



**HBCU PATHWAYS**  
Uncovering Excellence

**X is Possible**



The HBCU Pathways Program is a customizable, off-the-shelf academic and workforce development solution to advance post-secondary educational and career outcomes for students of color.

Since 2019, the HBCU Pathways Program has proven to increase students understanding of various careers, develop core learning paths that align with careers of interest, and enrich cultural awareness, resulting in increased confidence and achievement.

Created for college-bound high school students, the HBCU Pathways Program focuses on college readiness, career exploration, and cultural awareness, and is designed to inform decisions related to career paths BEFORE students select a major or college.

**As an off-the-shelf product, the HBCU Pathways Program can be customized to fit the unique needs of students, schools, and organizations. It is an economical solution for:**

Youth-serving non-profit organizations that rely on volunteers to lead and/or facilitate youth-focused programs.

Youth-serving (16 - 24) programs that require additional data to demonstrate achievement of outcomes.

High school administrators looking to augment resources available to college and career counselors.

Churches, civic, and community organizations that offer scholarships and/or college readiness programming to students.

# Company Overview:



X Is Possible, LLC is a Woman-Owned, Minority-Owned small personal and professional development company providing organizational and employee development services, including strategic planning and facilitation, executive and career coaching, and management training.

X Is Possible's education programs include the HBCU Pathways Program for high school students, and the CyberBiz Pathways Post-Secondary Workforce Development Program, which provides post-secondary career planning for high school graduates, including a college-track and direct employment IT certification track, quarterly workforce development and career advance summits designed for individuals from historically underrepresented populations, and summertime STEM Intensive bootcamps.



## About the HBCU Pathways Program Creator, **Erica M. Roberts**



Erica M. Roberts is the founder and President of X Is Possible, LLC and the Executive Director of Pathways To Excellence Incorporated. A civil servant for nearly 20 years, Erica previously led workforce development and worker protection efforts at the U.S. Department of Labor, and was approved for the Senior Executive Service prior to retiring. She is the founder of the Greater Maryland Chapter of the National Black MBA Association; past President of the Washington DC Chapter; former member of the National Black MBA Association's Strategic Advisory Committee; and long-time volunteer and manager for the Leaders of Tomorrow (LOT) program.

# HBCU Pathways Program Product and Service Offerings

## Cum Laude Package

Cum Laude Package (\$125 per student/6- months)

### **Includes:**

#### **Digital Library**

- Asynchronous college readiness, essay writing, and employment search course modules
- Day in the Life of Black Professionals on-demand college and career journey interviews with Black professionals in more than 20 disciplines

#### **Tips from college financing and scholarship experts**

- Interviews with college admissions personnel
- Monthly reports of student progress

## Magna Cum Laude Package

(\$5,000 + \$150 per student/1-year)

### **Cum Laude Package PLUS**

- Twelve (3-hour) pre-designed workshops, including facilitator notes and suggested activities addressing significant topics related to college preparation and/or career readiness.  
**For each session, we offer:**
  - Agenda and Instructor/facilitator notes for both in-person and virtual presentations,
  - Presentation slides displaying, Participant activities and assignments
- Student enrollment in annual HBCU Pathways Virtual Summit
- Train-the-Trainer: 4-hour virtual workshop to review program objectives; agendas and content for twelve; and best practices. Course includes mock training delivery and facilitator feedback.

## Summa Cum Laude Package

(\$12,000 + \$120 per student/1-year)

### **Magna Cum Laude Package PLUS**

- Administrative Support System: The HBCU Pathways Program provides resources to complement recruitment, marketing, and fundraising efforts, as well as ongoing communication with students, parents, and other stakeholders.
  - HBCU Pathways Program flyers and social media copy, which can be used in conjunction with your organization's student recruitment and marketing plan.
  - Sample language describing the program, outcomes, and measures, which may be included in grant proposals and other fundraising efforts.
  - 24 pre-written excerpts related to monthly topics and Digital Library careers. Excerpts may be included in monthly newsletters and/or emails.
- Program Facilitator: HBCU Pathways Program will vet and arrange for background checks for a qualified professional to facilitate up to twelve, 3-hour sessions using the HBCU Pathways Program curriculum either live or virtually.

## Add-Ons

(Additional Fee)

- 20 hours with virtual college and career coach
- 20 hours live student resume prep
- HBCU Pathways Program grant writing
- Nonprofit capacity building consulting for local youth-focused programs

For more information or to schedule a consultation,

✉ [education@xispossible.com](mailto:education@xispossible.com) , [www.hbcupathways.com](http://www.hbcupathways.com)