter --it is the result of sustained, personalized attention. Eddie provides that attention to every student.
- **Transparency:** Eddie's guidance is always explainable. When Eddie recommends a college, a career pathway, or a job, it shows the student exactly why -- which skills matched, which interests aligned, what the data shows about outcomes for students with similar profiles. Students are empowered to understand and question every recommendation, not just accept it.
- **Collaboration:** C2C's strength is its integrated P20W data across K-12, postsecondary, and workforce systems. Eddie is designed as a complement to that infrastructure, not a competitor. We propose integrating Eddie's student profile data with the P20W dataset to create a richer, more actionable longitudinal record -- one that captures not just what milestones students completed, but how they navigated between them and what support they

needed.

On the specific C2C strategic priorities:

- Student-facing tools that activate longitudinal data at the individual level: This is Eddie's core function. The P20W dataset tells the story of what happened to populations of students. Eddie translates that story into individualized guidance for each student navigating those same transitions.
- Equity-centered design: Eddie's intake process and guidance logic are designed to surface high-quality pathways regardless of the student's network, family background, or prior access to counseling. The system actively works to counteract the informational advantages that higher-income students currently enjoy.
- Education-to-workforce pipeline: Eddie Education and Eddie Jobs together provide continuous, longitudinal support from 9th grade through workforce entry -- the exact pipeline C2C is designed to illuminate. A student whose profile begins in Eddie Education at age 14 arrives at Eddie Jobs with years of context already captured. That longitudinal depth is what makes the matching and guidance genuinely personalized, not generically helpful.
- P20W data enrichment: Eddie's student-level interaction data -- FAFSA completion events, application submissions, credential attainment, employment placement -- can feed back into the C2C data infrastructure, strengthening the P20W dataset with real-time individual-level outcomes that complement institutional reporting.

[Section Two: Adding Data Points Not Available Through the P20W Data Set or Adjusting the Existing P20W Data Points](#)

1. Please state the research question of interest that cannot be fully addressed with the [existing data elements](#) in the P20W Data System.

2. How does this research question relate to the [mission and vision](#) of C2C?

3. Please propose additional data element(s) needed in order to successfully address the research question of interest.

4. Please verify that the proposed data element(s) do not already exist in the P20W Data System.

5. If the P20W Data System does not currently include the proposed data element(s), can the proposed data element(s) be derived from the existing data element(s) in the P20W Data System?

6. If the P20W Data System does not currently include the proposed data element(s), are there existing data element(s) closely related to the proposed data element(s)? If so, please list them and why they are not sufficient to answer the proposed research question.

7. C2C keeps a [repository](#) of previous data elements that were either a) considered during the planning process or b) proposed through the mechanisms as outlined in the Governance Manual, but were ultimately not included in the P20W, along with related feasibility studies. Do any of the data element(s) being proposed overlap with the data elements in this repository? (New proposals can build on or duplicate prior proposals. It is helpful for proposers to share that context, including prior related feasibility studies.)

8. Are the proposed data element(s) already collected by a state-level entity? For data element(s) already collected, please answer question nine. For data element(s) not collected, please answer question ten.

9. [For proposed data element(s) already collected] To the extent possible, please share details pertaining to the proposed data element(s). Relevant details may include but are not limited to: a) corresponding entity that collects and houses the data element(s); b) specific variable name(s) used in the originating data system; and c) timeframe available.

10. [For proposed data element(s) not collected] Please propose institution(s) that would be most suited for the new data collection effort.

11. Please explain the desired level(s) of grain size for each data element proposed. (i.e., individual-level, institution-level, or other aggregated levels)? Multiple grain sizes may be requested for each proposed data element.

12. Please explain the intended use case(s) for the proposed data elements (i.e., dashboards, query builder, or the research request tool)? Multiple use cases may be requested for each proposed data element.